



FY 2024 Accomplishment Report

October 1, 2023 – September 30, 2024

U.S. DEPARTMENT OF THE INTERIOR
Bureau of Indian Affairs
Office of Trust Services



INTRODUCTION

Bureau of Indian Affairs Facts

The Bureau of Indian Affairs (BIA) was established in 1824 under the War Department and transferred to the Department of the Interior in 1849. BIA provides services to American Indian and Alaska Natives from the 574 federally recognized Tribes in the 48 contiguous States and Alaska. More than 80 percent of Indian Affairs employees are American Indian or Alaska Native.

Office of Trust Services

Who We Serve

The BIA, Office of Trust Services (OTS) has offices nationwide and assists Tribal governments and allottees in managing, protecting, and developing their trust lands and natural resources, which total 56 million surface acres and 59 million acres of subsurface mineral estates. OTS programs aid landowners in the stewardship of their cultural, spiritual, and traditional resources, and help Tribal governments create sustainable sources of revenue and jobs for their communities.

Our Mission

The BIA OTS carries out the Indian Affairs' trust responsibilities to protect, develop, manage, and enhance Indian trust resources for the benefit of American Indian and Alaska Native peoples. This includes expanding economic opportunities through effective trust management that recognizes and supports Tribes' self-governance and self-determination.

Purpose of the Report

OTS prepares the Annual Fiscal Year (FY) Accomplishment report to inform Tribes and OTS employees across the country of the significant contributions our programs make to Indian Country. We take pride in the fact that our jobs help provide climate resilience, support efforts for ecosystem restoration, contribute to the reduction of fractionated Indian lands, and provide opportunities to support, manage, protect, and develop their trust lands and natural resources. Our work is challenging. We may be supporting the management of irrigation, dam, and power facilities, or protecting lives, property and land from Wildland fires, developing policy for the management of invasive species, traveling long distances to assist with timber sales and continuous forest inventory projects, and formulating policy and directives to engage in collaboration with partners to advance our goals.



Stillaguamish Fish Hatchery



Yakama Irrigation Project



Museum Program Artifact

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DEPUTY BUREAU DIRECTOR – TRUST SERVICES (DBD-TS)



October 7, 2024

Greetings,

As we end another Fiscal Year, I would like to take a moment to reflect on a few of our OTS accomplishments you will read about in this report. This year we have settled into our restructured operations including brand new Divisions of Resource Integration and Services, Workforce and Youth Development and Trust Asset Ownership and Title. We have welcomed new talent in the fields of geographic information, climate resilience, water and power, agriculture and range. We are actively recruiting talent through our Pathways Internships and a new Indian Youth Service Corp. In addition, four facilities were added as repositories housing BIA museum collections, including creating a dedicated inventory space in the Main Interior Building, established protection and preservation protocols for tribal cultural arts and artifacts and set up displays in offices nationwide and through online museum collections.

Our Real Estate Services Division conducted a nationwide training session for BIA Regional and Agencies employees and tribes in June 2024. This was the first national training session in 7 years and covered topics such as updated regulations, fee to trust acquisitions from a tribal perspective, and all aspects of Indian land management functions. Our Trust Asset and Accounting Management System (TAAMS), the official title and ownership management system for Indian lands was updated to include modules on Leasing and Rights of Way. Field staff were provided training on use of the new modules.

The HEARTH Act leasing regulation approval for 8 Tribes this year brings the total since the program started to 112. HEARTH Act leasing supports tribal self-determination by transferring approval authority for business, housing, agriculture, solar and wind energy evaluation leases to these Tribes. Strike teams consisting of subject matter experts from across the country were employed to address top tribal priorities for on-reservation timber projects, energy and mineral activities and priority reviews of fee to trust applications. Tribal homelands are being restored through tribal acquisition of lands and the transfer of these properties from fee to trust. The Division of Trust Land Consolidation generated 2,166 purchase offers, approved 120 sales with a total value of \$1,539,645.23. The 950 fractional interests acquired increased Tribal ownership in 232 tracts, the equivalent of 1,326.679 acres now consolidated under Tribal ownership.

I am optimistic about the future and have rolled out the first ever Office of Trust Services Strategic Plan through Fiscal Year 2026. This plan aligns our internal goals with that of the Department with a focus on the input we heard in Tribal Consultation sessions on Trust programs and regulations.

Handwritten signature of Trina Locke in blue ink.

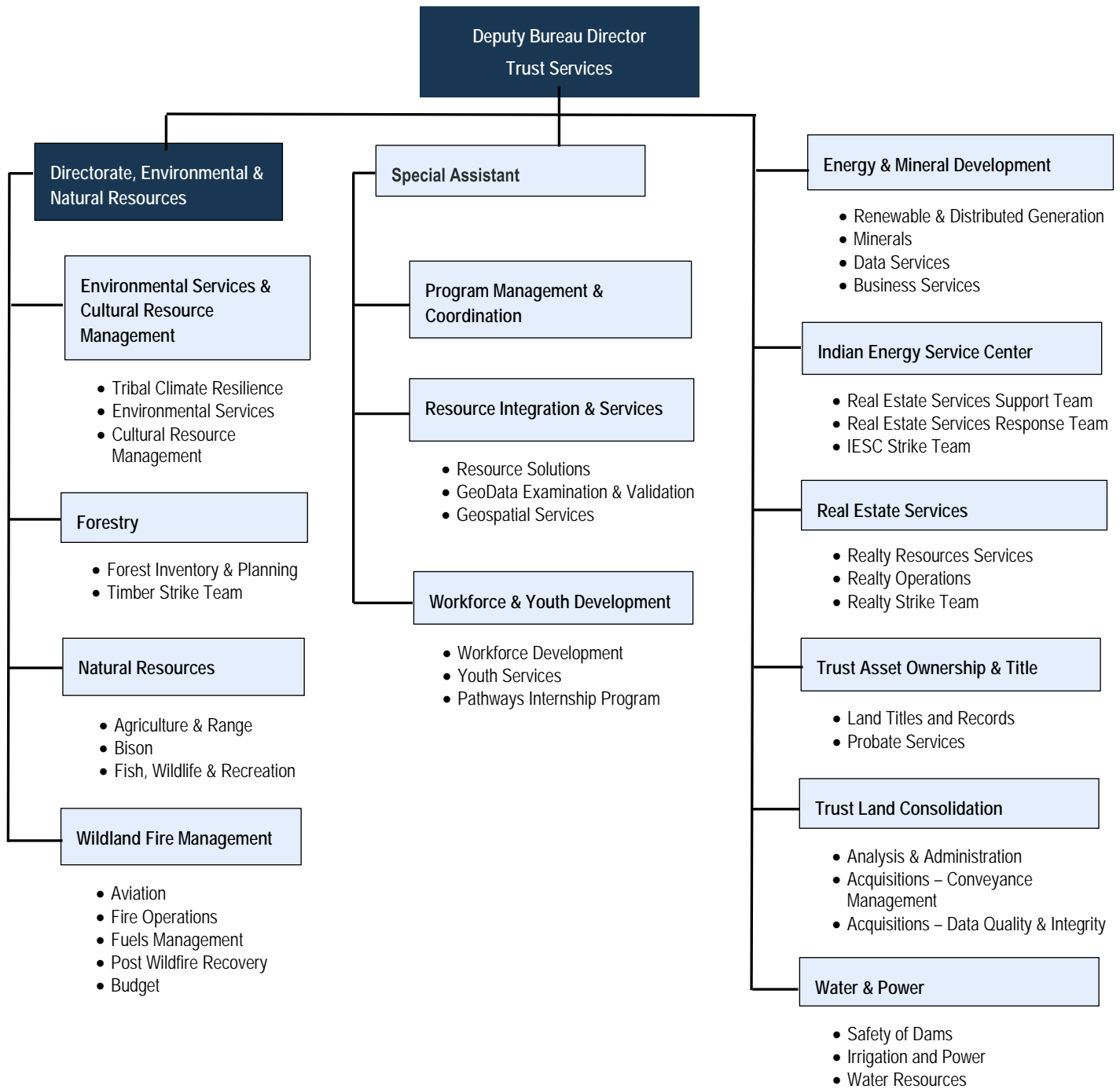
Trina Locke
Directorate of Environmental & Natural Resources

Handwritten signature of Johnna Blackhair in blue ink.

Johnna Blackhair
Deputy Bureau Director-Trust Services

Visit our website at <https://www.bia.gov/bia/ots> for more information about BIA Trust Services

ORGANIZATIONAL CHART



DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)

Mission

The mission of the Division of Energy and Mineral Development is to provide the best possible technical and economic advice and services in assisting Indian mineral owners to achieve economic self-sufficiency by creating sustainable economies through the environmentally sound development of their energy and mineral resources.

Who We Serve

Working with Tribes to stimulate their economies, the Division of Energy and Mineral Development functions much like a full-service consulting firm. Armed with an expert team of geologists, engineers, marketing experts, and other key personnel, our staff facilitates all aspects of energy development for Tribes. DEMD is charged with

- Administration and processing of the Indian Affairs Tribal grant and technical assistance program supporting Tribal efforts to build economic development through developing energy and mineral resources.
- Technical assistance to support Tribal efforts to negotiate potential minerals agreements and to develop energy in the areas of electrification, oil and gas permitting, renewable energy permitting, energy efficiency, electricity generation, transmission planning, and coordination with water, environmental, cultural, and other resource management activities to assist Tribes in developing or using energy resources.
- Supports BIA's OTS and Field Operations in considering approval of proposed minerals agreements with respect to economic assessment and potential economic return.



Solar Panels on Tribal Land



Aggregate Plant



Geologist logging drill cores

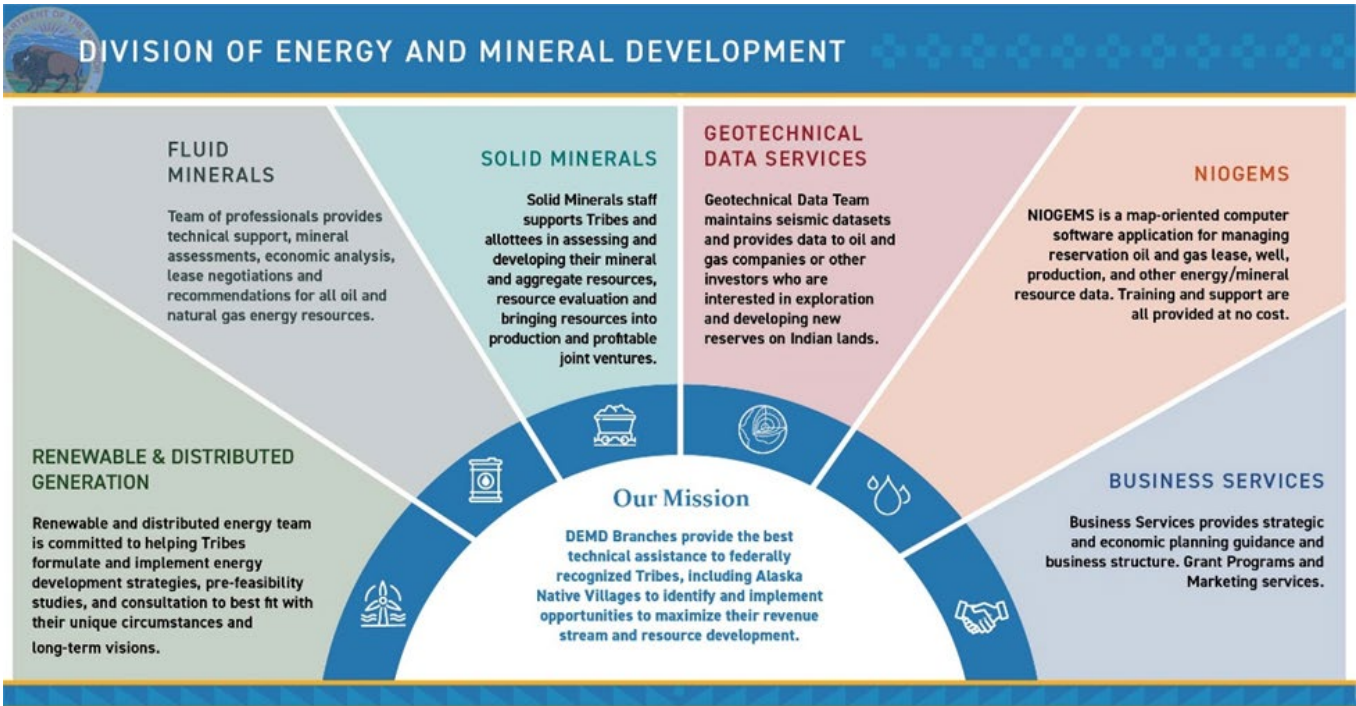
Section 1. Overview

1.1 Staffing

10	Full Time Employees
2	Pathways intern opportunities
3	Vacant Positions
1	Detailed Employee
2	Contractors (Web content)

1.2 Bipartisan Infrastructure Law (BIL) Funding

None.



1.3 Branches

DEM D Branches provides the best technical assistance to federally recognized Tribes, including Alaska Native Villages to identify and implement opportunities to maximize their revenue stream and resource development.

Branch of Renewable & Distributed Generation (BRAD)

Renewable and distributed energy team is committed to helping Tribes formulate and implement energy development strategies, pre-feasibility studies, and consultation to best fit with their unique circumstances and long-term visions.

Typical technical services include:

- Font-end planning phases for both utility scale and distributed energy development
- Helping Tribes bring projects to the point where they can secure financing.

Commodities Served:

- | | |
|----------|-------------------------------------|
| Solar | Hydropower |
| Wind | Microgrids |
| Biomass | Geothermal (from usage perspective) |
| Hydrogen | |

Branch of Fluid Minerals (BFM)

Team of professionals provides technical support, mineral assessments, economic analysis, lease negotiations and recommendations for all oil and natural gas energy resources.

Commodities Served:

- | | |
|--------|--|
| Oil | Natural Gas |
| Helium | Geothermal (location and well drilling/completion) |

Branch of Solid Minerals (BSM)

Solid Minerals staff support Tribes and allottees in assessing and developing their mineral and aggregate resources, resource evaluation and bringing resources into production and profitable joint ventures.

Commodities Served:

Sand and Gravel	Limestone	Industrial Minerals
Precious Minerals	Critical Minerals	Coal and more

The following three branches provide direct support to Tribes to aid in the effective development of these commodities that maximize the economic return and community impact.

Branch of Geotechnical Data Services (BGDS)

Geotechnical Data Team maintains Tribal energy and mineral resource (seismic) datasets essential to the resource development process and provides data to oil and gas companies or other investors who are interested in exploration and developing new reserves on Indian lands.

GDS provides over \$258 million in seismic datasets:

Road Infrastructure	Solid mineral geologic data
Solar, Wind & Biomass	Electric infrastructure (transmission lines, power plants, substations)

National Indian Oil, Gas, Energy and Mineral System (NIOGEMS)

NIOGEMS is a map-oriented computer software application developed and maintained by DEMD for managing reservation oil and gas lease, well, production, and other energy/mineral resource data. The software, training, and data are provided to Tribes to aid in project development and resource management at no cost.

Branch of Business Services (BBS)

Business Services provides business organization, economic and strategic planning including developing a portfolio of projects and tribal capacity development, Marketing Services and Grant Programs.

Portfolio Planning

Assist Tribes on assessment of their business goals, risks, resources

Typical technical services include:

- Business Planning, Entity Formation and Project Management
- Business Partnering, Deal Structuring and Evaluation
- Grant Fund and Loan Guarantee Financing Guidance
- Strategic Planning
- Portfolio and New Venture Performance Management
- Monetize Tribal resources in strategic, income-generating portfolios (financial and economic analysis)
- Advise Tribes on business structures/foundational infrastructures best suited for project financing options
- Advise on new venture partnerships

Competitive Grant Programs

Tribal Energy Development Capacity (TEDC)

Offering funding for Tribes to develop their energy business or expand their energy capabilities. Every year, DEMD provides the opportunity for Tribes to receive financial assistance to establish the legal framework for developing and regulating their energy resources. We know that millions and millions of acres of Tribal reservations hold vast natural resources. We support development efforts led by Tribes in accordance with Tribal goals and priorities.

The TEDC grant is designed to aid Tribes in Tribal management, organizational and technical capacity needed to maximize the economic impact of energy resource development on tribal lands. Tribes can enhance the management and regulation of energy projects through implemented organizational and business structures, legal and regulatory infrastructure. See <https://www.bia.gov/service/grants.tedc> for more information.

Energy and Mineral Development Program (EMDP)

Offering solutions to Tribes for all their renewable and non-renewable energy and mineral needs. DEMD provides the opportunity for Tribes to receive financial assistance to evaluate the energy and mineral resource potential of their lands through its grants. We know that millions of acres of Tribal lands hold vast natural resources. We support development efforts led by Tribes in accordance with Tribal goals and priorities. See <https://www.bia.gov/services/grants/emdp> for more information.

Resources Eligible for Funding:

Biomass-Wood and Waste	Coal bed methane
Hydro	Uranium
Solar	Coal
Wind	Industrial minerals (sand and gravel)
Geothermal	Precious minerals (gold, silver, and platinum)
Oil	Base minerals (lead, copper, and zinc)
Natural Gas	Ferrous metal minerals (iron, tungsten, and chromium)

Energy and Mineral projects require a multitude of pre-development studies and planning steps. The EMDP grant is a mechanism for completing these tasks and the results of these studies allow Tribes to reduce the risk of the projects and make decisions on how to move forward.

Activities Eligible for Funding:

Resource Assessment	Engineering Studies
Exploration Studies	Economic Evaluation
Feasibility Studies	Defining Potential Targets for Development
Market Studies	

1.4 Government Performance and Results Act (GPRA) Measures

No GPRA Measures have been assigned to this Division.



Oil rig on the Southern Ute Reservation

Section 2. Accomplishments

2.1 Effective Program Management

DEMD Modernization and Streamlining

The DEMD has been in existence since the 1980s and has focused throughout its history on providing technical assistance and grant funding for Indian minerals owners. That mission is constant and remains unchanged, though the office has recently undergone significant realignment. The DEMD has undergone recent, significant modernization efforts to increase effectiveness and service delivery to better coordinate BIA's energy programs into a common programmatic platform.

Prior to 2021, the DEMD was housed under the Office of the Assistant Secretary – Indian Affairs (AS-IA), within the Office of Indian Energy and Economic Development (OIEED). Realignment saw DEMD moved from the Office of the AS-IA to BIA's Office of Trust Services (OTS). The DEMD works with other OTS Divisions to improve service delivery to Indian Country and Alaska Native villages for energy development and production, promote end-to-end planning for energy development projects, enhance related energy and mineral functions within OTS, offer Tribes a centralized office for energy questions and issues, and promote a more unified Indian Affairs voice for positions on energy matters.

DEMD Leadership and Staffing

The DEMD Division Chief position has recently undergone turnover, with the retirement of the former Division Chief and the selection of a new, permanent Division Chief. In recognition of the need to maintain a capable, STEM workforce available to Tribes for assistance advancing economic development through developing energy and mineral resources and related Tribal capacity building, the DEMD has enacted some initial updates to its staffing approach, reducing the size of its professional services support group from 45 to 17 professionals and continuing to develop future staffing and recruitment plans to fulfill its mission with an emphasis on maximizing Federal hiring.

North American Prospect Expo (NAPE) Representation

The annual [North American Prospect Expo](#) (NAPE) event in Houston, TX hosts nearly 14,000 attendees! The February expo allows companies to explore opportunities and make connections to investors regarding oil, helium, other energy resources and, more recently, renewables. NAPE also provides Tribes a paramount chance to proactively seek developers and discover economic growth partners.

DEMD hosted a booth for six different Tribes and their representatives. Potential partners were provided open acreage brochures and maps created on behalf of in-person representatives of Tribes attending NAPE. NAPE in recent years expanded to include renewable energy opportunities. The Branch of Fluid Minerals collaborated with the Branch of Renewable and Distributed Generation team to showcase renewable energy opportunities on Tribal lands.

2.2 Reducing the Regulatory Burden – Tribal Lands, Economy and Finance

Renewable Energy Accelerated Deployment Initiative (READI) for Indian Country

BRAD, in partnership with the Indian Energy Service Center, completed eight Tribal consultations, August 2023 through November 2024 to garner input on additional resources needed to create expanded pathways for the BIA to support Tribes in harnessing the vast renewable energy potential that exists in Indian Country.

The final report summarizing input and recommendations was expected to be released in Spring 2024. BIA will begin implementing recommendations in the remainder of FY 2024.

Technical Services support to 12 Tribes

BRAD has provided technical support directly to 12 tribes between October 2023 and April 2024. Summary highlights include:

Assessments

- Microgrid solutions as a means of improving energy resilience and reliability at critical tribal facilities.
- Technical and economic viability of solar development on or adjacent to tribal facilities.
- Working with tribes to assess resource potential and economic feasibility of geothermal development and subsequent energy generation.

Technical Assistance

- Identify portfolio solutions of multiple renewable energy options for enhancing tribal sovereignty and promoting cost savings and/or revenue generation for the Tribe.
- Informing tribes on grant funding opportunities, both within and outside of DEMD, available for clean energy development.
- Explain the many benefits provided to Tribes under the [Inflation Reduction Act](#), including incentives that are specific to tribal clean energy projects

Interagency Agreement with the Hopi Tribe and Navajo Nation

The Division continues to support the U.S. Department of Energy in two Memorandums of Understanding (MOUs) with the Hopi Tribe and the Navajo Nation in economic revitalization efforts following the closure of the Navajo Generating Station and Kayenta coal mine. DEMD leadership has attended multiple planning meetings with both tribes and provides on-going collaboration on grant programs and technical assistance services.

Signatories to the MOUs include:

- U.S. Department of Energy (DOE)
- U.S. Department of the Interior (DOI)
- U.S. Department of Education
- U.S. Department of Agriculture
- U.S. Department of Transportation (DOT)
- U.S. Environmental Protection Agency (EPA)
- U.S. Department of Labor (DOL)
- Federal Permitting Improvement Steering Council

2.3 Empower Tribes to Manage their Own Resources

Grant Projects

The Branch of Renewable and Distributed Generation (BRAD) Branch continues work on forty (40) active grant projects for both the Energy and Mineral Development Program (EMDP) and the Tribal Energy Development Capacity (TEDC) Grant Program.

Fourteen Tribes are receiving DEMD Technical Assistance work. Activity includes Energy Generation Feasibility, Energy Planning Strategy, Financial Analysis, Oil and Gas Planning and Strategy, Solid Mineral Planning and Strategy, Business Plan drafting, and Tribal Utility Study Feasibility. Technical Assistance occurs in office, during site visits, Tribal Council Meetings, and in-person meetings.

Summary highlights of grant activity include:

- Helped Tribes pursue or improve already existing energy utilities with activities such as improving energy codes and completing development final feasibility studies.

- Assisted multiple Tribes with identifying Combined Heat and Power systems fueled by natural gas to save money while powering their casinos and other large energy loads.
- Completed a feasibility study for a utility scale natural gas-powered generation station to provide power to a casino.
- Supported renewable microgrid system studies for tribal self-sufficiency at tribal campuses and for housing developments.
- Completed solar feasibility studies on multiple Tribally owned buildings to utilize clean and sustainable energy.
- Concluded renewable energy development feasibility studies that informed tribal leadership about the quality and quantity of the Tribe's renewable energy resources.
- Supported, along with the Branch of Fluid Minerals, geothermal resource exploration studies where a Tribe wants to move forward with next steps into test drilling and planning a utility scale geothermal project.
- Tribe in California to aggregate business plan to pursue financial investment into mine development and material sales; operations planned to begin 2025.
- Business Services is working with the Morongo Band, and other Tribes regarding usage of the Internal Revenue Service (IRS) Energy Community Bonus Credit Amounts under the Inflation Reduction Act.
- Business Services performed a reserve analysis for producing oil and gas fields to assist a Tribe in resource planning and developing business ventures.

Technical Services support to 12 Tribes

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Technical Assistance

- Identify portfolio solutions of multiple renewable energy options for enhancing tribal sovereignty and promoting cost savings and/or revenue generation for the Tribes.
- Informing Tribes on grant funding opportunities, both within and outside of DEMD, available for clean energy development.
- Explain the many benefits provided to Tribes under the [Inflation Reduction Act](#), including incentives that are specific to tribal clean energy projects

Tribal Clean Energy Project Success Stories

The U.S. Department of Energy (DOE) announced \$38 million in funding for 13 Tribal clean energy projects. Four of the thirteen projects selected for award are projects that utilized DEMD grant and technical assistance programs for early phase project planning, feasibility, and design. These include:

Fond du Lac Band of Lake Superior Chippewa (Cloquet, MN)

The project will install a biomass heating facility to provide district wood heat in place of propane for the Brookston housing subdivision and community center. This project builds off an EMDP 2020 award to assess, evaluate, design, and engineer the biomass heat system.

Metlakatla Indian Community (Metlakatla, AK)

The community and its utility, Metlakatla Power and Light, will install a 1.5-MW direct drive wind turbine on Annette Islands Reserve, producing approximately 4.15 million kWh of electricity per year. This project builds off an EMDP 2020 award to complete a wind resource analysis and feasibility study.

Muscogee (Creek) Nation (Okmulgee, OK)

The Tribal Utility Authority will install a 924-kW ground-mounted solar photovoltaic (PV) system to serve the Okemah Community Hospital and Okemah Indian Health Center. This project builds off an EMDP 2018 award to evaluate the feasibility for developing solar energy at Muscogee (Creek) Nation Tribal health facilities, including those mentioned in the DOE grant award.

Sac and Fox Tribe of the Mississippi in Iowa (Tama, IA)

The project will install 135-kW of solar PV on the Meskwaki Tribal Center and the Meskwaki Apprenticeship Program Facility. This project builds off an EMDP 2020 award to evaluate the feasibility of harnessing the Tribe's renewable energy resources to power a microgrid system for the Tribe's facilities.

Aggregate Development

Aggregate (sand & gravel, crushed stone) is a valuable and abundant natural resource that can be developed rapidly to generate sustainable jobs and economic growth for Tribes. The Bipartisan Infrastructure Law is expected to significantly increase the commercial demand for sand and gravel.

Over the first half of FY2024, the Branch evaluated specific economic costs for several different development scenarios for Tribes. The objective was to help move several Tribes nationwide from project concept, through feasibility, and on to revenue generating operations. This work included:

- Analysis of geology
- Quantity and quality assessments
- Identification of internal and external markets
- Optimization of capital and operating costs, and
- Transportation to external markets

Tribal Critical Minerals Assessment

DEMD Solid Minerals Branch provided oversight for a critical minerals assessment Energy and Mineral Development Program (EMDP) grant. Results are highly encouraging for moving to the next phase of a high-grade manganese resource development project.

Tribal Metallic Deposit Assessment

DEMD assisted the Tribe with completion of a preliminary grant to determine potential for metallic deposits. A second grant was proposed and awarded to advance exploration to a drilling stage.

Tribe Aggregate Pit Design

Downloaded ownership and topography data for an aggregate pit design project. DEMD Created draft pit designs and researched aggregate product prices in the Tribe's business area.

Tribal Aggregate and Clay Assessment

DEMD provided EMDP grant assistance. The grant consisted of three parts: 1. Aggregate exploration, 2. Clay exploration, and 3. Marketing study.

DEMD assistance included: Geological and soils review of the pueblo, identification of sampling sites, assistance with Requests for Proposals for a driller and for a marketing company, and technical assistance with interpretation of data received from the lab and from the marketing company.

Tribal Solid Mineral and Business Technical Assistance

The Solid Minerals and Business Services Teams assisted the Tribe in the establishment of an aggregate business operation. This business has subsequently won a bid to provide a large amount of aggregate material over 3 years, as a high value contract. The Business Services Branch is now helping the Tribe to vertically integrate, and start up a Trucking business, to service lucrative hauling contracts that business will require to deliver material. DEMD awarded the Tribe funds for an EMDP aggregate assessment grant to firm up the locations of future aggregate resources to feed the business.

Tribal Rock Barging Scope of Work Development

DEMD designed a rock barging project scope of work for request of proposals to three different consulting firms. Study includes barging rock from seven rivers. Study is intended to determine which mines and river systems produce the best lowest price and greatest rock quality for the Tribe. Finished Carlson software drawings of the Tribes land and topography near an identified river for a port location.

Tribal Forest Road Aggregate Assessment

Completed pit and road design, and helped the Tribe understand geologic mapping and which material would work best on forest service roads with extremely large amounts of rain per year. Gave a capital cost estimate on the following mobile equipment: Jaw Crusher, Cone Crusher, Screens, and various mining equipment for quarry operations. The Tribe supplied LiDAR data of their lands that was used by DEMD to design a Quarry for forest service road use. DEMD has assisted the Tribe in opening an aggregate pit to supply aggregate material for a variety of infrastructure projects. Pit development is complete, and there is a stockpile of aggregate available for future roads projects.

Tribe Coal Technical Assistance

DEMD provided the Nation with recommendations on Track 1 coal mine plans, the feasibility of mining uranium, and implications of reduction in severance taxes paid by the existing company. The Tribe was also informed of potential aggregate development sites.

Tribe Aggregate Business Options

DEMD provided the Tribe with business infrastructure options and costs including Capital Expenditure (CapEx)/Operating Expense (OpEx) in setting up a Tribal aggregate business.

Tribe Rare Earth

DEMD has collaborated with a Tribe to assess the economic feasibility of developing their rare earth element-zirconium resource. DEMD funded a study to determine whether the metals can be economically separated from the rock (metallurgy). If economic, this resource could provide from 35 to over 100 highly paid jobs and generate multimillion-dollar annual tribal revenues for over 20 years.

Tribe Cement Plant Business Agreement Review [Solid Minerals]

DEMD provided in-depth economic analyses of a potential agreement with a company for construction of a cement plant.

Tribe Mine Lease Re-Negotiation Preparation [Solid Minerals]

DEMD Solid Minerals Branch provided technical assistance regarding re-negotiation of a mine lease, including all terms of the lease that should be addressed, what items need to be requested from lessee prior to re-negotiation, royalty options, etc. DEMD aided with grant closure for several completed EMDP grants.

Tribe Aggregate Mine Technical Assistance [Solid Minerals]

DEMD Solid Minerals Branch provided the Tribe with technical assistance involving an existing aggregate pit. At the request of the Tribe, DEMD Solid Minerals Branch assisted with a general overview of past mining practices, permitting overview, and, how the tribe might move forward with their existing aggregate pit.

Tribe Crushed Stone Aggregate Business Economic Evaluation [Solid Minerals]

DEMD, upon a request from the Tribe, began the process of determining the economic feasibility of a crushed stone aggregate resource. Detailed geological mapping, LiDAR imagery, and review of the local market were all examples of DEMD assistance.

2.4 Reorganizing for the Next 100 Years

Locating and Defining Resources

Continue initiating dialogue (BIA Regional Directors/Superintendents, Tribal transportation, Tribal leadership, natural resource staff) on the following topics:

- Where are the Tribe’s resources located?
- How much do they have?
- How do they extract it?
- Do they have the appropriate permits in place?
- How much are they “selling” it for?
- Do they need assistance in locating and permitting projects?
- Do they need assistance in setting up a Tribal business to extract, process, and/or transport resources?

Locating and defining local resources is only the first step in the holistic economic development aspect; natural resources can be used as a stepping-stone to jump start local, sustainable jobs and businesses.

Interagency Agreement with the Hopi Tribe and Navajo Nation

The Division continues to support the U.S. Department of Energy in two Memorandums of Understanding (MOUs) with the Hopi Tribe and the Navajo Nation in economic revitalization efforts following the closure of the Navajo Generating Station and Kayenta coal mine. DEMD leadership has attended multiple planning meetings with both tribes and provides on-going collaboration on grant programs and technical assistance services.

Signatories to the MOUs include:

- U.S. Department of Energy (DOE)
- U.S. Department of the Interior (DOI)
- U.S. Department of Education
- U.S. Department of Agriculture (USDA)
- U.S. Department of Transportation (DOT)
- U.S. Environmental Protection Agency (EPA)
- U.S. Department of Labor (DOL)
- Federal Permitting Improvement Steering Council

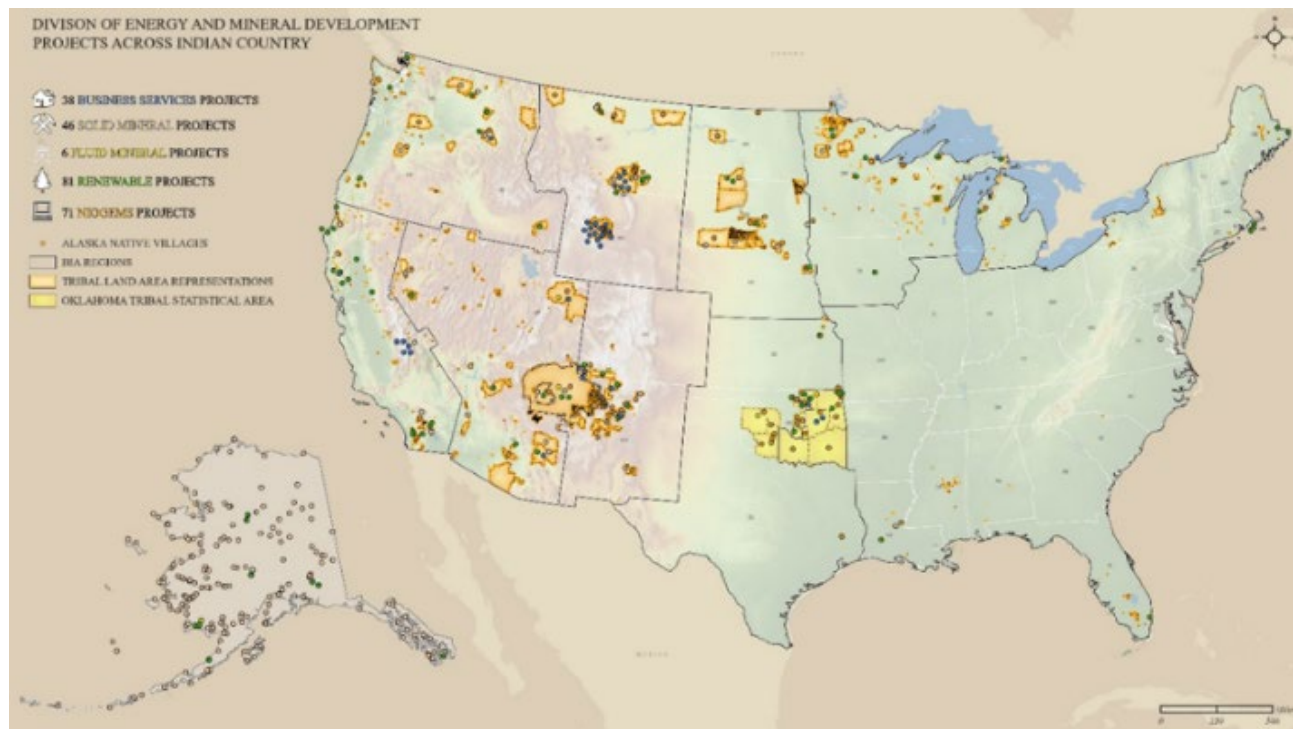
2.5 Standardize Process and Modernize Information Systems

NIOGEMS Enhancements

The National Indian Oil & Gas, Energy, and Minerals System (NIOGEMS) was developed in the early 1990s to consolidate various natural resource, realty, and geo-technical data into a single management software application. It is a map-oriented computer application that provides Tribes and federal users with access to natural resource data on Indian and non-Indian owned lands, both in and around reservations, to track and make decisions on leasing, developing, and managing energy and mineral resources.

The NIOGEMS Software is always changing and improving. In FY2024, NIOGEMS has been approved for a major upgrade to go from a Version 4 to Version 5. Version 5 is cloud based and prioritizes easier Tribal Access to the software and data.

FY24 DEMD Project Map



The interactive DEMD map provides geographic locations and descriptions of current projects. This includes 38 Business Services, 46 Solid Minerals, 6 Filled Minerals, 81 Renewable, and 71 NIOGEMS projects.

Tribal Access

Currently, 13 Tribes have access to NIOGEMS that includes free use of the software, monthly data updates, training, and support. Tribes are encouraged to reach out to NIOGEMS to request access to the system.

Federal Access

Federal Agencies with a Trust Responsibility may be granted access to NIOGEMS. Currently, there are NIOGEMS Users among the Bureau of Indian Affairs, Bureau of Land Management, Office of Natural Resources Revenue, Appraisal and Valuation Services Office, and the Orphaned Wells Program Office.

Cloud Based Host for NIOGEMS

DEMD is assessing a path to implementing a hosting solution for Tribal Users to improve the service NIOGEMS provides to Tribes and Tribal users. A cloud based centralized solution will make accessing the software easier for Tribal Users and allow NIOGEMS staff to improve services to Tribes.

Benefits

- Current barriers to entry are eliminated
- More Tribes will be encouraged to request NIOGEMS access
- Eliminate the need for additional NIOGEMS staffing
- Eliminate the NIOGEMS staff labor-intensive method of installing software on Tribal Servers

Geodata Technical Services (GDS)

- GDS designed over 50 maps to support the DEMD’s EMDP and TEDC grant programs and technical assistance projects for the benefit of approximately 40 Federally recognized Tribes and Alaska Native Villages.
- Produced seven (7) new NIOGEMS Tribal databases. Includes collection, analysis, and processing of datasets for well production, tribal land ownership, public land survey system, high resolution imagery, soil surveys, digital elevation models, and other geospatial needs. Reprocessed over 165 miles of Tribal 2D seismic lines and an additional 20 square miles of 3D seismic surveys related to current and potential Tribal projects. Completed seismic acquisition and processing of two 2D lines on Wind River Reservation relating to an awarded EMDP grant. A 3D survey will be acquired in the upcoming year for the Wind River EMDP Grant.
- Analyzed over 5,000 lease and ownership records for accuracy and digitized the records for display in DEMD, Tribal maps, and in NIOGEMS.
- Managed 1,400 2D seismic lines (10,000 linear miles) and 64 3D seismic surveys for 26 Tribes with a valuation of approximately \$258 million.
- Provided seismic data technical assistance in response to seven (7) Tribal requests.

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

Rights of Way

Energy infrastructure Rights of Ways continue to be an area of opportunity for tribes to leverage industry partnerships to advance local energy development visions.

Inflation Reduction Act (IRA) of 2022

The IRA provided unprecedented tax credit opportunities for Tribal renewable energy projects, which most notably includes cash payment options that Tribes can receive directly. Prior to the passage of the IRA, Tribes could not directly receive renewable energy tax credit benefits because they were non-taxable entities, and complicated tax-equity projects were required to receive benefits. The new opportunities provided from the IRA are a game changer for Tribal renewable energy projects.

Grant Awards

GDS opportunities will be driven by the award of new EMDP, TEDC and technical assistance projects and meeting DEMD and Tribal project requirements.

North American Prospect Expo (NAPE)

DEMD seismic staff will attend oil & gas industry events like the North American Prospect Expo (NAPE). NAPE is the energy industry’s marketplace for the buying, selling, and trading of prospects and producing properties. DEMD partners with Tribes during NAPE attendance.

Geospatial & Analytical Process

GDS will continue to stay on top of data and industry trends to apply new geospatial and analytical processes to further enhance maps and projects.

Construction Aggregate Development

There are many reasons construction aggregate development is vital for a robust local economy and can serve as the cornerstone for all Tribal economic development:

- Aggregate is required in all construction projects.
- Aggregate development provides good-paying Tribal jobs, revenues, and cost-savings to the tribal administration, and
- Developing aggregate resources retains money in the local economy, helping to generate a robust, diversified local economy.

Local aggregate production meets many Tribes desires to strengthen their sovereignty, to utilize local materials for the benefit of their own people, and to strengthen local economies.



Laying down aggregate road base

Customized Aggregate Demand Reports

The Branch has a new outreach program beginning with Wisconsin Tribes preparing customized local aggregate demand reports. Tribes can visualize aggregate development opportunities via maps and easily digestible reports demonstrating potential revenue streams they might be able to exploit.

Leverage Energy Infrastructure ROWs

Energy infrastructure Rights of Ways continue to be an area of opportunity for tribes to leverage industry partnerships to advance local energy development visions.

Coal to Hydrogen

Coal is an abundant resource in Indian Country (over 20 billion tons) and has long been the source of revenue that drives the economic engine on every Tribe that possesses large surface minable coal reserves.

Solid Minerals Branch has been working diligently to help Tribes mitigate the economic downturn on these reservations by investigating a variety of coal utilization techniques and products that can be put in place to utilize coal in ways other than burning it to generate electricity.

Promising opportunities exist for the environmentally benign conversion of inexpensive coal to value-added products. These opportunities begin with the process of gasifying coal rather than burning it to produce non-carbon fuels, specifically hydrogen and ammonia. An environmental benefit of the gasification processing to Hydrogen is a carbon footprint about 1/8 that of green Hydrogen processing.

The Great Plains Synfuels Plant in North Dakota, opened in 1984, is a model of how coal can be used to produce energy in an efficient and environmentally responsible manner. The Branch continues to assist coal producing Tribes as they evolve toward environmentally sound methods to produce power and generate sustainable revenues using their immense resources

Critical Minerals

[Presidential Executive Order 13817](#) is part of a government mandate to lower U.S. dependency on foreign minerals critical to economic stability and national security. Many of the 35 elements identified by the USGS in the Executive Order such as lithium, rare earth elements, and manganese, are primary ingredients for the technical needs of the emerging green economy. Solid Minerals Branch is assisting Tribes to develop high-demand minerals.



Manganese is a hard brittle, silvery metal, often found in combination with iron; Lithium is a soft, silvery-white, metal from the alkali metals group.

3.2 Challenges

Branch of Fluid Minerals Challenges

Building rapport with council leadership given frequency of turnover in this leadership. Continuing to staff operations to meet the increasing demand for services.

Standard Lease Terms

DEMD is seeing increased requests from Tribes related to renewable energy lease negotiations. Coordination with IESC is needed to establish standard lease terms for renewable energy projects and they could help address these requests.

Tribal Staff Limitations

Throughout the READI consultation series, Tribes consistently expressed need for additional resources to support Tribal staff capacity limitations for managing energy development.

Grant Administration

Tribes continue to reach out to DEMD staff for ongoing support in grant administration. This includes assistance in requesting period of performance extensions, modification requests, and submitting reports in Grant Solutions. DEMD promptly resolves all grant assistance requests. DEMD continues to aid in understanding the EMDP and TEDC grant application process and how to submit competitive proposals.

In FY 2024, DEMD had thirty to forty (30-40) new grant projects. This includes supporting the Business Services Branch in initiating new TEDC grants and new EMDP grants.

Technical Assistance

Many of the current technical assistance projects will continue for the remainder of the calendar year and more requests are expected to be received as we head into grant season. BRAD will continue to provide the best possible technical advising to Tribe's requesting assistance with developing their energy resources. Maintaining staffing levels of GDS federal and contract staff is important for meeting the demands of current and upcoming projects.

Data Management

Managing several terabytes of seismic and geospatial data so data remains current.

Uintah & Ouray Grant and Technical Assistance Support

BFM staff are supporting the Uintah and Ouray Project Integrated Modeling for Well Spacing on Tribal Mineral Lands (BIA Southwest Region). The project assesses oil and gas development to maximize economic returns. Specific project activities include computer modeling calibrated historical production data to optimize well spacing to maximize production volume.

Rocky Boys 3D Seismic Grant Project

DEMD staff, from the BFM and the Branch of Geotechnical Data Services (GDS), worked with the Chippewa Cree Tribe on the Rocky Boys Reservation (BIA Rocky Mountain Region) on processing, interpretation, and reporting results on their Energy and Mineral Development Program (EMDP) grant for a 3D seismic project. In early FY 2024, the DEMD staff presented the results of the project to the Tribal council.

Staffing

Tribal and BIA tribal transportation staff are underfunded, understaffed, and overworked.

Tribes in some Regions are having difficulty accessing BIA archaeologists and biologists to perform Section 106, National Historic Preservation Act and Section 7, Threatened and Endangered Species Act assessments as a part of the project permitting process.

Accessing Aggregate

Many Tribes do not know where their specification-grade aggregate is located, nor do they have any mineral lease agreement (with associated mine and reclamation plans, agreed upon unit rates, or environmental clearances) with which to remove the aggregate if an opportunity were to present.

Some Tribes who wish to produce aggregate do not have the equipment, experience, or capital to do so.

Use of Aggregate for Transportation Projects

Tribes and Federal Agencies oftentimes do not consider sand and gravel to be a valuable trust asset. The Doctrine of Trust Responsibility includes a federal obligation to provide those services required to protect and enhance tribal resources. One example of a breach of the responsibility is Federal Government programs are incentivized to encourage Tribes to donate aggregate material to transportation projects rather than paying fair market pricing for this valuable resource.

Roads projects already have significant regulatory hurdles and paperwork with which it is difficult to comply.

NIOGEMS

The major challenge faced by NIOGEMS in FY2024 is the reduced staffing levels. The NIOGEMS Team is looking for efficiencies to meet the high workload with reduced resources.

Increased Tribal Interest

DEMD is seeing increased requests from Tribes related to renewable energy lease negotiations. Coordination with IESC to establish standard lease terms for renewable energy projects could help address these requests.

Throughout the READI consultation series, Tribes consistently expressed need for additional resources to support Tribal staff capacity limitations for managing energy development.

Tribes continue to reach out to DEMD staff for ongoing support in grant administration. This includes assistance in requesting period of performance extensions, modification requests, and submitting reports in Grant Solutions. DEMD promptly resolves all grant assistance requests.

3.3 Best Practices

Branch of Solid Minerals

BSM is available to assist both tribes and allottees with their mineral requests in a holistic approach to development. This includes:

- Initial discovery and assessment of the resource
- Mine and reclamation planning
- National Environmental Policy Act (NEPA) compliance
- Lease negotiation and application.
- Mining, delivery of product, and mine shutdown and reclamation
- Advise Tribes on appropriate corporate structures
- Setting up legislation concerning effective business environments
- Financial analysis and loan guarantee information

Data Quality and Data Management

GDS best practices lie in meeting both DEMD and Tribal project needs with well researched, accurate datasets and up to date informative map products, assuring data quality and consistent presentation to all DEMD branches. Priority in managing analog and digital datasets proprietary to Tribes is paramount.

Human Resources

Maintaining staffing levels of the Branch of Geotechnical Data Services federal and contract staff is important for meeting the demands of current and upcoming projects.

Current Data

Managing several terabytes of seismic and geospatial data so data remains current.

DIVISION OF ENVIRONMENTAL SERVICES & CULTURAL RESOURCES MANAGEMENT (DESCRM)

Mission

The mission of the Division of Environmental Services and Cultural Resources Management is to work with Tribes to protect, develop, manage and enhance American Indian and Alaska Native environmental, cultural and historical resources by providing technical assistance, service and support to Tribes and through administration of federal laws and regulations.

Section 1. Overview

1.1 Staffing

20	Full Time Employees
10	Vacant Positions
1	Detailed Employee
8	Contractors (Tribal Climate Resilience)

1.2 Bipartisan Infrastructure Law (BIL) Funding

\$21 Million awarded by Branch of Tribal Climate Resilience

1.3 Branches

Branch of Cultural Resources & Museum Program

The mission of the Branch of Cultural Resources Management (CRM) is to partner with Tribal Nations and Alaska Native Villages to protect, preserve and promote American Indian and Alaska Native cultural and historical resources.

CRM contributes to the mission of the BIA by fulfilling and executing the Federal government's trust responsibilities relating to the cultural resources utilized by the tribes for sustenance, cultural enrichment, and economic development and support; and by promoting the conservation, development, and wise use of these resources for the maximum benefit of Indian people. The CRM is responsible for ensuring compliance with environmental and cultural resource statutes, including the National Environmental Policy Act (NEPA), National Historic Preservation Act (NHPA), the Archeological Resources Protection Act (ARPA) and the Native American Graves Protection and Repatriation Act (NAGPRA).



Eroding Shoreline near AK Village



Interns Planting Seeds



Museum Storage Area

The BIA Museum Program curates and preserves over 3 million archeological artifacts, ethnographic objects, archives, and artwork reflecting the history of the BIA, the Bureau of Indian Education and Native American culture. The collection is located throughout the United States and exhibited in BIA regional offices and local agencies, BIE schools, as well as museums, cultural centers, universities, and other repositories.

Branch of Environmental Services

The mission of the Branch of Environmental Services (BES) is to work with Tribes to protect, develop, manage and enhance American Indian and Alaska Native environmental resources by providing technical assistance, service and support to Tribes and through the administration of federal laws and regulations.

The Branch of Environmental Services (BES) provides leadership, guidance, policy, and support for the protection of environmental and cultural resources, working with federal, state, and Tribal governments to ensure compliance with environmental law on Indian trust lands, restricted lands and federal facilities owned or operated by Indian Affairs. This includes oversight and guidance for implementing a range of environmental laws and regulations, including the [National Environmental Policy Act \(NEPA\)](#) and [Comprehensive Environmental Response Compensation and Liability Act \(CERCLA\)](#). The Branch also creates policy and provides oversight for sustainability and environmental compliance throughout the Bureau of Indian Affairs.

A current priority for the Branch is to provide leadership to BIA's Infrastructure Permitting efforts. The Branch co-organizes cross program coordination meetings and leads regular progress reporting to leadership. Additionally, the Branch has secured a contract using Permitting Council funds to provide NEPA and Section 106 reviewing services to Regions and Direct Services Tribes.

Branch of Tribal Climate Resilience

The mission of the Branch of Tribal Climate Resilience (TCR) is to enable climate preparedness and resilience across all Indian Affairs programs and for all Federally recognized Tribal Nations and Alaska Native villages through technical and financial assistance, access to scientific resources and educational opportunities.



BIA National Environmental Services Program, Albuquerque, NM, November 16, 2023

1.4 Government Performance and Results Act (GPRA) Measures

Measure 12: Percentage of Museum Collections in Good Condition

BIA-OTS-Environmental Services & Cultural Resources Management



IA-PMS ID: 462

Performance Measure Information

MEASURE NAME: Percent of BIA collections in DOI inventory in good condition (i.e., maintained according to DOI museum property management).

MEASURE DESCRIPTION: BIA museum collections in DOI inventory.

FORMULA: Ratio of BIA museum collections in good condition over all museum collections.

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			85%	91%	85%

Performance Explanation: Goal Not Met - 6% below target.

The Museum Program received 100% of annual inventory and certification forms from all Indian Affairs (IA) and non-IA repositories housing BIA museum collections. These inventories help confirm which repositories hold collections and assess object condition. In FY2024, four new facilities were added as repositories, but their conditions have not been evaluated, lowering the percentage of collections in good condition. As reported in Q2, curators planned site visits to 14 priority repositories; however, on curator's inability to travel paused these visits. Overall, 85% of museum facilities are in good condition, 10% are in fair to poor condition, and 5% are not evaluated for Q4 FY2024.

Section 2. Accomplishments

2.1 Effective Program Management

Division Strategic Planning

In June 2024, DESC RM implemented an in-person meeting of all personnel to complete strategic planning and enhance teamwork. Division and Branch priorities and action items were identified, along with target completion dates. Work is well underway to meet identified goals.

Division Staffing

Positions Filled

- 1 Branch Chief, Environmental Services
- 1 Regional Tribal Climate Resilience Coordinator (Eastern Region)
- 3 Pathways Interns onboarded
- 2 Contractors under Indefinite Delivery Indefinite Quantity (IDIQ) contract to support Climate Driven Relocation Demonstration Projects and support the Branch of Tribal Climate Resilience overall

Enhanced Employee Engagement

- Held weekly Branch Manager meetings that fostered DESC RM management team collaboration.
- Held monthly Division All-Staff meetings, featuring presentations from branch staff and small group breakouts.
- Held monthly national Regional Environmental Scientist meetings.
- Held monthly national Regional Archaeologist meetings.

Budget

Ensured effective formulation and execution of budget. DESC RM has two budget teams that meet regularly (one for climate, one for environmental and cultural programs).

Records

Dozens of old file boxes have been sorted by DESC RM technical and administration staff in Washington, DC and Albuquerque, NM. A total of 34 Litigation-hold boxes were shipped from DC to Albuquerque for permanent storage.

2.2 Reduce the Regulatory Burden – Tribal Lands, Economy, and Finance

Reducing Potential Backlogs:

- Coordinating with OTS and Indian Affairs team to explore updates and/or replacement of 602 DM 2 guidance which will remove process barriers from approval of land acquisitions.
- Completed FY24 National Policy Memorandum for BIA to utilize Indian Health Service (IHS) Categorical Exclusion (CatEx) for water/sewer lines and now reviewing the proposed formal adoption of the CatEx. This CatEx reduces staff time, and resources spent analyzing proposals determined not to have potentially significant environmental impact, positively impacting tribes.
- Updated BIA NEPA webpages to clearly lay out NEPA process for proponents, and included, with permission, appropriate contacts in each Region for proponents to contact.

Partnerships & Restoring Trust

- In response to the Government Accountability Office - GAO 21-110 report, *"Responding to Risks of Theft and Damage of Native American Cultural Resources,"* the Branch of CRM has renewed a five-year Cooperative Ecosystem Studies Unit (CESU) agreement with Archaeology Southwest (ASW) to assist in a unique nationwide American Rescue Plan Act (ARPA) Assistance Program. This program helps to eliminate archaeological resource crimes from Tribal lands.
- The BIA and ASW assisted Tribes with ARPA Damage Assessments in Indian Country. The team supported the Ute Mountain Ute, Yakama Nation, White Mountain Apache, BIA Alaska Regional Office, and the Southern Plains Regional Office. The assessment of damage to archeological resources was conducted because of unauthorized acts. Archeological resource damage assessment uses the methods of archeology to provide the information necessary to prove that the archeological elements of a criminal or civil violation of ARPA are met according to the requirements of the law and the judicial system.
- BIA and ASW assisted the Gila River Indian Community Cultural Resource Management Program in rock art restoration and monitoring programs at significant sites on Gila River lands. The team also assisted the Hopi Tribe with an ARPA violation response at a petroglyph site within the Navajo Nation's jurisdiction, conducted a field damage assessment, and provided restoration support.
- BIA and ASW supplied over seventy-five trail cameras to the BIA and Tribal law enforcement officers of the Navajo Nation, several Tribes in Oklahoma, and the BIA Alaska Region to monitor and protect heritage sites.
- Pyramid Lake Paiute Tribe requested a nine-hundred-acre archaeological survey of an at-risk cultural rock shelter landscape. ASW and BIA developed a restoration plan to preserve the significant landscape.
- BIA and the Tribal Climate Resilience team played a key role in initiating a Newtok focused intergovernmental group to address climate Community Driven Relocation needs. This Fall temporary housing is being constructed to support the last residents moving from Newtok to Mertarvik. The housing is a result of federal-government wide efforts in coordination with the Tribe.



Permafrost degradation destroying foundations and buildings in Newtok, AK making buildings unusable, Photo: Denali Commission; New housing in Mertarvik, AK, photo: U.S. Congress

- DESCRM is active in WHCNAA, connecting other agencies to our folks when needed, e.g. sacred sites team with BIA ARPA police unit.
- Implemented a youth art contest which resulted in stunning submissions and good social media promotion of BIA. Over 100 works of art were received from across the nation. The top 3 were awarded travel scholarships to share their work at the 2024 National Tribal and Indigenous Climate Conference in Anchorage, Alaska in September. These select winners and more are featured in an online gallery as well as in the Main Interior Building in Washington D.C. for public viewing.

- BES led efforts to stand up the OTS Permitting Team, a cross-program team that meets regularly to coordinate improvements to permitting. Meetings are co-led with Real Estate Service with regular updates to BIA leadership to summarize BIA's national progress.

Tracking Results

- In Q4, the Museum Program received 100% of the annual museum inventory and certification forms from all IA and non-IA repositories that house or exhibit BIA museum collections. From the returned annual inventories, we confirm which repositories house or exhibit museum collections and, in some instances, determine object conditions. In addition, four facilities were added as repositories housing BIA museum collections, a significant expansion that enhances our ability to preserve and showcase these collections. As a result, the condition of these facilities has not been assessed, contributing to a decrease in the actual percentage of museum collections in good condition. From past and current museum site visits and American Alliance of Museums (AAM) accreditations, 85% of museum facilities are in good condition, 10% are in fair to poor condition, and 5% are not evaluated for FY2024 Quarter 4.
- Since October 2023, the Museum Program conducted museum facility site assessments at eight BIA and non-Federal Repositories in California, Colorado, and Nevada. Approximately 81% of repositories housing BIA museum collections are in good condition, approximately 18% are in fair to poor condition, and less than 1% have not been evaluated. Under 411 DM, *Identifying and Managing Museum Property and DOI Museum Property Directive 14, Facility Checklist for Spaces Housing DOI Museum Property*, the Museum Program must evaluate each IA or non-IA facility housing BIA museum collections on a long-term basis at least once every five years. The Museum Program's priority is to continue conducting museum facility site assessments at repositories that have received a "Poor" condition rating in the past or facilities that have yet to be evaluated.

Outreach/Education

- Throughout FY24, DESC RM has been focused on establishing program awareness and Tribal engagement by presenting at several national conferences and sharing program information with an informational booth. We are utilizing professional backdrops and tabling materials and recruiting for open positions.
- All DESC RM Branches presented six times at the 2024 BIA Superintendent Bootcamp held at the Southwest Indian Polytechnic Institute (SIPI), August 27- 29, 2024. We also had an informational booth at the event sharing DESC RM brochures and answering questions with attendees.
- In March 2024, the Museum Program installed an exhibition in the Secretary of the Interior's Office in collaboration with the DOI Interior Museum. The exhibit commemorates the founding of the Bureau of Indian Affairs (BIA), 200 years ago. Objects on display represent cultures from Alaska, Northwest Coast and Southwest to the Plains, Great Lakes, and Southeast.
- The Museum Program published 13 online exhibits which can be viewed at <https://artsandculture.google.com/partner/bureau-of-indian-affairs>
- In January, fourteen new museum-quality exhibit cases were installed in the BIA hallway, Corridor 4600, at the Main Interior Building (MIB). The exhibit cases allow for the preservation and exhibition of BIA's Museum Collection while engaging and educating visitors. In collaboration with the National Park Service, two interns assisted in curating the exhibit cases in March 2024.



Photo 1. New Era contractors assisting with installing new museum-quality exhibit cases in BIA hallway, Corridor 4600.

Photo 2. Showing BIA Museum Collections on exhibit in the Secretary of the Interior's Office at the Main Interior Building in commemoration of the 200th BIA Anniversary.

2.3 Empower Tribes to Manage their Own Resources

- TCR continues to lead the high-profile 135M DOI Community Driven Relocation (CDR) Initiative. All 11 Tribes have received their first installment of funds to hire a project coordinator, meeting the first major milestone. In April 2024, the TCR team held an in-person CDR Cohort Meeting to provide an opportunity for the 11 Cohort Tribes to discuss next steps, provide comments, and have critical peer-to-peer discussions, resulting in a follow-up and scheduled monthly meeting. One major update from that meeting is the Nelson Lagoon Tribe was inspired to create a community plan and began that process through their Tribal leaders. BIA/DOI Leadership have been thoroughly briefed and engaged on policy/approach challenges.
- Designed and implemented large scale FY24 Tribal Climate Resilience Annual Awards Program. Restructured to meet ASIA leadership direction, budgeted IRA/BIL resources to offer 120M, and utilized the regional resilience coordinator team to provide tech assistance in the field. Worked with BIA Office of Field Operations (OFO) to better coordinate efforts, provided input on a TCR specific construction template that could be used by 638 Awarding Officials to help Field Operations better meet the needs of Tribes and Self Determination Staff, and are executing a contract to hire construction project managers and SME's to review 638 contracts. On March 14, 2024, the Secretary announced 146 awards from the FY23 Annual Awards Program proposals, for over \$120 million being awarded to Tribes and Tribal Organizations, with 63 awards going to Planning up to \$250,000, 30 awards for Implementation for up to \$4,000,000 per award, and 17 awards for the non-competitive Relocation Managed Retreat and Protect in Place Coordinator for up to \$150,000 per Tribe for up to 3 years.
- TCR funded the Institute of Tribal Environmental Professionals to implement and host the National Tribal and Indigenous Climate Conference in Anchorage, September 2024. A total of 800 people attended, both in-person and on-line. 275 Tribes and Indigenous Communities were represented, as well as 20 countries. TCR team members assisted with planning and held side events during the week. Technical assistance from a variety of agencies was provided to Tribes on-site.
- Funded dozens of environmental and cultural resource projects that are of high priority to Tribes and the regions that serve them. All regions that submitted were awarded at least one project. Most received multiple project funding. BES continues to provide both assistance and funding to support remedial activities for the Tuba City Landfill, as directed by Congress.

- Worked with the DOI's Office of Environmental Policy and Compliance (OEPC) on the Environmental Disposal Liabilities (EDL) database reporting and cleanup of sites listed. Provided guidance and approved funding to regions for ongoing work and future removal of Environmental Disposal Liabilities (EDL) sites requiring longer cleanup. Reviewed all sites quarterly to ensure at least 90% accuracy of the projects and relevant documentation.
- Environmental Services provided NEPA training on July 15, 2024, to 54 tribes and 269 participants via the Native American Fish and Wildlife Society (NAFWS). This training was offered to tribes to gain a better understanding of NEPA and to ask BIA staff questions directly about NEPA.
- BES provides oversight, coordination, and guidance to BIA Regional case managers on 19 NRDA cases located around the country. BES ensures Tribes involved in Natural Resource Damage Assessment and Restoration (NRDAR) cases receive necessary funds from the Department of the Interior to support Tribal claim development. BES participates on the Department's Office of Restoration and Damage Assessment (ORDA) Technical Working Group (TWG) and reviews all funding requests.



Tar Creek Superfund Site – chat pile (Photo credit: EPA, 2008)

- Our efforts to enhance the professional development of Tribal archaeologists, law enforcement personnel, Tribal Historic Preservation Offices (THPO), and cultural preservation programs in archaeological investigations are evident in the three (3) five-day/40-hour ARPA classes conducted with the Office of Justice Service's Indian Police Academy. Participants learned about new techniques and investigative material and how to implement those techniques during actual fieldwork. 102 participants from 18 Tribal Nations attended the training, demonstrating the widespread interest and need for such initiatives.
- The Branch of CRM assisted the National Park Service and the Advisory Council on Historic Preservation in reviewing applications from Tribes aspiring to become Tribal Historic Preservation Offices. BIA reviewed and recommended for approval the Lovelock Paiute Tribe of the Lovelock Indian Colony, Nevada; the Peoria Tribe of Indians of Oklahoma; Rappahannock Tribe; Nisqually Indian Tribe; Grand Traverse Band of Ottawa and Chippewa Indians; and the Pueblo of Nambe, to assume specific Historic Preservation Officer functions, according to Section 101(d) (2) of the National Historic Preservation Act (54 USC 302702). We anticipate their approval of becoming THPOs soon.
- Additionally, BCRM participated in a thorough review of the THPO program plan applications. This review process involved evaluating each Tribe's capacity, commitment, and resources to assume historic preservation duties that were previously the responsibility of the State Historic Preservation Officer. Based on this review, BCRM recommended approval of four Tribes to become Tribal Historic Preservation Offices. With BCRM's recommendation, the Modoc Nation is the 219th to become a THPO, the Kiowa Tribe became the 220th THPO, the Lovelock Paiute Tribe became the 221st Tribe, the Tule River Indian Tribe of the Tule River Reservation, California became the 222nd Tribe to assume these important duties.
- Consulted with Tribes on NAGPRA repatriation. Under NAGPRA, we are collaborating with six Tribes on transferring control of 18 ancestors and 326 associated funerary items published in the Federal Register.

2.4 Reorganizing for the Next 100 Years

Working with Regions to Set National Program Direction

- In November 2023, DESCRM/Branch of Environmental Services (BES) hosted an in-person retreat and strategic planning meeting with the Regional Environmental Scientists (RESs). A 5-year National Strategic Plan for the Program was produced as a result. Four priorities were identified and action items with target dates were set to ensure the goals were met.
- TCR's Regional Climate Coordinators are working closely with their respective regions to implement climate work and support the awarding process.
- TCR has mapped Annual Award funding processes and anticipates working with coordinating offices to finalize process steps.

Reorganizing for the Future

- BES led the work to secure a 3.6M reviewing services contract to support BIA's infrastructure project permitting. The contract has been awarded and services to the Regions and Direct Service Tribes will begin soon. This contract is the first of its kind and other agencies are looking to replicate this model. In addition, the contract will assist with the re-writing of NEPA policies to further streamline infrastructure projects across Indian Country.
- The BIA NAGPRA program made significant advancements since the new Native American Graves Protection and Repatriation Act (NAGPRA) regulations were passed in January 2024. The BIA vision is to not have any NAGPRA collections under its control and to return all Ancestors to their respectful places. BIA, with a cooperative agreement with Archaeology Southwest, has assembled a NAGPRA Team to assist in repatriating ancestors and their belongings. This collaboration with Archaeology Southwest, Tribes, and Museums is a testament to our proactive leadership in this arena. This NAGPRA Team will assist BIA in facilitating consultation, inventorying collections, and drafting Notices.
- Under NAGPRA, the BIA follows a process for Native American remains or cultural items to be removed from or discovered on Federal and tribal lands. NAGPRA also requires museums, agencies, and universities housing BIA-controlled collections to compile detailed summaries and inventories in their groups and consult with Native American tribes to allow the repatriation of ancestors, sacred objects, and objects of cultural patrimony. One Federal Register Notice of Inventory was published on August 23, 2024, and includes four individuals and ten associated funerary objects. On September 27, 2024, the reburial was completed.
- The BIA CRM collaborates with at least thirty-seven repositories and universities housing the BIA museum collection, thirteen Tribes and Pueblos, and two sister agencies (National Park Service and Bureau of Reclamation). As a funding mechanism, the BIA uses the Cooperative Ecosystem Studies Unit (CESU) agreements to assist museums in performing their NAGPRA inventories. BIA has a five-year agreement with the University of Arizona - Arizona State Museum, Arizona State University (where most NAGPRA collections reported to Federal NAGPRA are located), the Museum of Northern Arizona, the Northern Arizona University, the University of New Mexico, and the Museum of American Indian Art and Culture.
- The contract to renovate BIA's Collection Room 1071 at the Main Interior Building was awarded in April 2024. The renovation will include installing high-capacity compact storage systems and enclosed cabinets to efficiently and properly house museum property collections. In September 2024, Staff Curators began moving museum collections out of Room 1071 in preparation for the renovation, which will start in October 2024.
- Submitted Unmet Needs of L48 Coastal Tribes report to Congress for internal review. This Report outlined future climate related costs for L48 Coastal Tribes.
- TCR serves as a key player in CDR intergovernmental forums and in developing Lessons Learned related to how to implement CDR effectively across the Federal Government

- Provided national leadership on inclusion of Indigenous Knowledge (IK). Continued service as Co-Chair of White House National Science and Technology Subcommittee on IK. Provided presentation to White House National Science and Technology Council (NSTC), Scientific Integrity group. Provided leadership to agency development of IK Handbook and training, and performance measure development.
- Provided national leadership on integration of Environmental Justice. Developed idea and collaborated with other bureaus to implement webinar for Tribes and Communities to assist in navigating funding opportunities. Provided remarks at DOI-wide Environmental Justice (EJ) webinar.
- Continued to work with the Bureau of Indian Education to ensure successful transition of the environmental program for BIE facilities to their Bureau.
- As a requirement for the BIL/IRA funding received, and as well to satisfy requirements from the Department, TCR developed a logic model to map out program outcomes and develop measures of program success. These measures will help TCR continue to report out its many successes, as well as lead the way for other programs to develop logic models for Indian Affairs. The logic model was developed with TCR staff in coordination with the Indian Affairs Chief Data Officer and the Department’s Division of Performance Planning and Management.

Tribal Climate Resilience Logic Model

INPUTS	Activities OUTPUT	Participation OUTPUT
<p>Finances (congressional appropriations, BIL, IRA)</p> <p>Partnerships & Collaborations (White House, Other Federal agencies, BIA Divisions, BLM, USGS, CESU Members, Tribal Organizations, Universities, Tribal Liaisons)</p> <p>Tribal Climate Resilience Staff</p>	<p>Providing financial assistance to tribes for climate planning & implementation projects</p> <p>Provide technical assistance to Tribes</p> <p>Build internal (Federal) and external (non-Federal) programs and networks to support Tribes</p> <p>Develop and participate in interagency working groups</p> <p>Hold outreach events</p> <p>Scientific data collection & dissemination</p> <p>Conduct Trainings</p>	<p>Tribes</p> <p>Partners & collaborators</p> <p>Tribal organizations</p> <p>Institute for Tribal Environmental Professionals (ITEP) Tribes and Climate Change Program</p> <p>American Indian Higher Education Consortium (AIHEC)</p> <p>Great Plains Tribal Water Alliance (GPTWA)</p> <p>Native American Fish & Wildlife Society (NAFWS)</p> <p>United South and Eastern Tribes, Inc. (USET)</p>

Short Impact	Medium Impact	Long Impact
<p>Tribes produce and implement plans to protect communities, infrastructure, and environment</p> <p>Tribes have access to financial & technical resources through TCR</p> <p>RMP Coordinators have the skills to lead coordination & planning on construction/relocation projects</p> <p>Native youth, students, early career professionals build knowledge and skills around (Climate change, Science, Cultural competence, Teamwork, Public speaking)</p>	<p>Planned projects for communities, infrastructure and the environment are successfully completed</p> <p>Tribes have the capacity to access more funding resources for climate related projects</p> <p>American Indian/Alaska Native (AI/AN) successfully compete for positions in climate related positions in the federal government or tribal government</p> <p>Tribal data is collected, standardized, and used for climate related decisions</p> <p>Tribes use most up to date science and Indigenous Knowledges in their climate change decision-making</p>	<p>Tribal communities, infrastructure, and the environment are protected from, and more resilient to, the effects of climate change</p> <p>Federal and tribal governments successfully retain AI/AN in climate related positions</p> <p>Tribal and Federal governments collaborate to mitigate the effects of climate change</p> <p>Federal policies on climate change are influenced & supported by Indigenous Knowledge</p>

2.5 Standardize Process and Modernize Information Systems

- Continued to develop and refine the TCR Annual Awards Program by working on a new software proposal and design, getting approvals from leadership, ensuring BIA security requirements are met, and building a better overall software product to serve tribes. This model continues to be improved over time. Staff continue to lead the charge to improve the software and explore new ideas, overcoming and dealing with complex challenges and requirements from BIA IT/Security.
- TCR worked with the staff in the Branch of Geospatial Support to create a CDR Story Map to showcase the Tribal projects, share their stories, and share information. <https://storymaps.arcgis.com/stories/92c2b30bea4a498a9042709f161c65de>
- TCR met on a recurring basis with the Office of Field Operations (OFO) to better facilitate awards and funding getting out to Tribes through the Regional offices. Worked with OFO to create a Subpart J Construction Award Template, which was sent out to all the Regions to streamline the awarding process. Provided input and novel solutions to the on-going shortage of engineers, Subject Matter Experts, and Awarding Officials.
- Leading effort to develop BIA permitting project inventory, which required extensive coordination with the Regions and other federal agencies. This data eventually will be reflected in database and dashboard format.
- Regions have requested for fields to be added for record keeping and to improve reporting in NEPA Tracker 2.0. BES is coordinating the changes through beta testing and regional coordination.

Section 2 Opportunities, Challenges & Best Practices

3.1 Opportunities

The Museum Program will collaborate with other Federal Museums on collection care and management and future exhibitions and with the National Park Service on how best to present and display objects in a community curation capacity. Adopting Categorical Exclusions of other Federal Agencies will allow BIA to permit projects more efficiently.

3.2 Challenges

Level II Awarding Official Coordination

TCR continues to coordinate with Field Operations to ensure that the requirements for Subpart J/K for Level II awards involving construction agreements are met and that a coordinated strategy to implement projects throughout regions is moving forward. Level II Awarding Officials are in short supply across the nation and in high demand. TCR will support the effort, knowing the limitations, by providing contractor support and by having Regional Coordinators available to share awarding documents, provide technical assistance, and ensure awards are completed. This coordination is facilitated through AS-IA and Field Operations leadership.

Other Challenges

Hiring continues to be a challenge, although progress has been made.

3.3 Best Practices

Although it is a lot of work, DESCIRM has prioritized bringing its staff and national program staff together for in-person strategic planning and team building. This has resulted in greater collaboration and efficiency.

Most TCR staff have received AOTR training and assist Regions serving in that role to ensure funding gets to Tribes and that Regions have coverages for critical AOTR needs. Extensive partnerships have allowed DESCIRM to leverage its programmatic work and service to Tribes.

DIVISION OF FORESTRY (DOF)

Mission

The mission of the Division of Forestry (DOF) is to provide for the efficient, effective management and protection of trust forest resources for the benefit of American Indians and Alaska Natives through recognition and support of their resource management goals – all with the spirit of self-determination, and consistent with the Secretary of the Interior’s trust responsibilities.

Services We Provide

The Forestry Program conducts management on Indian forest land in accordance with sustained yield principles to develop, maintain, and enhance forest resources. Indian Forestry has a unique standing among Federal land management programs in that Congress declared the United States has a trust responsibility toward the management of Indian forest lands pursuant to the National Indian Forest Resources Management Act of 1990 (NIFRMA) (Pub. L. 101-630, Title III, 104 Stat. 4532).

Service Area Statistics on Management of Indian Forests

- 19.2 million acres in 33 States
- Commercial timber volume of approximately 63 billion board feet
- Generated \$50 million in revenue for the tribes in FY 2024
- Allowable annual harvest of 741 million board feet

Section 1. Overview

1.1 Staffing

21	Full Time Employees
13	Vacant Positions
1	Detailed Employee
1	Contractors

1.2 Bipartisan Infrastructure Law (BIL) Funding

\$2,700,000	Healthy Ecosystems for Humans
\$620,000	Resilient Recreation Sites
\$3,500,000	Tribal Greenhouses

1.3 Branches

Branch of Forest Inventory & Planning (FIP)

The Branch of Forest Inventory and Planning provides support and technical assistance to Tribes designing and conducting forest inventories and forest inventory analysis.



Evergreen Trees



Marking Trees for Timber Sale



Damage Caused by Invasive Species

1.4 Government Performance and Results Act (GPRA) Measures

GPRA Measure 3: Timber Sales Prepared and Offered

BIA-OTS-Forestry



IA-PMS ID: 2295

Performance Measure Information
<p>MEASURE NAME: Percentage of Annual Allowable Cut Prepared and Offered for Sale and Free Use</p> <p>MEASURE DESCRIPTION: Timber sale contract volume, paid permit volume, and free use volume, as expressed in board feet, that has been prepared and offered for sale or for free use.</p> <p>FORMULA: Total volume of forest products prepared for sale or free use divided by the total volume identified as the annual allowable cut in approved forest management plans.</p>

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			55.6%	44.9%	55.6%

Performance Explanation: **Goal Met - 10.7% Above Target**

The Central Office’s cumulative target for FY24 was 44.9%, surpassed with a remarkable 55.6%, reflecting a 5% improvement over FY23. The numerator is the board foot volume of timber prepared for sale, while the denominator is the Allowable Annual Cut (AAC). The AAC varies by region based on forest acres and timber volume; over 70% comes from the Northwest and Midwest Regions. Despite the overall improvement, only 50% of regions met their targets. Strategies for FY25 includes addressing obstacles in regional meetings, workforce recruitment, training field foresters, utilizing the National Timber Team, updating Forest Management Plans, setting attainable targets, and continuing Timber Harvest Initiative funding.

Section 2. Accomplishments

Forest Management

Forests provide a key source of revenue and jobs for tribes and individual Indians and play an important role in sustaining tribal cultures and traditions. Management activities within forest lands are governed by forest management plans which outline ecologically, and biologically sustainable forest management practices formulated to meet tribal goals and objectives. Forest management activities include timber sales, timber stand improvement (thinning and pruning), and reforestation.

In 2023, 274 million board feet of timber volume was harvested generating \$50 million in tribal income. Reforestation (tree planting) was completed on 19,581 acres and 13,848 acres were pre-commercially thinned to improve the health, stocking, composition, and productivity of forest stands.

2.1 Effective Program Management

Second Timber Team

Since its inception in the fall of 2020, the Timber Team has delivered invaluable services to over 46 different tribes across 16 states. The team's success has significantly contributed to helping agencies and tribes achieve their annual allowable cut goals. Additionally, the Timber Team has addressed backlogs of outdated inventory projects and developed new GIS databases that tribes can use in their forest management efforts. As the team's reputation for excellence continues to grow, so does the backlog of project requests. To meet this increasing demand, the establishment of a second Timber Team is essential. With an additional team in place, we will be able to expand our reach, increase the number of prepared acres for timber sales, enhance our capacity for inventory analysis, and efficiently manage workloads by dividing tasks between the two teams. This expansion will ensure that more tribes can benefit from our services and make significant strides in their forestry management goals and objectives.

Employee Engagement

The DOF hosts a monthly Forestry call with the Regional Foresters, Regional Office Forestry Staff, and the Intertribal Timber Council (ITC) to share information about DOF activities, important national Forestry initiatives, the Forestry Budget, and to learn about important issues and activities at the Regional Office and ITC.

The Fall 2024 Regional Foresters meeting was held the week of September 9, 2024, in Billings, MT at the RMRO. This is the first in-person meeting in five years. Moving forward, DOF is planning to host 2 in-person meetings in FY 2025.



Regional Foresters Meeting, Rocky Mountain Regional Office in Billings, MT

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

National Standards for Continuous Forest Inventory (CFI)

The national standardization of the Continuous Forest Inventory process has considerably reduced the time needed to develop a forest management planning inventory project. Foresters are now able to prepare for future projects, which allows for ample preplanning time with the regions and tribes.

Silviculture

The National Policy Memorandum Certified Silviculturist Position Task Book Requirement for Bureau of Indian Affairs (BIA) Foresters – Amendment 2 (NPM-TRUS-45 A2) was extended for another year, allowing foresters to initiate the position task book and work toward becoming a certified silviculturist. This reduces the burden of completing the formal silviculture prescription defense formerly required for certification. DOF administers the national silviculture program for BIA, championing the BIA slots in the USFS National Advance Silviculture Program and providing support to BIA and tribal employees in the program.

Annual Report to Congress

The annual report on the status of Indian forest lands was submitted for the Departmental Tracking System (DTS) entry on March 28, 2024. This report is mandated by NIFRMA and identifies the amount of Indian forest land in need of forestation or other silviculture treatment and the quantity of timber available for sale, offered for sale, and sold for each Indian tribe. DOF is awaiting the Department's final submission to post on the DOF webpage.

Inventory and Planning

Technical assistance was provided for 44 forest inventory projects in 10 Regions. The assistance included inventory consultation and design, Continuous Forest Inventory (CFI) material development, field data collection support, data cleaning, and forest inventory analysis guidance.

Weekly and monthly communication is maintained with the region and tribal project leads to track milestones. Eight forest inventories were completed after receiving the Regional Director signed Forest Inventory Analysis (FIA) report and three forest management plans were logged into the National Indian Forestry Library.

Forest inventory project turnaround time was greatly reduced. Forest Analysts have cross-walked eight future projects into the FIP's new standardized system, further improving inventory processing efficiency. Developing standardized worksheets, templates, queries, and guides has significantly streamlined the inventory process. Moreover, the latest analysis program was successfully used and verified on a CFI project and returned to the region to begin its FIA.

Outreach

Staff traveled to multiple high schools in eastern Oklahoma for outreach to promote Forestry and Natural Resources as a career. Provided outreach materials to principals, councilors, students and agriculture teachers at Okemah, Cave Springs, Stilwell, Keys and Sequoyah High Schools. Overall, the outreach peaked interest for not only Forestry but BIA in general as a career field. This area in Oklahoma has a very high percentage of native students in their school systems. Two schools stated they are well over 90% native students.

Outreach booths were setup at Oklahoma State University's career fair to help expand our outreach at the college level, other outreach events held were the Society of American Foresters National Convention in Sacramento, CA (October 2023) and in Loveland, CO (September 2024), each event had over 1,000 attendees. Staff participated in Arbor Day events at a local school in the Denver, CO area to promote healthy forest by planting a tree and talking to students about careers in Forestry. Intertribal Timber Council Symposium, hosted by the Eastern Band of Cherokee, was another success by having an outreach booth setup and presenting to over 300 people across Indian country.

Partnerships

DOF continues to foster the partnership with the US Forest Service Forest Management Service Center to support tribal use of the Forest Vegetation Simulator for growth and yield modeling and the National Volume Estimator Library for timber volume estimation. In addition, a new collaboration with the University of Montana, working with a professor biometrician, was cultivated to update the BIA CFI analysis program.

2.3 Empower Tribes to Manage their Own Resources

Timber Team

The Timber Team hired an additional five foresters in FY 2023, which provided additional aid and assistance to Tribes across the Nation. Accomplishments continue to grow, and the Team stayed very busy in FY 2024 as shown in the table below. The Timber Team is project requests for FY25. For more information, visit our website <https://www.bia.gov/service/timber-team>.

2024 Timber Team Technical Assistance to Tribes

Region	Tribe	Project	State
Eastern	Narragansett Indian Tribe	Cruised 199 plots, mixed pine/hardwood recreated forest cover-type mapping	RI
Eastern	Mississippi Band of Choctaw	Cruised 194 plots across lololly pine plantations	MS
Eastern	Eastern Band of Cherokee	Prepared 57 acres for commercial harvest, wrote silvicultural prescription	NC
E. Oklahoma	Eastern Shawnee Tribe	Completed 47 stand exam plots, prepared 74 acres mixed hardwood for commercial thinning	OK
E. Oklahoma	Seneca Cayuga Nation	Prepared 94 acres of mixed hardwood for commercial thinning	OK
Midwest	Stockbridge Munsee Community	Windfall salvage prep on 982 acres, remeasured 137 CFI plots	WI
Northwest	Swinomish Tribal Community	Completed 262 stand exam plots	WA
Northwest	Chehalis Reservation	Completed 123 stand exam plots	WA
Northwest	Skokomish Indian Tribe	Completed 279 stand exam plots	WA
Northwest	Colville Reservation	Prepared 553 acres of mixed conifer stands for commercial harvest	WA
Northwest	Warm Springs Reservation	Prepared 1190 acres for precommercial thinning, 232 acres of mixed conifer stands for commercial harvest, 40 acres for hazardous fuels reduction	OR
Northwest	Yakama Nation	Prepared 557 acres of mixed stands for commercial harvest	WA
Northwest	Indian Community of Tulalip	Cruised 50 plots on commercial Douglas fir stands	WA
Southwest	Pueblo of Jemez	Assisted Regional Forestry staff train 7 Jemez Forestry Techs in preparing 440 acres of mixed conifer stands for commercial thinning	NM
Southwest	Pueblo of Acoma	Assisted Region Forestry staff remeasure pinyon-juniper stands for a woodland stocking study	NM



Timber Team staff after a hard day's work measuring timber on the Narragansett Indian Tribe of RI

In fiscal year 2024, the BIA Timber Team provided critical forestry support to 16 tribes across 8 states, engaging in tasks such as forest inventory, timber sale preparation, silvicultural prescription writing, and training. The team's efforts were complemented by their participation in key industry gatherings, including the Northwest Regional Timber Sale Workshop and the 47th Annual Intertribal Timber Council Symposium.

Over the course of 17 trips, 9 were dedicated to various forms of forest inventory and data collection, tailored to each tribe's specific needs. The team assisted in stand exam data collection, timber cruising, woodland stocking surveys, and continuous forestry inventory. The data gathered not only offered updated insights into the health and condition of tribal forests but also played a crucial role in updating Forest Management Plans. The remaining 8 trips focused on timber sale preparation, involving the layout of sale boundaries and the implementation of diverse silvicultural prescriptions.

Key Accomplishments:

- Remeasured 137 CFI plots following windstorm damage.
- Completed 744 stand exam plots.
- Conducted 543 timber cruise plots.
- Prepared 3,449 acres for commercial harvests and hazardous fuels reduction.
- Engaged with 16 tribes across 8 states and spent 28 weeks in the field.

In addition to fieldwork, the team advanced GIS forest cover type mapping for the BIA Southern Plains Region, identifying and mapping approximately 69,000 acres of forest land for the Anadarko and Alabama-Coushatta agencies. This mapping project will significantly enhance forest management planning, particularly in areas such as fuel mitigation, timber product management, and the preservation of wildlife habitats and cultural sites.

The Timber Team's involvement in professional development opportunities such as the Northwest Regional Timber Sale Workshop and the Intertribal Timber Council Symposium provided invaluable insights. The workshop deepened the team's understanding of timber sale processes, appraisals, bidding, administration, and quality control. The symposium offered a platform to engage with foresters nationwide, explore the history of the Eastern Band of Cherokee Indian forests, and delve into advanced topics such as carbon markets, traditional ecological knowledge, and partnership engagement.

Timber Sales

The Northwest Regional Office held a Timber Sales Workshop in Ocean Shores, Washington hosted by the Quinault Indian Nation. The workshop had approximately 130 attendees, including line officers, forestry, and fire staff from Tribal, Agency, Regional and Central Office. The Chief Forester provided an update on the national forestry budget and key legislation. A key message given to attendees is the importance of keeping forest management plans updated so that our allowable annual cut is prepared and offered for sale.



Northwest Region Timber Sales Workshop, Ocean Shores, Washington

Forest Inventory and Management Planning

Technical assistance was provided for 44 forest inventory projects in 10 Regions in FY 2024. The assistance included inventory consultation and design, Continuous Forest Inventory (CFI) material development, field data collection support, data cleaning, and forest inventory analysis guidance.

Completing the forest inventory and the Forest Inventory Analysis (FIA) Report are critical steps for developing or updating the tribal Forest Management Plan (FMP). Eight FIAs were completed and approved by Regional Directors in FY 2024. Staff has provided technical services to approximately 50 different programs with their inventory and planning projects.

Forest Health

Annually, tribes are eligible to apply for Forest Health Protection funding through the United States Forest Service (USFS). DOF facilitates the submission of tribal project funding requests and completes year-end reporting.

Through coordinated efforts with the USFS, six forest health projects on trust lands were funded in FY 2024:

<u>Region</u>	<u>Tribe</u>	<u>Project</u>	<u>Funded Amount</u>
Midwest	Ho-Chunk Nation	Ho-Chunk Oak Wilt	\$8,750
Midwest	Stockbridge-Munsee	Oak Wilt 2024	\$50,000
Northwest	Colville Tribe	San Poil District Larch Dwarf Mistletoe	\$35,100
Northwest	Colville Tribe	San Poil District PCT	\$30,750
Northwest	Colville Tribe	Western Pine Beetle Thinning	\$8,750
Pacific	Sycuan	Sycuan Gold Spotted Oak Borer	\$138,000
		Total	\$271,350

Forestry Youth Camps

BIA Forestry provided \$300,588 to support eight Tribal Forestry Summer Youth Camps in 2024. Youth engagement is an effective way to educate tribal youth and generate interest in the management of Indian forests. Indian forestry has witnessed a decline in students completing college forestry programs and pursuing forestry careers. The BIA has a trust responsibility to help Tribes manage forests to provide a sustained yield of forest products and to restore and maintain resilient and ecologically functional lands. The BIA supports tribal goals aimed at achieving a balance of the protection of valued landscapes with the production of economic benefit through active forest management. The lack of trained tribal personnel in forestry has a direct adverse economic impact on the Tribes. Engaging tribal youth to promote Indian forestry and education is a positive step toward fostering interest in the management of Indian forests.

Silviculture

The National Policy Memorandum Certified Silviculturist Position Task Book Requirement for Bureau of Indian Affairs (BIA) Foresters – Amendment 2 (NPM-TRUS-45 A2) was extended for another year, allowing foresters to initiate the position task book and work toward becoming a certified silviculturist. DOF administers the national silviculture program for BIA, championing the BIA slots in the USFS National Advance Silviculture Program and providing support to BIA and tribal employees in the program.

A-123 Internal Audits

Two programs were assessed in FY 2024, the Forest Development and the Harvest of Forest Products programs. Regions were requested to assess all programs with forested acres, and to complete two site visits per region. This resulted in responses for 12 regions, completing A-123 internal audits of 276 programs resulting in 87% of forestry programs being assessed. This is the highest response rate we have received for an A-123. DOF completed site visits to the Alaska and Southwest Regions.

Forest Management

Forests provide a key source of revenue and jobs for tribes and individual Indians and play an important role in sustaining tribal cultures and traditions. Management activities within forest lands are governed by forest management plans which outline ecologically, and biologically sustainable forest management practices formulated to meet tribal goals and objectives. Forest management activities include timber sales, timber stand improvement (thinning and pruning), and reforestation.

In 2023, 274 million board feet of timber volume was harvested generating \$50 million in tribal income. Reforestation (tree planting) was completed on 19,581 acres and 13,848 acres were pre-commercially thinned to improve the health, stocking, composition, and productivity of forest stands. Other substantial notable accomplishments such as surveys, cone collection, growing of seedlings, timber stand improvement, site preparation, etc. were also completed which supports forest stand development and future wood supply and jobs.

Forestry Budget

Detailed budget projections were developed for FY 2024 to minimize carryover and maximize resources for field operations. Forestry Program, Tribal Priority Allocation (TPA) and Forestry Projects funding was transferred to the Regions and Office of Self Governance in a timely manner. Carryover 2023 funds were obligated during FY 2024 quarter one.

Ecosystem Restoration (ER)

The DOF assisted Regions and Tribes with the development of projects for the various ER funding opportunities; and how to use the OTS template to propose a project. Thirteen projects were selected for Phase 3 FY 2024 – FY 2026 Funding with five projects receiving funds in FY 2024:

Region	Tribe	Project	Funded Amount
Midwest	Red Lake Tribe	Greenhouse Expansion Project	\$140,000
Northwest	Colville Tribe	Mission Bay Recreation Project	\$100,000
Northwest	Colville Tribe	Watershed Process Improvement	\$100,000
Northwest	Coquille Tribe	Elk Creek Fish Passage	\$120,000
Southwest	Mescalero Apache	Greenhouse Expansion Project	\$300,000
		Total	\$760,000

The DOF submitted one proposal for the limited Phase 4 FY 2025 – FY 2026 funding: Jicarilla Greenhouse Expansion.

Forest Health

Annually, tribes are eligible to apply for Forest Health funding through the United States Forest Service (USFS). The DOF facilitates the submission of tribal projects, funding requests and completes year-end reporting.

The coordinated efforts with the USFS to provide funding for six forest health projects completed on trust lands in FY 2024:

Region	Tribe	Project	Funded Amount
Midwest	Ho-Chunk Nation	Ho-Chunk Oak Wilt	\$8,750
Midwest	Stockbridge-Munsee	Oak Wilt 2024	\$50,000
Northwest	Colville Tribe	San Poil District Larch Dwarf Mistletoe	\$35,100
Northwest	Colville Tribe	San Poil District PCT	\$30,750
Northwest	Colville Tribe	Western Pine Beetle Thinning	\$8,750
Pacific	Sycuan	Sycuan Gold Spotted Oak Borer	\$138,000
		Total	\$271,350

Technical Assistance

Inventory foresters provided technical assistance to regional and tribal foresters with the forest inventory analysis application. They trained the foresters to familiarize themselves with the application and its use, such as adding management units to sort the inventory, running the analysis reports, and reviewing the data.

2.4 Reorganizing for the Next 100 Years

Policy Updates

Staff is working with the Intertribal Timber Council and BIA Regions reviewing the 25 CFR Part 163 Forestry regulations for proposed updates. A small working group is meeting monthly to prepare proposed updates and a larger group is meeting quarterly to refine proposed updates before submission to the Office of Regulatory Affairs and Collaborative Action (RACA).

The Indian Affairs Manual Part 53 (53 IAM) Chapter 3 Harvest of Forest Products has been signed and issued as of March 2024. The corresponding handbook, 53 IAM 3-H, was issued the same date. The handbook replaces both the previous 53 IAM 3-H and 4-H handbooks as Contract and Permit Harvest Chapters were combined into one Harvest of Forest Products handbook. Exhibits and templates can be accessed at [Forestry Documents for Handbooks | Indian Affairs \(bia.gov\)](#).

The 53 IAM Chapter 8 Inventory and Monitoring Manual has been signed and issued as of January 2024. This chapter documents the policy, responsibilities, and standards applicable to the collection, analysis, and use of scientifically based inventory data for monitoring and management of forest resources on Indian lands. The corresponding handbook is under development.

The 53 IAM Chapter 9 Silviculture Manual has been signed and issued as of March 2024. This chapter documents the policies, standards, and responsibilities relevant to the application of silviculture on Indian forest lands. The corresponding handbook is under development.

Recruiting Future Foresters

Staff traveled to multiple high schools in eastern Oklahoma for outreach to promote Forestry and Natural Resources as a career. Outreach materials were provided to principals, counselors, students, and agriculture teachers at Okemah, Cave Springs, Stilwell, Keys and Sequoyah High Schools. Overall, the outreach peaked interest for not only Forestry but BIA in general as a career field. This area in Oklahoma has a very high percentage of native students in their school systems. Two schools stated they are well over 90% native students.

BIA Forestry booths were setup at Oklahoma State University's career fair to help expand our outreach to college students. Outreach events were also held at the Society of American Foresters (SAF) National Convention in Sacramento, CA (October 2023) and in Loveland, CO (September 2024). Each SAF event had over 1,000 college student and professional attendees. BIA Forestry also participated in the Intertribal Timber Council Symposium, hosted by the Eastern Band of Cherokee, engaging with over 300 people across Indian country through our booth and presentations. Staff also participated in Arbor Day events at a local school in the Denver, CO area to promote healthy forests by planting a tree and talking to students about careers in Forestry.

TAAMS Forestry Module

The TAAMS Forestry module now includes an improved document upload function to allow easy upload of images from the document toolbar. Informal training was provided at Yakama Agency, Western Region and Midwest Region to update TAAMS forestry users about the new functionality that was introduced this fiscal year and last. The intent of the training was to ensure that users are utilizing the improved functionality.

Three formal TAAMS Forestry courses have been offered to date this fiscal year. Introductory TAAMS Forestry was offered at the Northwest Regional Office in Portland in February. Advanced TAAMS Forestry was offered at Northwest Regional Office in March. A TAAMS Forestry Management Overview course was also offered in March using Microsoft Teams. All three courses were filled to maximum capacity.

Regions are required to encode 100 percent of all harvest activity in TAAMS and some of the Regions are responding with requests for technical assistance. DOF provided the Western Region with a week of technical assistance at a workshop held at the Western Regional Office the last week of August. The workshop attended by participants from the Western Regional Office, Uintah and Ouray Agency, Fort Apache Agency and the Hualapai Tribe. The results were good, with Uintah and Ouray Agency and Hualapai Agency catching up on their backlog and Fort Apache Agency making great progress on permits. The Fort Apache Agency was given tasks to complete to prepare for entering contracts and a follow up will be scheduled this Fall. DOF assisted the Midwest Region in September and has a workshop scheduled at the Pacific Region next FY in October.

Indian Forestry Database (InFoDat)

Through coordination with the Regions, DOF continued to update forestry program information and data in InFoDat in FY 2024. DOF hosted a year-end reporting workshop on August 20, 2024, to train Regional Forestry staff on requirements and provided one-on-one guidance throughout the year as requested. DOF continues to refine forestry data collection and strives to keep forestry program information updated, organized, and readily available to all staff members to effectively and efficiently answer data calls.

Budget Execution and Accomplishment Tracking

DOF continued to improve internal tracking tools for the Forestry Projects and the Central Office Forestry Program (TPA) budgets. Each fiscal year, detailed projections are developed for DOF operations. These, along with the funding request data and forestry accomplishments data collected annually from each region, are used with the Forestry Projects funding formulas, to provide regions and Self Governance Tribes funding in a timely manner and to minimize year-end carryover.

National Standards for Continuous Forest Inventory

The national standardization of the Continues Forest Inventory process has considerably reduced the time needed to develop an inventory project. Foresters have completed eight crosswalks for future projects, which allows the lead foresters to begin preplanning with the regions and tribes.

Currently, the national analysis program is ready for a single measurement, where additional updates are needed for multiple measurement projects. Overall, ensuring credible data is returned to the region and tribe for the forest inventory analysis is a huge accomplishment.

National Indian Forestry Library

The FIP Branch has secured an internal SharePoint site to house the National Indian Forestry Library. The Division's Administrative Officer will spearhead the establishment of regional library folders, ensuring that DOF foresters have access to all regional libraries, while regions will only have access to their respective regional libraries. A stringent quality control process will be implemented to ensure that physical library documents are cataloged into the database and digital records are verified before the documents are returned to the regions or tribes and shredded.

Bipartisan Infrastructure Law Emergency Relief (ER)

Forestry has 18 projects selected for Phase 1, 2, and 3 funding for a total of \$6,817,290 for tribes. Examples of Successes below include:

Confederated Salish and Kootenai Tribes (CSKT) Site Preparation, Thinning, and Planting

There are areas within the Reservation that have been undermanaged or impacted by fire and disease, and the site conditions in those areas continue to degrade. The Tribe places a high value on their forest resources and is taking this opportunity to make progress toward restoring ecosystem health in these areas to:

- Reduce the backlog of acres in need of forest treatments.
- Improve forest health and reduce fuels loading.
- Remove unwanted vegetation and restore a natural forest through replanting with native tree species.
- Enhance forage and wildlife habitat.

Benefits

- The Tribe benefits through the improvement of forest health on the Reservation.
- Tribal members and local contractors benefit through employment.
- Tribal families benefit from the reduction of fuels loading that could present threats to their homes and property in the event of a fire.

Ecological Health on Indian Lands - Warm Springs Thinning

This project is part of a watershed strategy to address stocking control and fuels reduction in a watershed that has been largely absent of management over the past 30 years. It will provide multiple benefits:

- Improved forage habitat for deer and elk.
- Improved forage for cattle grazing.
- Employment opportunities for tribal members and local contractors.
- Insect and disease resistance and reduced competition induced mortality at the stand and watershed level.
- A healthier more resilient forest for tribal members.

Two tribes, CSKT and Colville, have awarded contracts and procured equipment and supplies to upgrade and expand their greenhouses.

- The progress made at CSKT since funding was awarded has positively impacted the efficiency and cost effectiveness of the greenhouse operation.
- Colville's output after upgrades and improvements are complete should be approximately 1.5 million seedlings annually. The overall need for seed and seedlings is increasing in the northwest and Colville's greenhouse will positively contribute to forestry needs across the region.

Long term Solutions for Ecosystem Health – Santa Clara Pueblo

- Portions of the Santa Clara Reservation have been impacted by wildfire and subsequent flooding events in the past 20 years.

- This project will stabilize approximately 20,000 acres through reforestation using native tree species such as Douglas-fir, Ponderosa pine, and Engelman spruce. Portions of the project area will be revegetated with native grasses to minimize current and future erosion.

Youth Outreach

Met with multiple high schools in eastern Oklahoma for outreach to promote Forestry and Natural Resources as a career. Provided outreach materials to principals, councilors, students and agriculture teachers at Okemah, Cave Springs, Stilwell, Keys and Sequoyah High Schools. Overall, the outreach peaked interest for not only Forestry but BIA in general as a career field. This area in Oklahoma has a very high percentage of native students in their school systems. Two schools stated they are well over 90% native students.

Outreach booth was setup at Oklahoma State University's career fair to help expand our outreach at the college level, other outreach events held were the Society of American Foresters National Convention in Sacramento, CA (October 2023) and in Loveland CO (September 2024), each event had over 1,000 attendees. Staff participated in Arbor Day events at a local school in the Denver area to promote healthy forest by planting a tree and talking to students about careers in Forestry. Intertribal Timber Council Symposium hosted by the Eastern Band of Cherokee, was another success by having an outreach booth setup and presenting to over 300 people across Indian country.

Inventory & Planning

Field work and all data has been reviewed for five tribes to start working on their Forest Inventory Analysis (FIA), this a critical step in getting new/updated Forest Management Plans (FMP) completed. Eight FIAs were completed and approved by Regional Directors in FY24. Staff has provided technical services to approximately 50 different programs with their inventory and planning projects.

Policy Updates

Chapter 8 Inventory and Monitoring was signed and published in January 2024 and Chapter 9 Silviculture was signed and published in March 2024. The national policy memo was extended for another year for the position task book that was signed and published in July 2024.

The Indian Affairs Manual Part 53 (53 IAM) Chapter 3 Harvest of Forest Products has been signed and issued as of March 2024. The corresponding handbook, 53 IAM 3-H, was issued the same date. The handbook replaces both the previous 53 IAM 3-H and 4-H handbooks as Contract and Permit Harvest Chapters were combined into one Harvest of Forest Products handbook. Exhibits and templates can be accessed at [Forestry Documents for Handbooks | Indian Affairs \(bia.gov\)](#)

The 53 IAM Chapter 8 Inventory and Monitoring has been signed and issued as of January 2024. This chapter documents the policy, responsibilities, and standards applicable to the collection, analysis, and use of scientifically based inventory data for monitoring and management of forest resources on Indian lands. The corresponding handbook is under development.

The 53 IAM Chapter 9 Silviculture and has been signed and issued as of March 2024. This chapter documents the policies, standards, and responsibilities relevant to the application of silviculture on Indian forest lands.

2.5 Standardize Process and Modernize Information Systems

Trust Asset and Accounting Management System (TAAMS)

The TAAMS Forestry module now includes an improved document upload function to allow easy upload of images from the document toolbar. Regions are required to encode 100 percent of all harvest activity in TAAMS and some of the Regions are responding with requests for technical assistance.

Informal training was provided at Yakama Agency, Western Region and Midwest Region to update TAAMS forestry users about the new functionality that was introduced this fiscal year and last. The intent of the training was to ensure that users are utilizing the improved functionality.



TAAMS informal training at Western Regional Office in Phoenix, AZ

Three formal TAAMS Forestry courses have been offered to date this fiscal year. Introductory TAAMS Forestry was offered at the Northwest Regional Office in Portland in February. Advanced TAAMS Forestry was offered at the Northwest Regional Office in March. A TAAMS Forestry Management Overview course was also offered in March using Microsoft Teams. All three courses were filled to maximum capacity.

National Indian Forestry Library

The National Indian Forestry Library documents were scanned and are now stored on an internal SharePoint site. A stringent quality control process is being implemented to ensure that physical library documents are cataloged into a database and that all digital records are verified.

Forestry Budget

DOF worked with the Regional Foresters to identify gaps in Region and Agency forestry staff and developed plans for the FY 2025 AAK4 Forestry Program (TPA) budget to address these needs. The goal in FY 2025 is to help the regions and agencies fill positions that are critical to the BIA Forestry Programs success.

Utilizing Technology

A GIS storyboard was developed to show all the Timber Team accomplishments since the inception in 2020. Each location lists information of the specific accomplishments achieved and photographs.

<https://biamaps.geoplatform.gov/timber-team-projects/>

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

On-the-job Training

BIA Agencies and Tribal Forestry offices have been reaching out to the Timber Team to help with providing on-the-job training to new hires across the Nation. The Timber Team invites anyone working in Indian Country to join our team to strengthen relationships, enhance collaboration, and provide unique experiences to the next generation of new foresters. The team also invites seasoned foresters to join on trips for mentoring opportunities and additional training.



Measuring the diameter of a grand fir while conducting stand exams on the Swinomish Indian Tribal Community of Washington, come join the Timber Team for any assignments.

Annual Intertribal Timber Council (ITC) Symposium

Join us at the 48th Annual National Indian Timber Symposium hosted by ITC and the Confederated Salish and Kootenai Tribes June 2-5, 2025, in Missoula, Montana, to learn more about tribal forest management. [Annual Symposium : Get Involved : Intertribal Timber Council \(itcnet.org\)](#)

3.2 Challenges

Forestry Funding

The most recent Assessment of Indian Forests and Forest Management in the United States (IFMAT IV Report) reported Tribal Forest Management is funded at \$2.09 per acre. In comparison, the Appropriation Budget for 2019 for National Forest Acres Less Wilderness was \$12.24/Acre, and the Bureau of Land Management Western Oregon 2019 Budget excluding hazardous fuel reduction was \$41.41/Acre. Underfunding and understaffing are creating numerous challenges to sustainably managing tribal forests for the benefit of Indian people.

Staffing

Since 2014, GS-0460 series (Forester) is down 20 percent, and an additional 20 percent is eligible to retire this year. BIA Forestry must increase staffing and workforce recruitment. There are many vacant positions at the agencies and regions. These positions are critical in accomplishing forestry field work and implementing modernization efforts. Forestry Program (TPA) funding has not kept pace with locality pay increases over the years, straining budgets at field offices.

Preparing the Allowable Annual Cut (AAC)

In FY 2023, 274 million board feet of timber volume was prepared and offered for sale out of the 741 million board feet of timber available for harvest (AAC).

There is a direct correlation between staffing reductions and the ability to prepare and offer for sale the full AAC. Additional foresters, technicians, and support positions would be required to prepare, offer, and administer the sale of the 467 million board feet which is currently not being harvested.

3.3 Best Practices

Employee Safety

During FY 2024, the Timber Team was on travel status for a total of 28 weeks, conducting work across eight states. These trips involved extensive travel, both by air and road, and required the team to adapt to a variety of environmental conditions, ranging from triple-digit temperatures in New Mexico to late spring snow showers in western Washington. Each trip was carefully planned, with a different Timber Team member responsible for utilizing Job Hazard Analyses (JHAs) and leading tailgate safety meetings before commencing work. These meetings covered crucial safety topics, including driving conditions, terrain type, insect and wildlife concerns, weather conditions, and the importance of regular water breaks. The team's vehicles were also meticulously maintained, with regular checks and servicing to address potential mechanical issues, ensuring they remained in optimal condition throughout the year. If requested, the Job Hazard Analysis (JHA) can be shared with divisions, regions, and tribes.

Utilizing Technology

Two Geographic Information System (GIS) storyboards were developed in FY 2024. The first is for the Timber Team accomplishments since inception in 2020. Each location lists information of the specific accomplishments achieved and photographs. <https://biamaps.geoplatform.gov/timber-team-projects/>. The second is for Tribal Greenhouses and displays all the Tribally and BIA operated greenhouses and nurseries across the nation. Each greenhouse or nursery location displays photographs and lists species grown as well as whether products include commercial timber species or species of cultural importance <https://biamaps.geoplatform.gov/tribal-greenhouse/>.

Forestry Work Groups

The Timber Sales Operations Group (TSOG) continues to collaborate with regions in the development of policies related to the harvest of forest product and as our TAAMS user group. Participation in the TSOG is voluntary and may include tribal, agency, and regional employees. In FY 2024 the participants were primarily regional timber sales staff from the Northwest, Midwest, Southwest and Navajo Regional Offices. Two week-long meetings were held in Sacramento and the group met via Teams at least quarterly. The group contributed significantly to the completion of the 53 IAM 3 Harvest of Forest Products Manual, and the handbook and all related forms, the group also contributed to TAAMS forestry enhancements, training and User Acceptance Testing (UAT).

Quarterly Forest Management, Inventory, and Planning Meetings are scheduled with foresters from the regions, agencies, and tribes. The meetings provide a forum for foresters to discuss inventory and planning issues or concerns and share information and experiences. Participants are encouraged to submit topics for discussion, share their knowledge or experience, and mentor or reach out to new foresters to the BIA.

INDIAN ENERGY SERVICE CENTER (IESC)

Mission

The mission of the Indian Energy Service Center (IESC) is to fulfill the Department of the Interior's (DOI) Indian trust responsibility in the energy and mineral development arena. We do this by modernizing business processes to efficiently develop the Indian energy and mineral estate while protecting trust assets by removing barriers to energy (renewable and conventional) and mineral development on Indian lands.

Services We Provide

The Indian Energy Service Center (IESC) coordinates and processes Indian energy, mineral and renewable energy development, resource management and leasing activities for the BIA in coordination with our several Interior bureaus. IESC is staffed by BIA, the Office of Natural Resources Revenue (ONRR), the Bureau of Land Management (BLM), and the Bureau of Trust Funds Administration (BTFA). The IESC facilitates energy, mineral and renewable energy development, resource management and leasing activities in Indian Country.

The IESC upholds the Department's fiduciary trust responsibility on behalf of Individual trust beneficiaries and Federally recognized Tribes by:

- Expediting leasing, permitting, and reporting for conventional and renewable energy on Indian lands,
- Providing resources to ensure development occurs safely while protecting the environment,
- Managing risks appropriately by providing support and technical assistance in the assessment of the economic, social, and environmental impacts of energy development.



Fort Berthold Oil Wells



Solar Panels on Tribal Land



Abandoned Oil Rig

Section 1. Overview

1.1 Staffing

28	Full Time Employees
15	Vacant Positions
8	Detailed Employees

1.2 Bipartisan Infrastructure Law (BIL) Funding

IESC does not receive any BIL funding directly. IESC has a Memorandum of Agreement (MOA) with the Orphan Well Program Office (OWPO) and provides technical assistance on the tribal grant and In Lieu of Grant, ILOG programs.

1.3 Branches

Branch of Real Estate Services

The Bureau of Indian Affairs provides energy and mineral leasing and agreement support.

Branch of Engineering

The Bureau of Land Management (BLM) provides well permit processing and engineering technical support.

Branch of Beneficiary Services

The Bureau of Trust Funds Administration (BTFA) provides beneficiary account maintenance and outreach.

1.4 Government Performance and Results Act (GPRA) Measures

None.

Section 2. Accomplishments

2.1 Reducing the Regulatory Burden – Tribal Lands, Economy and Finance

IESC Strategic Plan 2022-2026

Completed the IESC Strategic Plan 2022 – 2026 to incorporate new and existing projects and the assumption of additional Real Estate Services functions in FY 2023.

IESC participated in Office of Trust Services strategic planning engagement in October 2023.

IESC Scope Increased

The IESC was notified by BIA Director memorandum dated March 23, 2022, certain Division of Real Estate Services functions are to be performed by IESC. The IESC scope increased to include DRES functions that will allow for modernized energy related business processes, thereby achieving better protection of Trust records and combined efficiencies in energy and mineral development.

Delegation of Authority Updates

The IESC Indian Affairs Manual 48 IAM has been published reflecting organizational realignments, roles, and responsibilities consistent with IESC's new delegation. Please find the publication here:

https://www.bia.gov/sites/default/files/dup/assets/public/raca/manual/pdf/48-iam-1_iesc-overview_final_signed_508.pdf

The Service Center has assumed duties associated with Mineral Royalty Accounting Distribution, MRAD distribution, Regional Realty Officer's reporting on tracking and processing, the Mineral Users Group, Regulation and Handbook updates, Nationwide Bond processing and Bankruptcy actions.

The IESC has developed a documented process to track its review and response times and enhance data collection efforts. This ensures that BIA has data needed to track its review and response times. Each month the IESC has provided a depiction of the number of pending and approved contracts involved with oil and gas for the current fiscal year. The data is broken out by region and has been presented at the monthly Regional Realty Officer Meetings.

Addressing Current or Potential (Transaction) Backlogs/Tracking and Accountability

Communitization Agreements

The IESC has perfected over 254 Communitization Agreements (CAs) in coordination with the Fort Berthold BIA Agency, Uintah & Ouray (U&O) BIA Agency, and the Southern Ute BIA Agency, since 2017, resulting in over \$2.097 billion in estimated royalty revenue to Indian Tribes and individual Indian mineral owners.

A-123 Communitization Agreement Review

The IESC performed and completed an OMB A-123 Communitization Agreement review at IESC. The IESC virtually reviewed and tested Fort Berthold CAs according to the DRES A-123 Communitization checklist. The IESC submitted review and testing results to the Division of Internal Evaluation and Assessment Office.

2.2 Empower Tribes to Manage their Own Resources

Bipartisan Infrastructure Law (BIL) Section 40601 Tribal Orphaned Well Grant Program (OWGP)

Orphan Well Program

IESC continues its second year of collaboration with and providing on-going technical assistance for the Orphaned Well Tribal grant program. The Orphaned Well Program office receives funding through the Bipartisan Infrastructure Law (BIL) Section 40601 Tribal Orphaned Well Program. The BIL provides a total of \$4.7 billion to address orphaned wells across the country, including \$150 million specifically for Tribes.

The IESC has entered into a Memorandum of Agreement (MOA) with the OWP and provides technical assistance to the program and serves as the main point of contact for the In-Lieu-of-Grant awards for Tribes.

IESC is coordinated a series of Tribal Listening sessions, on January 24, 31 and February 7, 2024, to present changes that had been made for Phase two Grant Guidance. IESC aided in developing the final Phase Two Tribal Grant Guidance announced March 15, 2024. This guidance provided instructions to Tribes on how to apply for two categories of orphaned well grants 1) development grants and 2) implementation grants. The updated guidance reflects feedback from Tribes on how to streamline and clarify application requirements.

This guidance also informs Tribes that they may also request direct assistance from the Department, through In Lieu of Grant funding. This request requires the BIA to administer and carry out plugging, remediation and reclamation activities on the Tribe's behalf. Tribes may submit requests for Phase Two In Lieu of Grant assistance for review and award on a rolling basis through December 2024. The Interior Department made \$55 million available in the second phase of Tribal awards and continues to work with Tribes to complete proposals and initiate projects under this opportunity.

A grant management specialist has been hired to assist in this collaborative effort with the Orphaned Well Project Office. The IESC grant specialist completed (2) Requests for Proposals for the Support Services Methane Emission and the Plug and Abandon components of the Phase 1 Tribal in Lieu of Grant (ILOG) project. Both Requests for Proposals (RFPs) were disseminated to potential vendors.

On August 30, 2024, the Department of the Interior announced a more than \$12 million investment through President Biden's Investing in American agenda to help four Tribal Nations clean up orphaned oil and gas wells on their homelands. Four Tribes were awarded monies in this second phase funding from the OWPO. Additional awards are expected before the end of the calendar year.

The IESC will continue to assist the OWPO in "office hours" sessions weekly through December 2024 to inform Tribes of the "In Lieu of Grant" assistance opportunity.

The IESC has continued to work on developing a comprehensive inventory of orphaned oil and gas wells on Trust lands. The IESC received the well data from the Branch of Geospatial Services (BOGS) and from BLM and is currently compiling this data. The work has been completed on an Idle well list; this list will then be drilled down to an actual orphaned wells listing.

Partnerships Contribute to a Balanced Stewardship of Trust Lands

Federal Partnership Collaboration Meetings

The IESC facilitates regular meetings between Federal partners and Tribes to facilitate problem solving on shared oil and gas issues.

<u>Date(s)</u>	<u>Federal Partner Meetings</u>	<u>Location</u>
October 5, 2023	Navajo	Virtual
October 26, 2023	Ft. Berthold (Feds only)	Virtual
November 3, 2023	Uintah & Ouray	Hybrid
November 6-7, 2023	Ft. Berthold (Feds and Tribe)	Lakewood, CO/Hybrid
January 9, 2024	Southwest	Virtual
February 6, 2024	OK, TX, KS Partners	Virtual
March 7, 2024	Rocky Mountain	Virtual
March 20, 2024	Ft. Berthold (Feds only)	Virtual
March 25, 2024	Big/Little Missouri River (Feds & Tribe)	Virtual
March 26-27, 2024	Ft. Berthold (Feds & Tribe)	Lakewood, CO/Hybrid
April 4, 2024	Navajo	Virtual
May 2, 2024	Uintah & Ouray	Hybrid
July 9, 2024	Southwest	Virtual
September 19, 2024	OK, TX, KS Partners	Virtual

Indian Energy and Minerals Steering Committee (IEMSC) and Executive Management Group (EMG)

These entities provide BIA, BLM, ONRR, BTFA coordination and oversight. Members include Senior executives.

<u>Date(s)</u>	<u>Federal Partner Meetings</u>	<u>Location</u>
February 21, 2024	Executive Management Group	Lakewood, CO
February 22, 2024	Indian Executive Management Steering Committee	Lakewood, CO
June 26, 2024	Executive Management Group	Lakewood, CO
June 27, 2024	Indian Executive Management Steering Committee	Lakewood, CO

2.3 Reorganizing for the Next 100 Years

Branch of Real Estate Services (BIA)

Mineral Bonds & Sureties for Nationwide Bonds

The IESC will house and maintain original BIA nationwide sureties for energy and mineral companies.

Nationwide bond processing was transferred to IESC in April 2022 and received final approval in October 2022. Inherited was a backlog of approximately 36 bond requests pending from 2016 to 2022. IESC has completed processing of 32 backlogged bonds, with the remaining four needing company action.

Overall, 115 nationwide bond requests have been logged and 90 have been approved, completed and distributed. The number includes recent submittals to IESC. A complete inventory was completed for the nationwide bond physical files in a total of 400 nationwide bonds that vary in status and have been filed.

Since transitioning from DRES in March 2022, the IESC has responded to 51 requests from the Solicitor and Department of Justice (DOJ) for information related to energy and mineral bankruptcies.

NATIONWIDE BONDS	REQUEST	PENDING REVIEW	DRAFTED	PENDING APPROVAL	APPROVED	PENDING CORRECTIONS	CORRECTIONS RECEIVED	COMPLETED
APPROVAL	26	1	0	0	0	0	0	25
RELEASE	45	1	0	0	0	11	2	31
CONTINUATION	3	3	0	0	0	0	0	0
RIDER	25	6	0	0	0	0	0	19
REPLACEMENT	16	12	0	0	0	0	0	15
TOTALS	115	23	0	0	0	11	2	90

Mineral Royalty Accounting Distribution (MRAD)

- The IESC has been overseeing twice-monthly distribution of allotted (individually owned) revenues to Individual Indian owners, nationwide. IESC is also now responsible for the oversight and certification of the transfer of financial data from ONRR to BIA and troubleshooting issues.
- MRAD operations involve engagement with the following Departments and three integrated systems: ONRR’s Mineral Revenue Management Support System (MRMSS), BIA’s Trust Asset and Accounting Management System (TAAMS), and BTFA’s Trust Funds Accounting System (TFAS) now the Innovest System.
- The IESC also certifies the transfer of financial data from ONRR to BIA and troubleshoots issues. Have recently split the file into two separate files: Ft. Berthold and the rest of the Regions.
- IESC processed over \$1.233 billion in oil and gas royalties through the MRAD system in FY 2024.

Fort Berthold BIA Agency Active Projects:

IESC has provided (3) staff to support the Ft. Berthold BIA Agency in the form of details to the offices of Superintendent, Deputy Superintendent and Realty Services. Continuing coordination with Federal Partners on the approval of Fort Berthold CAs.

<u>On-Site Training</u>	<u>Date</u>	<u>Location</u>	<u>Target Audience</u>
CA Boot Camp, Legal Description	December 4-6, 2024	Bismark, ND	MHA Nation & Feds
Right of Way/Easements Training	December 4-6, 2024	Bismark, ND	MHA Nation & Feds
CA Processing on Little MO River	October 24, 2023	Ft. Berthold, ND	Operators

<u>Completed</u>	<u>Transaction</u>
83	Reviewed Ft. Berthold Agency pending upland CAs for adjudication & recommendation to approve
3	Completed Indian Mineral Development Agreements (IMDAs) lease reviews leading to Ft. Berthold Agency approval within the 180-day statutory deadline. Three IMDA lease agreements in review.
81	Indian Mineral Owner Outreach at Ft. Berthold, Little Shell Pow-wow, responds to allottee inquiries
44	Ft. Berthold, Rural Water and Right of Way applications resulted in approval
11	Processed 11 ROW oil and gas assignments

Lockbox

Processed \$78,523,611 in manual checks through lockbox for FY 2024

Southern Ute BIA Agency Active Projects:

- Lease Segregation Research project: IESC has concluded the research and provided recommendation memo to the Southern Ute Agency (SUA) in January 2023. The lease and CA files records have been compiled and have been submitted to BIA Southwest Regional Office for Solicitor review to determine next steps.
- Completed a royalty payment analysis project for BIA, Southern Ute Agency for two allotted mineral interest owners. This referral was a joint request from BIA and ONRR Indian Outreach.

Uintah & Ouray (U&O) BIA Agency Active Projects:

- 62 Communitization Agreements submitted by the U&O Agency: 15 CAs have been completed and 47 are in the adjudication process.
- 12 CA lease amendments: 9 completed, 3 in process.
- 49 Oil & Gas lease assignments completed.
- Created Standard Operating Procedure (SOP) for the U&O
- U&O ROW Name Change Project - 1,021 ROWS were submitted to IESC, of these 1,011 have been completed, the remaining 8 are pending Agency Action.
- U&O ROW Assignment Project - 743 ROWs submitted to IESC, of these 738 ROWs were completed and 114 need to be corrected for defects. 5 ROWs are pending Agency Action.
- The IESC is assisting with a Lease Expiration Project and energy related ROWs and Assignment processing. Also, began the lease segregation process for EDA leases for current & future submitted CAs.

Fort Peck Agency Active Projects

- Oil & Gas Lease Sale
- Compiled and provided FPA and DEMD with tract listing of 2,513 potential/active mineral tracts.

Ute Mountain Ute Agency Active Projects:

- IMDA Reviews IESC has coordinated (1) Indian Mineral Development Agreement (IMDA) lease review and provided recommendations for technical assistance to BIA, Southwest Regional Office and the BIA, Ute Mountain Ute Agency Office.

Osage Agency Projects

IESC is supporting the BIA Osage Agency with permitting actions related bond money to plug orphan and abandoned wells. This includes staff to provide digitization of well records to maximize efficiency.

Branch of Engineering Services (BLM)

<u>Completed</u>	<u>Transaction</u>
54	Engineering reviews for Applications for Permit to Drill for BLM North Dakota Field Office
13	Production Accountability Records Analyses for cases in ND, NM, CO and UT
5	Production Accountability Records Analyses for cases in NM, CO and UT
7	Suspension of Production reviews on North Dakota Indian leases
123	Engineering reviews and 63 adjudication reviews on Indian leases for Oklahoma Field Office Diligence program

- Conducted in-depth analysis and review for nationwide Indian orphan well inventory.
- Concho Agency - Reviewing production & analyzing economics of low-producing leases
- U&O CAs - Adjudicated (4) and currently adjudicating (5).
- Fort Berthold CAs - Adjudicated (6) and currently adjudicating (9).
- Provided BLM instructors for in-person and virtual SOP Trainings.
- Provided instructor in all FY 2024 Federal Partners Meetings.

- Coordinated with Osage Agency to provide reviews for permitting.
- Identified and analyzed low volume leases for Concho Agency.
- Providing technical assistance for grant review process.

Branch of Beneficiary Services (BTFA)

Beneficiary Services & Outreach

IESC provides direct Fiduciary Trust Officer (FTO) and BTFA Field Office support services to the Ute Mountain Ute tribe and the Southern Ute Tribe in Colorado through the BTFA field office located in Farmington, NM. This office has the responsibility to focus on customer service to account holders; including the management of Tribal and Individual Indian Monies (IIM) trust assets, accounts, and to process income revenues and disburse funds to account holders and Tribes.

In addition, this fiscal year, the BTFA branch added (2) new detail staffing opportunities.

Services Provided

IESC/BTFA Branch and Farmington Field Office completed

<u>Completed</u>	<u>Transaction</u>
388	Beneficiary case created (respond to beneficiaries or Tribal inquiries, requests for disbursements, address changes, updates to Individual Indian Money (IIM) accounts and questions
11	Automated disbursement system (ADS) batches processed to distribute and close IIM accounts and/or refund lockbox transactions
43	Cash batches processed to distribute \$30,560,400 in Tribal trust funds
46	Routine file maintenance batches processed to update IIM account records
1	Trust Records Management Assessment
5	Tribal Trust Administrative Reviews
2	Tribal Trust Investment Portfolio Reviews

Outreach

BTFA Branch has contributed and participated in the following Beneficiary Outreaches:

<u>No.</u>	<u>Outreach Event</u>	<u>Date</u>	<u>Delivery Method</u>
1	Beneficiaries of Ute Indian Tribes	January 23, 2024	Virtual
2	Beneficiaries of Ft. Berthold Reservation	Feb 13, March 5, 2024	Virtual
2	Estate Planning Will Clinic	January 3-5, 2024	Farmington/Shiprock, NM
1	Indian Mineral Owner Outreach	May 15, 2024	Ignacio, CO

BTFA Branch has contributed and presented at the following workshops/trainings offered to Tribes and/or Federal partners:

<u>On-Site Training</u>	<u>Date</u>	<u>Location</u>
Federal Roles in Indian Mineral Development for Navajo/Hopi	March 27, 2024	Phoenix, AZ
BIA Superintendent Boot Camp Training	August 27-29, 2024	Albuquerque, NM

BTFA Branch Lockbox Support

By processing manual lockbox transactions: Wind River Agency – clearing lockbox of Amoco Settlement funds totaling \$20,030 and distributing to approximately 126 IIM accounts.

Office of Resources & Revenue Branch (ONRR)

Indian Lease Valuation Review

The IESC is reviewing lease instruments for more than 6,000 producing Indian leases to identify and categorize the leases by special royalty terms. Many of these terms affect the royalties collected by ONRR.

- 2,337 leases partially reviewed
- 407 leases fully reviewed and entered ONRR's APEX tool

Standard Operating Procedures Attachment Updates (BIA, BLM, ONRR, BTFA)

- SOP Attachment A update in progress – updates to seven sections prepared for Federal Partner review and approval.
- SOP Attachment C update in progress – IESC reviewing to determine scope of work needed for first update.
- SOP Attachment F – Completed the updates (IMDA process) as approved by the Indian Energy Minerals Steering Committee, IEMSC.
- SOP Attachment H – Pending request for comments to Federal Partners for first update.
- Indian Trust and Federal SOP Split to improve efficiency and focus – Approved August 1, 2024, IESC preparing final Section 508 compliant document for distribution.

The IESC continues to support Inter-bureau coordination on:

- Administrative appeals and precedent-setting acreage/boundary determinations for leases affected by updated cadastral determination along water ways on Indian lands because of river course migration.
- Lands affected by judicial review (active litigation in the U.S. District Court System), with respect to lands underlying the bed of the (Big) Missouri River, which are subject to competing claims against title.
- IESC is a signatory on the Hopi and Navajo Energy Transition MOUs. This effort is primarily coordinated by DOE and requires IESC leadership to attend planning sessions with both Tribes. This work will be ongoing throughout FY2024.
- IESC is increasingly being asked to engage on energy projects in Alaska. Most recently, IESC attended the BIA Providers Conference in Anchorage, AK, where a READI Listening Session was hosted (more information on the READI program below).

Renewable Energy Accelerated Deployment Initiative (READI) for Indian Country

The IESC established a work strategy to support the Department's goal to further clean energy initiatives. The READI process is aimed at presenting clean energy development options to Tribal and Individual Indian Owners and receiving input through structured and coordinated dialogue. The READI Program provided a forum, via (7) listening sessions held throughout the country, for tribal leaders to voice their needs for federal coordination as they develop renewable energy resources. A final READI report is currently under review and should be released in spring/summer 2024 on the READI website. Please visit <https://www.bia.gov/readi> for updates and more information on the program.

The IESC Director has participated in multiple White House Council on Native American Affairs Subcommittee (WHCNA), including Economic Development, Energy, and Infrastructure, Electric Vehicles, and International Indigenous Issues committees. These subcommittees meet on a consistent basis and include representatives from across the Federal Government. I have presented at the subcommittees on issues related to energy and mineral development, DOI initiatives and specific AS-IA and IESC initiatives.

Indian Mineral Development Agreements, (MDA) Reviews

Received 4 IMDA's for IESC and Federal Partner coordinated review. Three (3) were approved by the agency within the 180-day timeframe, one (1) was returned to the agency with recommendations for technical assistance, and three (3) are currently in the Federal Partner review process.

Outreach to Customers and Building a positive Reputation

Outreaches to Tribes regarding Renewables, TERA/TEDO

- IESC completed (2) Tribal outreaches to inform about the TERA/TEDO process and offer technical assistance.
- IESC responded to Office of Legislative Affairs (OLA) regarding an inquiry on the status of TERA/TEDO activities.

2.4 Standardize Process and Modernize Information Systems

BTFA Modernization Projects

IESC is working to enhance the beneficiary experience by providing outreach and training to Indian mineral owners on how to use the new Trust Beneficiary Call Center (TBCC), self-service automated features. This feature will allow Indian beneficiaries the ability to receive immediate account balance information on oil and gas distribution days.

IESC is logging beneficiary contacts/interactions into the new BTFA, Beneficiary Case Management System (BCMS), to effectively monitor and track individual and Tribal trust fund activities and contracts. It can also be effectively managing and tracks requests for information on trust assets when received by multiple federal agencies.

The IESC Acting Director worked with OTS leadership to create a budget plan for multiple levels of potential IESC budget and staffing options through 2025 and beyond. The organizational chart has been updated and vacant positions are now being filled. The Acting Director continues to work with coordinating agencies to facilitate staff details that can be address critical workloads and field office requests.

IESC has prioritized on-site services to BIA Agencies and Regions throughout the country and has coordinated and approved multiple service requests from field offices for IESC staff to provide on-site assistance. Work completed at U&O Agency and Fort Berthold Agency are the highlights of this activity, but key services have also been provided to Osage Agency, Southern Ute Agency, and the Navajo Region. The voluminous summary of all these activities can be found within the publicly available OTS mid-year and end of year accomplishments reports under the IESC section outlined by BIA Agency.

Standard Operating Procedures Attachment Updates (BIA, BLM, ONRR, BTFA)

- SOP Attachment A update in progress – updates to seven sections prepared for Federal Partner review and approval.
- SOP Attachment C update in progress – IESC reviewing to determine scope of work needed for first update.
- SOP Attachment F – Completed the updates (IMDA process) as approved by the Indian Energy Minerals Steering Committee, IEMSC.
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- Indian Trust and Federal SOP Split to improve efficiency and focus – Approved August 1, 2024, IESC preparing final Section 508 compliant document for distribution.

Fluid Mineral Handbook review, revision and update

The review of the current Fluid Mineral Handbook is ongoing. The Fluid Mineral Estate Procedural Handbook was issued in 2012. Several changes to the processing and development of the trust mineral resources are being incorporated into the document. The Service Center plans on having a draft document by the end of the calendar year.

Onshore Energy and Mineral Lease Management Interagency SOP, Indian Fluid Minerals Training

SOP Training by the ISEC held

<u>Date(s)</u>	<u>No. Student</u>	<u>Location</u>
October 31 – November 1, 2023	45	Vernal, UT
March 26-27, 2024	44	Virtual
July 30-31, 2024	19	Lakewood, CO



On July 30-31, 2024, the ISEC facilitated an in-person SOP Training for 19 students in Lakewood, CO. This training was a multi-bureau collaboration that offers students the opportunity to interact with subject matter experts from the agencies involved in fluid mineral development. The SOP Training discusses the background, agencies involved, responsibilities, and timelines of the Indian fluid minerals process.

Mineral Regulation review, revision and update

The Service Center facilitated a group of subject matter experts, this included BIA, and the Solicitor's office. This group reviewed the current regulations and provided drafts for review to BIA Regional and Field offices. The group continues to incorporate comments and suggestions made by BIA and the SOL offices.

TAAMS Mineral User Group (MUG)

This User Group consists of Subject Matter Experts from each Region. The group meets regularly to identify user needs for TAAMS, draft system change requests, complete user acceptance testing, business rule development/modifications, and works with the Contracting Officer's Representative for the TAAMS contract to address CGI, Inc. (TAAMS vendor issues or recommendations). The group is currently drafting the BIA TAAMS business rules for the encoding and processing transactions within the TAAMS Mineral Module.

TAAMS Minerals Training

The ISEC has hosted and provided subject matter expertise to the following TAAMS minerals training this year on

- February 27-29, 2024 and July 16-18, 2024
- Future training is scheduled for November 19-21, 2024

Staff capacity building and training to promote results-oriented, customer-focused, and efficient delivery

ISEC staff participated in the following trainings:

- DOI annual mandatory trainings (Ethics, Cyber, Security, Privacy, Records, Freedom of Information Act (FOIA), Travel Card, Concur, prohibited personnel practices, supervisory)
- TAAMS Mineral, Lockbox, and QLIK training
- What is a Fiduciary training

- Federal Roles in Mineral Development workshop
- NPM-TRUS-44, Amendment 2 Overview for BIA Field Office, Tribes, Federal Partners and Industry training
- BIA Realty Training
- Communitization Agreement bootcamp/Right of way/legal description training
- Tribal Land Staff National Conference
- BIA Superintendent Bootcamp
- Contract Officer Representative, (COR-Level 2) Certification
- Standard Operating Procedures, Fluid Minerals – Indian Training
- NIOGEMS Training
- Lease Segregation Training
- Natural Resources & Energy Development Course
- Foundation for Natural Resources and Energy Law (FNREL) Oil & Gas Law Short Course

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

The IESC has identified numerous opportunities for continued and expanded services and continues to support Inter-bureau coordination on the following efforts:

- Administrative appeals and precedent-setting acreage/boundary determinations for leases affected by updated cadastral determinations along waterways on Indian lands because of river course migration. This is one of the key issues holding up development and subsequent royalty distribution to Indian Mineral Owners, and IESC is committed to working with all parties to overcome these barriers.
- Lands affected by judicial review (active litigation in the US District Court System), with respect to lands underlying the bed of the (Big) Missouri River, which are subject to competing claims against title.
- IESC is a signatory on the Hopi and Navajo Energy Transition MOUs. This effort is primarily coordinated by DOE and requires IESC leadership to attend planning sessions with both tribes. This work will be ongoing throughout FY 2024.
- The IESC has identified a gap in Orphan Well programming available to allotted lands. As currently structured, grant dollars are unavailable via the tribal grant program to plug and remediate orphan wells on allotted trust lands. IESC has submitted a budget request to address this issue and fill this critical gap.
- IESC is increasingly being asked to engage on energy projects in Alaska. Most recently, IESC attended the BIA Providers Conference in Anchorage AK, where a READI Listening Session was hosted (more information on the READI program below).

Renewable Energy Accelerated Deployment Initiative (READI) for Indian Country

The IESC, in coordination with DEMD, established a work strategy to support the Department’s goal to further clean energy initiatives. The READI process is aimed at presenting clean energy development options to Tribal and Individual Indian Owners and receiving input through structured and coordinated dialogue. The READI Program provided a forum, via (7) listening sessions held throughout the country, for tribal leaders to voice their needs for federal coordination as they develop renewable energy resources. A final READI report is currently under review and should be released in fall 2024 on the READI website. Please visit <https://www.bia.gov/readi> for updates and more information on the program.

3.2 Best Practices

IESC perfected the twice a month MRAD distribution by working with federal partners to split the MRAD file into two separate files: FBA and the rest of the Regions to increase efficiency and reduce delays. To date this process has been successful in facilitating the processing of large files that had previously caused significant delays in royalty distribution.

IESC has incorporated alternate staffing plans to add personnel by utilizing detail opportunities and rotating volunteers to assist with multiple projects. The additional details have resulted in a **500%** increase in completed Communitization Agreements completed this fiscal year compared to FY2023. Also, the IESC details have cleaned up over 400 Nationwide Bond Files and have assisted in the ONRR lease evaluation project that analyzed over 6000 Indian leases. The workload at IESC is ever growing and IESC will continue to be innovative in its staffing approaches to facilitate flexible responses to field office needs.

IESC has enhanced its processes to deliver higher-quality service through the Energy and Mineral Support Processing initiative. This allows government agencies to request operational support for energy and mineral projects. Agencies can request assistance by completing an online form at [Request for Indian Energy Service Center Assistance](#) or by emailing IESCRequests@bia.gov.

3.3 Challenges

IESC has been unable to fill numerous realty vacancies listed on the organizational chart, including staffing for the IESC strike team. Recruiting efforts have been combined with other OTS divisions to run continuous and open announcements on USA jobs to help fill the realty specialist vacancies.

DIVISION OF NATURAL RESOURCES (DNR)

Mission

The mission of the Division of Natural Resources is to support the Fish, Wildlife and agriculture stewardship of trust lands in Indian Country. The Division assists Tribes in the management, development, and protection of the Indian trust resource and landscape. The Division enables Tribal and Indian trust managers and landowners to optimize the use and conservation of resources, providing benefits such as revenue, jobs, and the protection of fish and wildlife, agriculture husbandry, cultural, spiritual and traditional indigenous knowledge resources.

Who We Serve

The DNR supports Bureau of Indian Affairs regional offices and agencies to provide programs and services for Tribes and Individual Indian Landowners. DNR creates policy, directs funding and provides oversight to BAI agencies to provide planning, management, conservation, development, and utilization of soil, water, farmland, rangeland, fish and wildlife resources on trust land.

Section 1. Overview

1.1 Staffing

5	Full Time Employees
3	Vacant Positions

1.2 Bipartisan Infrastructure Law (BIL) Funding

None.

1.3 Branches

Branch of Agriculture & Rangeland Development (BARD)

The Branch of Agriculture and Rangeland Development focuses on inventory, programmatic and conservation planning, farm and rangeland improvement, monitoring of vegetation, recruitment and placement of natural resource agriculture student interns, lease and permit administration, and rangeland protection.

Branch of Fisheries, Wildlife & Recreation (BFWR)

This Branch provides scientific expertise to enhance current program activities, which provide fish-producing Tribes support for associated hatching, rearing, and stocking programs. Program operations and production is a critical component to comprehensive landscape conservation with close considerations to environmental health and safety, water quality, economic benefits, rights protection, and habitat enhancement.



Lac du Flambeau hatchery



Buffalo on Tribal Lands



Invasive species pampas grass

1.4 Government Performance and Results Act (GPRA) Measures

Two GPRA Measures have been assigned to this Division.

GPRA Measure 4: Percentage of Range Units Assessed for Utilization

BIA-OTS-Agriculture and Range



IA-PMS ID: 2043

Performance Measure Information

MEASURE NAME: Percentage of range unites assessed during reporting year for level of utilization and/or rangeland condition/trend.

MEASURE DESCRIPTION: All trust lands included in established range units within the Great Plains, Navajo, Northwest, Pacific, Rocky Mountain, Southwest and Western Regions.

FORMULA: Total number of range units monitored during the reporting year divided by the total number of established range units.

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			57.5%	46.8%	57.5%

Performance Explanation: Goal Met - 10.7% Above Target.

A total of 7 Regions participated in this program. The Program reported the assessment by overall regions. The regions and their respective field agencies have strived to apply consistent range unit field utilization and range management assessment levels. Some field agencies have reported agriculture personnel shortages to apply efforts as office have become affected by vacant rangeland management positions. Despite these challenges, target goals were exceeded.

GPRA Measure 5: Percentage of Grazing Permits Monitored

BIA-OTS-Agriculture and Range



IA-PMS ID: 2041

Performance Measure Information
<p>MEASURE NAME: Percentage of grazing permits monitored annually for adherence to permit provisions, including permittee compliance with requirements described in conservation plans.</p> <p>MEASURE DESCRIPTION: All grazing permits administered by the BIA (or a tribe acting for the BIA under a PL 93-638 contract) within the Great Plains, Navajo, Northwest, Pacific, Rocky Mountain, Southwest and Western Regions.</p> <p>FORMULA: Number of grazing permits monitored divided by the total number of grazing permits active.</p>

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			44.3%	36.8%	44.3%

Performance Explanation: Goal Met - 7.5% Above Target.

A total of 7 Regions participate in this program. The program reported the assessment by overall regions. The regions and their respective field agencies have strived to apply consistent permit monitoring levels with field staff shortages. Some field agencies have reported agriculture personnel shortages to apply monitoring efforts. Despite these challenges the comprehensive effort has been able to successfully meet the target goal.

Section 2. Accomplishments

2.1 Effective Program Management

Quarterly Meetings

Quarterly meetings bring consistency to business process. DNR held Regional Agriculture and Range managers meetings, Region Fisheries, Wildlife & Recreation managers.

Held quarterly conference calls and hosted an in-person meeting at Albuquerque New Mexico with Regional Agriculture and Range managers to bring consistency in program management with participation from USDA Office of Tribal Relations, USDA Natural Resources Conservation Service (NRCS) and Farm Service Agency (FSA).

Systems

DNR Maintained and updated BFWR database system of tracking funding and responding to data calls with various accomplishment related information.

Protection of the Work Environment

DNR ensures all training covering work environment efficiency and adherence to pertinent obligations and responsibilities is completed per training schedule provided through DOI Talent.

Effective Resource Program Management

DNR ensures all training covering work environment efficiency and adherence to pertinent obligations and responsibilities is completed per training schedule provided through DOI Talent. And, helped distribute/forward newsletters, notices of job opportunities, and other significant publications pertinent to natural resources management.

Accountability for Administrative Management

Ensures all training covering work environment efficiency and adherence to pertinent obligations and responsibilities is completed per training schedule provided through DOI Talent.

Maintained and updated BFWR database system of tracking funding and responding to data calls with various accomplishment related information.

Addressing Current or Potential Transaction Backlogs

Ensures pertinent regional staff are informed and provided guidance on compliance to regulatory requirements and time schedules to germane workload service activities. Supports regional staff respond to queries and offer guidance to tribes seeking navigation among DNR service areas.

Provided agency and tribal coordination, management, planning, oversight, and monitoring for the development and protection of trust natural resources, protection of Indian Treaty rights, fish and wildlife resource management development, agriculture operations, environmental quality guidance and regulatory direction, youth education and natural resource related Climate Change habitat restoration.

Tracking & Accountability

- Activities are generated by tribal individual, local, regional, and national priorities communicated to all field, regional, and central office levels of function to the agency. Services are rendered to reflect those priorities and communicate a clear transparent delivery of information in the conveyance of services in fixed, operating, or tangible assets to ensure trust resources.

- Provided funding support in the direction and guidance for all tribal and agency activities related to the planning, management, conservation, development, and utilization of soil, water, farmland, rangeland, fish and wildlife resources, endangered species, invasive species, conservation law enforcement, youth and education within Natural Resources, and climate change address on treaty resources.
- Technical and administrative actions are on on-time, relevant and responsive to Tribes' needs with results transparent to the customer.
- Reporting on key program activities is on time and comparative data is sound and, in a format, meaningful to management and the Tribes.



DOI BWG Shared Steward Strategy Development Team Missoula February 2024

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

Restoring Trust within Local Communities

- Initiated the provision oversight, review and finalized all DNR Branch budget execution (est. \$170 M): Fish, Wildlife and Recreation (BFWR); and Agriculture Program. DNR fiscal assistance addresses and facilitates tribal priorities directly, fostering improvement at all agency levels to help tribes and agency offices incorporate best management scientific practice priorities that are consistent with streamlined regulatory adherence. Work plans tier from tribal priorities set in processes such as Tribal Interior Budget Committee (TIBC) or congressional omnibus language facilitating tribal issues and venues such electronic systems or sites framed by DNR services.
- Maintain and update BFWR database system of tracking funding and responding to data calls with various accomplishment related information.
- Managing the OTS web content manager and helped to edit and upload content within the OTS webpage on the BIA internet, including Branch/Division Chief contact information; Links and newsletters; 508 compliant documents.
- Represent BIA on many DOI collaborative efforts, work groups, task force, relating to fisheries, invasive species, endangered species, and other fish and wildlife issues.
- Worked closely with USGS on surveys of feral horse populations on tribal lands.
- Worked proactively with the Native American Fish and Wildlife Society to provide financial resources and technical support bringing positive results in terms of increased membership and services provided to membership.
- Maintained and improved a database tracking tribal hatchery information, including production data.

- Continues to work closely with USGS on a National Fisheries Summit to include topics on Tribal Treaty fishing rights and Federal responsibilities.
- Represented BIA on DOI collaborative efforts, work groups, task force, relating to noxious weeds, Invasive Species, Bison Conservation Initiatives, Indigenous Food
- Sovereignty Initiatives, Native Seed Revegetation, and DOI Integrated Pest Management.
- Represented BIA on DOI collaborative efforts, work groups, task force, relating to noxious weeds, Invasive Species, Bison Conservation Initiatives, Indigenous Food Sovereignty Initiatives, Native Seed Revegetation, DOI Keystone Initiatives, and DOI Integrated Pest Management.
- Participated in Society for Range Management (SRM) workshops while supporting Native American Range Advisory Committee (NARAC) to continue SRM endeavors of providing stakeholders with management approaches related to ITEK.
- Coordinated with DOI web team to reorganize and publish new Branch of Agriculture and Range website. Web pages now provide Tribes an opportunity to access important documents and materials such as RFPs for each program, regional contact information, secretarial orders, OTS Bison Program information.
- Participated in the spring Tribal/Interior Budget Council Land, Water, and Natural Resource Subcommittee Meetings. Topics addressed in the meeting were Co-Management, Building Sustainable Economies, Water Quality and Water Conservation, Ecosystem Restoration Projects.
- Participated in Public Law 3-638 Indian Self Determination Education and Assistance Act, and Trust Asset Accounting Management System Trainings to better support Tribes and Regions with Technical Assistance.

Bison Program

- Worked closely with the DOI Bison Working Group on Secretarial Order 3410 to coordinate the development of a Bison Apprenticeship Program and Shared Stewardship Strategy to assist Tribes with the expansion and development of respective Bison Programs.
- AG provides Point of Contact for all Bison Development efforts with DOI Bison Work Group and Bison Conservation Initiatives.
- Place structure into new Bison Branch development and follow Secretary Order 3410 on Bison Strategy. Established the newly formed Bison Branch and staffed the same with a Branch Chief
- Participated with Native Nation Buffalo Project Representatives, Federal Agency Leaders, and Government Resource Program Managers on a Returning Buffalo with Native Nations Roundtable on Government Resources for Tribal Buffalo Restoration.
- Participated in the DOI Bison Working Group Work Session to discuss focus on DOI Metapopulation Strategy and the Shared Stewardship Strategy to inform DOI Leadership on progress and updates from the DOI BWG.
- Represented BIA on many DOI collaborative efforts, work groups, task force, relating to noxious weeds, Invasive Species, Bison Conservation Initiatives, Indigenous Food Sovereignty Initiatives, Native Seed Revegetation, and DOI Integrated Pest Management.

Partnerships contribute to a balanced Stewardship of Trust Lands

- Services, operations and partnerships include 10 National Indian Organizations and 12 regional area Indian Organizations that cover, Fish and Wildlife, Agriculture, and environmental non-profit informational organizations. With the assistance of regional staff or directly through DNR, tribes and other agencies are served a wide array of information covering resources and their management inherent to the 3 branches of DNR. The process of information sharing particular and available to DNR information platforms generate cooperative, co-management, partnership and collaboration for multiple tribes and associated agencies natural resource management.

- Represented BIA on many DOI collaborative efforts, work groups, task force, relating to DOI Fishery Summit, Indigenous Knowledge, Noxious Weeds, Invasive Species, DOI Bison Management, Native Seed Revegetation, DOI Integrated Pest Management, and other Agriculture and Rangeland Issues.

Outreach to Customers and Building a positive reputation.

- Fiscal support includes OTS interns yearly, as well as in the process of providing over 30 youth related projects and applying project fund criteria for youth program related support in natural resource programs.
- Worked closely with USGS on a National Fisheries Summit to include topics on Tribal Treaty fishing rights and Federal responsibilities.
- Participated with Native Nation Buffalo Project Representatives, Federal Agency Leaders, and Government Resource Program Managers on a Returning Buffalo with Native Nations Roundtable on Government Resources for Tribal Buffalo Restoration.
- Participated in Society for Range Management workshops while supporting Native American Range Advisory Committee to continue their endeavors of providing stakeholders with management approaches related to ITEK.
- Worked closely with the DOI Bison Working Group on Secretarial Order 3410 to coordinate the development of a Bison Apprenticeship Program to assist Tribes with the expansion and development of respective Bison Programs.
- Coordinated with DOI web team to reorganize and publish new BARD website. Our web pages now provide Tribes an opportunity to access important documents and materials such as RFPs for each of our programs, regional contact information, secretarial orders, OTS Bison Program information.
- Represent BIA on many DOI collaborative efforts, work groups, task force, relating to fisheries, invasive species, endangered species, and other fish and wildlife issues.
- Worked closely with USGS on a National Fisheries Summit to include topics on Tribal Treaty fishing rights and Federal responsibilities and to conduct and report on surveys to better determine the economic and ecological impacts of feral horse populations on tribal lands.
- Worked proactively with the Native American Fish and Wildlife Society to provide financial resources and technical support bringing positive results in terms of increased membership and services provided to membership. Also, to plan and implement a project providing tribal capacity to manage invasive species and implement Early Detection/Rapid Response regarding invasive species invasions.
- Coordinated with DOI web team to reorganize and publish new BFWR website. Our web pages now provide Tribes an opportunity to access important documents and materials such as RFPs for each of our programs, regional contact information, secretarial orders pertaining to Endangered Species Act (ESA) for Tribes and Federal and Tribal co-management of lands. Through communication with BFWR Regional Managers, project photos and accomplishments were collected and are featured on our individual competitive and non-competitive program pages.
- Connected Regional BFWR and Agriculture staff with professional organizations and other sources of professional knowledge benefitting their job and mental well-being amidst a covid environment.
- Consultation with DNR Branch Chief staff is approached on an issue and standards basis reflecting program management office guidance on merit principles, diversity and inclusion strategic workforce, employee participation and performance related operations.

2.3 Empower Tribes to Manage their Own Resources

- Provided oversight, review and working on finalization of all DNR Branch budget execution (est. \$170 M): Fish, Wildlife and Recreation (BFWR); and Agriculture Program.

- Coordinated with BIA, regions in managing proposal based, and competitively ranked/funded programs (ESA, Invasive Species, Hatchery Maintenance, and Youth Initiative) and with Alaska Region on the management and allocation of Alaska Subsistence special appropriation funding.
- Designed project funding criteria to focus on building tribal management capacity and encourage the next generation by including tribal youth participation as a ranking criterion.
- Rights protection Implementation supported the implementation of Federal court orders that resulted from decisions in complex, off-reservation treaty rights litigation.

Budget

- Successfully managed over \$40,000,000 in annual funding across three programs within the Branch of Agriculture and Rangeland Development (BARD). Managed 100M+ in annual funding across six programs within the Branch of Fisheries, Wildlife, and Recreation (BFWR). Successfully managed funding across three programs within the OTS DNR Branch of Agriculture and Rangeland Development.
- Coordinated with BIA, regions in managing proposal based, and competitively ranked/funded programs (ESA, Invasive Species, Hatchery Maintenance, and Youth Initiative). Coordinated on the management and allocation of Alaska Subsistence project special appropriation funding. Coordinate with BIA Regions in managing proposal based, and competitively ranked/funded programs (Noxious Weeds, Invasive Species, Agriculture Non-Base)
- Provided guidance and implementation of Tribal Management Development Program (TMDP), where BFWR provides the core funding for several fish and wildlife management and economic development functions.
- Wildlife & Parks Program (TPA) This program supports the Wildlife and Parks program at the agency or tribal level.
- Fish, Wildlife and Parks Projects (Hatchery Operations and Maintenance) qualified tribal hatcheries will receive funding under the DNR Hatchery Operations Program, providing base funding for the operation of tribal fish hatcheries in the Northwest and Midwest regions.
- Endangered Species (ES) Program, projects awarded from the FWR, Endangered Species program which is the primary program achieving Indian Affairs and tribal responsibilities associated with compliance with the Endangered Species Act (ESA), P.L. 93-205, and the related protection and preservation of trust lands and resources.
- Invasive Species Program reviewing projects that will be awarded funds under the Invasive Species Program which supports the prevention, control, and eradication of invasive species on Indian reservations and treaty-ceded territories.
- Conservation Law Enforcement Officer Program (CLEO) A total of 20 CLEO's scheduled for continued funding and supports the sound management of tribal trust resources and enforcement of tribal natural resource laws on trust lands.
- Coordinated \$10 Million in IRA funds for ten hatchery construction projects.
- Facilitating A-123 measures with Agriculture, Environmental, Archaeology, and museum Accessible Unit (AU) ICR's annually and monitoring GPRA measures for annual reporting schedule.
- Continues to assist in communicating information from Central office to regional personnel and other BIA/Interior staff. Created records in the Department Tracking System (DTS) and helped move correspondence forward.
- Managed and supported the distribution of funds to regions and tribes for AG and range invasive species plant projects and programs. Coordinating and distributing funds to numerous proposals on Noxious Weed Projects. Supporting the prevention, control, and eradication of invasive Noxious species on Indian reservations and treaty-ceded territories. This funding is instrumental in protecting valuable tribal grazing lands.

- Design project funding criteria to focus on building tribal management. This funding is instrumental in protecting valuable tribal grazing lands. Design project funding criteria to focus on building tribal management capacity and encourage the next generation by including tribal youth participation as a ranking criterion.
- FWR Held quarterly conference calls with regional BFWR managers to bring consistency in program management.
- FWR Delivered a National annual coordination meeting of BFWR regional managers, held in Durango, CO.
- Planning for the distribution of funds to regions and Tribes for agriculture and range invasive species plant projects and programs. Coordinating the distribution of funds to numerous proposals on noxious weed projects, currently awaiting the FY 2024 funding levels to become available for project selections.
- Assisted the OTS DNR BFWR to design Invasive Species project funding criteria to focus on building tribal management. This funding is instrumental in protecting valuable tribal grazing lands.
- AG Design project funding criteria to focus on building tribal management. This funding is instrumental in protecting valuable tribal grazing lands.
- AG Coordinate with BIA, regions in managing proposal based, and competitively ranked/funded programs (Noxious Weeds, Invasive Species, Agriculture Non-Base)

2.4 Reorganizing for the Next 100 Years

Regional Priority Development, Execution and Communication to Indian Country

Services, operations and partnerships include 10 National Indian Organizations and 12 regional area Indian Organizations that cover, Fish and Wildlife, Agriculture, and environmental non-profit informational organizations. With the assistance of regional staff or directly through DNR tribes and other agencies are served a wide array of information covering resources and their management inherent to the 3 branches of DNR. The process of information sharing particular and available to DNR information platforms generate cooperative, co-management, partnership and collaboration for multiple tribes and associated agencies natural resource management.

Continues to facilitate OTS core priority to provide services to tribes, internal agency offices and agency partners in the management of Indian Trust Responsible natural resource assets through facilitation of best natural resource management practices.

Program and Service Alignment with Community Needs and Desired Results

DNR adheres to legacy and emerging distribution of fiscal assets to tribes and internal agency entities based on congressional, administrative, and tribal communicated priority needs within parameters of established processes such as narrative President Budget Requests and Tribal Interior Budget Council priorities and departmental strategies and initiatives. Fish and wildlife tribal goals are set by the tribes year to year and are consistent with services on the same basis. Agriculture goals are basic management priorities set by each tribe's determination of priorities and adhere to regulatory allowances. Environmental goals are consistent to the National Environmental Protection Act regulatory compliance of all federal actions which include those involving tribes using federal funds for their management activities. DNR navigates all leading prerogatives to advance tribal interest based on entitlements established to federal recognized individual or tribal entities.

Practices are Sustainable over Time and Across Organizational Change

- Branch activities are inherently aligned with the outlook of tribal interests over time.
- Working with Indian Affairs, RACA to ensure current policy and memorandum facilitation of environment, agriculture and Fish and Wildlife agency apprise procedural articulation of natural resource activities in operational guidance for field, regional and central activities.

- The BIA is proposing to revise the regulations addressing agricultural leasing of Indian land. This rule would revise the existing regulations to be consistent with the rest of the BIA's leasing regulations and clarify and streamline leasing processes, replacing the existing subpart on agricultural leasing with a new subpart. This proposed rule attempts to ensure consistency among all subparts of part 162, while also maintaining the specific directives for the management of agricultural lands present under authorizing statutes such as the American Indian Agricultural Resources Management Act (AIARMA), 25 USC 3711, et seq.
- Agriculture Branch is in the process of updating Agriculture Leasing Regulations 25 CFR Part 162, Subpart B, in collaboration and coordination with other departments within BIA OTS and USDA.
- Maintained and improved a database tracking tribal hatchery information, including production data.
- The BIA is proposing to revise the regulations addressing agricultural leasing of Indian land. This rule would revise the existing regulations to be consistent with the rest of the BIA's leasing regulations and clarify and streamline leasing processes, replacing the existing subpart on agricultural leasing with a new subpart. This rule would also make corresponding changes to the rest of the BIA's leasing regulations to fully integrate agricultural leasing in the rest of Part 162 and update certain sections in other subparts. This proposed rule attempts to ensure consistency among all subparts of part 162, while also maintaining the specific directives for the management of agricultural lands present under authorizing statutes such as the American Indian Agricultural Resources Management Act (AIARMA), 25 USC 3711, et seq.
- DNR BIA OTS held four consultation sessions, November 13, 2023, in Tulsa, Oklahoma; November 15, 2023, virtually; November 17, 2023, in Bismarck, North Dakota; and December 13, 2023, in Las Vegas, Nevada. The consultation period ended on December 29, 2023.
- Utilized Inflation Reduction Act (IRA) Climate Adaptation and Resilience funding to support the Intertribal Buffalo Council (ITBC) herd development program and Apprenticeship Program with \$3.5 Million dollars to support Tribal buffalo programs.
- Branch of Agriculture designed Bison Herd Expansion project funding criteria to focus on supporting and Increasing Tribal Bison Herds and Restoring Cultural Resources for improved herd management. This funding is instrumental in protecting Tribal Food Sovereignty and Cultural Restoration. OTS Branch of Agriculture awarded and supported three Tribal Buffalo Herd Programs in three BIA Regions covering 2 Keystone Initiative Ecosystem Biomes.
- Developed an approved OMB Request for Proposal Application (RFP) Process Criteria for OTS Bison IRA and Bipartisan Infrastructure Law Ecosystem Restoration (BIL-ER) Planning and Start Up costs. Eligibility is focused and limited to federally recognized Indian Tribal Governments, (Tribes authorized under P.L. 93-638 Indian Self Determination and Assistance Act) to engage in Tribal Bison Program expansion.
- Grazing Permit documents have been submitted to the Office of Management and Budget for review and approved by the Office of Regulatory Affairs and DNR Collaborative Action. The comment submission period has been completed and the forms are in the process of update.
- FWR Participated in BIL and IRA coordination processes to receive additional FWR funding for hatchery construction projects. FWR Managed additional reporting and coordination requirements specific to BIL and IRA funding.
- FWR Supported Administration priorities through delivery of BIL, IRA, and annually recurring BFWR funding.

2.5 Standardize Process and Modernize Information Systems

- Over the years there have been three MOUs between USDA and DOI directing both departments to increase coordination to improve customer service to Tribal agriculture producers. USDA and BIA are working together to build a permanent Interagency Working Group on Tribal Agricultural Lands to ensure both departments successfully change the way both agencies support agriculture throughout Indian Country. USDA Office of Tribal Relations, Natural Resources Conservation Service (NRCS) and Farm Service Agency (FSA) National Tribal Liaisons attended January 2024 BIA Agriculture Meeting to facilitate Interagency Work Group Discussions.
- Continue supporting the various BIA Regions and the efforts and challenges faced with grazing permits and low staffing levels by supporting the BIA Range TAAMS workshop.
- Maintained and improved a database tracking tribal hatchery information, including production data.
- Updated the National Policy Memorandum Administrative Fees - to establish policy and standardize internal controls for collecting, tracking, and retaining administrative fees for certain goods and services for agriculture and rangeland management provided by BIA on behalf of Indian Tribes.
- Standardized Request for Proposals (RFP) announcements, due dates, and application processes to lessen the application burden.
- The IWG has been meeting since May of 2023. The intention of the group is to institutionalize the relationship between Interior and USDA contemplated by the MOU. Although it currently meets monthly, this Leadership Call is intended to transition to a quarterly meeting in calendar year 2024 and 2025.

Agriculture

- Agriculture standardized RFP announcements, due dates, and application processes to lessen the application burden.
- Agriculture Branch is in the process of updating Agriculture Leasing Regulations 25 CFR Part 162, Subpart B, in collaboration and coordination with other departments within BIA OTS and USDA. Expected completion of the draft rule update is the Beginning of FY 2025. Interagency Work Groups with United States Department of Agriculture NRCS/FSA/FPAC are in development to implement and update DOI BIA/USDA Farm Production and Conservation (FPAC) MOU.
- Participating on Interagency Working Group (USDA/BIA) on Tribal Agricultural Lands Interagency Working Group (IWG).
- Agriculture Permit documents have been submitted to the Office of Management and Budget for review and approval by the Office of Regulatory Affairs and Collaborative Action. The comment submission period has been completed and the forms have been updated.
- Agriculture Interagency sub-groups have been formed for the following areas: Ag Leasing and Grazing Permits; Data Exchange/TAAMS; Supporting and Streamlining Agriculture and Conservation Practices; Establish Reciprocity and Streamlining of Common Federal Processes; and Cross Training/ Intra & Interagency Communications. Agriculture, USDA and BIA have appointed representatives to each sub-group to meet regularly to discuss respective areas and identify 3 top priorities and deliverables for each subgroup. The subgroup committees will be looking to finalize positions for each subgroup by October 2023.
- Project teams will be developed “ad-hoc” to combine national program staff with subject-matter experts from field offices. Teams plan to meet as necessary to accomplish project objectives.
- Interagency Work Groups with United States Department of Agriculture NRCS/FSA/FPAC are in development to implement and update DOI BIA/USDA FPAC

Updated Agriculture Leasing Regulations

- BIA completed its initial review and update of the Agricultural Leasing regulations found at 25 CFR Part 162 Subpart B. The purpose of Part 162 Subpart B is to promote the self-determination of Indian Tribes by providing for management of Indian agricultural and related renewable resources consistent with Tribal goals and priorities for conservation, multiple use, and sustained yield. 25 U.S.C. § 3702(1). BIA has held multiple Tribal Consultation sessions (in-person and virtually). The DOI RACA office will also accept written comments on the proposed draft regulations during and after these tribal consultation sessions.
- Consistent with the MOU, BIA shared with USDA staff draft updates to the Agricultural Leasing regulations in May of 2024.
- USDA staff contributed comments and suggested revisions to the regulations that address feedback collected from tribal leaders, farmers, and ranchers on obstacles to successfully access USDA programs and resources on trust lands. USDA comments were considered, and appropriate changes were made to the regulations.
- Continue supporting the various BIA Regions and the efforts and challenges faced with grazing permits and low staffing levels by supporting the BIA Range TAAMS workshop.



2024 BIA Agriculture Meeting Albuquerque NM



USDA Office of Tribal Relations, NRCS and FSA National Tribal Liaisons attended January 2024 BIA Agriculture Meeting to facilitate Interagency Work Group Discussions



Bison Release at Taos Pueblo



Mescalero Apache Tribe fish hatchery raises trout; Conservation Law Enforcement officer training provided by NAFWS.

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

- Staffing the Agriculture Branch
- Staffing increase of Fish, Wildlife & Recreation Branch
- Staffing of Bison Branch
- Engage all available Inflation Reduction Act and Bi-Partisan Infrastructure Law prospective regulatory assemblages

3.2 Challenges

- DNR, based on the activity accomplished, will focus goals activities relative to follow up on full fiscal distributions as consistent with purposes and criteria establishing project and program activity. Items of focus will be completed in conjunction with regional staff overseeing the 638 contracts and Annual funding agreements associated with line-item funds.
- DNR will strive to continue monitoring all emerging agriculture, environmental and fish & Wildlife international, national, regional, and local information that is of notice to the tribal natural resource trust interest.
- DNR will seek to continue to respond with timely, correct informative accounts to data calls originating from Congress, all sectors internal and external within the administration, Tribes, public and judicial directive.

- DNR succeeding year goals are to enhance the quality of life, to promote economic opportunity, and to carry out the responsibility to protect and improve the trust assets of American Indians, Indian tribes, and Alaska Natives. We will accomplish this through the delivery of quality services, maintaining government-to-government relationships within the spirit of Indian self-determination.
- Facilitate new DNR & Branch positions for FY 2025

3.3 Best Practices

DNR AG and Bison strive to provide coordination with tribes, tribal organizations and tribal management efforts and our budget efforts at OTS, Central Office. In-person interviews and site visits allow better understanding and descriptions of tribal needs within our annual budget program line-item justifications and annual budget formulations while strengthening relationships with regional office staff and seeking partnerships with other Federal partners. AG has a goal of improving coordination with BFWR to assist with the update of data sharing to improve systems for data call response and improved Agriculture data bases. We hope to continue to assist with the stand up and development of the Bison Apprenticeship program with fellow DOI agencies and departments to support Tribes with their respective Bison programs successes. We have a goal of working with AG regional contacts and utilizing fair and equitable methodologies to the allocated \$7M in Bison Conservation funding provided through the Inflation Reduction Act and to improve upon our recently developed public AG webpages and developed Logic Models for performance.

DNR FWR provides coordination with tribes, tribal organizations and tribal management efforts and our budget efforts at OTS, Central Office. In-person interviews and site visits allow better understanding and descriptions of tribal needs within our annual budget program line-item justifications and annual budget formulations while strengthening relationships with regional office staff and seeking partnerships with other Federal partners. BFWR has a goal of incorporating new program funding within OTS portion of the Greenbook, supporting “Conservation Law Enforcement Officers”, as a stand-alone program.

DIVISION OF PROGRAM MANAGEMENT & COORDINATION (DPMC)

Mission

The Division of Program Management & Coordination provides administrative support to the Office of Trust Services (OTS) Programs and assist leadership in assuring the programs adhere to the regulatory requirements and stay audit-free.

DPMC provides centralized administrative programs and processes such as:

- Budget & Finance
- Acquisition, Fleet Management & Personal Property Inventories
- Human Resources & Workforce Planning
- Internal Policies & Procedures
- Performance Management Program & Internal Controls
- Communication Plans & Freedom of Information Act (FOIA)
- Data Calls, Data Standardization & Integration
- Records Management



Records Management



Budget Oversight



Performance Management

Section 1. Overview

1.1 Staffing

10	Full Time Employees
2	Pathways intern opportunities
3	Vacant Positions
1	Detailed Employee
2	Contractors (Web content)

1.2 Bipartisan Infrastructure Law (BIL) Funding

A total of \$315M in two-year accounts has been allocated to the Office of Trust Services. To date, OTS received \$1.8 Trillion in BIL funding and \$139.4 in IRA funding.

1.3 Branches

This Division has no branches and serves as the administrative arm of the Office of Trust Services.

1.4 Government Performance and Results Act (GPRA) Measures

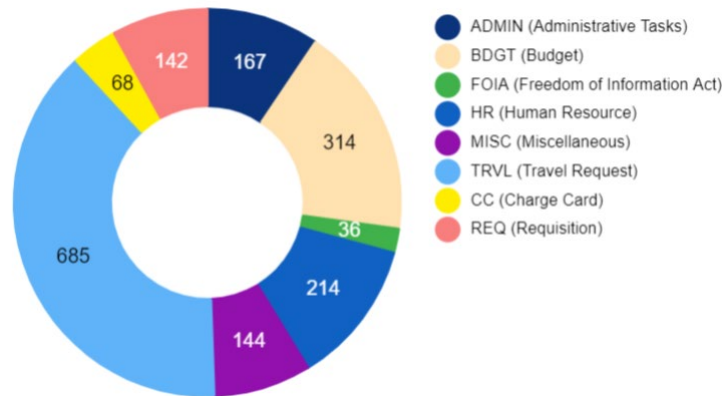
No GPRA Measures have been assigned to this Division.

Section 2. Accomplishments

2.1 Effective Program Management

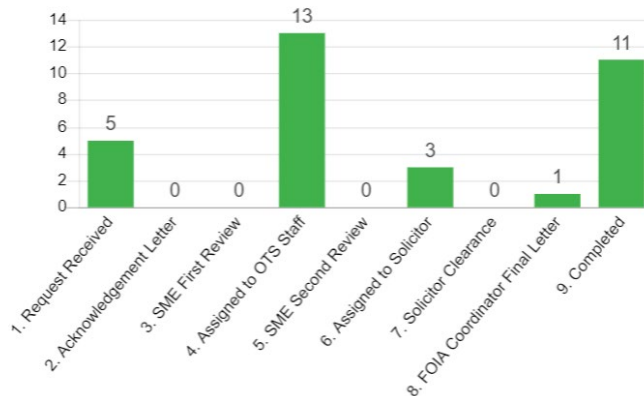
OTS Portfolio Review – October 1, 2023 to Date

A centralized administration helps with response time, creates efficient standardized processes and strategies. modernizes operations and improves data management. Since the implementation of SmartSheets (STAT) (February 2024), a mechanism for OTS Divisions to request and track administrative tasks, DPMC received 2,000+ requests, with a completion rate of 92%. Most activities are travel related, then budget activities, followed by other administrative tasks.



Freedom of Information Act (FOIA) Status

The graph below demonstrates the number of cases pending with OTS. DPMC has tackled the backlog of FOIA requests.

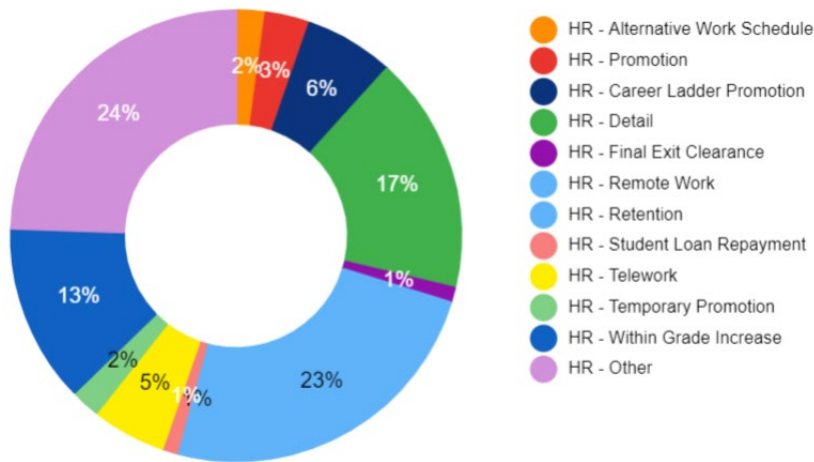


Human Resources – Personnel Action Requests

Since the implementation of STAT for HR (April 2024), we received 150+ personnel actions. DMPC has a great relationship with the Office of Human Capital Management, Central Office, staff.

In this reporting period, a top 50 list of positions were identified as critical, need to fill as soon as possible.

- 26 positions have been filled.
- 6 positions are pending background checks.
- 5 positions are advertised on USAJOBS.
- 29 positions are pending either classification or staffing actions.



DPMC continues to host monthly Admin Calls with all OTS staff members. Some of the topics of discussion include travel, ethics, performance management, telework, remote work, etc. These sessions provide informative information and staff look forward to these calls.

Organizational charts in Trust Services are now in final form accompanied by spending plans.

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

To improve recruitment activities, we have classified like positions as standardized position descriptions and have been advertising positions as open-continuous. Making these adjustments, we were able to fill critical positions in Real Estate Services and Water & Power divisions.

USA STAFFING – The system is still being updated, once available DPMC will begin utilizing it for recruitment efforts. This system will house classified position descriptions and will provide a processing timeline from the initial request to completion. In the meantime, PDs are being updated to streamline the recruitment process.

Continue collaborating with divisions and support staff to solve business challenges and adopt best practices.

3.2 Challenges

In FY2024, DPMC learned that not all program managers are savvy with budget/finance activities. We plan to hold a budget 101 session in-house, so we work together to understand the budget formulation, execution and finance activities and processing. This will also include charge card activities, monitoring, and certification.

Property Management – the annual inventory was a challenge this fiscal year. The property share drive will be opened to the division chief for direct access to tracking and accountability of assigned property. On the job training for new employees is a learning curve and we can benefit from learning a new skill very week.

3.3 Best Practices

DPMC continues to seek ways to improve and streamline business processes and response times.

Development of standard operating procedures.

DIVISION OF REAL ESTATE SERVICES (DRES)

Our Mission

The mission of the Division of Real Estate Services is to provide comprehensive real estate services and technical assistance that uphold the highest standards of professionalism. We are committed to fostering partnerships with Tribes and individual Indian landowners to minimize risks to protect trust assets and resources in the management of Tribal Trust, and Restricted Fee lands under Tribal law, federal law and regulations.

Who We Serve

The Division of Real Estate Services (DRES) provides realty services to Tribes and individual Indian landowners such as surface leasing, mortgaging, and granting rights of way crossing their trust and restricted fee lands. DRES also administers the processes for the Tribes to acquire trust land and make Reservation proclamation requests.

DRES provides policy direction, technical assistance, training including administrative review and monitoring of real property operations to Tribes. American Indian and Alaska Native landowners, and BIA office and agency staff. DRES serves as subject matter experts for various Trust Asset and Accounting Management Systems (TAAMS) training and production modules including Acquisition and Disposals (Conveyances), Fee-to-Trust, Tenure & management (Surface Leasing), Rights-of-Ways, etc.

About DRES

DRES is a team of administrators, analysts, and realty specialists who work together to provide realty services to federally recognized Tribes, Alaska Native Villages, and individual Indian landowners.

The BIA Central Office DRES develops policy, processes, and provides nationwide training and technical assistance to Tribal governments and BIA field offices. Central Office DRES also provides Helping Expedite and Advance Responsible Tribal Home Ownership Act (HEARTH Act) of 2012 training and reviews Tribal HEARTH Act ordinances submitted for Secretarial approval.

Organizational Structure

The DRES is located within the Office of the Trust Services, BIA Central Office Headquarters. The Division Chief, DRES reports directly to the Deputy BIA Director-Office of Trust Services.

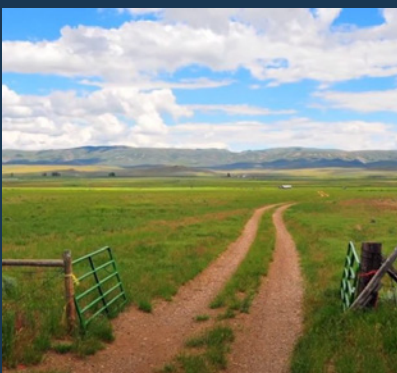
This Division has no branches and serves as the administrative arm of the Office of Trust Services.



Training on TAAMS



Shiprock on Navajo Nation lands



Leasing on Indian lands

Section 1. Overview

1.1 Staffing

In, FY2024, DRES hired seven new Realty Specialist, in addition to our current team.

14	Full Time Positions
1	Vacant Positions
5	Pathways Intern Positions
14	Contractors

Contractors – onboarding approximately 14 Realty Specialist to assist the Regions with the regulatory compliance and efficient and effective processing of business lease and rights-of-way applications. DRES is currently working with the selected contractor to review policies and procedures in preparation of the onboarding of the contractual staff.

1.2 Bipartisan Infrastructure Law (BIL) Funding

None.

1.3 Branches

The Department of the Interior plays a central role in how the United States stewards its trust lands, advances clean energy projects, increases environmental protection, pursues environmental justice, and honors our nation-to-nation relationship with Tribes.

With these Departmental priorities in mind, the BIA developed three Branches within DRES:

Branch of Realty Resource Services
Branch of Realty Operations
Realty Strike Team

A new “Strike Team” consisting of experienced Realty staff that reviews, analyzes and monitors processes and data encoded into TAAMS. The Strike Team provides TAAMS review and support processing to BIA Regions and Agency offices regarding Department and BIA priorities, backlogged or high workload volume, highly complex processing needs, or coordination as requested. In any case, the Strike Team supports field offices to provide additional support processing capacity as needed to develop work products thereby providing a cost-effective solution to meeting fluctuating workload and capacity exceedances.

1.4 Government Performance Results Act (GPRA) Performance Measures

GPRA Measure 6: Fee to Trust

BIA-OTS-Real Estate Services



IA-PMS ID: 2100

Performance Measure Information

MEASURE NAME: Increase in the percentage of submitted applications reviewed.

MEASURE DESCRIPTION: All current land-into-trust applications that are reviewed in the process and culminates in completed determinations. This measure improves processing time on existing applications, not to increase the amount land taken into trust.

FORMULA: Total number of land-into-trust applications reviewed during the fiscal year.

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			84%	79%	84%

Performance Explanation: **Goal Met - 5% Above Target**

This year, Fee-to-Trust applications were received, reviewed and acknowledged on time, exceeding the target. Five regions met their targets, while two did not receive any applications. Acknowledgement rates improved by 10% compared to last year. Southern Plains achieved 100% compliance through effective tribal staffing and training. Rocky Mountain faced onboarding challenge, with the Eastern Region struggled with insufficient funding for processing applications. Northwest experienced staffing issues, and Southwest and Alaska had no applications to process. The Central Office will continue to monitor data and provide national training on reporting procedures.

Section 2. Accomplishments

2.1 Effective Program Management

Mandatory Supervisory/Managerial Element

- Staff received FY24 EPAPs, Midyears and will complete fiscal year close-out reviews within the established timeframes.
- Staff completed all required DOI Talent, Ethics, and mandatory trainings timely, charge card certifications, fiscal year trust records reports and data protection requirements.
- Consistent in its remote work, work schedules and telework certifications & updates timely. All staff report each morning for a check-in meeting and coordination.
- Hired and onboarded seven new full time Realty Specialists this fiscal year to serve in DRES as well as on the Strike Team. DRES worked hard to ensure we strengthened employee diversity, engagement, and inclusion within our division with open communication, coordination and transparency.
- Implemented DOI and BIA OTS Strategic planning of workforce and effective use of recruitment, retention, and hiring tools. Ensured we had no complaints of harassment, discrimination and met all EEO obligations (including reasonable accommodation).
- Ensured all Information Technology (IT) security, data protection and records management obligations were implemented and met. DRES ensured all internal management policies and controls, and all reporting and certification of required updates were correct, timely and implemented.

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

Restoration of Tribal Homelands

DRES has worked hard all fiscal year to implement the Department's and BIA's priorities including the Restoration of Tribal Homelands by identifying targets, establishing policy and processing workloads on behalf of the BIA field offices regarding FTT, Proclamations and excess government property transfers. The DRES has also prioritized updating policy, procedures, monitoring and tracking of these realty services: rights-of-ways (ROWs), surface leasing, mortgages, and Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012 (HEARTH Act) submission packages. Implementation of these priorities and implementation of enhanced tracking, monitoring and reporting through TAAMS, using Smartsheets, and developing dashboards will help provide a balanced stewardship of trust land and resources as well as provide transparency to stakeholders. DRES has hired seven new realty specialists this fiscal year to fill our FTE positions within DRES and on the Strike Team.

Revision of Agricultural Leasing Regulations

DRES led and participated in revising the Agricultural lease regulations in 25 CFR 162. The DRES participated in work sessions and compiled comments from field staff, Tribes, federal partners, and individual trust landowners regarding the draft regulations.

DRES presented the draft regulations during various in-person tribal consultations on the following dates:

<u>Date</u>	<u>Location</u>	<u>Meeting Type</u>
November 13, 2023	Tulsa, OK	In Person
November 15, 2023	Online	Virtual
November 17, 2023	Bismarck, ND	In Person
December 13, 2023	Las Vegas, NV	In Person/Listening Session

- DRES responded to tribal commenters and provided draft language to preamble of regulations and facilitated recent calls to ensure publication of a proposed regulation.
- Developed presentation to Office of Information and Regulatory Affairs (OIRA) of the OMB provided July 12, 2024, by the team.
- Comments were received back from the OIRA and DRES will be participating in revision team calls with the RACA and Natural Resources.
- DRES assisted the RACA in answering the OIRA's comments; queried and retrieved payment and approved agricultural lease data; and added and edited the preamble of the proposed agricultural leasing regulations, advancing the process for future publication in the Federal Registrar.

Building New Partnerships

DRES has worked to build new and enhanced existing partnerships to improve coordination, collaboration and implement measurable results valuable to Tribes and Individual Indian landowners.

- DRES coordinates, cooperates, and consults with Individual Indian, various Federal Partners, Stakeholders within Interior, Tribes and Tribal Organizations, institutions of higher learning and non-federal agencies, and other OTS Division Chiefs to implement cost savings and improve fiduciary trust responsibilities and operations
- Leverage resources to generate solutions to shared challenges and/or improve service delivery by addressing roadblocks.
- DRES participates in various federal partner meetings to improve communication and collaboration on various trust regulations, policies and procedures that cross federal agencies including National Telecommunications and Information Administration (NTIA), WHCNA, USDA/FSA, SOL, BLM, USFWS, ONRR, BTFA, USGS, Housing and Urban Development (HUD), etc.
- DRES reviews and provides comments, reports, data and feedback on various legislation, policies, GAOs, Office of Inspector General (OIGs), OMB

2.3 Empower Tribes to Manage their Own Resources

National Realty Training

DRES planned and hosted the 2024 National Realty Training the first in seven years, as the last training was held in 2017, due to low staffing numbers and COVID related restrictions. BIA Realty staff provide a diversity of nationwide functions for Real Estate Services. This training is essential for new and tenured Realty program staff to improve their understanding of the principles of real estate services and for each participant to gain knowledge and practical skills in development, oversight, decision making tools, monitoring, and managing trust and restricted fee Indian-owned lands. For the Division of Real Estate Services to achieve and target specific needs from all levels of the realty staff, DRES formulated a topic survey for feedback to assist in designing all Realty training courses. Purpose and Activities: the purpose of the 2024 National Realty Training was to provide an overview and understanding of statutes, regulations, policies, title systems, handbooks, etc., which have been updated since 2017.

Due to the vast scope of training courses, procedural tools, interaction between instructors and participants, an in-person training environment was required. The focus and priority of the training was to provide guidance and training of the BIA's mission, to maintain government-to-government relationships with Indian tribes and facilitate support for tribal people and tribal governments. Promoting safe and quality living environments, strong communities, self-sufficient and individual rights, while enhancing protection of our trust responsibility to lives, the land and water, prosperity and well-being of American Indians and Alaska Natives.

The realty training provided quality and comprehensive in-person training to all levels of the Realty program staff. The topics that were conducted at the National Realty Training included: Deputy Bureau Director; Pathways; Providing Quality Data Services; Acquisition and Disposal (Gift Deeds and Land Exchanges); Environmental Compliance; Appraisals; GIS Strike Team (Legal Description Examination and Validation); Residential, Business and WEEL/WSR Leasing; Land Titles and Records Overview; Lockbox and Invoicing; BTFA Overview; BIA Probate Regulations; IESC Overview, Mineral Leasing and Draft

Regulations; Mortgages; Office of Hearings and Appeals (OHA) Probate Updates; DEMD and NIOGEMS Overview; Permitting, Broadband and READI; TAAMS Updates and Enhancements; TAAMS Data Quality and Integrity; 25 CFR 151 Land Acquisitions; Reservation Proclamations; FTT Decision Writing; 25 CFR Part 2 Appeals; BLM BILS Program and Training Resources; 25 CFR 169 Rights-of-Ways; 25 CFR Part 162 Agricultural Lease Revisions; BIA USDA Inter-Agency Workgroup Updates; USDA Overview; NRCS Overview; FSA Overview; ONRR Overview; Trespass and Lease Compliance; Acquisition and Disposal (A&D) Land Sales; HEARTH Act review and approval process; Division of Resource Integration and Services (DRIS) Overview; Excess Government Land Transfers; and Environmental Protection. Each class was facilitated by subject matter experts as a panel which also included Attorney Advisors from the Office of the Solicitor. The National Realty Training provided critical information and processes regarding applicable Federal, Tribal, and State laws, as well as environmental and natural resources protection and considerations.

Training Sessions and Webinars

During FY2024, DRES attended and provided presentations on various realty topics (in-person and virtually) to Tribes, Federal Partners and BIA Field Staff (ROWs, Mortgages, FTT, Leasing and Conveyances) at the following Tribal meetings:

<u>Meetings</u>	<u>Date</u>	<u>Location</u>
Secretary of Interior’s Tribal Advisory Committee (STAC)	as scheduled	Virtual
White House Council for Native American Affairs (WHCNAA)	as scheduled	Virtual
Tribal-Interior Budget Council (TIBC)	Bi-annually	Washington, DC
Interagency work group for ROWs/Tribal broadband/infrastructure projects	as scheduled	Virtual
Regional Realty Officers Updates Meetings	Monthly	Virtual
Policy amendments on BLM’s Recreational and Public Purposes Act	as scheduled	Virtual
AVSO Pilot Project with Central Office BIA Realty	as scheduled	Virtual
National Tribal Land Staff Conference	April 1 - 4	Las Vegas, NV
Tribal Broadband Projects in NM, NV and NE	as scheduled	Virtual
Presented 2 NPM-TRUS-44 A2 trainings to BIA field/industry/federal partners	as scheduled	Virtual
National Realty Training for BIA field staff & tribes	June 11-13	Albuquerque, NM
NTIA & BLM Broadband Permitting Summit ROWs presentation	July 23	Phoenix, AZ
Superintendent’s Boot Camp Training	August 26-29	Albuquerque
NTTA Broadband Summit	September 23-25	Chandler, AZ

<u>No. Sessions</u>	<u>Course</u>	<u>Method</u>
3	TAAMS FTT	In-person, CGI Webex and Teams
2	TAAMS Acquisition & Disposal (A&D)	CGI Webex and Teams
2	TAAMS Business Leasing	CGI Webex and Teams
1	TAAMS Lockbox	CGI Webex and Teams
1	TAAMS Surface	CGI Webex and Teams
4	HEARTH Act Overview for Tribes	DRES staff
Multiple	HEARTH Act for BIA Field Staff	DRES staff
Multiple	National Policy Memo on Rights of Way	DRES staff
Multiple	FTT	DRES staff

Developed policies for Federally funded programs in the Infrastructure Investment and Jobs Act (IIJA) and Inflation Reduction Act (IRA) and Department of Commerce NTIA’s Tribal Broadband Connectivity Program (TBCP). Updates to the BIA DRES’ website with current policy and information on RES transactions.

OMB A-123 Circular Self-Assessments

In compliance with OMB circular A-123, Management Responsibility for Internal Controls, DRES reviews and documents internal controls and key processes, evaluating programs to ensure realty field offices are meeting their intended goals. DRES has six accessible units: Real Estate; and Leasehold Mortgages; 25 CFR 162 Agricultural Leasing, Part 162; 25 CFR Part 162 Leases and Permits, Subpart C, D and E (Residential, Business, Wind Solar Resource, and Wind Energy Leases); 25 CFR 169 Rights-of-Way; 25 CFR 152 Issuance of Patent in Fee, Certificates of Competency Removal of Restrictions, and Sale of Certain Lands (Trust to Trust and Trust to Fee); and 25 CFR 151 Land Acquisitions (FTT);

Completed IA Integrated Risk Registers for all components identified on the inventory. Completed and updated Control Matrix for A&D component.

2.4 Reorganizing for the Next 100 Years

Government Accountability Office (GAO) Reports and DRES Responses

DRES provided responses to findings of GAO Report 24-105875, “Tribal Issues: BIA should take additional steps to Improve Timely Delivery of Real Estate Services”, dated October 26, 2023, revised November 6, 2023. DRES provided responses to findings of GAO Report 106542, “Status of the Navajo Nation’s Expanded Leasing Authority”, dated September 25, 2023.

Legislative Reviews and Responses to Congressional Committees

BIA review and impacts of H.R. 5509, “Electronic Permitting Modernization Act”. H.R. 3570 and 3579, “Tribal Trust Land Homeownership Act of 2023”; H.R. 3371, “Wounded Knee Massacre Memorial and Sacred Site Act”; S. 1322, the Unlocking Native Lands and Opportunities for Commerce and Key Economic Developments of 2023; S. 4753, “Energy Permitting Reform Act of 2024; and the Administration’s Coordinated Interagency Transmission Authorizations and Permits (CITAP) rule to help improve efficiencies for clean energy, transmission, clean water and broadband projects environment reviews.

Other Federal Agencies

- Bureau of Land Management (BLM), Recreation and Public Purpose Act
- General Services Administration (GSA), Excess Property Transfers
- White House Council on Native American Affairs (WHCNA) Subcommittee meetings
- US Department of Agriculture (USDA), Participating in several interagency workgroups on agricultural land topics

DRES recommended the National Policy Memo (NPM) for Administrative Fee’s be edited to include Forestry administrative fees before a final iteration as an Indian Affairs Manual (IAM).

2.5 Standardize Process and Modernize Information Systems

DRES User Groups

The Trust Asset and Accounting Management System (TAAMS) User Groups are a body of Subject Matter Experts (Realty Specialists) from BIA field offices and central office. The group meets regularly to identify user needs for the TAAMS system, draft system modification requests, complete user acceptance testing, business rule development/modifications, and works with the Contracting Officer’s Representative for the TAAMS contract, (TAAMS vendor issues or recommendations). DRES User Groups are established for Surface & Business Leasing, Acquisitions & Disposals, Lockbox, Rights-of-Way, Mortgages, FTT and Trespass/Compliance.

DRES submitted four TAAMS Change Requests

Module Enhancement	Approved	Amount	CGI Status
Realty Business Module & Online Portal	November 17, 2023	\$18,199.50	Processing
Realty Rights of Way Module & Online Portal	November 27, 2023	\$18,199.50	Processing
Acquisition & Disposal FTT Module	February 22, 2024	\$33,000.00	Pending CGI Proposal
Acquisition & Disposal FTT Maintenance (ability for section NOD approved/denied)	February 22, 2024	<u>\$990.00</u>	Processing
	Total	\$54,089.00	

Mortgages

- DRES responded to several inquiries for mortgages (data, timelines, processes) in relation to GAO 105875 engagement and GAO-23-105875.
- TAAMS Mortgage Module approved. Start buildout November 2023.
- Recent National Realty Training mortgage handbook presentation to realty staff.
- Updated Mortgage Flyer available for use by BIA field staff and provided to lending partners.
- Updated BIA website providing information on mortgage process and contacts.
- Mortgage SmartSheets.
- CBO inquiry on S. 70 (Tribal Trust Land Homeownership)
- Sen. Rounds - TSR Inquiry
- Lending Focus Group data call on Certified Title Status Reports (CTSRs)
- ONAP (Office of Native American Program) research for HUD foreclosures- ongoing
- Provide technical assistance to Regional/ Agency personnel regarding leasehold and land mortgages
- Provide technical assistance to lenders, HUD- ONAP and VA on mortgages

Collaboration

DRES has been involved with several collaborative efforts along with other federal agencies on new initiatives and discussions including:

- Participation in OTS and interagency Broadband and Infrastructure Permitting Collaboration Discussions
- Streamlining Federal Processes
- Cadastral Surveys
- Audio/Visual Production.
- HUD (Revised Section 184 - comments)
- Meet to discuss leases and answer questions for HUD's draft Lender Handbook.
- Focus Lenders (Tribal lenders & traditional banks)
- OTS Permitting Working Group



House under construction on Suquamish Indian Reservation

Reservation Proclamations

DRES has provided a weekly Proclamation report to ASIA and BIA Leadership with the submitted proclamation request cases received and reviewed for completeness from four BIA Regions (Great Plains, Northwest, Western and Midwest).

Total Approved Proclamations

<u>Tribe</u>	<u>AS-IA Approval</u>	<u>Acres</u>
Pascua Yaqui Tribe	January 29, 2024	1,483.03
Kootenai Tribe of Idaho	June 25, 2024	1,073.41
Three Affiliated Tribes of Ft. Berthold	July 8, 2024	2,099.29
Yavapai Apache Nation	July 7, 2024	1,308.67
Bay Mills Tribe of Michigan	July 10, 2024	37.61
	Total	6,025.76

The DRES Team is currently working on updating the Proclamation Toolkit to provide uniform guidance to Regions for Proclamation Package submissions, as well as Training Information that was incorporated at the National Realty Conference this year.

Excess Real Property Transfers (On and Off Reservation)

DRES served as a full-service nationwide point of contact responsibilities on the GSA utilization and disposal management process, administration, and direction of the excess real property for on and off reservation transfers available to tribes including:

GSA issued Notices of Availability (NOAs) sent out to the Regions:

- 19 NOAs sent to various BIA Regions with 2 letters of interest received from Tribes
- Assisted with the development of a Smartsheet for tracking GSA NOAs sent to BIA Regions

<u>Region</u>	<u>Tribe</u>	<u>Land Transfer Request</u>	<u>Acres</u>
Eastern	E. Band of Cherokee	Qualla Day School	17.32
E. Oklahoma	Cherokee Nation	Mulberry	18.73
E. Oklahoma	Cherokee Nation	Ballou	10.00
E. Oklahoma	Cherokee Nation	Redbird	40.00
E. Oklahoma	Cherokee Nation	Oak Hill	10.00
E. Oklahoma	Cherokee Nation	Rocky Ford	5.00
		Total Acres	101.05

Drafted Processing Excess Real Property Land Handbook and IAM is in the status of RACA's review.

The Indian Affairs Manual (IAM) for redelegation of authority to Regional Directors and IAM for approving and processing land transfer requests under 40 U.S.C. Section 523 authority. DRES initiated internal disposal policy development for the analysis, and interpreted real property policies, regulations and procedures approaches to reduce the burdens and the time involved in the transfers of BIA held properties. Coordinated the regulatory and statutory aspects of acquisitions and disposals of excess real property from other federal agencies.

Provided technical guidance to the BIA's Region and agencies field staff to determine the effectiveness of current processes and determined effectiveness of streamlining efforts by working with contractor to develop a Smartsheet dashboard for excess real property requests for on and off reservation available to tribes.

DRES Central office serves as the point of contact for the General Services Administration by inter-agency coordination on excess real property transfer for on and off reservation requests from tribes:

- Develop several streamlining activities to process to reduce barriers for transferring excess lands to tribes for their use and needs.
- Developed an IAM on excess real property transfers under ISDEAA 93-638 and 40 U.S.C. Section 523 authorities available to transfer real property to tribes.
- Drafted Excess Real Property Transfers Handbook to provide guidance to regional and agency staff on processing property packages efficiently and effectively to Tribes.
- Drafted IAM on the redelegation to Regional RDs to determine and approval for BIA held excess real property transfers for properties located within the boundaries of a Reservation for economic development projects and other projects benefitting the tribal community.

Fee-to-Trust and Strike Team

Support Indian Affairs priorities for Tribal Homelands agenda and co-management: Expand on FY2023 success increasing the number of FTT applications processed in a year, by reducing the time needed for FTT processing by 50% and instituting a public facing dashboard.



Border of Tribal and Non-Tribal Land in Arizona

Land Acquisitions, FTT and the Restoration of Tribal Homelands remains the highest priority within Indian Affairs by the Assistant Secretary of Indian Affairs (AS-IA). The BIA is coordinating internally through the DBIA, DBD-Trust Services, DBD Field Operations, Regional Directors (RDs), Solicitor’s Office, Office of Trust Services, Division of Real Estate Services (DRES) to ensure the priority and efficiency in processing FTT acquisitions.

DRES detailed one Full Time Employee (FTE) into the FTT Strike Team Lead position at the beginning of the fiscal year and permanently filled two FTE positions in the 4th Quarter. DRES is finalizing the FTT handbook to support the updated Land Acquisitions Regulations of 25 CFR Part 151 issued in December 2023. DRES is also updating the handbook to include the guidance for requesting legal description reviews and clarify what documents are required for Title Opinion Reviews. DRES is updating handbook guidance to clarify what processes can run concurrently and allow for internal timeframes for processing applications. Once the FTT Handbook is finalized and issued, DRES will conduct nationwide FTT Training.

Case Types for Total Approved FTT

<u>Case Type</u>	<u>Cases</u>	<u>Total Acres</u>
Discretionary	884	297,248
Mandatory	117	18,098
Gaming	30	2,080
Non-Gaming	971	297,248
Tribal	819	257,546
Individual	182	39,701

<u>Calendar Year</u>	<u>Approved Cases</u>	<u>Total Acres</u>
2023	332	56,061
2024	227	26,549

Total pending Cases for Calendar Year = 1,001

DRES continues to coordinate with the GIS Strike Team regarding FTT land description reviews. The GIS Strike Team continues to support Regions with technical direction and assistance to the onsite staff for Land Description Reviews which will facilitate the timely submission of FTT transactions. Capturing BLM Indian Lands Surveyors (BILS) subject matter expertise is critical for incorporating Southwest/Navajo Region data into a BIA nationwide GIS. The GIS Strike team will meet with Regional SMEs to ensure future LDEVs are completed using GIS best practices and will work alongside the Regional Geospatial Coordinator (RGC) on current national mapping efforts, including right of way data incorporation. DRES and the FTT Strike Team attended the regional meetings virtually and presented on Realty processes and requirements of FTT and TAAMS.

DRES is working to implement the TAAMS system portal to allow online submissions from applicants. This will streamline the process for applicants by providing a means to submit large application packages that typically are sent through mail. It will also allow immediate receipt by BIA and provide transparency on the process to the applicant through the portal.

Rights-of-Way

DRES implemented actions on the Biden-Harris Permitting Action Plan that established a federal environment review and permitting process to effectively, efficient and being accessible through early cross agency coordination to appropriate reviews, reduce barriers and establish clear timeline goals for broadband and infrastructure projects.

DRES provided updated technical guidance for the Secretary’s initiatives on the legal complexities in a variety of broadband rights-of-way and other priorities to the Regions including:

- Briefings for congressional testimony on realty transactions barriers for tribes for the funding on the Infrastructure Investment and Jobs Act (IIJA) and Inflation Reduction Act (IRA).
- Responded to GAO’s engagement and six (6) recommendations from the November 2023 report, Bureau of Indian Affairs Should Take Additional Steps to Improve Timely Delivery of Real Estate Services and taking steps to increase communication and collaboration with the field staff on improvements for rights-of-way (ROWs).
- Responded to OIG’s engagement on the metrics for ROW approvals and receipts received for the last five years.
- Provided CGI TAAMS trainings for ROWs with the information from GAO’s findings to ensure that the field is complying with regulatory timeframes and other metrics found in their report.
- Engagement with ROW User Group on policies, business rules, change requests for TAAMS and updates on tribal broadband projects.
- Evaluated 6 proposed contracts for 14 Realty Specialists on ROWs broadband projects.

Broadband

Tribal broadband projects funded through the National Telecommunications and Information Administration (NTIA) Tribal Broadband Connectivity Program (TBCP), Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) through various federal agencies brought historic funded for the President’s Internet for All initiative goal. The funding has provided support to Indian Affairs’ priorities related to climate, environment, and renewable energy and completed at least 85% of permitting work to support broadband deployment on Tribal lands through facilitation and procurement of national contracting support.

DRES has engaged, collaborated and coordinated with federal inter-agencies and OST program areas on policy development, streamlining efforts and management of setting land use designations for rights-of-way for broadband related projects with the following working groups meetings:

- American Broadband Initiative (ABI) Streamlining Federal Permitting Working Group
- DOI Broadband and Infrastructure Updates Working Group
- Federal inter-agencies on the Pacific Region’s California Department of Transportation (CALTRANS) Middle Mile Project
- OTS Permitting Working Group, Coordinated Interagency Transmission Authorizations and Permits Program (CITAP) working group, Office of Indigenous Connective and Technology (OICT)
- Federal Permitting Improvement Steering Council (FPISC) broadband projects funded through Tribal Broadband Connectivity Program (TBCP)
- Environmental Review Improvement Fund (ERIF) Feasibility Study on an IT Solution
- DOI, FCC and NTIA entered an MOU on the environmental reviews for broadband funded projects to use FAST-41 with the Steering Permitting Council to streamline the ROWs for broadband projects.
- DRES revised the NPM-TRUS-44, “Streamlining the Rights-of-Way (ROW) and Business Lease Application Processes for Federally Funded Tribal Broadband Infrastructure Projects” for broadband projects funded through the Infrastructure Investment and Jobs Act (IIJA) aka Bipartisan Infrastructure Law (BIL), and the Inflation Reduction Act (IRA). The updated NPM will be implemented before the current NPM expires on April 4, 2025. Provide two training for the new revised NPM to the BIA field staff and industry and federal partners.

Cadastral Surveys

Facilitating creation of Smart Sheets intake form and system for tracking requests as well as pending legislation for land transfers. Eventually, converted data from former cadastral tracking will be verified. Ensured approval of yearly Reimbursable Services Agreement with BLM for appropriated budge amounts. Ensured \$2.8 million that was available for Cadastral Program was obligated by the end of the Fiscal Year. Provided technical assistance on Shoshone Bannock boundary issue impacting approximately 1.2 million acres of tribal lands.

HEARTH Act

Each week a HEARTH Act report is prepared, analyzed, and distributed to Senior levels on the ongoing status of each leasing regulations received by DRES. From October 2023 thru September 2024, Central Office DRES received 6 leasing regulations for review and approval.

HEARTH Act Approvals FY23/24 **8** (2 Business, 3 Residential, 2 WSR/WEEL & 1 All)
 HEARTH Act Approvals since program started **112**

<u>Tribe</u>	<u>HEARTH Act Lease Type</u>	<u>Approval Date</u>
Ho-Chunk Nation of Wisconsin	Residential (Amended)	October 26, 2023
Ione Band of Miwok Indians	Business	March 29, 2024
Nisqually Indian Tribe	Residential	May 2, 2024
Confederated Tribes of Warm Springs	Amended business, WSR, WEEL	May 2, 2024
Tunica Biloxi Indian Tribe	Residential	May 21, 2024
Tunica Biloxi Indian Tribe	WSR/WEEL	May 29, 2024
Forest County Potawatomi Community	Ag/Bus/Res/WSR/WEEL	August 6, 2024
Yocha Dehe Wintun Nation	Business	August 20, 2024

A total of eight (8) HEARTH Act cases were closed out. Subsequently, the Indian Affairs public website for HEARTH Act was updated with eight (8) approved Tribal regulations information. The HEARTH Act Coordinator works with the Web Content creator/editor to update the Indian Affairs website for HEARTH Act. The newly published content is made 508 compliant prior to posting and the DRES site has added links and up to date information for HEARTH Act submissions, approvals, policies, and trainings.



Standing Rock Reservation lands

National HEARTH Act team conducted overview Training Sessions

<u>Target Audience</u>	<u>Session Date</u>
Tribal Outreach	November 7, 2023
Tribal Outreach	February 7, 2024
Tribal Outreach	March 26, 2024
Tribal Outreach	August 14, 2024
Mortgage Lenders	September 26, 2024

Leasing

DRES led and participated in revising the Agricultural lease regulations in 25 CFR 162. The DRES participated in work sessions and compiled comments from field staff on the draft regulations. The draft regulations underwent tribal consultation on the following dates: 1) November 13, 2023, Tulsa, OK (In-person); 2) November 15, 2023 (Virtual); 3) November 17, 2023, Bismarck, ND (In-person); 4) December 13, 2023, Listening Session, Las Vegas, NV (In-person). DRES responded to tribal commenters and provided draft language to preamble of regulations and facilitated recent calls to ensure publication of a proposed regulation.

Developed presentation to Office of Information and Regulatory Affairs (OIRA) of the OMB provided July 12, 2024, by the team. Comments were received back from the OIRA and DRES will be participating in revision team calls with the RACA and Natural Resources.

- Surface Lease User Group worked on updating the Residential lease handbook.
- DRES is facilitating a Trespass group to develop guidance on handling trespass situations on non-agricultural lands.
- Surface Lease User Group worked on updating the Residential lease handbook.
- DRES is facilitating a Trespass group to develop guidance on handling trespass situations on non-agricultural lands.

Lockbox

DRES worked with BIA Regions nationwide to get 418 checks completed with an unallocated balance paid out \$3,965,730.56. As of August 30, 2024, there were 185 checks remaining left unallocated in the amount of \$5,098,954.76. 77 checks totaling \$462,886.81 are pending action with Bureau of Trust Fund Administration or pending match to be disbursed at end of day processing.

The DRES worked with lockbox liaisons to develop and conduct National Lockbox training on January 31-February 2, 2023. This training was for employees who work daily with lockbox activities. This was to enhance the fields knowledge in payment terms, auto matching, manual matching, and manual distributions amongst other lockbox items. Presented an in-person on Lockbox during the National Realty Training for BIA field staff held on June 11-13 in ABQ

On August 6, 2024, the DRES established a lockbox liaison monthly review teams meeting to discuss outstanding checks in lockbox, outstanding invoices, updates, and comments/suggestions from lockbox liaisons.

Finalized Lockbox Handbook draft and submitted to RACA for edits on August 16, 2024.

Smart Sheets

- HEARTH Act Application Tracking System (HAATS) on-line application tool for submission and tracking of Tribal HEARTH Act Regulations.
- Excess Real Property Transfers tracking of Notice of Availability (NOA)
- Cadastral Project Tracking SmartSheet.gov development.

OMB A-123 Circular Self-Assessments

In compliance with OMB circular A-123, Management Responsibility for Internal Controls, DRES reviews and documents internal controls and key processes, evaluating programs to ensure realty field offices are meeting their intended goals. DRES has six accessible units: Real Estate; and Leasehold Mortgages; 25 CFR 162 Agricultural Leasing, Part 162; 25 CFR Part 162 Leases and Permits, Subpart C, D and E (Residential, Business, Wind Solar Resource, and Wind Energy Leases); 25 CFR 169 Rights-of-Way; 25 CFR 152 Issuance of Patent in Fee, Certificates of Competency Removal of Restrictions, and Sale of Certain Lands (Trust to Trust and Trust to Fee); and 25 CFR 151 Land Acquisitions (FTT);

Completed IA Integrated Risk Registers for all components identified on the inventory. Completed and updated Control Matrix for A&D component.

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

- Increase collaboration and project tracking for broadband projects.
- Workforce planning tool should assist DRES in identifying gaps and needs.
- DRES is creating Smartsheets and Dashboards for enhanced tracking and monitoring of projects, workloads and deadlines
- Presentations at events on NPM-TRUS 44A2 policy updates with other federal agencies and industry
- Assisted DRIS with the feasibility studies for a rights-of-way system to improve quality

3.2 Challenges

- DRES began the year in need of additional staff but near the end of the fiscal year acquired new staff. New staff are transitioning into new roles and the Divisions budget will reflect the fulfillment of vacancies.
- Several handbooks need to be updated and/or policies to be provided.

3.3 Best Practices

- DRES is a remote team that communicates the beginning of each workday on priorities and tasks and concludes the workday reporting out its activities.
- DRES coordinates with the Regions and Agencies on TAAMS Training lists and requests confirmation from the trainee in advance of the training to ensure a full class of active participants.
- Updated Realty brochures/flyers for the distribution to Tribes and landowners on realty transactions.

DIVISION OF RESOURCE INTEGRATION & SERVICES (DRIS)

Mission

The mission of the Division of Resource Integration is to enhance the use of geospatial information and data resources throughout the Bureau of Indian Affairs by modernizing data resource communication, fostering prompt collaboration between programs and improving workflows.

Section 1. Overview

1.1 Staffing

21	Full Time Positions
3	Pathways Intern
15	Vacant Positions
5	Contractors

1.2 Bipartisan Infrastructure Law (BIL) Funding

\$325,000	Tribal Topographical Data Summary & Enhancement
\$1,328,066	LiDAR Data Collection Crow Tribe
\$2,750,000	LiDAR Data Collection Three NW Tribes
\$2,000,000	LiDAR Data Collection Northern Cheyenn

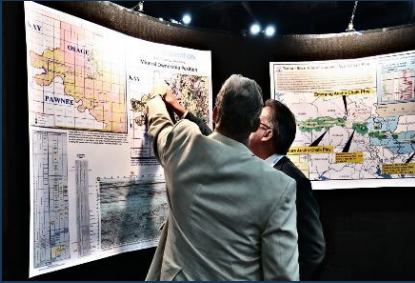
1.3 Branches

Branch of Resource Solutions

The Branch of Resource Solutions (BRS)'s primary mission is to coordinate, manage, and provide user support for enterprise software and geospatial data across the Office of Trust Services. The overarching goals are to integrate geospatial data and enterprise software solutions to share information more effectively, improve efficiency, and bring better service to federally recognized Tribes, our stakeholders, and the public.

BRS's current priority is implementing the Solutions Trust Accountability Tracker (STAT) throughout OTS. STAT is a cloud-based software package that works with the BIA's data spanning legacy systems through desktop spreadsheets to better posture the usage of trust land data, enable improved accountability and project management monitoring/tracking, and accelerate collaboration between business units.

The BRS staff has solidified a cross-disciplinary team that has built detailed prototypes of eight application tools in the STAT platform, executed a plan for gaining Authority to Operate (ATO) approval in the near term, and utilized best practices from other DOI Bureaus who also use Smartsheet.gov.



Mapping Projects



GIS Team Photo



GIS Team Photo

Branch of Resource Solutions

STAT is targeted primarily for tabular data and represents that data graphically, in a calendar style, in a Kanban/card mode, or in spreadsheet format with additional high-powered project management functionality. Charts and graphs can be displayed representing key performance metrics, data can be input via forms, importing, or through a data shuttle for ongoing updates from other information systems, plus many other collaboration, analysis, and modeling functionalities.

Branch of Geodata Evaluation and Validation

The mission of the Branch of Geodata Examination and Validation is to facilitate the modernization of data resource communication and interface to prompt collaboration amongst programs and improve workflows throughout Indian Country in support of the Bureau of Indian Affairs mission and objectives, and to support the sharing of geospatial information and data resources among offices, programs, field offices and Tribes to promote informed decision making. A Strategic plan has been developed outlining mission, goals, strategy, and road map.

1.4 Government Performance and Results Act (GPRA) Measures

None.

Section 2. Accomplishments

2.1 Effective Program Management

Branch of Geodata Examination and Validation has three main Project Areas: Fee to Trust Strike Team, Parcel Team and Rights of Way Team.

Fee-to-Trust GIS Strike Team

The FTT GIS Strike team attended The Affiliated Tribes of Northwest Indians (ATNI) presenting the 2023 review of Fee to Trust applications processed and the new submission platform in STAT. The team also attended the National Tribal Land Associations annual conference for Tribal land staff. The team met with Tribal staff and BLM Indian Land Surveyor (BILS) to build relationships and answer any questions they had about the new Land Description Examination and Validations (LDEV) submission platform. FTT GIS Strike team has completed 56 LDEVs in the last 5 months and currently have 3 pending LDEV applications.

Network Issues

Working with BOGS Development Team to alleviate network speed issues Network speeds still very slow. Also working on re-platforming Amazon Web Services (AWS) repository data caches

Parcelization

Developed specialized parcelization process to accommodate tracts made up of more than one survey type. Parcelization Team continued work on resolving TAAMS records identified with Can Not Map status within 300 Land Area Codes (LACs). Developing parcelization process diagrams for Census meetings.

Parcel Team

The Parcel team is in collaboration with DRIS, BOGS and LTRO to map trust Tracts recognized by TAAMS and their component parcels to follow the 2018 Geospatial Data Act. The work involves creating and curating registered GIS data based on TAAMS tabular within a GIS Enterprise, which will provide base layer data for multiple GIS systems within the BIA. The collaborative effort continues with the update of geodatabases and the mapping of Indian Tract/Parcels, this effort is patterned after similar work that has already been completed for DOI's Indian Buy Back Project.

<u>Land Area Code</u>	<u>Tribe</u>	<u>Project Status</u>
975	Cook Inlet	Master load data sheet, parcel map complete
977	Koniag	Master load data sheet, parcel map complete
982	Sealaska	Master load data sheet, parcel map complete
984	Aleut	Master load data sheet, parcel map complete
976	Ahtna	in process
99J	Metlakatla	in process
985	Arctic Slope	in process
204	Fort Belknap	Dataset repair Hayes Townsite
484	Match-E-Be-Nash-She-Wish	in process
480	Pokagon Band of Potawatomi	in process
306	Uintah & Ouray	Split estate ID & Mapping, portal map in process
991	Annette Island Metlakatla	special data set development

Oklahoma Townsites comprising 2,000 records completely updated, remapped to accommodate Non-Parcel Tract Inclusion in the following Land Area Codes.

<u>Land Area Codes</u>				
888	8E7	8I4	8P4	8V4
8A4	8E8	8J5	8Q4	8V5
8A6	8F4	8K4	8Q5	8W4
8A7	8F5	8L4	8R4	8W5
8C4	8F7	8L5	8R6	8W6
8C5	8G4	8L6	8S4	8X4
8C7	8G6	8M4	8S5	8X5
8D4	8H4	8M5	8T5	8Y4
8D7	8H5	8N4	8U4	8Y5
8E4	8H7	8N5	8U5	8Z5
				8Z6

Mapping Unmapped Areas

Work continues initial mapping (areas previously unmapped) for the Eastern Region and Alaska. In the case of Alaska, a specialized process to convert TAAMS output data into a standardized LAC schema, while accommodating unique source data formatting developed to accommodate unique source data formatting. Working with ESRI to develop parcel fabric methodologies by sharing existing data sets. Special TAAMS query requests to identify mineral acreage.

Right of Way Team

The Rights of Way Team (ROW) provides a visual location of right of way contracts within TAAMS. Inventory the types of right of ways across trust lands. Identify active, expired, and cancelled contracts within TAAMS. Enabling a visual assist in decision making for trust lands.

Completed

Land Area Code	Tribe	Mapped	Not Mapped	Total Contracts	Date Completed
105	Chehalis	17	15	32	January 24, 2024
106	Hoh River	1		1	February 7, 2024
116	Quileute	13	3	16	February 28, 2024
118	Shoalwater				March 6, 2024
121	Squaxin Island	8		8	March 7, 2024
129	Jamestown Klallam	5	2	7	February 8, 2024
132	Cowlitz	14	5	19	February 6, 2024
157	Olympic Peninsula Domain	8	5	13	February 20, 2024
	Totals	66	30	96	

Project Requests

Land Area Code	Tribe	Contract Requests
107	Lummi	Being parcel fabric for right of way
583	Pala Reservation	2 tracts for mapping

Branch of Geospatial Support

During the past 6 months, BOGS worked with Esri and DOI to add 5,992 creator licenses. This greatly empowers tribes because it gives BIA the ability to add many more Esri licenses for tribes. This potentially allows over 5,000 tribal employees access to GIS and to use the technology in ways that can significantly benefit the tribes.

Data Dashboards under Construction

BOGS is developing OTS data reporting dashboards with customizable content to allow easy monitoring of funding and visually show managers the status of high priority projects. Access to visual data and reports is expected to increase awareness of how much funding is going to projects that directly benefit tribes. Data mapping for each division is in process and started with BOGS. A dashboard will provide quick access to FTT weekly status reports as requested by the Assistant Secretary-Indian Affairs. BOGS is expanding its dashboard team and developing templates to bring BIA the benefits of GIS for decision-making.

Electric Vehicle Charging Station Application

BOGS is creating an Electric Vehicle Charging Station mapping application showing potential sites for EV charging stations in Indian Country.

Collaboration

Over the last 6 months, BOGS has worked to establish/build relationships with other federal agencies.

- Organized small quarterly meetings with the BLM Indian Land Surveyors (BILS) and the RGCs to promote interaction and positive working relationships.
- BOGS met with USGS and Strategic Hazard Identification and Risk Assessment (SHIRA) team to demo tools for RGCs, and possibly bring these free tools to tribes.
- BOGS, tribal boundary working group and [Census](#) connected on shared issues and inform the rest of federal agencies about updates to BIA datasets such as the LAR.
- Met with National Oceanic and Atmospheric Administration, [NOAA Fisheries](#) and RGC's to discuss some of the issues facing coastal tribes.
- The Tribal Boundary Working Group (TBWG) helps develop accountability with the tribes. BOGS briefed TBWG about plans for the Land Area Representation (LAR) dataset in January 2022, to obtain tribal feedback for the LAR and on the working group in general. BOGS is developing a plan for consultation on the LAR which would allow tribes to have much more involvement and feedback on products BOGS produces.

Uintah & Ouray Litigation Mapping Project

BOGS is managing the Uintah & Ouray (U&O) litigation mapping project. This has been a longstanding six (6) year project of collaboration with the Solicitor to identify and add patents effecting the litigation to the current map. The Branch published an interactive map called the *Restored Reserved Mineral Patents application* which integrates previous mapped information plus the newly discovered patents. This will result in a map that will significantly benefit the tribe and solicitors.

Migration to Amazon Web Services (AWS)

BOGS began planning for a contract negotiation to migrate to the Amazon Web Services (an on-demand cloud computing platform and web services) almost two years ago. This transition is moving forward and will be key to BIA's GIS program and development going forward. (April 2022 – Began initial migration, June 2022 – Move users over to AWS, August 2022 – propose full production in BOGS).

BOGS recently started creating hubs for each region in AWS and turning control over to each Regional Geospatial Coordinator (RGC). The RGC can customize their own page, build GIS within their region, and interact with users as well as tribes. This is expected to have a long-lasting positive impact on GIS within the BIA as it has the potential to allow interaction with tribes for consultation purposes in the future. BOGs will be the first branch to move to AWS and will set the stage for other divisions in the future.

System Center Configuration Manager (SCCM)

The BOGS branch chief and Help Desk worked with IT to initiate automated software updates for the Regions using SCCM. This improves the customer experience by removing the RGC as a point of contact for request for GIS software update, such as Arc Pro. SCCM moves updates to the background so each user will no longer have to submit update requests through configuration management for action. Automating this process is a time saver for RGCs and the BOGS helpdesk staff. It provides software users a much better experience as they are receiving updates directly and not waiting on the RGCs.

Growth in Training Program

BOGS increased training available to BIA GIS users, tribes, and regional staff to 36 courses, up from 24 in FY 2021. Courses allow users to enhance their GIS skills, learn mapping, and create products to benefit tribal communities. BOGS is planning to increase this training program even more in the future.

Outdated Help Desk System

The current helpdesk system is outdated. Over the last few months, BOGS worked with stakeholders and BIA Security to gather requirements and evaluate available software with these requirements.

Helpdesk Quality Assurance Project

The BOGS helpdesk staff focused on reconciliation of records over the last few months. Many records need to be updated, and data in the system verified with the RGCs. The database is now up to date.

Mapping Services

BOGS is working on creating mapping templates for the future. This will allow BOGS to have maps that are created in advance of leadership or other stakeholders' requests.

BOGS has also created a standardized process for printing large maps for leadership. Creating these templates increases efficiency and consistency across the BIA for GIS maps and allows for a quick turnaround on requests.

Standard Operation Procedure

BOGS is working on creating a master Standard Operation Procedure (SOP) for all processes across the Branch. This will provide each staff member access to a reference document on how all processes are done. This tool contributes to continuity of operations for the long term and reduces risk in the event of staff turnover. The SOP may also be used as a training tool as the branch grows.

Land Area Representation (LAR)

The LAR dataset is the BIA's official geospatial representation of American Indian Land areas.

BOGS is in the process of reworking and modernizing the LAR. This will involve integrating the LAR into Amazon Web Services (AWS) and allowing users to interact with the dataset and propose changes through AWS. This ability could possibly allow tribes to propose changes this way.

BOGS has had a working group meeting on this process for months and is now starting to work with the regions on the actual process. The first region that BOGS has begun working with is the Midwest region. When complete, it will completely change the BIA GIS dataset available to the public, other federal agencies, and most importantly tribes.

Effective People Management

- The Division and Branches have employed project tracking tools within BIA STAT to assign and monitor progress on tasks. This implementation has allowed for accountability as well as tracking of individual and team accomplishments.
- DRIS continues to utilize remote work agreements and hiring to gain access to the most diverse talent available to support Indian Country.
- DRIS branches are tasked with working on projects in a collaborative fashion to ensure all those with the skills to contribute are involved. This also allows for the building of interdisciplinary skills for all our staff.
- DRIS project managers seek out input on all project from all employees and stakeholders ensuring all points of view are captured. Ensuring all who wish to express their opinions about our mission and data products are heard.
- Project and task tracking have improved the ability of the Branch chiefs and Division Chief to offer guidance and recognition when necessary. As well Branch and Division Chiefs are at the disposal of the Division employees to collaborate on projects and to facilitate engagements with external stakeholders to improve our products and services.

Protection of the Work Environment

- Branches hold weekly meetings in open formats to cover program priorities and provide an opportunity for employees to express concerns or to bring their own ideas to the table. The Division also holds a monthly all hands meeting where employees can provide input into program initiatives, express needs for training, equipment or anything else.
- The Division and Branch Chief are available to staff regularly via phone, teams or email to address any work environment concerns.
- All staff training concerning ethics, Anti-harassment, anti-discrimination, Equal Employment Opportunity (EEO), and safety are completed in required time frames. As well reminders on expectations of conduct are a short topic for discussion in the monthly all hands.

Effective Resource Program Management

- DRIS maintains IT system security in collaboration with the Office of Information Technology (OIT), Division of Information Security (DIS) and DOI Office of Chief Information Officer (OCIO), the staff responsible for these systems works to address and resolve Plan of Action and Milestones (POA&Ms) identified through the periodic assessment and Continuous Monitoring processes.
- Data is protected in compliance with BIA policy and recommendations from the BIA Chief Data Officer and the BIA Privacy Officer. DRIS works with the OTS divisions to ensure that Federal Information Processing Standards (FIPS) 199 Data Categorization and Privacy Threshold Analysis artifacts are current.

- DRIS works with records management to establish appropriate records plans for data in the Geospatial Portal, BIA STAT, and across OTS SharePoint sites ensuring that correct record disposition and retention is assigned so that system administrators and SharePoint managers have the information needed to retain and protect government records.
- DRIS staff works collaboratively to provide updates to data request and reporting required for BIA leadership, DOI programs and stakeholders through appropriate means. The team also works with other BIA offices, and OTS Divisions to produce information products such as dashboards to improve reporting on projects, funding and other areas of interest to all stakeholders including the public.
- BRS is participating in a DOI-sponsored Data Identification and Semantic Categorization (DISC) initiative for the BIA systems denoted as Major: TAAMS, National Inter-Agency Incident Management System (NIIMS) and NIOGEMS.
- BRS is assisting the business units with the BTFA-led Electronic Records Management program, to achieve compliance with new guidelines for data identification, storage, and archiving/retention.

Accountability for Administrative Management

DRIS has built an ADMIN Gateway in BIA STAT for the division to automate admin workflows and ensure the timely completion of administrative duties. This gateway is used for the routing of Travel and Purchase card statements, telework agreements, remote work agreements, travel requests, and property forms. The gateway serves as a repository for documentation as well as method to evaluate and improve administrative processes.

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

Addressing Current or Potential (Transaction) Backlogs

- DRIS has moved to a method of mapping Indian Country that will allow for the capture of data from all those within the bureau that are mapping. This will allow for field staffs efforts to be captured in the nationwide dataset which will help address areas in which we are behind or have not mapped in yet.
- The division consistently engages with OTS divisions and other bureau offices to build out tools in BIA STAT and the GIS Enterprise environment to digitize workflows and procedures to improve program accountability and efficiency.
- The establishment and enhancement of the OTS Request Tracker in BIA STAT has improved workflows between OTS Divisions and other offices. For example, this innovation has increased collaboration with HR leading to a more efficient method for recruiting and hiring.

Tracking & Accountability

- The Division has established and continued to build out the BIA Open Data page to provide some of the most desired program data to stakeholders in a readily available format.
- BOGS has engaged with several IA groups to assist in the construction of applications to provide data or resources that have been made available on the Open Data page.
- The Division is responsive to requests from Enterprise License Agreement (ELA) participants for licensing, technical assistance and training. As well we assist the Regional Geospatial Coordinators in fulfilling GIS map and data requests.

Restoring Trust within Local Communities

- The Division continues to be present at relevant meetings and conferences throughout Indian Country.
- We consistently engage tribes, regions, agencies, and other stakeholders seeking opportunities to collaborate and improve the quality of services that are provided to the communities we serve.

- The division has requested approval to utilize the GSA shared service “Touchpoints” to provide a mechanism for gathering feedback on the services we offer to improve said services.
- The Open Data page offers a new level of transparency into bureau activities and accomplishments in a format readily accessible to our stakeholders.

Outreach to Customers and Building a positive Reputation

- The Division has been actively participating in conferences and meeting that are relevant to our work and eliciting feedback from stakeholders to incorporate in workflows and procedures.
- The division has also participated in multi-agency workgroups to ensure the data and data products we produce contribute to other federal agencies abilities to effectively work within Indian Country.
- The Division speaks and presents at several tribal and stakeholder functions to provide more transparency into our daily activities. We also take opportunities to host booths so we can actively engage customers and those interested in our work.

Partnerships contribute to a balanced Stewardship of Trust Lands

- The Division actively seeks participation from tribes, field offices, and other stakeholder in the creation of data products to improve the quality and effectiveness of the work we do.
- The products on the open data page provide vital information to tribes and stakeholder responsible for trust resource management.
- Enhancements to the BIA STAT and ESRI GIS Enterprise Portal will further the ability of the division to provide data and resources to Tribes and other stakeholders for Trust resource management.
- The Division has secured a path forward for providing ArcGIS Online to tribal governments which will allow for more effective collaboration in trust resource management.

2.3 Empower Tribes to Manage their Own Resources

The DRIS Chief has prioritized budget expenditures to increase the divisions capability to provide more impactful services to stakeholders.

- Enhancing BIA STAT
- Testing of Login.gov
- Imagery Server, Workflow Manager, and Parcel fabric for the ESRI GIS Enterprise Portal
- Enhancing of the Open Data Page
- Arc GIS Online (AGOL) for Tribal ELA Participants
- Expanding resources for GIS training available to both BIA employees and Tribal GIS Users

These enhancements and initiatives have increased the ability of the division to provide service that enable Tribes and OTS divisions to manage their own processes and data. This has also led to standardization of processes and refinement of policies concerning the ELA. Updates for those are underway and will be shared as soon as approved.

2.4 Reorganizing for the Next 100 Years

Regional Priority Development, Execution and Communication to Indian Country

- DRIS works with Tribal GIS and the Tribal GIS community to understand the data needed to work more efficiently in Indian Country

- We send staff to conferences relevant to the work we do to gain insight and perspective from tribes. This allows us to improve our processes and workflows as well as our data products to meet the needs of those we serve.
- BIA STAT is open now to regional staff and we have begun working with the Alaska Region and reality staff to help them map workflows and automate some processes in the STAT system.
- The Division and Branches are always changing and refining the work we do to become more effective. The parcel team has begun the transition to parcel fabric and workflow manger in the Geoplatform environment. This will allow for nationwide Indian Land Mapping Data capture and allow the bureau to standardize the method of and the scale at which mapping occurs.
- The division has mapped all workflows and established a standard for publishing data both internally and externally ensuring that our communication to leadership and stakeholder is in a consistent format making it easier to understand.
- Walkthroughs for creating published materials have been provided to regional publishers so that they may also begin to craft data products for reporting that are consistent in nature.

Program and Service Alignment with Community Needs and Desired Results

- DRIS collaborates with Tribal resource managers through eliciting feedback at events and conferences held throughout Indian Country. We have made a concerted effort to have a presence at conferences relevant to trust resource management and focused on gathering input on what we can include in our data to make it more useful.
- DRIS has collaborated with federal, state and local partners to ensure the data we provide meets the needs of their programs and sought guidance from various agency subject matter experts on the creation of data set to enhance the abilities of our partners to effectively meet their trust responsibilities
- DRIS data products are created with a focus on providing relevant information to resource managers to make informed decisions about resource and program management. Our focus is customer based and centers on providing meaningful data products to enhance the management of trust resources for Indian Country.
- DRIS has established the BIA STAT system and obtained ATO for the base Software-as-a-Service (SaaS) system and 8 tools. his system allows for collaborative processes, the mapping of workflows, and the tracking of metrics on which program processes can be evaluated and decisions for program improvements can be made.
- DRIS has submitted the package for approval to use the GSA Touchpoints shared service to provide a mechanism for users and customers to provide feedback on data products and services so we can improve with the changing needs of the communities we serve.
- Moving our GIS operations to the enterprise portal and AGOL has increased our ability to establish organizational wide workflows for mapping process and provided us the ability to host large datasets for organizational use.

Practices are Sustainable over Time and Across Organizational Change

- The Division has implemented a budget tracking tool in BIA STAT that we will utilize to examine previous year expenditures and forecast costs based on workloads from other mapped processes. Utilizing the data from project trackers and budget tools will allow us to align budgetary priorities with the needs of customers.
- DRIS performs market research on system enhancements and evaluates current budget levels to determine the feasibility of implementation.
- DRIS has been projecting the loss of services to customers due to low or no staffing and included such evaluations in budget formulations. We will continue to assess staffing levels and use project and task tracking tools in BIA STAT to evaluate the need for further staffing for the future.

- DRIS has prepared a travel plan that will distribute the opportunity to attend conferences to all employees ensuring that our staff has equal opportunity to engage stakeholders and customers and participate in events that will provide them with the insight to focus their work and skills to better achieve customer objectives
- DRIS has a customer first mentality, and all staff are encouraged to bring ideas forward that they believe will allow us to better serve our customers.
- DRIS employees are expected to contribute to all aspects of the division's work. Geospatial SME's from all divisions contribute to the processing of LDEVs, the building of dashboards, the mapping of parcels and ROWs. As well data and workflow concerns are addressed by the Resource solutions branch in collaboration with all other branches.
- Upon implementing Parcel Fabric, the Indian Lands Mapping process will be elevated for standardization.
- DRIS is working on putting out a new NPM for the ELA by end of fiscal year to be more in line with the growing need for geospatial licensing and support across Indian Country.

2.5 Standardize Process and Modernize Information Systems

The Division has begun moving Parcel mapping and ROW mapping into parcel fabric and workflow manager in the ESRI GIS Enterprise Portal. This change will allow us to standardize the process and workflow for mapping Indian lands and ROW. This will ensure all mapping done by all bureau staff will be done in a consistent manner and at a consistent scale so that all efforts are able to be captured in the Nationwide dataset.

The Branch of Resource solutions has supported several OTS programs working in the BIA STAT system. This work has mapped and standardized workflows and procedures. This work has enabled programs to automate and track work being done to serve our customers and increased the data and resources available to evaluate program performance.

Section 3. Challenges, Opportunities & Best Practices

3.1 Challenges

- Collaborate with OTS Divisions to solve business challenges and adopt best practices.
- Develop support infrastructure and re-purpose existing, proven infrastructure and processes.
- Participate in Data Stewardship and/or Custodial activities.
- Meet with Regional staff regularly on LDEV submissions and best practices.
- Shadow train team members on leadership, presentation skills, and meeting facilitation.
- Working with Regional staff to complete LAC area
- Receive various project requests.
- Having Parcels mapped for each LAC.
- Able to provide Tribes and Agencies with knowledge to assist in making decisions.
- Working on Parcel Fabric for Parcel's Team

Hiring, onboarding, and facilitating new Branch of Resource Solutions (BRS) hires to be the most productive in the most effective way possible.

- Having to pull staff from other teams to fulfill an influx of LDEV applications. Having the team to complete and maintaining parcel data. Short staffed.
- Parcel fabric learning curve.

3.2 Opportunities

Branch of Resource Solutions

Collaborate with OTS Divisions to solve business challenges and adopt best practices.

- Develop support infrastructure and re-purpose existing, proven infrastructure and processes.
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Fee to Trust GIS Strike Team

- Meet with Regional staff regularly on LDEV submissions and best practices.
- Shadow train team members on leadership, presentation skills, and meeting facilitation
- ESRI Parcel Fabric training
- Utilize DRIS Regional Visits to check in with realty staff on FTT
- Having to pull staff from other teams to fulfill an influx of LDEV applications

Parcel Team

Working with Regional staff to complete LAC area

- Having the team to complete and maintaining parcel data. Short staffed
- Parcel fabric learning curve
- Receive various project requests
- Having Parcels mapped for each LAC
- Able to provide Tribes and Agencies with knowledge to assist in making decisions

Rights of Way Team

Working on Parcel Fabric for Parcel's Team: Learning to apply Parcel Fabric and having time to map ROW contracts and assist others

3.3 Best Practices

Branch of Resource Solutions

- Utilize agile development techniques for additional BIA OTS STAT tools/applications
- Establish and maintain appropriate standard operating procedures for BIA OTS STAT
- Assist OTS Divisions and Branches with IT modernization needs, including cloud-based technologies, extending legacy systems, and cybersecurity.

Fee to Trust GIS Strike Team

Continue to prioritize LDEV applications as well as follow standard operating procedures and keep an open line of communication with regional staff

Parcel Team

Completing one LAC at a time, Prioritizing projects as they are being requested based on urgency and getting the correct data to the agencies that needs it.

Rights of Way Team

- Prioritizing projects as they are being requested based on urgency and completed in a timely manner
- Utilize agile development techniques for additional BIA OTS STAT tools/applications
- Establish and maintain appropriate standard operating procedures for BIA OTS STAT
- Assist OTS Divisions and Branches with IT modernization needs, including cloud-based technologies, extending legacy systems, and cybersecurity
- Continue to prioritize LDEV applications as well as follow standard operating procedures
- Keep an open line of communication with regional staff and Completing one LAC at a time
- Getting the correct data to the agencies that needs it

DIVISION OF TRUST ASSET OWNERSHIP & TITLE (DTAOT)

Mission

The mission of the Division of Trust Asset Ownership and Title is to coordinate probate processing and record, maintain, and certify land management ownership records of Indian Trust assets.

Section 1. Overview

1.1 Staffing

4	Full Time Employees
1	Vacant Position

1.2 Bipartisan Infrastructure Law (BIL) Funding

None.

1.3 Branches

Branch of Probate

The primary mission of the Branch of Probate Services is to compile inventories of Indian Trust assets and family information, and to coordinate the timely distribution of assets with the Office of Hearings and Appeals (OHA), the Branch of Land Titles and Records, and the Bureau of Trust Funds Administration (BTFA).

The Branch of Probate Services gathers information regarding decedent's family and property and prepares it for adjudication by OHA. After OHA issues a probate order, the Branch works with other trust offices to distribute the assets to the designated heirs or beneficiaries.

Branch of Land Titles and Records

The mission of the Branch of Land Titles and Records is to maintain timely and certified Federal land title ownership and encumbrance services, to record, maintain, and certify land title documents, to provide certified Title State Reports that are accurate, timely, accountable and efficient, and state the complete status of title ownership and encumbrance for Federal Indian trust and restricted lands.

The Branch oversees nine regional and nine Tribal Land Titles and Records Offices (LTROs) which serve as the offices of record for all trust land and restricted land titles for Tribes and individuals. The Branch also develops policy, provides for the LTRO's normal day-to-day operations and maintenance costs, and maintains the documentation and title image repository for the Trust Asset and Accounting Management System (TAAMS), the Bureau of Indian Affairs' electronic trust land management system.



Last Will and Testament



Probate Judge signing an Order



Inventory of Assets

1.4 Government Performance and Results Act (GPRA) Measures

The Division of Trust Asset Ownership and Title has a total of four (4) GPRA Measures. Measures 8 and 9 apply to Probate. Measures 10 and 11 apply to Land Titles and Records.

GPRA Measure 8: Percent of Estates Closed

BIA-OTS-Real Estate Services



IA-PMS ID: 1553, BFEM ID: 4.2.1.F

Performance Measure Information
MEASURE NAME: Percent of estates closed
MEASURE DESCRIPTION: All eligible probate estates that were received from Office of Hearings and Appeals (OHA) during the reporting year.
FORMULA: Estates closed divided by the total number of estates received from OHA in the fiscal year.

Reporting Schedule: Quarterly. Measure reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
36%	66%	71%	87%	93%	87%

Performance Explanation: **Goal Not Met - 6% Below Target**

The Branch of Probate closed 87% of estates in FY2024, falling short of the 93% target. Currently, there are 37 probate cases awaiting land distribution with LTRO, 118 pending IIM Account distributions with BTFA, and 130 at the Branch for action. On a positive note, staff are enhancing training and forming teams to tackle complex cases. Familiarity with the new probate tracking system is improving, but challenges remain due to staff shortages and funding issues. Multiple regions are processing modifications that require reopening cases, which is time-consuming. Staff continue to ensure proper status updates for effective collaboration with LTRO and BTFA.

GPRA Measure 9: Percent of Qualifying Probate Orders Encoded

BIA-OTS-Real Estate Services



IA-PMS ID: 2171

Performance Measure Information

MEASURE NAME: Percentage of complete and non-defective final probate orders encoded within 72 hours after the expiration of the probate appeal period.

MEASURE DESCRIPTION: All complete and non-defective final probate orders recorded at the Land Titles and Records Office during the reporting period.

FORMULA: Qualifying probate orders encoded divided by the total number of qualifying probate orders received.

Reporting Schedule: Quarterly. Measure reported in FY25, Quarter 1.

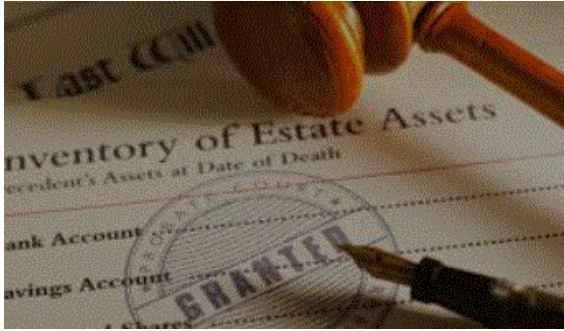
Q1	Q2	Q3	Q4	2024 Target	Actual
93.9%	94.6%	96.8%	97.5%	91.7%	94.2%

Performance Explanation: [Goal Met - 2.5% Above Target](#)

This control tracks the percentage of complete, non-defective probate orders processed within 3 business days (72 hours) and non-probate conveyance documents processed within 2 business days (48 hours) at the Land Titles and Records Office (LTRO). Seven out of nine program offices met or exceeded targets. LTROs that fell short because they faced staffing or workload challenges affecting their processing times. Overall, the offices achieved a 94.2% success rate (1266 out of 1299), surpassing the target of 91.7% for timely encoding of non-defective final probate orders and non-probate conveyances.

GPRA Measure 10: Percent of Land Titles Certified in 48 Hours

BIA-OTS-Real Estate Services



IA-PMS ID: 2173

Performance Measure Information

MEASURE NAME: Percent of land titles certified within 48 hours after applying conveyance ownership from a complete and non-defective conveyance title document in the title system.

MEASURE DESCRIPTION: All complete and non-defective land titles certified at the LTRO during the reporting period.

FORMULA: All complete and non-defective land titles certified over the total number of land titles received.

Reporting Schedule: Quarterly. Measure reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
95.3%	98.7%	98.4%	99.1%	93.9%	96.5%

Performance Explanation: **Goal Met – 2.6% Above Target**

This control monitors the percent of Titles that are certified in 48 hours and begins when the ownership is applied due to change in ownership from a probate document or a non-probate conveyance document. LTRO met or exceeded the target goal for this quarter. Together all offices achieved 7323 of 739214440 records for a national average of 96.5%, above the target goal of 93.9%.

GPRA Measure 11: Percent of All LTRO Documents Accepted & Processed

BIA-OTS-Real Estate Services



IA-PMS ID: 2371

Performance Measure Information

MEASURE NAME: All Land Titles and Records and Other Documents Accepted and Processed by the BIA.

MEASURE DESCRIPTION: Percent of Qualifying Documents Recorded within established timeframes. Monitors the percent of all Land Titles and Records and other documents accepted and processed (Recorded) by LTRO during the reporting period according to established performance timeframes.

FORMULA: The total number of Complete Documents Accepted and Processed by LTRO during reporting period over Total number of Received Documents Accepted and Processed by LTRO during reporting period.

Reporting Schedule: Quarterly. Measure reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
96.72%	98%	99.64%	98.54%	94.64%	96.17%

Performance Explanation: Goal Met - 1.53% Above Target.

This control monitors the percent of all Land Titles and Records and other documents recorded by LTRO during the reporting period according to established performance timeframes. This measure was developed specifically to align with the Secretaries Strategic Plan. 7 of 9 of the LTROs met or exceeded this measure. Together all offices achieved 4584 of 4652 records for a national average of 96.17%, above the target.

Section 2. Accomplishments

2.1 Effective Program Management

Change Management

Conducted two TAAMS Change Management Board meetings. Approved 11 change requests (CRs) and submitted to the TAAMS contractor. Held one CR for further Action.

System Updates and Testing

- Coordinated testing and system changes that resulted in 6 released software updates to enhance TAAMS.
- Coordinated 23 Web-Ex TAAMS training sessions and 9 in person training sessions.
- Successfully coordinated 12 TAAMS training sessions for all disciplines across OTS.

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

None.

2.3 Empower Tribes to Manage their Own Resources

Collaboration with Federal Partners

- Modified Oil and Gas distribution process by separating Ft. Berthold from the Other Oil and Gas Agencies to minimize system downtime beginning calendar year 2024. System down time minimized by 2 hours during oil and gas distribution.
- On-going collaboration with our DOI partners, Office of Natural Resources and Revenue (ONRR) to streamline data sharing.
- TAAMS operations Team continues to provide information and training on the IIS (Identity Information System) replacement Buy Indian System for Award Management (BISAM). BISAM is not a Trust system, but users have become reliant on the team for helpful information and assistance to federal partners who utilize TAAMS.

2.4 Reorganizing for the Next 100 Years

Trust Asset and Accounting Management System (TAAMS)

Trust Asset and Accounting Management System (TAAMS) TAAMS is the system of record for title and land resource management of Indian Trust and restricted land. The purpose of this system is to provide BIA and Tribal users access to trust asset data and trust asset management tools to create, modify, and maintain records relating to land ownership, contracts and leases, and beneficial owners.

- Successfully tested major enhancements to the probate module. Conducted overview session to review the changes to the Superintendents, Regional Directors, Land Titles and Records, and probate staff.
- Timely Completed Monthly and quarterly reporting requirements to Capital Investment Team for TAAMS.
- TAAMS operations Team continues to provide information and training on the IIS replacement Buy Indian System for Award Management. BISAM is not a Trust system, but users have become reliant on the team for helpful information and assistance.
- Timely completed High Impact Service Provider (HISP) reporting and requirements.

2.5 Standardize Process and Modernize Information Systems

High Impact Service Providers Project

This BIA HISP Probate Project was newly designated in Fiscal Year 2022. In FY 2024 BIA met the requirement to submit an action plan addressing the following services:

- Accessing a Probate Order
- Receiving Trust Assets

President’s Management Agenda

As background, the President’s Management Agenda (PMA) defines Government-wide management priorities for all Federal agencies to improve how Government operates and performs. The PMA identified BIA Probate as 1 of 35 of the nation’s highest impact service providers (HISPs), due to the scale and impact of the public-facing services, to raise the standard of experience across government. This subjected the BIA Probate program to OMB Circular A-11 Section 280 activities including an annual enterprise-wide capacity assessment and action plan, focused on improvement efforts for designated services, customer feedback collections and public reporting.

TAAMS Probate Module

Implemented a major Probate module enhancement to further streamline the probate workflow. The probate team preceded the release with a TEAMS overview session to provide the users a preview of the changes.

Land Title and Records Office (LTRO) Administrative Actions

- A-123 Review and preparation for reporting
- Monthly LTRO Manger Calls with updates on regional issues
- Assist LTRO Regions with questions on processing, TAAMS encoding, business rules, landowner requests/questions, recording.

Lockbox Oversight

Assist Lockbox Liaisons with check and invoice issues. Biweekly void, paid files to CGI. Held monthly calls with Bureau of Trust funds Administration (BTFA) on check processing and coordinate with the Division of Real Estate Services

Title Defect Project

Reviewed Title Defects on current title to determine validity or to expire.

<u>Region</u>	<u>No. Defects Resolved</u>
Great Plains	1,372
Rocky Mountain	2,794
Southern Plains	346
Southwest	1,118
Total	5,630

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

Continue to streamline business processes through the implementation of TAAMS Modules.

3.2 Challenges

LTRO Government Performance Results Act (GPRA) Measure

Monitors and tracks the number and percent of complete and non-defective probate orders processed within 3 business days (72 hours) of receipt and the number of non-probate conveyance documents processed within 2 business days (48 hours) of receipt at the LTRO. Seven of the nine operating program offices met or exceeded the target goal. The LTRO's that did not meet the target had either staffing or other workload issues which impacted recording timeframes.

3.3 Best Practices

Change Management Board

Board consists of leadership and subject matter experts assembled to review requests for TAAMS contract modifications or new module implementation.

DIVISION OF TRUST LAND CONSOLIDATION (DTLC)

Mission

The mission of the Division of Trust Land Consolidation is to facilitate sound land management and administration, support Tribal sovereignty and self-determination, and promote economic opportunity in Indian Country by reducing Indian land fractionation.

Services We Provide

The Division of Trust Land Consolidation (DTLC) provides opportunities for individual Indian landowners to voluntarily sell fractional land interests, at fair market value, for consolidation under Tribal ownership. The DTLC supports Tribes by increasing Tribal management control over reservation lands, better enabling Tribes to protect and utilize lands for purposes benefitting the Tribal community.

In addition to its Indian land consolidation mission, the DTLC also administers other funding for Tribal land acquisition.

Section 1. Overview

1.1 Staffing

17	Full Time Positions
14	Vacant Positions
1	Detailed Employee (included in FTE)
1	Contractor (CGI-TAAMS Contractor)

1.2 Bipartisan Infrastructure Law (BIL) Funding

None.

1.3 Branches

The DTLC includes the Branch of Analysis & Administration, the Branch of Acquisitions – Conveyance Management, and the Branch of Acquisitions – Data Quality and Integrity.

1.4 Government Performance and Results Act (GPRA) Measures

None.



Land Acquired at FMV



Benefits Tribes



Benefits Individual Indians

Section 2. Accomplishments

2.1 Effective Program Management

Indian Land Consolidation

This year marks the first in which the DTLC has operated entirely as a stand-alone Indian land consolidation program in the Bureau, separate from the Land Buy-Back Program for Tribal Nations (Buy-Back Program).

The Buy-Back Program was strictly time- and funding-limited under the terms of the *Cobell v. Salazar* Settlement and ended in the first quarter of Fiscal Year 2023. While Indian land fractionation was reduced substantially through the Buy-Back Program, resources made available through the *Cobell* Settlement were not sufficient to purchase all fractional interests and Indian lands continue to fractionate. At the end of the Program, approximately 2.4 million fractional interests remained across Indian Country, comprising the equivalent of over 5.6 million acres.

In recognition of the benefits to be gained by sustained efforts to reduce fractionation, Congress authorized the Bureau to continue land consolidation efforts beyond the Buy-Back Program. The DTLC now leads the Interior Department's fractional interest acquisition program, with its efforts now supported through annual appropriations.

The DTLC works to reverse the adverse effects of allotment by reducing fractionation through voluntary sales, in a manner that enhances Tribal sovereignty and promotes Tribal self-determination. The Program purchases interests in trust or restricted Indian land from willing individual sellers, restoring purchased interests to Tribal trust ownership. Willing sellers are paid fair market value for interests they choose to sell, and ownership is immediately transferred to the Federally recognized Tribe with jurisdiction over the land.

Since its establishment, the DTLC has taken all actions necessary to build on the success of the Buy-Back Program by continuing to acquire fractional interests in trust or restricted land from willing sellers, including:

- Developing new policies and procedures
- Creating a new module in TAAMS for streamlined and automated processing of land consolidation transactions
- Developing initial and long-range implementation plans
- Conducting Tribal consultation and coordinating with participating Tribes
- Obtaining appraisals
- Coordinating with Federal partner agencies and offices on mapping, system interfaces, and accounting processes

The DTLC manages the Bureau's Indian land consolidation efforts in a results-oriented, customer-focused, and cost-effective manner. Guiding principles are efficient operations, outstanding customer service, and close coordination and collaboration with Tribes.

Tribal Land Acquisition

In addition to its land consolidation mission, the DTLC is responsible for the administration of other appropriated funds made available for Tribal land acquisition, including funding focused on "new and land limited" Tribes. In Fiscal Year 2023, the DTLC solicited Tribal funding proposals and awarded available funding to two Tribes following scoring and ranking process. The DTLC is initiating a solicitation process for an additional \$2 million received for this purpose in Fiscal Year 2024.

The DTLC is also leading efforts to establish a Tribal land acquisition program under the Land and Water Conservation Fund (LWCF), to increase the amount of Tribal trust land for stewardship and other uses deemed beneficial by Tribes, consistent with the LWCF. This initiative was not funded in Fiscal Year 2024, but the DTLC conducted Tribal consultation on the Bureau's proposed criteria for Tribal LWCF land acquisition.

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

The DTLC's initial implementations were conducted in early 2023 to test and confirm new processes and procedures and build constructive relationships with partners for land consolidation efforts going forward. In Fiscal Year 2024, the DTLC continued its efforts at two additional highly fractionated locations, utilizing highly efficient processes and procedures that minimize costs associated with acquiring fractional interests for consolidation under Tribal ownership. Accomplishments to date at these locations include:

- 2,166 purchase offers generated and mailed
- 120 sales approved, with a total value of \$1,539,645.23
- 950 fractional interests acquired, increasing Tribal ownership in 232 tracts
- 1,326.679 equivalent acres consolidated under Tribal ownership

The DTLC has commenced preparations and coordination with Federal and Tribal partners at three additional locations in coming months, and discussions are underway with the Appraisal and Valuation Services Office to provide values for future locations using cost-effective appraisal methods.

In July 2024, the DTLC conducted nationwide Tribal consultation on its land consolidation plan going forward. The plan is designed to complement existing statutory provisions aimed at slowing future fractionation through restrictions on inheritance. The plan targets fractional interests that are not subject to the statutory provisions, and thereby makes it possible to achieve a greater reduction in the overall rate of fractionation at a faster pace. The plan minimizes administrative costs by prioritizing locations where the fractionation problem is most prevalent, allowing for efficient and cost-effective consolidation. The plan also maintains maximum flexibility, within resource constraints, to accommodate the land consolidation priorities Tribes.

The DTLC has also continued to coordinate with the OTS Division of Resource Integration Services (DRIS) on mapping products in support of land consolidation efforts. The DRIS currently produces purchase offer package tract maps for DTLC, with plans to coordinate on additional mapping products such as "before and after" reservation land status maps for Tribal information and planning purposes.

2.3 Empower Tribes to Manage their Own Resources

Highly fractionated lands are difficult to protect or use for any purpose. By purchasing fractional land interests from willing sellers at fair market value and restoring them to Tribal ownership, the DTLC increases the amount of Tribal trust land for conservation, stewardship, economic development, or other uses deemed beneficial by Tribes. These efforts enhance the ability of Tribes to address the climate crisis while supporting environmental justice principles and Tribal sovereignty and self-determination, in support of Administration priorities and initiatives in Indian Country.

To this end, the DTLC has coordinated with four participating Tribes in Fiscal Year 2024 on land consolidation activities and conducted three nationwide Tribal consultation sessions on our land consolidation plan going forward. The DTLC has worked to understand and incorporate each Tribe's priorities into its implementation strategy at each location and provides extensive pre-offer information and a post-offer report of lands consolidated to each Tribe. As noted above, the DTLC is working with another OTS Division to make additional mapping products available to Tribes.

2.4 Reorganizing for the Next 100 Years

The DTLC has established program policies and standard operating procedures for all its land consolidation processes. The DTLC's policies and procedures comply with applicable statutory authority, meet all Bureau requirements and standards, and minimize administrative costs associated with the acquisition of fractional land interests by streamlining and improving the acquisition process. The DTLC has developed and utilizes a module in the Trust Asset Accounting and Management System (TAAMS) that automates land purchase offer generation and processing, greatly reducing processing time and the risk of human error. By leveraging best available technology, the DTLC can process far more conveyances in significantly less time

than would be possible without automation, while at the same time minimizing impact on regular BIA Realty and Land Titles and Records Office operations.

The DTLC continually seeks ways to maximize fractional land interests acquired while minimizing associated administrative costs. In Fiscal Year 2024, the DTLC brought key land acquisition functions in house, out from under a longstanding task order with the TAAMS contractor, with substantial administrative cost savings going forward. The DTLC has assumed the printing, mailing, scanning and review functions that were performed at significantly higher cost by contractors throughout the Buy-Back Program. This action will enable the DTLC to direct more of its appropriated funding to purchasing fractional land interests from willing sellers.

The DTLC also achieves cost savings by working with the Appraisal and Valuation Service Office to obtain appraisals for large numbers of fractionated reservation tracts using efficient and cost-effective mass appraisal methodology whenever possible. Most tracts within many of the most highly fractionated reservations are amenable to these techniques. The techniques allow for greater efficiency and consistency in valuations; expedite the appraisal process and make values for large numbers of tracts available within established timeframes; and reduce administrative costs.

2.5 Standardize Process and Modernize Information Systems

As noted above, the DTLC created and utilizes a new TAAMS module for processing voluntary sales quickly, accurately, and cost-effectively. All land consolidation transactions are processed in TAAMS, in accordance with detailed standard operating procedures. The DTLC also uses its TAAMS module to provide accurate and reliable data to Tribes and Federal partners before, during, and after implementation and upon request. Implementation at each location is conducted in close collaboration with the Tribe with jurisdiction, incorporating Tribal land consolidation priorities to the greatest extent possible. And DTLC has improved operations in Fiscal Year 2024 and reduced costs going forward by assuming printing, mailing, scanning, and reviewing functions previously performed by contractors at significantly higher cost. The DTLC is confident that its dedicated and experienced staff can perform these functions efficiently and effectively, and that this action will strengthen and improve our service delivery to individual Indian landowners.

The DTLC has also developed a [website](#) to share key information on the history of the fractionation problem and Indian land consolidation efforts by the Federal government, as well as resources for individual Indian landowners. The DTLC has shared the website link at every available opportunity, including during Tribal consultation sessions in 2024.

Section 3. Opportunities, Challenges & Best Practices

3.1 Opportunities

Indian land consolidation represents an opportunity to reverse the costly, complex, and ongoing consequences of the failed Federal Indian policy of allotment. Purchasing fractional land interests from willing individual Indian sellers is an effective approach for reducing fractionation with broad support in Indian Country. The voluntary land acquisition approach complements existing statutory provisions aimed at slowing future fractionation through restrictions on inheritance, and thereby achieves a greater reduction in the overall rate of continued fractionation at a faster pace. Once purchased land interests are restored to Tribal trust ownership, the fractionation process is permanently halted.

Consolidating fractionated tracts of Indian land under Tribal ownership allows for better utilization of the land for purposes benefitting the Tribal community, such as for economic development, conservation, and social or cultural purposes. It also reduces Federal government costs associated with the administration of highly fractionated land. The Interior Department has a duty to carry out numerous activities associated with managing fractional interests, and these activities cost the Department hundreds of millions of appropriated dollars each year. By consolidating lands through voluntary acquisition on an ongoing basis, the Department proactively reduces these costs, which will only continue to grow with continued fractionation.

3.2 Challenges

The main challenge for the Division of Trust Land Consolidation is limited current funding and uncertain future funding. Appropriations cover both payments to willing sellers of fractional interests and administrative costs. The cost of determining fair market values is also covered by appropriations. Unless we can maintain the minimum number and type of employees necessary to carry out our land consolidation work in an accurate and accountable manner, our continued success is in jeopardy.

The Division of Trust Land Consolidation was established to build upon the success of the Buy-Back Program, utilizing existing infrastructure which was created for implementation of the Buy-Back Program from 2012 through its sunset in 2022. This infrastructure consists of experienced staff and highly efficient processes and procedures that make it possible to acquire fractional land interests more quickly and cost-effectively than ever previously possible, while providing outstanding customer service to participating individual Indian landowners.

Without sustained appropriations that enable the Division to maintain minimum required staff and continue purchasing fractional interests from willing sellers, the considerable achievements of the Buy-Back Program will diminish over time, with fractionation ultimately returning to pre-Program levels and increasing from there.

3.3 Best Practices

The Division adheres to best practices from the Buy-Back Program, including:

- Streamlined, standardized, and automated process and procedures for acquiring fractional land interests, specifically designed to minimize associated administrative costs.
- Robust quality control measures to ensure accuracy and accountability.
- Efficient and cost-effective appraisal methods for obtaining timely fair market values on large numbers of properties; and
- Close coordination and collaboration with participating Tribes.

DIVISION OF WATER & POWER (DWP)

Mission

The mission of the Division of Water and Power is to promote self-determination, economic opportunities, and public safety through the sound management of irrigation, dam and power facilities owned by Bureau of Indian Affairs. DWP's mission also includes the protection of Indian water rights, water development projects, litigation support and attorney's fees as well as the Bureau's responsibilities under the Federal Power Act in re-licensing hydropower projects that affect Indian trust resources.

Section 1. Overview

1.1 Staffing

21	Full Time Positions
42	Vacant Positions
42	Contractor Positions

1.2 Bipartisan Infrastructure Law (BIL) Funding

\$10,000,000	Irrigation & Power Systems Improvement
\$27,600,000	Dam & Water Projects

1.3 Branches

Branch of Irrigation & Power (BIP)

The mission of BIP is to provide administration, policy, oversight and technical assistance to BIA-owned irrigation and power projects.

Through the Branch of Irrigation and Power, DWP provides policy, advisory, oversight, and technical assistance to DWP power projects and authorized irrigation projects. DWP also distributes appropriated program funds and provides customer billing and collection for BIA-owned irrigation projects.

Branch of Safety of Dams (SOD)

The mission of SOD is to reduce the potential loss of human life and property damage caused by dam failure by making dams under the administration of the Bureau of Indian Affairs as safe as practically possible. SOD endeavors to ensure that its dams are maintained in satisfactory condition on a long-term basis and to promote awareness and access to the beneficial uses achieved through public investment.

The Branch of Safety of Dams carries out dam safety activities, which include risk management, emergency management, inspections and evaluations, maintenance and repairs, and dam security for dams under the BIA's administration to minimize risk of dam failure and to allow continued access to the beneficial uses these dams provide with available funding.



Two Medicine Dam Blackfeet



Canal on Indian Land



Four Horns Dam Construction

Branch of Water Resources (BWR)

The Branch of Water Resources serves as the DWP Division Chief’s liaison to BIA Regional Offices, local BIA agencies, and Tribal governments on issues involving water rights and negotiations, pre-development and water management, attorney fees, litigation support and water program evaluation.

1.4 Government Performance and Results Act (GPRA) Measures

GPRA Measure 1: Maintenance Projects Completed

BIA-OTS-Irrigation



IA-PMS ID: 1826

Performance Measure Information

MEASURE NAME: Percentage of maintenance projects that are completed within established time frames.

MEASURE DESCRIPTION: The percent of maintenance projects on acres irrigated on Indian owned or operated lands from revenue-generating irrigation projects that are owned by the BIA.

FORMULA: The number of maintenance projects completed divided by the number of maintenance projects initiated and in process during the reporting year.

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			93%	91%	93%

Performance Explanation: **Goal Met – 2% Above Target**

The Irrigation Program exceeded its target by completing 92.79% of projects, achieving 1,608 out of 1,733 funded projects in FY 2024. The Northwest and Western Regions met or surpassed their goals, while the Rocky Mountain Region, targeting 90%, reached only 80.4%. The Southwest Region aimed for 90% but fell to 60%. Projects included repairs of canals, ditches, drains, and gates; inspection and repair of Supervisory Control and Data Acquisition (SCADA stations; debris removal; road reshaping; storm and flood damage repair; well maintenance; structure replacements; and diversion dam protection from high river flows and repair of Dove and Quail pipeline.

GPRA Measure 2: Number of Miles of Functional Canals

BIA-OTS-Irrigation



IA-PMS ID: 2037

Performance Measure Information

MEASURE NAME: Number of linear miles of functional BIA irrigation project canals servicing irrigated lands.

MEASURE DESCRIPTION: Total miles of functional canals compared with the total miles of canals servicing BIA-owned irrigation projects.

FORMULA: Number of functional canal miles out of total miles of canals

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			85.2%	96.6%	85.2%

Performance Explanation: **Goal Not Met – 11.4% Below Target**

The Irrigation Program completed 85.2% of its projects, finishing 4383 out of 5,142 funded projects in FY 2024, missing its target. The Navajo, Northwest, Southwest, and Western Regions met or exceeded their goals, while Rocky Mountain achieved only a 44.3% completion rate. Despite this, the NIIP successfully provided irrigation water throughout the season without outages.

GPRA Measure 7: Percent of Water Projects Completed

BIA-OTS-Water Management

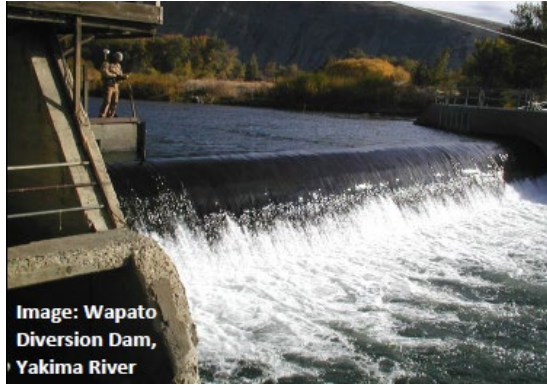


Image: Wapato
Diversion Dam,
Yakima River

IA-PMS ID: 2052, BFEM ID: 1.2.1.3

Performance Measure Information

MEASURE NAME: Annual Percent of projects completed in support of water management, planning, and pre-development.

MEASURE DESCRIPTION: The total number of funded water management projects completed in the current fiscal year divided by the total number of funded water management projects funded and expected to be completed in the current fiscal year.

FORMULA: Ratio of completed projects over the number of expected projects.

Reporting Schedule: Annual Measure. Reported in FY25, Quarter 1.

Q1	Q2	Q3	Q4	2024 Target	Actual
			74.1%	67.9%	74.1%

Performance Explanation: Goal Met – 6.2% Above Target

For FY 2024, the Water Management Planning and Pre-Development Program aimed to complete 55 out of 81 projects, targeting a 67.9% completion rate. The program exceeded this goal, finishing 60 projects for a completion rate of 74.07%. Eleven of twelve regions met or exceeded their goals, while the Western Region missed its 75% target with a 62.5% completion rate, finishing 5 of 8 projects. Challenges with self-determination and governance compliance prevented timely project completion, pushing many into FY 2025. All delayed projects are expected to be completed in the next fiscal year.

Section 1. Accomplishments

1.1 Effective Program Management

Employee Development

Placed high performing employees in acting supervisory roles to provide development of opportunities for employees who are wanting to progress their career into positions of increased responsibility.

Restructure Division

Developed a new organization chart for the Division of Water and Power that was cost neutral by reducing the reliance on contract employees and hiring additional government employees. The new organizational (org) chart offsets the existing top-heavy organization by creating engineering positions at the 5, 7, 9, and 11 grades that will provide a career ladder for Pathways engineers into the program further improving the ability to recruit Indian Preference candidates. Prior to this change DWP did not have a position for a Pathways engineer upon their graduation from college. DWP will continue recruitment through the Pathways program with one scientist position in hydro compliance while also sending a representative to the American Indian Science and Engineering Society (AISES) conference to recruit additional indigenous people from the STEM studies. In addition, the new org chart comes into alignment with the design and contracting responsibilities associated with budget priorities.

Water Resource Technician Training Program

Water Resources Branch has re-established the Water Resources Technician training program and is currently working with a non-profit organization that performs the AmeriCorps program for student interns. Funding has allowed for the placement of seventeen (17) interns at various water resources host sites for twenty-six (26) week internships located across the country.

Position Management

Advertised 4 GS-13 Civil Engineering positions within Irrigation and Power as remote positions for both Indian Preference and an Open advertisement. Received 4 Indian Preference (IP) and over 150 open applications resulting in hiring 4 new engineers with one being Indian Preference. Continue to look at incentives to attract and recruit highly qualified engineers to provide the best possible service to Indian Country. Actively recruiting to fill the 2 vacant GS-13 positions in Lakewood for Safety of Dams which closes September 20th and 1 Gs-14 position for CITT to support the CSKT water settlement bill.

Working directly with Human Resources to include Bureau of Indian Affairs in the Bureau of Reclamations special salary rates for engineers to ensure an equal pay within the department for employees doing the same work. This will enable DWP to retain highly qualified engineers.

Employee Engagement and Training

Implemented a division wide anonymous survey for employee input for DWP. Shared the survey results with all the employees and utilized the input for continuous improvement in both division policy and working conditions. Routinely ask for employees input to improve processes within the division.

Performance management is conducted routinely with an open dialogue with staff. This enables both employee development and provides feedback from the employee to the supervisor to ensure leadership is effectively managing employees and aligns their career goals with available opportunities.

Safety and Occupational Health training is monitored during A-123 reviews at the regions for Safety of Dams and Irrigation and Power. Safety and OSHA standards are emphasized during the reviews and is noted as a corrective action for the Regions if not done per the standards. BIP has developed and distributed the BIA Irrigation Safety Guide to assist irrigation field staff in maintaining a safe work environment. The Irrigation Safety Guide focuses on irrigation-related matters (e.g., pulling flashboards, operating canal gates and chemical exposure). DWP and BIP's goal is for Field Operations, especially irrigation

project staff, to improve overall safety culture and reduce employee and public risk to the greatest extent possible given the nature of work in the irrigation business.

National Irrigation Information Management System (NIIMS)

Activities for the modernization of NIIMS continue. The replacement system is expected to Go Live Fall 2024. In Phase 1, a modernized replica of NIIMS will be built so existing features are equivalent to the new system. Phase 2 provides future, optional enhancements beyond the initial contract and are contingent on funding.

This is the second year of utilizing U.S. Department of the Treasury's Lockbox for processing irrigation O&M paper payments for all 16 revenue-generating irrigation projects. BIA NIIMS partnered with the U.S. Department of the Treasury in a pilot project for scanning all referred delinquent O&M debts for bankruptcy filings.

Regional Administrative Cost

The Branch compiled and summarized administrative costs for all water resources regional staff for FY 2024. Administrative Cost Funds allows regional staff to oversee Water Management Planning & Pre-Development projects, Water Rights Settlements and litigation projects, Water Rights Contracts, and Department of Justice Agreements. Funding also allows regional staff to participate on the Secretary's Indian Water Rights settlement and implementation Teams and allows the Regions to provide technical assistance to tribes for all facets of work involving trust water resources.

A-123 Reviews

Water Resources has completed A-123 reviews via Webex for the Midwest, Eastern Oklahoma and Southern Plains Regions that included Central Office Branch Staff, Regional Water Program Staff and Tribal Water Program Staff. In addition to interviews with Regional Water Program Staff, discussions were held with Regional Administration to gain the Region's perspective on tribal water needs as well as viewing various projects being implemented by the Tribes for management of reservation water resources. Interviews and project presentations were completed with Tribal Water Staff and discussions included recommended improvements and suggestions to be made to the Water program that would better aide and serve Tribal Water Programs.

Policy, Oversight and Technical Assistance Activities

Branch of Irrigation staff completed all Indian Affairs' FY2023 A-123 Control Review Integrated Risk Register and Control Matrices for four program assessable units, including Power Finance, Power Operations, Irrigation Finance, and Irrigation Operations.

A-123 Program Reviews for FY24:

- Blackfeet Indian Irrigation Project (November 2023)
- Wind River Indian Irrigation Project (March 2024)
- Fort Peck Indian Irrigation Project (April 2024)

A-123 Program Review Self-Assessments for FY24:

- Crow Indian Irrigation Project
- Pine River Indian Irrigation Project
- Fort Hall Indian Irrigation Project

Irrigation Operations & Maintenance Rates Adjusted

BIP staff coordinated with the Office of the Solicitor and Regulatory Affairs and Collaborative Action staff on drafting and publishing Federal Register Notices for the Final Irrigation O&M Rate Adjustments for calendar year 2024; and Notice of Proposed 2025 Irrigation O&M Rate Adjustment for calendar year 2025.

BIA Condition Assessment Update Summary Report

BIA staff oversaw the completion of the 'BIA Condition Assessment 2023 Update Summary Report, November 2023'. This assessment was performed under an Accountable Entity (AE) Task Order for the full review and update of the previous Condition Assessment report from 2016. Scope included (1) a review and update of previous assumptions and methods, (2) a comprehensive update of unit cost data, and (3) updates to the condition assessment data to reflect recently completed construction projects and MAXIMO work orders. These updates bring BIA's estimates of deferred maintenance and current replacement value to current dollars while also addressing a variety of factors believed to contribute to the observed difference between expected and actual costs.

1.2 Reducing the Regulatory Burden – Tribal Lands, Economy and Finance

Branch of Irrigation and Power (BIP)

The Branch of Irrigation and Power (BIP) is currently responsible for 117 ongoing and planned construction irrigation rehabilitation and modernization projects across 17 Indian Irrigation Projects.



Jocko K Diversion and Fish Screen at Flathead Indian Irrigation Project (FIIP), Montana. Portneuf Pumping Plant at Fort Hall Indian Irrigation Project, Idaho

This is a #1 priority Environmental Site Assessment (ESA) project for the Confederated Salish and Kootenai Tribes (CSKT) and simultaneous improvement of Flathead Indian Irrigation Project (FIIP's) operational and safety concerns: Restores and enhances fish passage for Threatened and Endangered (T&E) species (bull trout and west-slope cutthroat trout). For awareness: Tribes may invite DOI/BIA for ribbon cutting.



Regional Irrigation Engineer, Dan Lozar, at Jocko K Diversion and Fish Screen at Flathead Indian Irrigation Project, MT

Irrigation Operations and Maintenance Funding

The Irrigation Operations and Maintenance program funds mandatory payments (payments required by court orders, legislated requirements or other agreements between BIA and Bureau of Reclamation) made by BIA on behalf of the Tribes for irrigation operations and maintenance (O&M) and irrigation water storage. These costs have increased over time primarily due to price increases of labor and materials. This program allows the irrigation program to execute the President's priority to both support Tribal Nations as they address the climate crisis and implement climate adaptation actions for IA to continue the services provided by Indian Irrigation Projects. Funds address O&M needs, with consideration given to Tribal input on methods to improve the O&M process. In addition, O&M funding provides support for replacement of the National Irrigation Information Management System (NIIMS), BIA's irrigation billing, collection, and rate setting software.

Branch of Safety of Dams

The Safety of Dams Program is currently responsible for the safety of 141 high-hazard potential dams on 42 Reservations. Annual funding provides for dam rehabilitation projects, maintenance, and program activities.

General Safety of Dams Program Accomplishments:

- Disbursed Operations and Maintenance (O&M) funding in support of all 141 high-hazard dams on 42 Reservations.
- Solicited, received, and reviewed firm qualifications for renewal of the Safety of Dams (SOD) Program Indefinite Delivery Indefinite Quantity (IDIQ) contract for Architectural and Engineering (A/E) support.

Completed a secondary screening of the 968 Prospective SOD Program dams, reported by Tribes, that have a population downstream that could potentially be harmed in the event the dam failed.

- Of the 968 Prospective SOD Program dams, 99 screened as likely high-hazard potential, 270 screened as likely significant-hazard potential, and 599 screened as likely low-hazard potential.
- These screened hazard potential classifications will assist in prioritizing the order the dams will receive a hazard classification study.
- Significantly advanced an update to the SOD Handbook. The draft is under review by the Solicitor's Office.

Completed rehabilitation projects and returned the following dams to service after years of limited operations or fully restricted reservoirs:

- Charley Day Dam, Navajo Nation, AZ
- Crow Dam, Flathead Reservation, MT
- To'hajiilee Dam, Navajo Nation, NM



To'hajiilee Dam Spillway, August 2023

Decision Support Tool

Division of Water and Power's Decision Support Tool is developing a network trace component to calculate water and power usage throughout the distribution networks. GIS representations of NIIMS records is a priority task that is in progress. Work continues to increase the functionality of the Decision Support Tool to visually illustrate data compiled from numerous systems: GIS, financial, asset management, as well as documents and photos stored on BIA servers.



Oglala Dam Groundbreaking, March 2024

Staff/stakeholder communication

- Continued periodic meetings across SOD Program areas and with Regional SOD Officers.
- Held 2 Early Warning System (EWS) Working Group meetings, which have improved communications, increased transparency, and provided additional opportunities for input from Tribes, BIA Regions, and BIA Agencies.

Training

- Continued holding virtual Dam Tender Training every other month on various dam safety topics.
- Organized and conducted one 3-day in-person EWS and Dam Tender Training in the Northwest Region in October.
- Started working with the Bureau of Reclamation to create dam tender trainings specific to non-Reclamation dams in the Department of the Interior. The first training is expected to take place in October 2024.

New program tools

- Implemented Smartsheet project management software, resulting in improved management of routine and non-routine dam safety projects.
- Created a dam inventory viewer tool in a GIS application, which allows staff to easily locate any dam in the inventory, view the database fields for the dam, and provides a link to final reports.

Design and Construction

- Published 1 EWS Newsletter with articles about spring maintenance, staff highlights, and dam safety training opportunities.
- Updated the EWS website to improve overall usability and mobile user experience.
- Updated over 3,000 system alerts to improve clarity of messages and simplify maintenance of alerts in the future.

Safety of Dams Program

- Created process/template for verifying Indian Land status that uses GIS and TAAMS.
- Added new features to SOD Dam Inventory Viewer (export data functionality, elevation profile, print, add new data, and new search queries).
- Created the SOD Data Download Page on Production Portal for users to quickly download data.
- Prepared workflows for resource metric forecasting and Paid Time Off spreadsheet.
- Implemented Smartsheet resource metric forecasting for all program areas.
- Researched vendors for archived and tasked imagery for asset monitoring.

Met with IIPP team leads about potential partnership with BIA EWS

- Completed EWS security assessment for Authority to Operation (ATO).
- Created terrain data materials for datum investigation for dams on the White Mountain Apache Tribe.
- Created Plan of Action and Milestones (POAMs) for failed security controls.

Water Resources Ranking Team

The Branch returned to in-person sessions to conduct the FY 2024 Ranking Team Meeting in Phoenix, AZ. Ranking Team members included staff from various Regions, as well as a team member from the Secretary's Indian Water Rights Office (SIWRO) and the Central office Solicitor's office. The Tribes and Regions submitted projects for the Water Management Planning & Pre-Development program and Projects for the Water Rights Negotiation/Litigation program. These water resources projects were ranked and scored for funding distribution.

Water Rights Negotiation and Litigation (WRNL)

The WRNL Program received 59 Water Rights Program funding requests from Tribes and Regional offices for a total requested funding amount from Tribes and Regional of approximately \$11.1 million. The \$7.58 Million in available funding allowed BIA to fund 53 Projects in addition to regional administrative costs for the program and 5% Contingency holdback for emergency funding projects that may arise in 2024

Water Management Planning and Pre-Development Program (WMPPD)

WMPPD received 109 Water Rights Program funding requests from Tribes and Regional offices for a total requested funding amount of approximately \$13.3 million. The \$9.4 Million in available funding allowed BIA to fund 98 Projects in addition to administrative costs for the program and 5% Contingency holdback for emergency funding projects that may arise in 2024.

Attorney Fees/Litigation Support (AF/LS) Program

The Attorney Fee's Review Committee reviewed requests from 35 Tribes and Tribal consortia, totaling \$6,396,774 of which only \$5,916,652 was eligible. While unable to fully meet all Tribes' funding requests, the Committee's recommendation allocates all funds appropriated for FY-2024, distributed to 39 requesters for a total budget allocation of \$1,800,000

Regional Administrative Costs Funding Distribution

The Branch compiled and summarized administrative costs for all water resources regional staff for FY 2024. Administrative Costs Funds allows regional staff to oversee Water Management Planning & Pre-Development projects, Water Rights Settlements and litigation projects, Water Rights Contracts, and Department of Justice Agreements. Funding also allows regional staff to participate on the Secretary's Indian Water Rights settlement and implementation Teams and allows the Regions to provide technical assistance to tribes for all facets of work involving trust water resources.

Indian Land & Water Settlement Payments

The Branch has facilitated two payments and is currently processing one annual payment for the Confederated Salish and Kootenai Tribes' (CSKT) Water Rights Compact:

<u>Fiscal year</u>	<u>Fund Type</u>	<u>Fund Amount</u>	<u>Purpose</u>
FY 2024	Mandatory	\$90,000,000	Payment to CSKT for Indian land & Water Settlement Claim
FY 2024	Discretionary	\$18,800,000	Construction Indexing Cost of FY24 Mandatory payment totaling \$21M
FY2025	Mandatory	\$90,000,000	Payment to CSKT for Indian Land & Water Settlement Claim

Design and Construction Projects

In fiscal year 2024 the BIP Branch funded 24 design and construction projects through Appropriations, Water Infrastructure Improvements for the Nation Act and Bipartisan Infrastructure Law totaling \$35.3 million. Some example projects are listed below.

<u>Region</u>	<u>Irrigation Project</u>	<u>State</u>	<u>Design & Construction Activity</u>
Northwest	Wapato	WA	Main Diversion Rehab & Modernization, Drop 1 Screening System & Pump Rehab, Diversion Dam Scour Hole Emergency Repair, SCADA Telemetry Irrigation Measurement Sites
Northwest	Flathead	MT	Flathead Pumping Plant
Northwest	Fort Hall	ID	Bannock Pump Station Rehab, Main Canal Rehab, Michaud Unit Deep Wells Reservation Canals & Headworks Rehab
Northwest	Mission Valley	MT	Kerr & Charlo Substation Upgrades, Finley Point Substation, 60kV Conversion
Rocky Mountain	Blackfeet	MT	Birch Creek Canal Rehab & Modernization, Heavy Equipment purchase
Rocky Mountain	Crow	MT	Soap Creek Unit Canal Headgate Design
Rocky Mountain	Fort Belknap	MT	Milk River Main Diversion Rehab & Modernization, Utility vehicle purchases
Rocky Mountain	Fort Peck	MT	Wiota and Frazer Pumping Stations Rehab, Heavy equipment purchases
Rocky Mountain	Wind River	MT	Replace chute & 5 drop structures on Lateral 37C, Heavy Equipment purchases
Southwest	Pine River	CO	Heavy Equipment Purchases, Dr. Morrison canal concrete chute over Ignacio Creek
Navajo	Navajo	NM	Block 9 Improvements & Design, Armenta & Horn Siphon Repair, Cleaning & Maintenance on 18 elevated water tanks, Kutz Pumping plan Transformer Replacement, Amarilla Canal Gate Actuator Replacement
Western	Colorado River	AZ	Headgate Rock Dam Power Plant-Unit 2 Overhaul, CRIP Sub-Lateral 73-36 Rehab Headgate Rock Dam Irrigation Diversion Gates 11/12 Rehab, Rehab of 3 Main Canal Check Structures
Western	Duck Bailey	NV	Heavy Equipment Purchase, China Diversion Dam Construction
Western	Pyramid Lake	NV	Heavy Equipment Purchase, Lined ditch concrete repairs
Western	San Carlos	AZ	Florence Coper Project, Mammoth 2 Distribution System, Coolidge Dam slide gate repairs
Western	Uintah	UT	Lower Bench Canal Rehab & Modernization
Western	Walker River	NV	Canal 1 Rehab & Modernization, Heavy equipment purchase

Going forward, over the next five years, BIP is planning on funding over \$150 million for irrigation and power utility design and construction projects.



New headgate and turnout at Wind River Indian Irrigation Project

FY 2025 Proposed Design and Construction Projects

The high-profile projects currently being considered for FY 2025 funding include, but are not limited to:

<u>Region</u>	<u>Irrigation Project</u>	<u>State</u>	<u>Activity</u>
Navajo	Navajo	AZ	Siphon Repair (Horn Canyon, West Kutz)
Northwest	Mission Valley	MT	Finley Point Substation 69kV Conversion Ronan West Substation Upgrades
Northwest	Fort Hall	ID	Bannock Pump Station Rehab Reservation Canal Headworks Rehab
Northwest	Wapato	WA	Drop 1 Screening System and Pump Rehab Lateral 3 Headworks & Check Structures Wapato Dam Diversion
Rocky Mountain	Fort Belknap	MT	Milk River Diversion Rehab & Modernization
Rocky Mountain	Wind River	MT	“A” Canal Unit Improvements
Southwest	Pine River	CO	Repair Dr. Morrison Canal over Ignacio Creek
Western	Colorado River	AZ	Headgate Rock Dam Power Plant Industrial Upgrade Sub-Lateral 73-36 Rehab, Headgate Rock Dam Irrigation Diversion Gates 11/12 Rehab Main Canal Check Structures Rehab
Western	San Carlos	AZ	Mammoth Distribution Substation Upgrades. Oracle Distribution Substation Upgrades
Western	Uintah	UT	Grey Mountain Canal Flume & Canal Lining
Western	Walker River	NV	Canal 1 Rehab

Decision Support Tool

Division of Water and Power’s Decision Support Tool is developing a network trace component to calculate water and power usage throughout the distribution networks. GIS representations of NIIMS records is a priority task that is in progress. Work continues to increase the functionality of the Decision Support Tool to visually illustrate data compiled from numerous systems: GIS, financial, asset management, as well as documents and photos stored on BIA servers.

Policy, Oversight and Technical Assistance Activities

Award AE IDIQ

The Division of Water and Power Architect-Engineering Multi Award Contract (A-E MAC) has been awarded. To provide maximum Indian Small Business Economic Enterprise (ISBEE) participation while considering technical requirements, the MAC was awarded to two distinct pools. The first is the ISBEE Pool, which includes four firms, and the second is the Unrestricted Pool, which includes six firms. Requirements in support of the SOD program will be set aside for and only announced to the ISBEE Pool if the requirement is estimated to be \$500,000 or less. The program intends to use this contract vehicle to provide for routine and non-routine program activities, including Emergency Management actions, Comprehensive and Periodic Reviews, Rehabilitation Design and other program actions.

Rehabilitation funding is prioritized for dams that currently present the greatest life-safety risk. Risk is measured using the Dam Safety Priority Rating (DSPR), a methodology based on the BOR’s Public Protection Guidelines, and the risk analysis processes developed by the BOR and the U.S. Army Corps of Engineers (Corps) In addition to considering the condition of a dam, DSPR evaluates design methodology, construction methodology, past performance, and downstream population at risk should a dam failure occur.

FY 2024 Final Irrigation Operation and Maintenance Rate Adjustments

BIP staff coordinated with the Office of the Solicitor and Regulatory Affairs and Collaborative Action staff on drafting and publishing Federal Register Notices for the Final Irrigation O&M Rate Adjustments for calendar year 2024; and Notice of Proposed 2025 Irrigation O&M Rate Adjustment for calendar year 2025.

Completed Rehabilitation Projects

Completed rehabilitation projects and returned the following dams to service after years of limited operations or fully restricted reservoirs:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Crow Dam	Flathead Reservation	MT
Charley Day Dam	Navajo Nation	AZ
To’hajiilee Dam	Navajo Nation	NM

Design and Construction

Several dam rehabilitation and design projects are currently underway across several Reservations, significantly supported by Bipartisan Infrastructure Law (BIL) funding. The Program has currently obligated 92% of available FY22-24 BIL funding amounts. Of that amount, 95% has been awarded through P.L. 93-638 contracts or to ISBEE companies.

- Included \$58M in Bipartisan Infrastructure Law funding.
- Completed design of the Menager's Dam Remediation project on the Tohono O'odham Nation, AZ.

Awarded the Oglala Dam Remediation Project on the Pine Ridge Reservation in SD

- BIA continues to develop modernization studies at BIA-owned irrigation projects and power utilities. The results of these studies will allow BIA to communicate with Tribes, irrigators and power utility customers with state-of-the-art information and collaborate on future infrastructure investments.
- BIA-Branch of Irrigation and Power hosted the 2024 National Irrigation Meeting in February 2024 at Cal Poly's Irrigation Training and Research Center (ITRC). The meeting brought BIA staff across the irrigation program together, in person and remotely, to work on program policy and highlight accomplishments, challenges and key issues affecting the program. In-person attendees also received a tour of ITRC's facilities and a short-course in water measurement.
- Opportunities for Geographic Information System (GIS) and Database Integration. BIP is working to integrate data across the organizational systems that support BIA-owned irrigation projects and power utilities. This will create an opportunity to see asset data, work orders and condition metrics spatially, as well as integrate NIIMS parcel information geospatially.
- Jocko K Diversion and Fish Screen at Flathead Indian Irrigation Project (FIIP), Montana is a #1 priority Environmental Site Assessment (ESA) project for the Confederated Salish and Kootenai Tribes (CSKT) and simultaneous improvement of FIIP's operational and safety concerns: Restores and enhances fish passage for T&E species (bull trout and west-slope cutthroat trout). The Branch of Irrigation and Power (BIP) is currently responsible for 117 ongoing and planned construction irrigation rehabilitation and modernization projects across 17 Indian Irrigation Projects.
- In fiscal year 2024 the BIP Branch funded 24 design and construction projects through Appropriations, Water Infrastructure Improvements for the Nation Act and Bipartisan Infrastructure Law totaling \$35.3 million. Some example projects are listed below.

Northwest Region

Wapato Indian Irrigation Project (WA)

- Wapato Main Diversion Rehabilitation and Modernization
- Drop 1 Screening System and Pump Rehabilitation
- Wapato Diversion Dam Scour Hole Emergency Repair
- SCADA Telemetry Irrigation Measurement Sites

Flathead Indian Irrigation Project (MT)

- Flathead Pumping Plant

Fort Hall Indian Irrigation Project (ID)

- Bannock Pump Station Rehabilitation
- Main Canal Rehabilitation
- Michaud Unit Deep Wells
- Reservation Canals and Headworks Rehabilitation

Mission Valley Power (MT)

- Kerr Substation Upgrades
- Charlo Substation Upgrades
- Finley Point Substation – 60kV Conversion

Rocky Mountain Region

Blackfeet Indian Irrigation Project (MT)

- Birch Creek Canal Rehabilitation and Modernization
- Heavy Equipment Purchases

Crow Indian Irrigation Project (MT)

- Soap Creek Unit Canal Headgate Design

Fort Belknap Indian Irrigation Project (MT)

- Milk River Main Diversion Rehabilitation and Modernization
- Utility vehicle purchases

Fort Peck Indian Irrigation Project (MT)

- Wiota and Frazer Pumping Stations Rehabilitation
- Heavy Equipment Purchases

Wind River Indian Irrigation Project (WY)

- Replacement of chute and five drop structures on Lateral 37C
- Heavy Equipment Purchases

Western Region

Colorado River Irrigation Project (AZ)

- Headgate Rock Dam Power Plant - Unit 2 Overhaul
- CRIP Sub- Lateral 73-36 Rehabilitation
- Headgate Rock Dam Irrigation Diversion Gates #11 & #12 Rehabilitation.

Duck Valley Indian Irrigation Project (NV)

- Heavy Equipment Purchase
- China Diversion Dam Construction

Pyramid Lake Indian Irrigation Project (NV)

- Heavy Equipment Purchase
- Lined ditch concrete repairs

San Carlos Irrigation Project (AZ)

- Florence Copper Project
- Mammoth 2 Distribution System
- Coolidge Dam slide gate repairs

Uintah Indian Irrigation Project (UT)

- Lower Bench Canal Rehabilitation and Modernization

Walker River Indian Irrigation Project (NV)

- Canal 1 Rehabilitation and Modernization
- Heavy Equipment Purchases

Southwest Region

Pine River Indian Irrigation Project (CO)

- Heavy Equipment Purchases

Navajo Region

Navajo Indian Irrigation Project (NM)

- Block 9 Improvements and Design
- Armenta and Horn Siphon Repair
- Cleaning/Maintenance on 18 elevated water tanks
- Kutz Pumping Plant Transformer Replacement
- Amarillo Canal Gate Actuator Replacement

Initiated or advanced 16 dam rehabilitation design projects:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Lake Pushmataha Dam	Choctaw Indian Reservation	MS
Owhi Dam	Colville Reservation	WA
Willow Creek Dam	Crow Reservation	MT
A-1 Dam	Fort Apache Indian Reservation	AZ
Bootleg Dam	Fort Apache Indian Reservation	AZ
Christmas Tree Dam	Fort Apache Indian Reservation	AZ
Cooley Dam	Fort Apache Indian Reservation	AZ
Davis Dam	Fort Apache Indian Reservation	AZ
Neopit Dam	Menominee Indian Reservation	WI
Allen Dam	Pine Ridge Reservation	SD
White Clay Dam	Pine Ridge Reservation	SD
Kiwosay Dam	Red Lake Nation	MN
Bonneau Dam	Rocky Boy's Reservation	MT
Antelope Dam	Rosebud Indian Reservation	SD
Ghost Hawk Dam	Rosebud Indian Reservation	SD
Tufa Stone Dam	San Carlos Indian Reservation	AZ

Early Warning System (EWS)

- Completed 2023 annual maintenance and initiated 2024 annual maintenance for 256 EWS sites at and near BIA Program dams.
- Achieved an Authority to Operate (ATO) for the Safety of Dams Environmental Monitoring System (SDEMS), which is the website where EWS data can be viewed by dam safety staff.
- Awarded 2 EWS Support Services Task Orders totaling \$1M.
- Awarded Phase 2 of the EWS Site Infrastructure Improvements task order (\$473,687) under the A/E IDIQ contract.
- Completed a pilot study to automate long term monitoring instruments at dams including automation of piezometer readings at two sites (Eastern Region and Southwest Region).
- Continued progress toward a new EWS support contract.
- Published 1 EWS Newsletter with articles about spring maintenance, staff highlights, and dam safety training opportunities.
- Updated the EWS website to improve overall usability and mobile user experience.
- Updated over 3,000 system alerts to improve clarity of messages and simplify maintenance of alerts in the future.

Completed Emergency Action Plan Tabletop Exercises for 30 dams:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Standing Pine Dam	Choctaw Indian Reservation	MS
Cow Creek Dam No. 1	Cow Creek Reservation	OR
Cow Creek IWR Main and Aux. Dam No. 1	Cow Creek Reservation	OR
Wildhorse Dam	Duck Valley Reservation	NV
Antelope Dam	Rosebud Reservation	SD
Ghost Hawk Dam	Rosebud Reservation	SD
He Dog Dam	Rosebud Reservation	SD
Indian Scout Dam	Rosebud Reservation	SD
Parmalee Dam	Rosebud Reservation	SD
Ponca Dam	Rosebud Reservation	SD
Ring Thunder Dam	Rosebud Reservation	SD
Rosebud Dam	Rosebud Reservation	SD
South Okcreek Dam	Rosebud Reservation	SD
Sully 2 Dam	Rosebud Reservation	SD
Dry Lake Dam	San Carlos Reservation	AZ
Elgo Dam	San Carlos Reservation	AZ
Tufa Stone Dam	San Carlos Reservation	AZ
Point of Pines Dam	San Carlos Reservation	AZ
Upper Point of Pines Dam	San Carlos Reservation	AZ
Spirit Lake BIA 4 North Dam	Spirit Lake Reservation	ND
Spirit Lake BIA 4 South Dam	Spirit Lake Reservation	ND
Spirit Lake BIA 5 Dam	Spirit Lake Reservation	ND
Spirit Lake Jetty 1 Dam	Spirit Lake Reservation	ND
Spirit Lake Jetty 2 Dam	Spirit Lake Reservation	ND
Spirit Lake Kurtz Dam	Spirit Lake Reservation	ND
Spirit Lake Spring Lake Dam	Spirit Lake Reservation	ND
Spirit Lake St. Michael 1 Dam	Spirit Lake Reservation	ND
Spirit Lake St. Michael 2 Dam	Spirit Lake Reservation	ND
Spirit Lake St. Michael 3 Dam	Spirit Lake Reservation	ND
Weber Dam	Walker River Indian Reservation	NV

Planned Emergency Action Plan Exercises for 34 dams:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Owhi Dam	Colville Reservation	WA
Twin Lakes Dam	Colville Reservation	WA
Ambrose Dam	Crow Creek Reservation	SD
A-1 Dam	Fort Apache Reservation	AZ
Bog Tank Dam	Fort Apache Reservation	AZ
Shush Be Tou Dam	Fort Apache Reservation	AZ
Shush Be Zahze Dam	Fort Apache Reservation	AZ
Sunrise Dam	Fort Apache Reservation	AZ
Earl Park Dam	Fort Apache Reservation	AZ
Horseshoe Cienega Dam	Fort Apache Reservation	AZ
Cyclone Dam	Fort Apache Reservation	AZ
Davis Dam	Fort Apache Reservation	AZ
Christmas Tree Dam	Fort Apache Reservation	AZ
Bootleg Dam	Fort Apache Reservation	AZ
Cooley Dam	Fort Apache Reservation	AZ
Drift Fence Dam	Fort Apache Reservation	AZ
Pacheta Dam	Fort Apache Reservation	AZ
Reservation Dam	Fort Apache Reservation	AZ
Dulce Dam	Jicarilla Apache Nation	NM
Fourth of July Dam	Jicarilla Apache Nation	NM
La Jara Dam	Jicarilla Apache Nation	NM
Lower Mundo Dam	Jicarilla Apache Nation	NM
Pappaws Dam	Jicarilla Apache Nation	NM
Pine Tree Dam	Jicarilla Apache Nation	NM
Stone Lake Dam	Jicarilla Apache Nation	NM
Mem Dam	Paskenta Rancheria	CA
Bonneau Dam	Rocky Boy's Reservation	MT
East Fork Dam	Rocky Boy's Reservation	MT
Ray Lake Dam	Wind River Reservation	WY
Washakie Dam	Wind River Reservation	WY
Black Rock Dam	Zuni Pueblo	NM
Trapped Rock Dam	Zuni Pueblo	NM
Pescado Dam	Zuni Pueblo	NM
Eustace Dam	Zuni Pueblo	NM

Awarded an Emergency Action Plan 638 Self-Determination contract to the White Mountain Apache Tribe for \$0.4M.

Completed onsite repairs and maintenance of EWS sites at the following locations:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Early Warning System	Choctaw Indian Reservation	MS
EWS	Crow Indian Reservation	MT
EWS	Flathead Indian Reservation	MT
EWS	Fort Apache Indian Reservation	AZ
EWS	Navajo Nation	AZ/NM
EWS	Pine Ridge Indian Reservation	SD
EWS	Rosebud Indian Reservation	SD
EWS	San Carlos Indian Reservation	AZ
EWS	Southern Ute Indian Reservation	CO
EWS	Wind River Indian Reservation	WY

Completed Emergency Action Plan Functional Exercises for 11 dams:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Paguete Dam	Laguna Pueblo	NM
Lake Mescalero Dam	Mescalero Reservation	NM
Eagle Creek No. 1 Dam	Mescalero Reservation	NM
Silver Lake Dam	Mescalero Reservation	NM
San Francisco Dam	San Felipe Pueblo	NM
Water Tank Dam	San Felipe Pueblo	NM
Prairie No. 1 Dam	Standing Rock Reservation	SD
Standing Rock No. 1 Dam	Standing Rock Reservation	SD
Tat Momolikot Dam	Tohono O'Odham Reservation	AZ
Menager's Dam	Tohono O'Odham Reservation	AZ
Indian Lake Dam	Umatilla Reservation	OR

Flood Hydrology

Completed 11 Hydrologic Hazard Studies:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
A-1 Dam	Fort Apache Reservation	AZ
Blackfoot Dam	Fort Hall Reservation	ID
Paguete Dam	Laguna Pueblo	NM
Lake Mescalero Dam	Mescalero Apache Reservation	NM
Kyle Dam	Pine Ridge Reservation	SD
Rosebud Dam	Rosebud Reservation	SD
Coolidge Dam	San Carlos Reservation	AZ
Point of Pines Dam	San Carlos Reservation	AZ
Upper Point of Pines Dam	San Carlos Reservation	AZ
Dry Lake Dam	San Carlos Reservation	AZ
Prairie No. 1 Dam	Standing Rock Sioux Reservation	ND

Started 12 Hydrologic Hazard Studies:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Twin Lakes Dam	Colville Reservation	WA
Ambrose Dam	Crow Creek Reservation	SD
Wildhorse Dam	Duck Valley Reservation	NV
Black Lake Dam	Flathead Reservation	MT
Jocko Dam	Flathead Reservation	MT
Mission Dam	Flathead Reservation	MT
Tabor Dam	Flathead Reservation	MT
Eagle Creek No. 1 Dam Post Fire	Mescalero Apache Reservation	NM
Ganado Dam Pueblo Colorado Wash	Navajo Nation	AZ
Black Rock Dam	Zuni Pueblo	NM
Trapped Rock Dam	Zuni Pueblo	NM
Eustace Dam	Zuni Pueblo	NM

Started 18 Dam Failure Inundation Studies:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Twin Lakes Dam	Colville Reservation	WA
Ambrose Dam	Crow Creek Reservation	SD
Wildhorse Dam	Duck Valley Reservation	NV
Black Lake Dam	Flathead Reservation	MT
Jocko Dam	Flathead Reservation	MT
Mission Dam	Flathead Reservation	MT
Tabor Dam	Flathead Reservation	MT
Horseshoe Cienega Dam	Fort Apache Reservation	AZ
Eagle Creek No. 1 Dam Post Fire	Mescalero Apache Reservation	NM
Kyle Dam	Pine Ridge Reservation	SD
Black Rock Dam	Pueblo of Zuni	NM
Trapped Rock Dam	Pueblo of Zuni	NM
Eustace Dam	Pueblo of Zuni	NM
Rosebud Dam	Rosebud Reservation	SD
Coolidge Dam	San Carlos Reservation	AZ
Dry Lake Dam	San Carlos Reservation	AZ
Point of Pines Dam	San Carlos Reservation	AZ
Upper Point of Pines Dam	San Carlos Reservation	AZ

Completed 7 Dam Failure Consequence Analyses:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
A-1 Dam	Fort Apache Reservation	AZ
Bootleg Dam	Fort Apache Reservation	AZ
Cooley Dam	Fort Apache Reservation	AZ
Paguete Dam	Laguna Pueblo	NM
Captain Tom Dam	Navajo Nation	NM
Charley Day Spring Dam	Navajo Nation	AZ
Window Rock Dam	Navajo Nation	NM
Todacheene Dam	Navajo Nation	NM
Coolidge Dam	San Carlos Reservation	AZ
Standing Rock No. 1 Dam	Standing Rock Sioux Reservation	SD
Bottle Hollow Dam	Uintah and Ouray Reservation	UT
Midview Dam	Uintah and Ouray Reservation	UT

Started 21 Dam Failure Consequence Analyses:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Wildhorse Dam	Duck Valley Reservation	NV
Black Lake Dam	Flathead Reservation	MT
Jocko Dam	Flathead Reservation	MT
Mission Dam	Flathead Reservation	MT
Pablo Dam	Flathead Reservation	MT
Twin (Turtle) Lake Dam	Flathead Reservation	MT
Horseshoe Cienega Dam	Fort Apache Reservation	AZ
Blackfoot Dam	Fort Hall Reservation	ID
Lake Mescalero Dam	Mescalero Apache Reservation	NM
Ganado Dam	Navajo Nation	AZ
To'hajiilee Dam	Navajo Nation	NM
Many Farms Dam	Navajo Nation	AZ
Kyle Dam	Pine Ridge Reservation	SD
Rosebud Dam	Rosebud Reservation	SD
Dry Lake Dam	San Carlos Reservation	AZ
Point of Pines Dam	San Carlos Reservation	AZ
Upper Point of Pines Dam	San Carlos Reservation	AZ

Completed 9 Dam Failure Inundation Studies:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Pablo Dam	Flathead Reservation	MT
Bootleg Dam	Fort Apache Reservation	AZ
Cooley Dam	Fort Apache Reservation	AZ
Blackfoot Dam	Fort Hall Reservation	ID
Paguete Dam	Laguna Pueblo	NM
Eagle Creek No. 1 Dam	Mescalero Apache Reservation	NM
Lake Mescalero Dam	Mescalero Apache Reservation	NM
Silver Lake Dam	Mescalero Apache Reservation	NM
Prairie No. 1 Dam	Standing Rock Sioux Reservation	ND

Completed 5 Site-Specific Extreme Precipitation (Probable Maximum Precipitation) Studies for 5 dams:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Blackfoot Dam	Fort Hall Reservation	ID
Kyle Dam	Pine Ridge Reservation	SD
Bonneau Dam	Rocky Boy's Reservation	MT
Rosebud Dam	Rosebud Reservation	SD
Coolidge Dam	San Carlos Reservation	AZ

Formal Dam Evaluations

Completed Comprehensive Review reports for 11 dams:

Project	Tribe	State
Headgate Rock Dam	Colorado River Reservation	AZ
Crow Dam	Flathead Reservation	MT
Lower Mundo Dam	Jicarilla Apache Reservation	NM
Blue Canyon Dam	Navajo Nation	AZ
Charley Day School Dam	Navajo Nation	AZ
Round Rock Dam	Navajo Nation	AZ
Lake Capote Dam	Southern Ute Reservation	CO
Standing Rock No. 1 Dam	Standing Rock Reservation	SD
Bottle Hollow Dam	Uintah & Ouray Reservation	UT
Midview Dam	Uintah & Ouray Reservation	UT
Weber Dam	Walker River Reservation	NV

Initiated or advanced Comprehensive Reviews for 41 dams:

Project	Tribe	State
Standing Pine Dam	Choctaw Reservation	MS
Wildhorse Dam	Duck Valley Reservation	NV
Mission Dam	Flathead Reservation	MT
Pablo Dam	Flathead Reservation	MT
A-1 Dam	Fort Apache Reservation	AZ
Bootleg Dam	Fort Apache Reservation	AZ
Cooley Dam	Fort Apache Reservation	AZ
Horseshoe Cienega Dam	Fort Apache Reservation	AZ
Blackfoot Dam	Fort Hall Reservation	ID
Grady Hamilton Dam	Jicarilla Apache Reservation	NM
Lower Mundo Dam	Jicarilla Apache	NM
Paguete Dam	Laguna Pueblo	NM
Lake Mescalero Dam	Mescalero Apache Reservation	NM
Captain Tom Dam	Navajo Nation	NM
Ganado Dam	Navajo Nation	AZ
Round Rock Dam	Navajo Nation	AZ
Todacheene Dam	Navajo Nation	NM
To'hajiilee Dam	Navajo Nation	NM
Window Rock Dam	Navajo Nation	AZ
Kyle Dam	Pine Ridge Reservation	SD
Parmelee Dam	Rosebud Reservation	SD
Ponca Dam	Rosebud Reservation	SD
Rosebud Dam	Rosebud Reservation	SD
Coolidge Dam	San Carlos Reservation	AZ
Dry Lake Dam	San Carlos Reservation	AZ
Point of Pines Dam	San Carlos Reservation	AZ
Upper Point of Pines Dam	San Carlos Reservation	AZ
San Francisco Dam	San Felipe Pueblo	NM
Lake Capote Dam	Southern Ute	CO
BIA Route 4 & 5 Dam	Spirit Lake Reservation	ND
Jetty Dam	Spirit Lake Reservation	ND
BIA Route 4 & 5 Dam	Spirit Lake Reservation	ND
Jetty Dam	Spirit Lake Reservation	ND
Kurtz Dam	Spirit Lake Reservation	ND
Spring Lake Dam	Spirit Lake Reservation	ND

St. Michael Dam	Spirit Lake Reservation	ND
Prairie No. 1 Dam	Standing Rock Reservation	SD
Standing Rock No. 1 Dam	Standing Rock Reservation	SD
Ray Lake Dam	Wind River Reservation	WY
Black Rock Dam	Zuni Reservation	NM
Trapped Rock Dam	Zuni Reservation	NM

Completed Periodic Review Reports for 8 dams:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
IWR Dam	Cow Creek Indian Reservation	OR
No. 1 Dam	Cow Creek Indian Reservation	OR
Cutter Dam	Navajo Nation	NM
Many Farms Dam	Navajo Nation	AZ
Bonneau Dam	Rock Boy's Reservation	MT
East Fork Dam	Rocky Boy's Reservation	MT
Tesuque Day School Dam	Tesuque Pueblo	NM
Pescado Dam	Zuni Reservation	NM

Started 11 Periodic Review Reports:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Chester Lake Dam	Annette Islands Reserve	AK
McDonald Dam	Flathead Indian Reservation	MT
Stone Lake Dam	Jicarilla Apache Reservation	NM
Red Lake Dam	Navajo Nation	NM
Tsaile Dam	Navajo Nation	AZ
Wheatfields Dam	Navajo Nation	AZ
White Clay Dam	Pine Ridge Indian Reservation	SD
Tat Momolikot Dam	Tohono O'odham Nation	AZ
Belcourt Dam	Turtle Mountain Reservation	ND
Gordon Dam	Turtle Mountain Reservation	ND
Washakie Dam	Wind River Reservation	WY

Hazard Classification Studies

Completed the following 30 Hazard Potential Classification studies:

Project	Tribe	State
3 Mile Storage	Fort Belknap Reservation	MT
Weigand Reservoir	Fort Belknap Reservation	MT
Pappaws Dam	Jicarilla Apache Nation	NM
Tantaquidgeon Dam	Mohegan Reservation	CT
Chuska Lake Dam	Navajo Nation	NM
Flat Rock Reservoir	Navajo Nation	AZ
Juans Lake Dam	Navajo Nation	NM
Kin Bineola Dam	Navajo Nation	NM
Lukachukai North Dam	Navajo Nation	AZ
NAV-001-931D	Navajo Nation	AZ
NAV-002-333D	Navajo Nation	AZ
NAV-002-424D	Navajo Nation	AZ
NAV-002-441D	Navajo Nation	AZ
NAV-005-728U	Navajo Nation	AZ
NAV-005-798U	Navajo Nation	AZ
Mesita Dam	Pueblo of Laguna	NM
Kiwosay Dam	Red Lake Indian Reservation	MN
New Brown's Dam	Rocky Boy's Reservation	MT
Corn Creek Dam	Rosebud Indian Reservation	SD
Ring Thunder Dam	Rosebud Indian Reservation	SD
83-A Dam	Sandia Pueblo	NM
82-1 Dam	Sandia Pueblo	NM
82-2 Dam	Sandia Pueblo	NM
82-3 Dam	Sandia Pueblo	NM
82-4 Dam	Sandia Pueblo	NM
Goose Pond Dam	Wind River Reservation	WY
Eustace Dam	Zuni Pueblo	NM
Nutria No. 2 Dam	Zuni Pueblo	NM
Nutria No. 3 Dam	Zuni Pueblo	NM
Nutria No. 4 Dam	Zuni Pueblo	NM

Started 6 hazard classification studies:

Project	Tribe	State
Chester Lake Dam	Annette Islands Reserve	AK
Ambrose Dam	Crow Creek Reservation	SD
Reservation Dam	Fort Apache Reservation	AZ
Eagle Creek No. 1 Dam	Mescalero Apache Reservation	NM
South Okreek Dam	Rosebud Reservation	SD
10 Spirit Lake Dams Hazard Class Reviews	Spirit Lake Reservation	ND

Inventory Dam Screening

- Of the 968 Prospective SOD Program dams, 99 might be high-hazard potential, 270 might be significant-high hazard potential, and 599 might be low-hazard potential.
- Hazard potential classification studies are required to accurately determine the hazard potential classification for most of these structures.

GIS Support Projects and Mapping

Completed 22 structures analysis screenings to support consequence analysis:

Project	Tribe	State
Standing Pine Dam	Choctaw Indian Reservation	MS
Cow Creek Dam	Cow Creek Indian Reservation	OR
Black Lake Dam	Flathead Indian Reservation	MT
Mission Dam	Flathead Indian Reservation	MT
Pablo Dam	Flathead Indian Reservation	MT
Blackfoot Dam	Fort Hall Reservation	ID
China Hat Dike	Fort Hall Reservation	ID
Paguete Dam	Laguna Pueblo	NM
Lake Mescalero Dam	Mescalero Indian Reservation	NM
Ganado Dam	Navajo Nation	AZ
Todacheene Dam	Navajo Nation	AZ
To'hajiilee Dam	Navajo Nation	AZ
Many Farms Dam	Navajo Nation	AZ
Parmelee Dam	Rosebud Indian Reservation	SD
Ponca Dam	Rosebud Indian Reservation	SD
Rosebud Dam	Rosebud Indian Reservation	SD
San Francisco Dam	San Felipe Reservation	NM
Spirit Lake Dam	Spirit Lake Indian Reservation	ND
Prairie No. 1 Dam	Standing Rock Reservation	SD
Ray Lake Dam	Wind River Indian Reservation	WY
Trapped Rock Dam	Zuni Pueblo	NM
Black Rock Dam	Zuni Pueblo	NM

- Completed 1 Hydrologic Hazard Study – Ambrose Dam, Crow Creek Indian Reservation, SD
- Completed 2 Dam Failure Inundation Studies – Wildhorse Dam, Duck Valley Indian Reservation, NV and Eagle Creek No. 1 Dam, Mescalero Indian Reservation, NM
- Completed 1 Consequences Memo – Oglala Dam, Pine Ridge Indian Reservation, SD

Completed 24 inundation mapping and/or map reviews to support Emergency Action Plans:

Project	Tribe	State
Wildhorse Dam	Duck Valley Indian Reservation	NV
Eagle Creek No. 1 Dam	Mescalero Indian Reservation	NM
Lake Mescalero Dam	Mescalero Indian Reservation	NM
Silver Lake Dam	Mescalero Indian Reservation	NM
Antelope Dam	Rosebud Indian Reservation	SD
Ghost Hawk Dam	Rosebud Indian Reservation	SD
He Dog Dam	Rosebud Indian Reservation	SD
Indian Scout Dam	Rosebud Indian Reservation	SD
Parmelee Dam	Rosebud Indian Reservation	SD
Ponca Dam	Rosebud Indian Reservation	SD
Ring Thunder Dam	Rosebud Indian Reservation	SD
Rosebud Dam	Rosebud Indian Reservation	SD
South Okreek Dam	Rosebud Indian Reservation	SD
Sully 2 Dam	Rosebud Indian Reservation	SD
Dry Lake Dam	San Carlos Indian Reservation	AZ
Elgo Dam	San Carlos Indian Reservation	AZ
Point of Pines Dam	San Carlos Indian Reservation	AZ
Tufa Stone Dam	San Carlos Indian Reservation	AZ

Upper Point Pines Dam	San Carlos Indian Reservation	AZ
Prairie No. 1 Dam	Standing Rock Reservation	SD
Standing Rock No. 1 Dam	Standing Rock Reservation	ND
Menager's Dam	Tohono O'odham Reservation	AZ
Tat Momolikot Dam	Tohono O'odham Reservation	AZ
Weber Dam	Walker River Indian Reservation	NV

Started 29 Emergency Action Plan mapping projects:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Owhi Dam	Colville Reservation	WA
Twin Lakes Dam	Colville Reservation	WA
Ambrose Dam	Crow Creek Reservation	SD
Wildhorse Dam	Duck Valley Reservation	NV
A-1 Dam	Fort Apache Reservation	AZ
Bog Tank Dam	Fort Apache Reservation	AZ
Bootleg Dam	Fort Apache Reservation	AZ
Christmas Tree Dam	Fort Apache Reservation	AZ
Cooley Dam	Fort Apache Reservation	AZ
Cyclone Dam	Fort Apache Reservation	AZ
Davis Dam	Fort Apache Reservation	AZ
Drift Fence Dam	Fort Apache Reservation	AZ
Earl Park Dam	Fort Apache Reservation	AZ
Horseshoe Cienega Dam	Fort Apache Reservation	AZ
Pacheta Dam	Fort Apache Reservation	AZ
Reservation Dam	Fort Apache Reservation	AZ
Shush Be Tou Dam	Fort Apache Reservation	AZ
Shush Be Zahze Dam	Fort Apache Reservation	AZ
Sunrise Dam	Fort Apache Reservation	AZ
Dulce Dam	Jicarilla Apache Nation	NM
La Jara Dam	Jicarilla Apache Nation	NM
Stone Lake Dam	Jicarilla Apache Nation	NM
Fourth of July Dam	Jicarilla Apache Nation	NM
Pappaws Dam	Jicarilla Apache Nation	NM
Pine Tree Dam	Jicarilla Apache Nation	NM
Lower Mundo Dam	Jicarilla Apache Nation	NM
Eagle Creek No. 1 Dam	Mescalero Indian Reservation	NM
Lake Mescalero Dam Jicarilla	Mescalero Indian Reservation	NM
Silver Lake Dam	Mescalero Indian Reservation	NM
East Fork Dam	Rocky Boy's Reservation	MT
Bonneau Dam	Rocky Boy's Reservation	MT
Antelope Dam	Rosebud Reservation	SD
Ghost Hawk Dam	Rosebud Reservation	SD
He Dog Dam	Rosebud Reservation	SD
Indian Scout Dam	Rosebud Reservation	SD
Parmelee Dam	Rosebud Reservation	SD
Ponca Dam	Rosebud Reservation	SD
Ring Thunder Dam	Rosebud Reservation	SD
Rosebud Dam	Rosebud Reservation	SD
South Okreek Dam	Rosebud Reservation	SD
Sully 2 Dam	Rosebud Reservation	SD
Ray Lake Dam	Wind River Reservation	WY
Washakie Dam	Wind River Reservation	WY

Other GIS support by program area

Safety of Dams Program

- Created process/template for verifying Indian Land status that uses GIS and TAAMS.
- Added new features to SOD Dam Inventory Viewer (export data functionality, elevation profile, print, add new data, and new search queries).
- Created the SOD Data Download Page on Production Portal for users to quickly download data.
- Prepared workflows for resource metric forecasting and Paid Time Off spreadsheet.
- Implemented Smartsheet resource metric forecasting for all program areas.
- Researched vendors for archived and tasked imagery for asset monitoring.

Met with IIPP team leads about potential partnership with BIA EWS

- Completed EWS security assessment for ATO.
- Created terrain data materials for datum investigation for dams on the White Mountain Apache Tribe.
- Created POAMs for failed security controls

Completed 1 Hydrologic Hazard Study:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Ambrose Dam	Crow Creek Indian Reservation	SD

Completed 4 Dam Failure Inundation Studies:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Ambrose Dam	Crow Creek Indian Reservation	SD
Wildhorse Dam	Duck Valley Indian Reservation	NV
Eagle Creek No. 1 Dam	Mescalero Indian Reservation	NM
Coolidge Dam	San Carlos Reservation	AZ

Completed 1 Consequences Memo:

<u>Project</u>	<u>Tribe</u>	<u>State</u>
Oglala Dam	Pine Ridge Indian Reservation	SD

Wapato Diversion Dam and Headworks

The Wapato Diversion Dam and Headworks is the main irrigation facility for the Wapato Irrigation Project that serves approximately 132,000 acres on the Yakama Nation located in central Washington. Bureau of Indian Affairs is currently working on a major modernization and rehabilitation effort to the headworks which included a construction project at the Wapato Main Canal Diversion Dam in the Yakima River. The construction project had two main objectives: partially rehabilitate the Wapato Main Canal Headworks infrastructure and assess the existing conditions around the east and west diversion dams to inform future rehabilitation design efforts. On November 6, 2023, after the removal of water downstream of the West Diversion Dam and Fish Ladder, a major scour hole at the toe of the dam and underneath the Fish Ladder structure was exposed. The scour hole created an emergency hazard for both the BIA Diversion Dam and the Fish Ladder owned by Bureau of Reclamation. A rapid response was mandatory to avert a catastrophic failure of these facilities. Approximately 1600 cubic yards of concrete was placed. From time of discovery, evaluation of alternatives, design, contract modification, environmental permitting, and final repair, took 15 days. BIA Division of Water and Power led the joint team effort between BIA, Yakima Nation and BOR. BOR provided \$1M in funding. Total cost of the repair was \$2.1 million. The condition assessment activities required placement of a temporary cofferdam upstream of the west diversion dam in the west branch of the Yakima River. The cofferdam allowed river upstream and downstream of the west diversion dam to be un-watered for the first time since the Reclamation fish ladder was constructed in the mid-1980's.

Scour Hole Emergency Remediation

BIA managed the scour hole emergency remediation since the BIA already had a contractor on-site conducting the rehabilitation and condition assessment work at the headworks and the diversion dam. A design team consisting of BIA, DOWL (BIA design consultant), Reclamation, Yakama Nation, and other relevant stakeholders developed a remediation plan for the scour hole. The remediation plan needed to be developed quickly so the prescribed work can be completed by BIA's contractor in advance of the forthcoming hydrologic increases in the Yakima River expected to occur at the end of November 2023. The design team on the environmental permitting and consultation aspects of the scour hole emergency remediation to ensure they were adequately addressed.

Navajo Nation Water Settlement

The Navajo Gallup Water Supply project and the Navajo Nation are continuing to perform implementation activities for BIA's portion of the settlement that is planned to be completed in 2024 and appears to be on schedule. Final Funding for this Settlement has been allocated to the Navajo Region with FY-2019 funding allocations

BIA Partnerships to Fund Tribal Projects

Water resources continue to partner with the Bureau of Reclamation International and Native American Affairs office, the United States Geological Survey (USGS), and the Secretary's Indian Water Rights office to fund like projects involving ongoing Water Rights Settlements and implementation projects. All projects include Trust protection projects to improve knowledge of Indian Water Rights. Funding allocations are expected to be transferred to the Regions and the Tribes as soon as BIA Trust accounts are funded for this year's budget allocations.

BIP is working closely with the Yakama Nation Fisheries to partner on funding grants for enhancement of the aquatic ecosystem in union with the Wapato Diversion Dam and Headworks rehabilitation project. These efforts will lead to greater synergy with the Yakima River fisheries, stakeholder objectives, and irrigation water obligations.

BIP is also providing program coordination with the Fort Peck Tribes and the U.S. Department of Agriculture (USDA) in Montana, in collaboration with BIA Rocky Mountain Region and the Fort Peck Indian Irrigation Project, for potential funding support to further modernize the Fort Peck Indian Irrigation Project's major pumping plants. Working in the framework of USDA's funding goals and desired project outcomes (primarily energy savings), BIP is leveraging its relationship with Cal Poly's Irrigation Training and Research Center (ITRC) to provide subject matter expertise to modernization planning efforts.

Annual Water Resources Workshop

Water resources began to plan for its annual water resources workshop anticipated held in August 2024. Sites being reviewed include Seattle, Washington, Southern California, and Eastern Oklahoma. Attendees will include Water Resources staff from various BIA Regional offices, Bureau of Reclamation, USGS, Secretary's Indian Water Rights office, Solicitor's Office (SIWRO), Conservation Legacy and selected tribes within the regional area. The main topic for this year's workshop discussed implementation procedures for Indian Water Rights Settlements, as well as discussion for improvement of the water resources programs. This workshop allows for staff collaboration and partnerships involving water resources projects throughout the country on behalf of Tribes.

Interagency Collaboration on Hydropower Compliance

Interagency collaboration has also been an important goal in 2024. In January Hydropower compliance met with the national lead for the U.S. Forest Service's hydropower compliance in Fort Collins, discussing hydropower projects such as those on the St. Louis River in Minnesota and Uintah Hydroelectric Project in Utah where BIA has a mutual interest. Hydropower compliance also met with the DOI Office of Environmental Compliance's Regional Environmental Scientist for their Denver Region to discuss NEPA issues such as climate change and how we can leverage the latest executive orders to further Tribal interests in the FERC relicensing process. In addition, met staff at the National Weather Service office in Old Hickory, TN to discuss how climate change is expected to impact Probable Maximum Flooding on reservoirs upstream of dams. Hydropower compliance had a similar meeting with the Tennessee Valley Authority to learn about their work evaluating climate change

impacts at reservoirs impounded by their dams. They are currently preparing a presentation on Tribal Trust Responsibility for a Fish and Wildlife Service hydropower training event to be held in October 2024.

SOD SharePoint Site

Made considerable enhancements to the following tools that streamline many SOD Program activities

During 2020, SOD established a SharePoint site to centralize and manage SOD data. This year SOD enhanced the SharePoint site by linking it to an Inventory Viewer (see below) and providing Tribes access to their data. The SOD SharePoint site significantly enhances collaboration and efficiency between the Central, Regional, Agency and Tribal individuals working in the SOD Program. As a robust platform, SharePoint facilitates seamless document management, storage, and retrieval, allowing SOD to access critical information from a single, secure location. With features such as customizable workflows, version control, and real-time co-authoring, SharePoint ensures that all users are working with the most up-to-date data, minimizing the risk of errors and redundant efforts. Additionally, its powerful search capabilities enable users to quickly find relevant information, fostering a more transparent and organized data management system that supports informed decision making across the organization.

Inventory Viewer

SOD developed a GIS-based Inventory Viewer that simplifies viewing of a wide variety of dam safety data across the nationwide inventory of SOD Program dams. By centralizing critical data in a spatial format, SOD team members can easily access and visualize essential information, such as dam locations, structural integrity assessments, design and construction information, and emergency management information. Overall, the GIS database fosters improved communication and collaboration among SOD team members, resulting in a more cohesive approach to dam safety management and ultimately contributing to the protection of communities and ecosystems dependent on these vital infrastructures.

Smartsheet-based Project and Resource Management (PRM) System

During 2024, SOD made improvements to its Smartsheet-based PRM by adding a dashboard, a virtual in/Out Board and an actual effort tracking tool. The PRM allows SOD team members to plan, track, and manage projects in real time, facilitating seamless communication and transparency across the organization. The PRM allows project managers to more effectively allocate resources, monitor progress, and adjust timelines to meet changing demands. By centralizing project information and providing a visual overview of tasks and responsibilities, teams can work together more cohesively, ultimately improving productivity and ensuring projects are completed on time.

1.3 Empower Tribes to Manage their Own Resources

BIA Condition Assessment Update Summary Report

BIA staff also oversaw the completion of the 'BIA Condition Assessment 2023 Update Summary Report, November 2023'. This assessment was performed under an AE Task Order for the full review and update of the previous Condition Assessment report from 2016. Scope included (1) a review and update of previous assumptions and methods, (2) a comprehensive update of unit cost data, and (3) updates to the condition assessment data to reflect recently completed construction projects and MAXIMO work orders. These updates bring BIA's estimates of deferred maintenance and current replacement value to current (2023) dollars while also addressing a variety of factors believed to contribute to the observed difference between expected and actual costs.

Irrigation O&M Rate Adjustments

BIP staff coordinated with the Office of the Solicitor and Regulatory Affairs and Collaborative Action staff on drafting and publishing Federal Register Notices for the Final Irrigation O&M Rate Adjustments for calendar year 2024; and Notice of Proposed 2025 Irrigation O&M Rate Adjustment for calendar year 2025.

National Irrigation Meeting

BIA-Branch of Irrigation and Power hosted the 2024 National Irrigation Meeting in February 2024 at Cal Poly’s Irrigation Training and Research Center (ITRC). The meeting brought BIA staff across the irrigation program together, in person and remotely, to program policy, accomplishments, challenges and key issues affecting the program. In-person attendees also received a tour of ITRC’s facilities and a short-course in water measurement.

Indian Land& Water Settlement Payments

Confederated Salish and Kootenai Tribes’ (CSKT) Water Rights Compact:

- FY24 Mandatory Funding Payment (\$90M): FY24 funding allocations for one Indian Land & Water Settlement Claims has been distributed for yearly funding.
- Discretionary Funding Payment – FY23 Construction Indexing Costs (\$18.8M): Construction indexing has been completed for the FY23 Mandatory payment of \$90M for a total of \$18.8M. Branch Staff is currently working on procedures to fund these settlements with various staff within in the Department.
- Discretionary Funding Payment – FY24 Construction Indexing (CI) Costs: Branch Staff is currently working on developing construction index costs with the various staff from the Settlement Team, Northwest Region and within the Department. Once CI costs have been finalized, the process to initiate payment will commence.

1.4 Reorganizing for the Next 100 Years

Hydropower Compliance Program

Going forward, over the next five years, BIP is planning on funding over \$150 million for irrigation and power utility design and construction projects. FY 2025 Proposed Design and Construction Projects

The high-profile projects currently being considered for FY 2025 funding include, but are not limited to:

<u>Project</u>	<u>Activity</u>
CO River, Headgate Rock Dam Power Plant	Industrial Control System Upgrade
Fort Belknap Irrigation Project	Milk River Diversion Rehab & Modernization
Fort Hall Indian Irrigation Project	Bannock Pump Station Rehab
Fort Hall Indian Irrigation Project	Reservation Canal Headworks Rehab
Mission Valley Power	Finley Point Substation – 69 kV Conversion Ronan
Mission Valley Power	West Substation Upgrade
Navajo Indian Irrigation Project	Siphon Repair (Horn Canyon, West Kutz)
Pine River Indian Irrigation Project	Repair Dr. Morrison Canal over Ignacio Creek
San Carlos Irrigation Project	Mammoth Distribution Substation Upgrades
Uintah Indian Irrigation Project	Grey Mountain Canal Flume & Canal Lining
Walker River Indian Irrigation Project	Canal 1 Rehab
Wapato Indian Irrigation Project	Drop 1 Screening System & Pump Rehab
Wapato Indian Irrigation Project	Lateral 3 Headworks & Check Structures
Wapato Indian Irrigation Project	Wapato Diversion Dam
Wind River Indian Irrigation Project	“A” Canal Unite Improvements

Joeko K Diversion and Fish Screen at Flathead Indian Irrigation Project (FIIP), Montana. This is a #1 priority Environmental Site Assessment (ESA) project for the Confederated Salish and Kootenai Tribes (CSKT) and simultaneous improvement of FIIP’s operational and safety concerns: Restores and enhances fish passage for T&E species (bull trout and west-slope cutthroat trout). For awareness: Tribes may invite DOI/BIA for ribbon cutting.

Made significant progress in the evaluation of prospective additional Program dams resulting from WIIN Act Requirements.

SOD completed preliminary reviews of over 2,000 dams to determine jurisdiction, eligibility, and prioritization requirements for entering the Program. Currently, there are 173 SOD Program Dams with 141 as high-hazard and 32 as low-hazard. There are 915 prospective SOD Program dams that are in various phases of review and 1,182 structures that were determined to not be eligible for the SOD Program. The table below displays the current category and status of the SOD inventory.

The total entries for the Official Categories 1 through 6 totals 2,270.

Official Category 1: SOD Program Dams

<u>Sub-Category</u>	<u>Quantity</u>
High-Hazzard Potential	141
Significant-Hazard Potential	0
Low-Hazard Potential	32
Unclassified	0
<i>Total</i>	173

Official Category 2: Prospective Dams with completed hazard classification study & land status report

None.

Official Category 3: Prospective Dam needs hazard classification and land status review

<u>Sub-Category</u>	<u>Quantity</u>
Likely High-Hazard Potential	96
Likely Significant-Hazard Potential	253
Likely Low-Hazard Potential	83
Need further analysis	21
<i>Total</i>	453

Official Category 4: Prospective Dams with hazard classification study & land status report

<u>Sub-Category</u>	<u>Quantity</u>
Federally Regulated	51
State Regulated	153
<i>Total</i>	204

Official Category 5: More information needed

<u>Sub-Category</u>	<u>Quantity</u>
Unable to Locate	305
Cannot Determine Jurisdiction	17
<i>Total</i>	322

Official Category 6: Non-Dam Impoundment

<u>Sub-Category</u>	<u>Quantity</u>
Non-Dam Impoundment	656
<i>Total</i>	656

The following table displays the predicted status of the SOD inventory assuming that all current Prospective SOD Program Dams with completed hazard classification and land status studies are formally integrated into the Program. Once these changes are formally implemented, there will be 635 SOD Program Dams with 145 as high-hazard, 6 as significant-hazard, and 484 as low-hazard dams. These changes will leave 453 prospective SOD Program dams that are in various phases of review.

The total entries for the Predicted Categories 1 through 6 totals 2,270.

Predicted Category 1: SOD Program Dam

<u>Sub-Category</u>	<u>Quantity</u>
High-Hazard Potential	145
Significant-Hazard Potential	6
Low-Hazard Potential	484
Unclassified	0
<i>Total</i>	635

Predicted Category 2: Prospective Dams with completed hazard classification study and land status report

None.

Predicted Category 3: Prospective Dam needs hazard classification and land status review

<u>Sub-Category</u>	<u>Quantity</u>
Likely High-Hazard Potential	96
Likely Significant-Hazard Potential	253
Likely Low-Hazard Potential	83
Low-Hazard Potential	21
<i>Total</i>	453

Predicted Category 4: Non-SOD Program Dam

<u>Sub-Category</u>	<u>Quantity</u>
Federally Regulated	51
State Regulated	153
<i>Total</i>	204

Predicted Category 5: More information needed

<u>Sub-Category</u>	<u>Quantity</u>
Unable to Locate	305
Cannot Determine Jurisdiction	17
<i>Total</i>	322

Predicted Category 6: Non-Dam Impoundment

<u>Sub-Category</u>	<u>Quantity</u>
Non-Dam Impoundment	656
<i>Total</i>	656

Design and Construction

- Awarded the Oglala Dam Remediation Project on the Pine Ridge Reservation in SD. Included \$58M in Bipartisan Infrastructure Law funding.
- Completed design of the Menager’s Dam Remediation project on the Tohono O’odham Nation, NM.

Started 21 Dam Failure Consequence Analyses

Dam	Reservation	State
Wildhorse Dam	Duck Valley	NV
Black Lake Dam	Flathead	MT
Jocko Dam	Flathead	MT
Mission Dam	Flathead	MT
Pablo Dam	Flathead	MT
Tabor Dam	Flathead	MT
Bootleg Dam	Fort Apache	AZ
Cooley Dam	Fort Apache	AZ
Horseshoe Cienega Dam	Fort Apache	AZ
Blackfoot Dam	Fort Hall	ID
Paguate Dam	Laguna Pueblo	NM
Lake Mescalero Dam	Lake Mescalero Dam	NM
Ganado Dam	Navajo Nation	AZ
To’hajiilee Dam	Navajo Nation	NM
Kyle Dam	Pine Ridge	SD
Rosebud Dam	Rosebud Reservation	SD
Coolidge Dam	San Carlos Reservation	AZ
Dry Lake Dam	San Carlos Reservation	AZ
Point of Pines Dam	San Carlos Reservation	AZ
Upper Point of Pines Dam	San Carlos Reservation	AZ

- Completed 1 Site-Specific Extreme Precipitation (Probable Maximum Precipitation) Study for 1 dam - Coolidge Dam, San Carlos Reservation, AZ.
- Started 1 Site-Specific Extreme Precipitation (Probable Maximum Precipitation) Study - Bonneau Dam, Rocky Boy’s Reservation, MT.

1.5 Standardize Process and Modernize Information Systems

National Irrigation Information Management System (NIIMS)

Activities for the modernization of NIIMS continue. The replacement system is expected to Go Live Fall 2024. In Phase 1, a modernized replica of NIIMS will be built so existing features are equivalent to the new system. Phase 2 provides future, optional enhancements beyond the initial contract and are contingent on funding. Funding for Phase 1 includes congressional appropriations of \$1M in the 2023 Omnibus budget and remaining funds provided by Office of Trust Services.

This is the second year of utilizing U.S. Department of the Treasury's Lockbox for processing irrigation O&M paper payments for all 16 revenue-generating irrigation projects. BIA NIIMS partnered with the U.S. Department of the Treasury in a pilot project for scanning all referred delinquent O&M debts for bankruptcy filings. The pilot project began July 2022 and did not find any verifiable bankruptcies for irrigation customers; the program ended Sept 30, 2023.

Decision Support Tool

Division of Water and Power's Decision Support Tool is developing a network trace component to calculate water and power usage throughout the distribution networks. GIS representations of NIIMS records is a priority task that is in progress. Work continues to increase the functionality of the Decision Support Tool to visually illustrate data compiled from numerous systems: GIS, financial, asset management, as well as documents and photos stored on BIA servers.

NIIMS Metrics

- 5,000 annual irrigation O&M, construction, and supplemental bills printed and mailed.
- ~ \$8.5M annual irrigation O&M revenue collected.
- ~ 300 total customer payments
- ~ 125 electronic payments processed.
- ~ 42% of total payments paid via electronic method.
- ~ 1,200 delinquent receivables referred to U.S. Treasury
- ~ \$561,000 from customers paid to U.S. Treasury for delinquent irrigation O&M debt.

Policy Development

- Significantly advanced an update to the SOD Handbook. The draft is under review by the Solicitor's Office.
- Significant advancement on the update to the Irrigation handbook and the draft is under review with the Solicitor's Office. Currently working to update the Irrigation Indian Affairs Manual.

Staff/stakeholder communication

- Continued periodic meetings across SOD Program areas and with Regional SOD Officers.
- Held 4 EWS Working Group meetings, which improved communications, increased transparency, and provided additional opportunities for input from Tribes, BIA Regions, and BIA Agencies.

Training

- Continued with virtual Dam Tender Training every other month on various dam safety topics.
- Organized and conducted two 3-day in-person Early Warning System and Dam Tender training sessions, for the Northwest and the Southwest Regions. Initiated planning activities for FY25 Early Warning System and Dam Tender trainings.
- Created Dam Tender trainings specific to non-Reclamation dams within the Department of the Interior. These trainings were created in collaboration with the Bureau of Reclamation. The first training is expected to take place in October 2024.

New program tools

- Implemented Smartsheet project management software, resulting in improved management of routine and non-routine dam safety projects. Created a dam inventory viewer tool in a GIS application, which allows staff to easily locate any dam in the inventory, view the database fields for the dam, and provides a link to final reports.

Section 3. Challenges, Opportunities and Best Practices

3.1 Challenges

In general, dams on Indian lands are in much worse condition than dams managed by other federal dam safety programs. Over fifty percent of the SOD Program's current high-hazard potential dams (those that would probably cause loss of life if they failed) do not meet federal dam safety standards. To minimize downstream risk, eight Program dams are breached and many Program dams have been fully or partially drained.

High Hazard Potential Dams

The SOD Program estimates that approximately \$1.5B is required to address all known life safety deficiencies at the high-hazard potential dams it administers that do not meet federal guidelines. In addition to the \$1.5B in known deficiencies, an unknown, but not insignificant, need likely exists for hidden life safety deficiencies that are impractical or impossible to be detected with existing methods, and for operational deficiencies that exist but do not pose a life safety threat.

There will also be additional deficiencies with the new dams identified through the Tribal Dam Inventory Request process (possibly up to 369 dams) that are expected to enter the Program. While the Program has identified and prioritized actions at current SOD high-hazard potential dams which pose unacceptable risk, addressing these issues remains a challenge.

Hydropower Relicensing

A challenge is created by a lack of additional funding to add additional BIA staff as well as additional Tribal funding to participate in hydropower relicensing activities and post-license compliance monitoring. Currently the program has one Central Office employee, one Northwest Region employee funded at 100%, and one Eastern Region employee funded at 60%. The program has worked to partially alleviate the staffing shortage through the efforts of a Pathways intern in the summer of 2024. The intern's primary tasks were to collaboratively compose responses to documents filed by hydropower license applicants to address Tribal trust and treaty interests impacted by the hydropower projects being relicensed. The intern also worked with Navajo Nation to update their Energy Policy to include support for green energy options such as hydropower.

An opportunity was created for the Eastern Oklahoma Region Tribes in January 2024 when FERC required the Grand River Dam Authority (GRDA) to obtain either land titles or flood easements for all lands seasonally flooded by Grand Lake as a condition of relicensing Pensacola Dam. This will allow impacted Tribes such as Seneca Cayuga Nation to be compensated for recurring losses due to the operation of the dam. Not only are Tribal lands flooded, but floods dislodge toxic sediments from the upstream Tar Creek Superfund site. As a first step FERC is requiring GRDA to report the location of all lands seasonally flooded upstream of the dam. Our office has encouraged Tribes with lands adjacent to the reservoir to determine which lands are flooded by the dam, in case GRDA's report does not match the total sum of lands they believe are affected. Staff from the Central Office program and from BIA's Eastern Oklahoma Region attended a site visit at Pensacola Dam this year as well, and met with staff from Eastern Shawnee Tribe of Oklahoma, Modoc Nation, and Cherokee Nation.

Construction Cost Escalation

Actual construction costs over the last three years have increased significantly. Labor and material shortages, combined with a large amount of ongoing heavy civil projects, has inflated construction costs by 25% over the last three years (per the United States Bureau of Reclamation composite trend for Construction Cost Indexes).

Supply chain issues also exacerbate costs due to delays in acquiring equipment and materials. As these are outside of a contractor's control, the Agency is responsible for any additional delay costs. For example, acquisition of electrical components that typically would have a 3 to 6-month delivery window are now over 12 months out (per discussions with irrigation project personnel, power utility managers and others associated with the management of projects).

The recently completed 'BIA Condition Assessment 2023 Update Summary Report, November 2023', further demonstrates the difficulties associated with construction cost escalation. Based on a comprehensive engineering evaluation and condition assessment of all BIA irrigation project assets conducted over a ten-year period ending in 2016, the 2023 report updates the past comprehensive indexing effort of 2016, and as previously stated, addresses other factors contributing to the large increases between expected and actual costs.

Costs associated with construction efforts increased significantly over those used in the 2016 report. The 2023 effort updated costs based on recent experience, accounted for work completed since 2016, and included road and railroad crossing sites. The increases in construction and material costs and inclusion of those additional assets increased the 2016 deferred maintenance estimated value from \$741 Million to \$2.3 Billion in 2023 dollars, a threefold increase. The last several years of historic increases in construction costs have far outpaced the financial ability of irrigation projects to fund rehabilitation project using funds derived from annual O&M assessments.

Replacement of Legacy NIIMS Application

Replacement of the legacy NIIMS application allows for enhanced security features and additional functionality. In 2024, BIA implemented multifactor authentication (MFA) logon requirements for its information technology systems. The legacy NIIMS software does not have the capability to utilize this security function. Modernizing NIIMS to a cloud-based environment will satisfy the MFA security requirement. However, development of additional non-security functions is contingent on funding. The timing of replacement activities is aligned with BIA irrigation project billing lifecycles, and staff are working to minimize interruptions to the irrigation projects' daily operations. BIA is actively engaging all invested program areas including irrigation project, agency, and regional staff; Acquisitions; Office of Information Management and Technology; and the Office of the Chief Information Officer.

Recruiting Challenges, Staffing Shortages and Aging Infrastructure

BIA has numerous vacancies in its organization, including a severe staffing shortage in the Branch of Irrigation and Power. It has been difficult to accomplish the program mission, including the added infrastructure rehabilitation workload, given the increased funding and associated accomplishment expectations with our limited staff. Regardless, aging infrastructure and escalating capital costs for construction to overcome the deferred maintenance backlog for both irrigation projects and power utilities remain BIA's biggest area of concern.

Two separate external audits of the Program have identified that insufficient federal personnel staffing levels pose a significant risk to the Program's success.

A significant recruiting and retention challenge the Program faces is that the BIA does not participate in special salary rates used by other agencies for engineers performing similar duties. In addition, the BIA Regional and Agency Offices have difficulty recruiting and keeping qualified and trained Dam Tenders and other related dam safety staff. Attracting and maintaining a qualified federal staff remains the Program's most significant challenge.

In general, dams on Indian lands are in much worse condition than dams managed by other federal dam safety programs. Over fifty percent of the SOD Program's current high-hazard potential dams (those that would probably cause loss of life if they failed) do not meet federal dam safety standards. To minimize downstream risk, eight SOD Program dams are breached and many Program dams have been fully or partially drained. The SOD Program estimates that approximately \$1.5B is required to address all known life safety deficiencies at the high-hazard potential dams it administers that do not meet federal guidelines. In addition to the \$1.5B in known deficiencies, an unknown—but not insignificant—need likely exists for hidden life safety deficiencies that are impractical or impossible to be detected with existing methods, and for operational deficiencies that exist but do not pose a life safety threat. There will also be additional deficiencies with the new dams identified through the Tribal Dam Inventory Request (TDIR) process (possibly up to 369 high- and significant-hazard potential dams) that are expected to enter the SOD Program. While the SOD Program has identified and prioritized actions at current SOD high-hazard potential dams which pose unacceptable risk, addressing these issues remains a challenge.

Beyond the financial resources necessary to address these issues, the SOD Program faces difficulties in obtaining and retaining adequate human resources. The SOD Program has awarded a technical services contract to assist, but inherently federal duties remain that bottleneck the execution of the program. Two separate external audits of the SOD Program have identified that insufficient federal personnel staffing levels pose a significant risk to the Program's success. A significant recruiting and retention challenge the SOD Program faces is that the BIA does not participate in special salary rates used by other agencies for engineers performing similar duties. In addition, the BIA Regional and Agency Offices have difficulty recruiting and keeping qualified and trained Dam Tenders and other related dam safety staff. Attracting and maintaining a qualified federal staff remains the Program's most significant challenge.

3.2 Opportunities

Bipartisan Infrastructure Law Funding

The additional funding provided by the Bipartisan Infrastructure Law will afford the opportunity to accelerate the completion of dam rehabilitation projects.

Infrastructure Rehabilitation and Modernization

BIA continues to develop modernization studies at BIA-owned irrigation projects and power utilities. The results of these studies will allow BIA to communicate with Tribes, irrigators and power utility customers with state-of-the-art information and collaborate on future infrastructure investments.

Geographic Information System (GIS) and Database Integration

BIP is working to integrate data across the organizational systems that support BIA-owned irrigation projects and power utilities. This will create an opportunity to see asset data, work orders and condition metrics spatially, as well as integrate NIIMS parcel information geospatially.

Team with Tribal irrigation partners and stakeholders

BIP is working closely with the Yakama Nation Fisheries to partner on funding grants to enhance the aquatic ecosystem as the Wapato Diversion Dam and Headworks is re-engineered and rehabilitated.

Grand River Dam Authority (GRDA)

An opportunity was created for the Eastern Oklahoma Region Tribes in January 2024 when FERC required the Grand River Dam Authority (GRDA) to obtain either land titles or flood easements for all lands seasonally flooded by Grand Lake as a condition of relicensing Pensacola Dam. This will allow impacted Tribes such as Seneca Cayuga Nation to be compensated for recurring losses due to the operation of the dam. Not only are Tribal lands flooded, but floods dislodge toxic sediments from the upstream Tar Creek Superfund site. As a first step FERC is requiring GRDA to report the location of all lands seasonally flooded upstream of the dam. Our office has encouraged Tribes with lands adjacent to the reservoir to determine which lands are flooded by the dam, in case GRDA's report does not match the total sum of lands they believe are affected. Staff from the Central Office program and from BIA's Eastern Oklahoma Region attended a site visit at Pensacola Dam this year as well, and met with staff from Eastern Shawnee Tribe of Oklahoma, Modoc Nation, and Cherokee Nation.

Uintah Hydroelectric Project

Another opportunity has been created by the planned license surrender at Uintah Hydroelectric Project. The dam floods land on the Uintah and Ouray Reservation. Surrender of the license provides the opportunity to restore these lands to a condition acceptable to the Secretary of the Interior per the Federal Power Act (FPA). Currently an attorney from the DOI Office of the Solicitor is meeting with Tribal attorneys on the plan moving forward.

Annual Water Resources Workshop

The Branch of Water Resources began to plan for its annual water resources workshop anticipated to be held in August 2024. Sites being reviewed include Seattle, Washington, Southern California, and Eastern Oklahoma. Attendees will include Water

Resources staff from various BIA Regional offices, Bureau of Reclamation, USGS, Secretary's Indian Water Rights office, Solicitor's Office (SIWRO), Conservation Legacy and selected tribes within the regional area. The main topic for this year's workshop will discuss implementation procedures for Indian Water Rights Settlements, as well as discussion for improvement of the water resources programs. This workshop allows for staff collaboration and partnerships involving water resources projects throughout the country on behalf of Tribes. The Branch is currently seeking partnerships within the Department of Interior for this event.

Partnerships to Fund Like Projects

The Branch continues to partner with the Bureau of Reclamation International and Native American Affairs office, the United States Geological Survey (USGS), and the Secretary's Indian Water Rights office to fund like projects involving ongoing Water Rights Settlements and implementation projects. All projects include Trust protection projects to improve knowledge of Indian Water Rights. Funding allocations are expected to be transferred to the Regions and the Tribes as soon as BIA Trust accounts are funded for this year's budget allocations.

Opportunities for Infrastructure Rehabilitation and Modernization

BIA continues to develop modernization studies at BIA-owned irrigation projects and power utilities. The results of these studies will allow BIA to communicate with Tribes, irrigators and power utility customers with state-of-the-art information and collaborate on future infrastructure investments.

Opportunities for Geographic Information System (GIS) and Database Integration

BIP is working to integrate data across the organizational systems that support BIA-owned irrigation projects and power utilities. This will create an opportunity to see asset data, work orders and condition metrics spatially, as well as integrate NIIMS parcel information geospatially.

3.3 Best Practices

Recoverable Federal Energy Regulatory Commission (FERC) Costs

The Hydropower Compliance Program has submitted its recoverable costs to the FERC. The Federal Power Act allows the portion of hydropower project license fees attributable to the work of federal agencies protecting their reservations to be recovered to the U.S. Treasury. In the case of BIA these are the trust lands and reservations of federal recognized Tribes. By submitting BIA's costs to FERC, we also increase government transparency.

Formal Call for Tribal Funding Proposals

The program has developed a formal call for Tribal funding proposals with written criteria for prioritizing the funding of these proposals. Of highest priority are those proposals concerning hydropower projects that inundate trust and/or reservation lands. Having a written process also increases government transparency.

Rehabilitation Funding

Rehabilitation funding is prioritized for dams that currently present the greatest life-safety risk. Risk is measured using the Dam Safety Priority Rating (DSPR), a methodology based on the BOR's Public Protection Guidelines, and the risk analysis processes developed by the BOR and the U.S. Army Corps of Engineers. In addition to considering the condition of a dam, DSPR evaluates design methodology, construction methodology, past performance, and downstream population at risk should a dam failure occur.

National Irrigation Meeting

BIA-Branch of Irrigation and Power hosted the 2024 National Irrigation Meeting in February 2024 at Cal Poly's Irrigation Training and Research Center (ITRC). The meeting brought BIA staff across the irrigation program together, in person and remotely, to program policy, accomplishments, challenges and key issues affecting the program. In-person attendees also received a tour of ITRC's facilities and a short-course in water measurement.

Water Resources Technician Training Program

The Branch has re-established the Water Resources Technician training program and is currently working with a non-profit organization that performs the AmeriCorps program for student interns. Funding has allowed for the placement of seventeen (17) interns at various water resources host sites for twenty-six (26) week internships located across the country.



FY24 WRTT Intern Victoria Baglin mixing a bowl of fish eggs during a spawning event with partners from host site, GA Department of Natural Resources.



FY24 WRTT Intern Michaela Vargas and Brandon Maes extracting eggs from a Wild female Gila trout for future broodstock at host site, Mora National Fish Hatchery in Mora, NM FY24 WRTT Intern Elena Prest (Host Site: U.S. Fish and Wildlife Conservation) holding a cutthroat designated for tagging in Port Angeles, WA.

Developed a Safety Guide

BIP has developed and distributed the BIA Irrigation Safety Guide in 2023 to assist irrigation field staff in maintaining a safe work environment. The Irrigation Safety Guide focuses on irrigation-related matters (e.g., pulling flashboards, operating canal gates and chemical exposure). DWP and BIP's goal is for Field Operations, especially irrigation project staff, to improve overall safety culture and reduce employee and public risk to the greatest extent possible given the nature of work in the irrigation business.

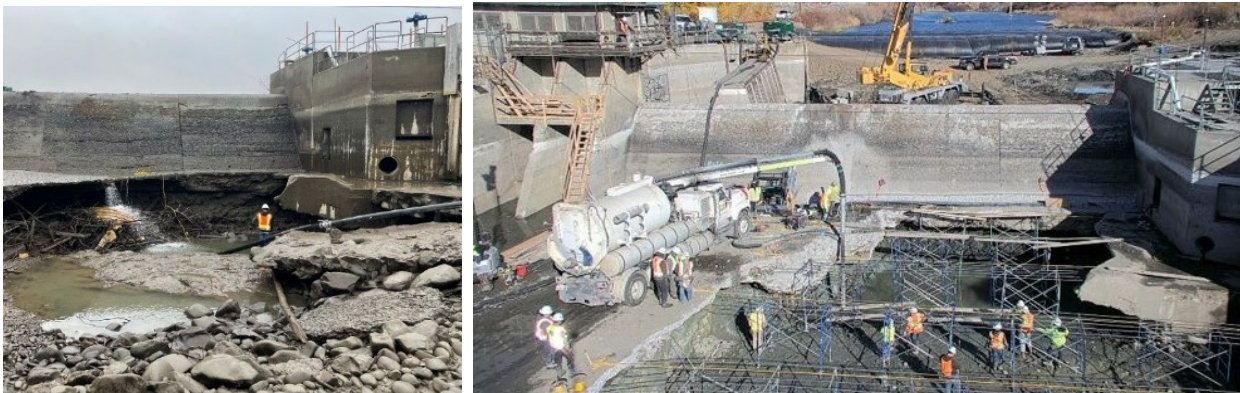
BIA-NIIMS continues to prioritize data quality; land analysis for potential geospatial integration; compliance with the Debt Collection Improvement Act of 1996 to pursue delinquent debt; continuous promotion of electronic payment options for customers; migration of paper records to electronic; and reducing billing errors and revenue loss.

GIS, NIIMS, and Maximo teams have begun efforts to standardize data between systems to increase efficiency and the ability to maintain and provide data that is current and accurate. GIS representation of NIIMS parcels is being created and will be used to help support and tie into a Digital Water Ticketing System (DWTS) using utility trace functionality.

Wapato Diversion Dam Scour Hole Emergency Repair

The Wapato Diversion Dam and Headworks is the main irrigation facility for the Wapato Irrigation Project that serves approximately 132,000 acres on the Yakama Nation located in central Washington. Bureau of Indian Affairs is currently working on a major modernization and rehabilitation effort to the headworks which included a construction project at the Wapato Main Canal Diversion Dam in the Yakima River. The construction project has two main objectives: partially rehabilitate the Wapato Main Canal Headworks infrastructure and assess the existing conditions around the east and west diversion dams to inform future rehabilitation design efforts.

On November 6, 2023, after the removal of water downstream of the West Diversion Dam and Fish Ladder, a major scour hole at the toe of the dam and underneath the Fish Ladder structure was exposed. The scour hole created an emergency hazard for both the BIA Diversion Dam and the Fish Ladder owned by Bureau of Reclamation. A rapid response was mandatory to avert a catastrophic failure of these facilities. Approximately 1600 cubic yards of concrete was placed. From time of discovery, evaluation of alternatives, design, contract modification, environmental permitting, and final repair, took 15 days. BIA Division of Water and Power led the joint team effort between BIA, Yakima Nation, and BOR. BOR provided \$1M in funding. Total cost of the repair was \$2.1 million.



More information on Wapato Scour

The condition assessment activities required placement of a temporary cofferdam upstream of the west diversion dam in the west branch of the Yakima River. The cofferdam allowed river upstream and downstream of the west diversion dam to be unwatered for the first time since the Reclamation fish ladder was constructed in the mid-1980's.

On approximately November 6, 2023, after the removal of water downstream of the west diversion dam and fish ladder, a major scour hole at the toe of the dam and underneath the fish ladder structure was exposed. The scour hole created an emergency hazard for both the BIA diversion dam and the Reclamation fish ladder. A rapid response was mandatory to avert a catastrophic failure of these facilities. The photos below are representative of the conditions found downstream of the west diversion dam and the fish ladder:



The footprint of the impacted area was from the headworks sluiceway wall to the east side of the fish ladder and from the west diversion dam to a point approximately downstream 100-ft.

BIA managed the scour hole emergency remediation since the BIA already had a contractor on-site conducting the rehabilitation and condition assessment work at the headworks and the diversion dam. A design team consisting of BIA, DOWL (BIA design consultant), Reclamation, Yakama Nation, and other relevant stakeholders developed a remediation plan for the scour hole. The remediation plan needed to be developed quickly so the prescribed work can be completed by BIA's contractor in advance of the forthcoming hydrologic increases in the Yakima River expected to occur at the end of November 2023.

The design team on the environmental permitting and consultation aspects of the scour hole emergency remediation to ensure they were adequately addressed.

The total cost for the scour hole emergency remediation was estimated to be between \$1M and \$5M. The estimated costs included: design development by BIA, construction management/oversight by BIA, construction, and contingencies unknown at this time. Since the affected facilities are owned by both the BIA (diversion dam) and Reclamation (fish ladder), the remediation costs will be equitably shared between the two DOI bureaus.

Data Quality and Standardization

BIA-NIIMS continues to prioritize data quality; land analysis for potential geospatial integration; compliance with the Debt Collection Improvement Act of 1996 to pursue delinquent debt; continuous promotion of electronic payment options for customers; migration of paper records to electronic; and reducing billing errors and revenue loss.

GIS, NIIMS, and Maximo teams have begun efforts to standardize data between systems to increase efficiency and the ability to maintain and provide data that is current and accurate. GIS representation of NIIMS parcels is being created and will be used to help support and tie into a Digital Water Ticketing System using utility trace functionality.



Forest Fire



Miami Agency Firefighters



Helicopter over Water

DIVISION OF WILDLAND FIRE MANAGEMENT (DWFM)

Mission

The mission of the Division of Wildland Fire Management is to execute our fiduciary trust responsibility by protecting lives, property, and resources while restoring and maintaining healthy ecosystems through cost-effective fire-management programs, collaboration, and promoting Indian self-determination.

The Bureau of Indian Affairs' Division of Wildland Fire Management (DWFM) is responsible for the development and implementation of policies and standards for all wildland fire management in Indian Country, a total of approximately 69 million acres, through either direct, self-determined or self-governance services.

Section 1. Overview

1.1 Staffing Levels

- 51 Full time employees
- 2 Detailed employees
- 31 Vacant positions
- 15 Contractors

1.2 Bipartisan Infrastructure Law Funding

Amount	Purpose	FY24 Allocated Amount
\$15,700,000	Preparedness	\$400,000
\$104,300,000	Fuels Management	\$4,300,000
\$11,300,000	Burned Area Rehabilitation	\$2,600,000

77% of all BIL funding allocated to the DWFM has been obligated

1.3 Branches

Branch of Aviation

The BIA National Aviation Office (NAO) is responsible for all aviation oversight within the BIA and supports Indian Affairs as a whole. This includes aviation related to wildland fire management response, personnel transport and other emergency and non-emergency operations.

Branch of Budget

The Branch of Budget provides financial planning and guidance to the DWFM and BIA regions for the national wildland fire management program. In addition, this office distributes funding to regions and tribes, monitors expenditures for compliance with Congressional intent, and provides data reports for audit and other purposes. Budget also facilitates agreements with states and federal partners and is involved in invoice processing and various incident business activities. Budget has been directly involved in providing wildland firefighter pay supplements to both federal and tribal employees.

Branch of Fuels Management

Communities and ecosystems across Indian Country face serious threats from wildfire, insects and disease, invasive species and climate change. Fuels management actions embrace Tribally embedded tenets and principles of ecosystem health, resilience and cultural values that support the maintenance and restoration of Tribal lands by reducing the potential of severe wildfire in forests, woodlands and rangeland ecosystems. Fuels management includes the Prevention, Post-Wildfire Recovery (PWR), and the Reserved Treaty Rights Lands (RTRL) programs in addition to hazardous fuels reduction efforts.

Branch of Operations

Operations includes the Training, Safety, and Fleet Center programs. Branch of Fire Operations provides national leadership in Wildfire Preparedness, Wildland Fire Training and Workforce Development, Wildland Fire Response, Wildland Fire Equipment and Apparatus, and Wildland Fire Safety. This is carried out by developing national policy, guidance, standards (in alignment with the National Wildfire Coordinating Group) and providing technical support to all BIA Regions. Furthermore, the Branch of Fire Operations maintains a very in-depth engagement with many interagency Committees and groups that drive direction and decisions for Federal Wildland Fire Management, which also carries over to National and International Coordination. The Branch of Fire Operations continues to maintain and further develop the BIA Wildland Fire Management program as a professional Fire Management organization in all aspects.

1.4 Government Performance and Results Act (GPRA) Measures

None.



Fire Crew on the ground

Section 2. Accomplishments

2.1 Effective Program Management

Branch of Budget

The budget office is fully staffed as of the end of FY 2024. Personnel are up to date on training and pursue additional educational opportunities related to assignment.

Several individuals have obtained incident qualifications and support the field by providing administrative and acquisition services on wildland fire incidents. Budget personnel also actively support regions and Tribes by providing training and invoice processing.

The Budget Office is now fully staffed with a director, deputy director, formulation specialist, incident business specialist and three analysts.

The Division has filled the following positions: budget analyst (2), assistant budget director, financial specialist, federal workforce development program training specialist, Tribal mental health and wellbeing program manager, national mental health and wellbeing program manager and administrative assistant (2) positions. The Division has also completed one temporary promotion assignment for the assistant fire director position.

As of March 5, 2024, 33 standard position descriptions and four fire management officer templates have been issued by the 456 interagency standard position description group in conjunction with the Department of Interior Office of Human Capital Management (OHCM). BIA wildland fire management subject matter experts have been instrumental in the series' development process. On February 24, BIA OHCM posted the first JOA in the new GS-456 Wildland Fire Management series, marking a milestone in workforce development for the Division of Wildland Fire Management.

Branch of Administration

Administrative team continues to develop the Employee Business Guide to improve employee consistency and accountability in the day-to-day management operations related to travel, time and attendance, alternative work schedules, acquisitions, property management and charge card reporting.

Public Affairs

The public affairs specialist coordinates quarterly All Staff Meetings and bi-monthly National Fire Leadership Team Meetings to strengthen the diversity and inclusion of all staff members at every level. These meetings provide an opportunity for staff to ask questions, to provide input and/or feedback on current topics being addressed to strengthen employee engagement and participation.

The public affairs specialist coordinated participation in the American Indian Science and Engineering Society (AISES) conference exhibitor's hall that took place in October 2023 and the Gathering of Nations (GON) exhibitor booth in April 2024. Each event had over 400 visitors to the exhibitors' tables with the AISES event focusing on primarily students and professionals and the GON event being open to all the public with visitors ranging in all ages.

The public affairs specialist submits quarterly reports and newsletters for the Intertribal Timber Council (ITC) board meetings and their quarterly newsletter. Wildland fire management focused articles and news are also submitted to the Office of Trust Services (OTS) for their quarterly newsletter. In December 2023, she also submitted over 10 stories for consideration for the Green Book published by the Office of Wildland Fire.

The public affairs specialist serves at the agency lead for the BIA in public affairs within the National Interagency Fire Center environment, along with the Bureau of Land Management, U.S. Fish and Wildlife Service, U.S.D.A. Forest Service and the National Park Service. As a lead, she fills interagency duties include serving as the external affairs liaison for the National Multiagency Coordinating Group (NMAC), the National Interagency Fire Center (NIFC) information lead and previously, as the

NIFC social media up to six weeks per position throughout the year. Additionally, the public affairs specialist serves as a BIA representative on the National Wildfire Coordinating Group (NWCG) Public Information Officer Subcommittee.

Additionally, the public affairs specialist took part in the December 2023 ITC board meeting and the May 2024 ITC Symposium to highlight the accomplishments of the fire and forest programs within BIA and share wildland fire program information with students and professionals.

June – July 2023, the public affairs specialist supported the Mescalero Apache Tribe, BIA and Complex Incident Management Team public information shop as a public information officer receiving, organizing/coordinating and providing information to the agencies and parties involved.

In July 2024, the public affairs specialist assisted in coordinating one visit from DOI Secretary Haaland to the Yakama Nation Fire Management Office in Toppenish, WA, to support the BIA and the Tribe (Yakama Nation). Additionally, she supported a National Prevention Team on the Yakama Reservation supporting the Yakama Nation and BIA where she coordinated with Team members, Tribal staff and BIA staff to support prevention efforts for the reservation and the region.

Fire Liaison

The Fire Program Liaison coordinated monthly 0456 meetings with regional and unit-level staff to communicate the intention of the 0456 fire job series and answer questions from staff directly.

Administrative staff supported the BIA Realty Conference in June 2024 and the Environmental and Natural Resources Division Meeting in April 2024.

Presented on behalf of the DWFM at the BIA Superintendent Bootcamp that took place in August 2024.

As of March 5, 2024, 33 standard position descriptions and four fire management officer templates have been issued by the 456 interagency standard position description group in conjunction with the Department of Interior Office of Human Capital Management (OHCM). BIA wildland fire management subject matter experts have been instrumental in the series' development process. On February 24, BIA OHCM posted the first JOA in the new GS-456 Wildland Fire Management series, marking a milestone in workforce development for the Division of Wildland Fire Management.

October 2023 – March 2023, the Division has filled the following positions: budget analyst (2), assistant budget director, financial specialist, federal workforce development program training specialist, Tribal mental health and wellbeing program manager, national mental health and wellbeing program manager and administrative assistant (2) positions. The Division also completed one temporary promotion assignment for the assistant fire director position.

April 2024-September 2024, the Division has filled the following positions: assistant branch chief, operations; post-wildfire recovery coordinator; fire ecologist, safety and occupational health manager, medical standards program manager; data program analyst; and two secretary positions. The Division completed two temporary promotion assignments for the national wildland fire fleet and facilities manager and aviation GIS specialist.

The Division, in coordination with the Southwest Regional Office, hosted the annual National Fire Leadership Team in-person meeting in Albuquerque, New Mexico, January 30-February 1, 2024. The meeting was well represented with BIA leadership from field operations and the Division, deputy regional directors, Office of Trust Services, and the OHCM.

Mental Health

In conjunction with Safety, reviewed current DOI policies for loss of human life and serious injury and began work on BIA handbook for the same. The goal is to provide clear guidance on serious injury and loss of life that is culturally sensitive to a variety of rituals and cultural practices across Indian Country. The Mental Health and Wellbeing Program provided follow up services to two Critical Incident Stress Management/ Peer Support team responses after the Watch Fire (AZ). Follow up services were provided by the newly hired Mental Health and Wellbeing Program Managers. Prior to FY 2024, follow up services were not available.

Training

In February 2024, DWFM Training Specialist Michael Black received the inaugural National Wildfire Coordinating Group Award for Excellence for participation, leadership and representation on the Interagency Positions and Standards Committee.

Training staff has hired on the initial staff for the newly developed and BIL-funded Federal Wildland Fire Workforce Development Program (FWDP.) This career training program's goal is to find gaps in current day job training for fire positions, then "create or curate" the identified training/and or gaps, ensuring our fire personnel have the best advantage possible to succeed. FWDP facilitated its first ever training, establishing a Coaching Habit, which had over 85 participants from all agencies, including eight from BIA/Tribes. The course was so popular they scheduled another course for mid-March, which had over 95 participants.

The Wildland Fire Apprenticeship Program (WFAP) has acquired apprentices for 2024. Our first apprentices will work out of the BIA Southwest Region and will begin work as early as May 2024, on their journey towards increasing skill level and awareness of what it takes to be competent and professional in the fire industry. This program has initially been funded through BIL and our goal at is to eventually have 20 apprentices enrolled.

Our National Wildfire Group Coordination Training employee is working diligently within the newly designed Incident Performance Training and Modernization project. This is an ongoing effort to reduce redundance and make our fire training methodology more contemporary.

DWFM Training is working diligently to bolster fire personnel by offering a variety of new training programs focused on new recruits and on-the-job training opportunities. Some of these have been ongoing for the last year or two like the Wildland Fire Apprenticeship Program (WFAP) that is finally beginning to bear fruit. We now have three registered apprentices enrolled in the program with the hope of having five by years end and up to ten to fifteen by the end of 2025. Our current apprentices have been hired in the Great Plains, Eastern Oklahoma and Southwest Regions. Our Western Region has also advertised positions at our Ft. Apache Agency and with the regional helitack program.

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

The Bureau of Indian Affairs (BIA) Division of Wildland Fire Management has accomplished several goals as part of the national interagency fire community.

The Division, in coordination with the Southwest Regional Office, hosted the annual National Fire Leadership Team in-person meeting in Albuquerque, New Mexico, January 30-February 1, 2024. The meeting was well represented with BIA leadership from field operations and the Division, deputy regional directors, Office of Trust Services, and the OHCM.

2.3 Empower Tribes to Manage their Own Resources

Members of the Budget office have conducted training to tribal finance personnel that support tribal invoicing. The Budget office has distributed \$5.5M in pay supplements to tribal firefighters for FY24 quarters one and two.

2.4 Reorganizing for the Next 100 Years

Branch of Fuels Management

American Indian Science and Engineering Society National Conference

In October 2023, the Division attended the 2023 American Indian Science and Engineering Society (AISES) National Conference as an exhibitor. The purpose of attendance being to recruit for wildland fire management positions that have science and math emphases. Fuels Management collaborators (Los Alamos Lab, New Mexico Consortium and Northwest Management Inc.) presented on new technologies used to assist the BIA and other agencies with wildland fire management planning and implementation tools. Technologies exhibited included aerial light detection and ranging (LiDAR), terrestrial laser scanning, Fast Fuels which converts LiDAR signals into three dimensional representations, surface fuels model derived from Fast Fuels and QUIK-Fire, a new fluid dynamics-based fire behavior model. Over 300 students and professionals stopped by the BIA's wildland fire management exhibit booths to learn more about our work and future career opportunities.

Fire Reporting

During the first week in February of 2024, Fuels conducted initial training for converting from the National Fire plan Operations and Reporting System (NFORS) to the new Interior Fuels & Post Fire Reporting System (IFPRS). The new system replaces the 20+ year old Fuels reporting system and is a significant upgrade from NFORS. Training was provided to regional staff who will serve as IFPRS subject matter experts and will conduct regional and field-based training. Eventually, post wildfire recovery staff will convert to using IFPRS later this year. Our deputy post-wildfire recovery coordinator participated in the training in anticipation of the conversion.

Fuels has continued the development of our U.S. Geological Survey Wildfire Risk Methodology Team and our Innovation and Training Campus Team focused on developing technology transfer training for Indian Country and partnering with tribes on how developing fire risk concepts.

In December 2023, BIA regions completed the BIL Final Program of Work (FPOW), due to budget uncertainty we were not able to complete a FPOW for our Base Fuels program funds, that work is nearing completion.

DOI Fuels national budget was reduced by approximately \$33M, the Office of Wildland Fire has been working with all bureaus on strategies to mitigate the impacts of the reduction. Final business strategies and rules determination are still under consideration.

Prevention

From October of 2023 through March of 2024, prevention staff has provided 60 Tribes and 185 Tribal communities support through direct and indirect assistance including technical guidance and oversight to prevention programs to reduce human caused ignition, mitigating wildfire risk to communities, developing wildfire prevention plans, providing supplemental funding assistance for prevention signage and materials as requested and as budget allows.

Prevention staff continues to provide leadership and support to the Wildfire Prevention Spatial Assessment & Planning Strategies (WPSAPS) software application. This includes project development leadership, completing revisions to the training curriculum which includes Student and Instructor Guides, participating as instructors and team coaches for interagency training sessions, continual testing of upgrades and bug fixes, providing feedback on software issues and identifying future program enhancements. The staff represents the Bureau on several Prevention and Mitigation Working Teams, both regionally and nationally.

The staff provided technical support to BIA and Tribally managed prevention programs throughout the year with increased support during periods of increased fire danger. The staff supported wildfire investigations in multiple locations which led to arrests of suspected arsonists. This included coordinating the request and use of additional resources from multiple interagency partners including the use of a K-9 unit to track and arrest perpetrators. The staff also worked with tribes to revise tribal codes pertaining to arson.

Opportunities were provided to work with local tribal and agency staff towards completing their qualification as a Wildland Fire Investigator at both San Carlos and Pima Agencies.

Additionally, the prevention staff supported multiple tribes and agencies in developing new prevention plans which provide modern prevention program strategies to reduce human caused ignitions. Two tribal plans and three agency plans were developed or revised and are pending various levels of approval. These plans will add 6 new prevention staff to the Indian Country Wildfire Prevention Program efforts.

Staff worked on the 0456 Standard Position Description (SPD) committee to complete the Prevention SPDs from the GS-6 to the GS-12 levels in accordance with DOI policy and to further help with recruitment and retention of the prevention positions. The SPDs were then used for consolidated job announcements for multiple locations.

Prevention staff assisted with the staffing of the job recruitment booth at the Gathering of Nations, talking with the public and answering questions regarding jobs in wildland fire in addition to engaging kids on wildfire prevention.

The Fuels Budget Analyst provided consistent and reliable support in managing the suppression account, ensuring that all needs and projections were accurately captured and reported. They continually maintained oversight of the budget, monitoring expenditures closely to prevent overspending and ensure carryover funds were used effectively. Additionally, they successfully prepared over 100 Financial Business Management System (FBMS) Financial Entry Documents (FEDs) for both Bipartisan Infrastructure Law (BIL) and base funding.

The staff conducted multiple prevention program reviews and prevention readiness reviews. These reviews were used to identify areas to improve prevention program delivery to tribal communities.

Prevention staff has provided leadership and support to the Wildfire Prevention Spatial Assessment & Planning Strategies (WPSAPS) software application. This includes project development leadership, completing revisions to the training curriculum which includes Student and Instructor Guides, participating as instructors and team coaches for interagency training sessions, continual testing of upgrades and bug fixes, providing feedback on software issues and identifying future program enhancements.

Post Wildfire Recovery

Post-Wildfire Recovery (PWR) staff continues to work with Tribes on approved post wildfire recovery projects. The Bipartisan Infrastructure Law (BIL) necessitates updating post-wildfire reporting direction and staff are working with Tribes and BIA Regional Offices to submit accomplishment reports for completed projects. This updated policy provides consistent departmental direction on authoritative data sources and due dates for post-wildfire related planning and accomplishment reporting.

Solicitations for fiscal year 2025 of Plant Materials for Post Wildfire Rehabilitation were sent out to all regional directors and agency superintendents in March with a deadline of May 31, 2024. BIL provides \$325 million for post-wildfire restoration. The intent of BIL burned area recovery investments is to focus on landscapes that are unlikely to recover naturally from wildfire by ensuring appropriate plant materials (necessary for establishing a trajectory towards a functioning structure, composition, and diversity that are consistent with existing land management plans such as rare, native, and culturally important) are readily available when a fire occurs. The intent is to develop plant materials production that will sustain itself into the future.

The Post Wildfire Recovery program was able to fill the coordinator position in late FY 2024.

Post Wildfire Recovery staff provided technical support to Tribes and Bureau Agencies throughout the year by assisting with accomplishment reporting and training opportunities with programs to become more familiar with what the Post Wildfire Recovery program is and what Burned Area Emergency Response (BAER) is and how the BAER program can assist locations post wildfire.

The PWR staff conducted virtual training with every region this spring to provide a better understanding on the difference in funding types that are associated with BAER and an overview on what to expect from a BAER plan and what is expected from the Tribe or Bureau once funding has been approved and projects are completed on the ground.

During the first week in February of 2024, Fuels conducted initial training for converting from the National Fire plan Operations and Reporting System (NFPORS) to the new Interior Fuels & Post Fire Reporting System (IFPRS). The new system replaces the 20+ year old Fuels reporting system and is a significant upgrade from NFPORS. Training was provided to regional staff who will serve as IFPRS subject matter experts and will conduct regional and field-based training. Eventually, post wildfire recovery staff will convert to using IFPRS later this year. Our deputy post-wildfire recovery coordinator participated in the training in anticipation of the conversion.

Planning

In the first half of the fiscal year 2024, the planning section supported creating spatial fire management plans for the Great Plains region. This included development of a written plan and creation of spatial maps that will identify agency wildland fire suppression priorities. The spatial fire management plan process displays key information of strategic direction and operational guidance into a geospatial and graphical format.

In this plan: Critical information is more readily accessible in graphic format to users such as managers, operational staff, incident teams, cooperators, and the public. Routine updates are easier (can be updated on the maps without making any changes to the approved document) as conditions change (e.g. fuels projects are completed and/or wildfires occur). Updates can be real-time for incident specific information. Geospatially represented information can be integrated with other efforts such as the Wildland Fire Decision Support System and fire management plans.

Training

In February 2024, DWFM Training Specialist Michael Black received the inaugural National Wildfire Coordinating Group Award for Excellence for participation, leadership and representation on the Interagency Positions and Standards Committee.

Training staff has hired on the initial staff for the newly developed and BIL-funded Federal Wildland Fire Workforce Development Program (FWDP.) This career training program's goal is to find gaps in current day job training for fire positions, then "create or curate" the identified training/and or gaps, ensuring our fire personnel have the best advantage possible to succeed. FWDP facilitated its first ever training, establishing a Coaching Habit, which had over 85 participants from all agencies, including eight from BIA/Tribes. The course was so popular they scheduled another course for mid-March, which had over 95 participants.

Our 2021 required engine operator course developed to further professionalize our BIA/Tribal engine personnel has now trained over 600 personnel. It has been extremely well coordinated and facilitated with collaboration between our training and workforce development specialist, and regional and unit fire staff. This course has been very successful, taking our engine personnel to the next level of operation and safety standards. The latter half of this fiscal year, three national level courses will be facilitated by training staff.

The Wildland Fire Apprenticeship Program (WFAP) has acquired apprentices for 2024. Our first apprentices will work out of the BIA Southwest Region and will begin work as early as May 2024, on their journey towards increasing skill level and awareness of what it takes to be competent and professional in the fire industry. This program has initially been funded through BIL and our goal is to eventually have 20 apprentices enrolled.

Our National Wildfire Group Coordination Training employee is working diligently within the newly designed Incident Performance Training and Modernization project. This is an ongoing effort to reduce redundancy and make our fire training methodology more contemporary.

Human Resource Contribution

As of March 5, 2024, 33 standard position descriptions and four fire management officer templates have been issued by the 456 interagency standard position description group in conjunction with the Department of Interior Office of Human Capital Management (OHCM). BIA wildland fire management subject matter experts have been instrumental in the series' development process. On February 24, BIA OHCM posted the first JOA in the new GS-456 Wildland Fire Management series, marking a milestone in workforce development for the Division of Wildland Fire Management.

Frequency of Communication

A fuels staff call is held monthly with Regional Fuels Specialist and other regional staff providing national program updates

Recruitment Efforts

In October 2023, the Division attended the 2023 American Indian Science and Engineering Society (AISES) National Conference as an exhibitor. The purpose of attendance being to recruit for wildland fire management positions that have science and math emphases. Fuels Management collaborators (Los Alamos Lab, New Mexico Consortium and Northwest Management Inc.) presented on new technologies used to assist the BIA and other agencies with wildland fire management planning and implementation tools. Technologies exhibited included aerial light detection and ranging (LiDAR), terrestrial laser scanning, Fast Fuels which converts LiDAR signals into three dimensional representations, surface fuels model derived from Fast Fuels and QUIK-Fire, a new fluid dynamics-based fire behavior model. Over 300 students and professionals stopped by the BIA's wildland fire management exhibit booths to learn more about our work and future career opportunities.

Mental Health Program Managers

Mental Health Program Managers began work to streamline communications for requesting mental health support to include a central phone and email. Research completed includes gathering information on available platforms and products for a shared phone line as well as anticipated functionality based on personnel feedback, such as texting capabilities. Once established, this centralized communication system will be a first among all DOI agencies and is expected to streamline mental health support requests.

2.5 Standardize Process and Modernize Information Systems

Branch of Aviation

Several attempts to recruit a national aviation manager resulted in a selection to fill the vacancy by early FY25. Staff coordinated the annual National Aviation Meeting for annual required training of national and regional aviation staff.

Aviation assets have been very active and mobilized throughout many states to support BIA and Tribal lands.

Completed 4 five-year exclusive use helicopter contracts and soliciting for renewals. The emphasis of safety, frequent reviews, and field visits continue to reduce accidents and injuries within the aviation programs.

The exclusive use air tactical aircraft have exceeded 500 hours of flight-time for this contract period. As the knowledge of capabilities increases, requests to support search and rescue and land surveys also increase.

Helicopter solicitation for the Southwest Region has been strategically postponed for October 2024, with plans to award in January 2025. Great proactive budget formulation and planning has been completed. This will help with regional program organization and planning. The early season helicopter training platform has been planned and organized for the first 2024 exclusive use helicopter contract.

Uncrewed Aircraft Systems (UAS)

UAS staff trained various BIA and tribal pilots with additional UAS aircraft under acquisition.

Additional UAS pilots continue to develop throughout the country with many proceeding towards aerial burning qualifications. Our office is assisting multiple regions with the acquisition of UAS fleet.

In November 2023, the BIA Aviation Office hosted its first uncrewed aircraft system, A450- Basic Remote Pilot Training at Southwest Indian Polytechnic Institute in Albuquerque, NM. The second BIA hosted A450 course has been finalized at Boise, ID, April 1-5. An additional class is now being planned for October 2024. These interagency courses are in high demand and BIA can contribute to the interagency needs. BIA will have two qualified Lead Instructors for A450 by the end of March. We took delivery of eight more UAS (Skydio X10) on March 4. We'll be adding an additional six BIA and Tribal UAS pilots throughout the country.

Branch of Operations

Advised the implementation of the newly approved Organizational Chart to develop and recruit critical positions that helps DWFM with development of policy, guidance, and direction for the BIA. Ultimately, ensure better organizational design to maintain proper span of control, and maintain a ladder succession.

Fleet

Recruited a National Fire Fleet Program Manager which is still in the process of permanent recruitment. A detailed National Fire Fleet Program Manager is implemented for a not to exceed 120-day assignment. This position will supervise the 3 Fire Fleet Center Managers.

Continued integration with the National Fire Equipment Program for wildland fire apparatus.

Provide Fleet servicing on BIA owned and Tribal owned apparatus to maintain capability.

Training

DWFM Training is working diligently to bolster fire personnel by offering a variety of new training programs focused on new recruits and on-the-job training opportunities. Some of these have been ongoing for the last year or two like the Wildland Fire Apprenticeship Program (WFAP) that is finally beginning to bear fruit. We now have three registered apprentices enrolled in the program with the hope of having five by years end and up to ten to fifteen by the end of 2025. Our current apprentices have been hired in the Great Plains, Eastern Oklahoma and Southwest Regions. Our Western Region has also advertised positions at our Ft. Apache Agency and with the regional helitack program.

Our Federal Fire Workforce Development Program (FWDP) has also begun producing micro learnings available to enroll in on the Wildland Fire Learning Portal. These are available for fire staff at all levels. Some examples of content are micro learnings based on coaching and mentoring, self confidence in the fire world, mental health awareness surrounding day to day jobs we engage in as fire fighters. Currently the FWDP staff, which is interagency in nature, is nearing completion of a multi-year competency analysis project which seeks to identify gaps in day job training, the curate or create learning opportunities for staff to bolster both confidence and job competence. Staff is working on grouping 20 to 25 foundational competencies that exist at all levels to begin putting together banded levels of training from levels GS-3 to GS-15. Ultimately, part of this host of training will include fire management officer and other managerial academies for our burgeoning fire managers to build upon to ensure success.

Our Engine Operator (ENOP) training is now in its fourth year. To date, we have trained over four hundred fifty engine staff to better tactically and strategically utilize our most common piece of initial attack equipment, fire engines. This training has been exemplary, and the national office has received a lot of positive feedback regarding increased engine staff performance along with less mechanical issues stemming from lack of knowledge on how to maintain our fleet. We have now also trained enough of our BIA cadre to teach this course regionally and at the unit level.

Training staff continue to build partnerships with our partners, stakeholders and Tribes to plan for the next 20-years including expanding learning resources with both the Federal Fire Workforce Development Program (FWDP) and Wildland Firefighter Apprenticeship Program (WFAP). GON exhibitor booth staff were able to promote the WFAP application process at the GON event and advertise the position on social media, which garnered a great amount of interest and attention.

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Mental Health and Wellbeing Program Managers completed in-person site visits to 8 fire programs this year (located in Eastern region, Navajo region, Rocky Mountain region, and Southwest region) to build rapport and awareness for mental

health support and initiatives. Additionally, managers have reached out to all BIA and tribal programs by way of email and/or phone call to establish strong relationships with all programs needed to create buy-in to mental health initiatives.

Operations staff attended various meetings to help BIA and Tribes understand roles and responsibilities with running a wildland fire program. Attended various meetings to help understand both P.L. 93-638 and Cooperative agreements.

All training is provided and instructed based off the BIA mission statement- to empower Tribes and Native Americans to accomplish their own work confidently and efficiently while providing guidance, expertise and support at all junctures.

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Mental Health

A Mental Health Ad Hoc group was established in May, which includes a monthly forum to inform and review mental health program initiatives, including the engagement of end-users in identifying challenges and solutions. This meeting provides a point of coordination and communication from Program Managers to leaders and field personnel. A Teams page was also established to consolidate mental health resources and information sharing. The group and teams page are open to both government and tribal programs and is a tool to strengthen employee engagement in mental health programming.

Local Healthcare resource guides have been developed for 20 fire programs to date. These local resource guides provide contact information, healthcare service information to reduce the burden on the individual when seeking care. Seeking mental health resources can be difficult for many reasons, including decreased health literacy and shortage of local clinicians available. The Mental Health and Wellbeing program intends to provide supports and services through workplace programs and through partnerships with local resources. These local resources guide also help to reduce external and internal stigma associated with mental health symptoms and conditions by providing easy to access information.

In January 2024, National Mental Health and Wellbeing Program Manager and Tribal Mental Health and Wellbeing Program Manager to support wildland firefighter mental health initiatives. The program managers are both United States Public Health Service Officers and have a combined 25 plus years of experience in mental health services and program management.

Safety

The National Fire Safety Program Manager position has been filled and operational, providing national leadership and direction for Fire Safety.

Operations developed a new policy enforcing current standards related to Interagency Hotshot Crew reviews and typing. This helps to further determine current state of conditions, ensure thorough corrective action plans, and provide improved performance. Continued support to Regions on Base Preparedness Reviews.

Section 3. Challenges, Opportunities & Best Practices

3.1 Challenges

Public Affairs

Lack of staffing and support is contributing to less stories, communication campaigns, planned recruitment activities and in-hand marketing materials for the program. The audiovisual specialist position that was advertised in FY2024 was not filled. No Indian Preference applicants applied, and the three veteran-preference applicants interviewed declined the position. Efforts to formalize virtual and in-person appearance continues to be a challenge. Logo wear ordered for staff is difficult to keep up with the many new staff members, formatted presentation templates are not widely used by all staff, not all staff members use a profile photo which makes them difficult to identify with the many staff that are located in various locations throughout the country, and formatted signatures for emails which help standardize response and working hours information is also not widely used despite being provided to staff. Administrative duties versus public affairs-related duties need to be balanced out.

Budget

In December 2023, BIA regions completed the BIL Final Program of Work (FPOW), due to budget uncertainty we were not able to complete a FPOW for our Base Fuels program funds, that work is nearing completion.

DOI Fuels national budget was reduced by approximately \$33M, the Office of Wildland Fire has been working with all bureaus on strategies to mitigate the impacts of the reduction. Final business strategies and rules determination are still under consideration.

Fuels Prevention

From October of 2023 through March of 2024, prevention staff has provided 60 Tribes and 185 Tribal communities support through direct and indirect assistance including technical guidance and oversight to prevention programs to reduce human caused ignition, mitigating wildfire risk to communities, developing wildfire prevention plans, providing supplemental funding assistance for prevention signage and materials as requested and as budget allows.

Prevention staff continues to provide leadership and support to the Wildfire Prevention Spatial Assessment & Planning Strategies (WPSAPS) software application. This includes project development leadership, completing revisions to the training curriculum which includes Student and Instructor Guides, participating as instructors and team coaches for interagency training sessions, continual testing of upgrades and bug fixes, providing feedback on software issues and identifying future program enhancements.

Fuels Planning

In the first half of the fiscal year 2024, the planning section supported creating spatial fire management plans for the Great Plains region. This included development of a written plan and creation of spatial maps that will identify agency wildland fire suppression priorities. The spatial fire management plan process displays key information of strategic direction and operational guidance into a geospatial and graphical format.

In this plan: Critical information is more readily accessible in graphic format to users such as managers, operational staff, incident teams, cooperators, and the public. Routine updates are easier (can be updated on the maps without making any changes to the approved document) as conditions change (e.g. fuels projects are completed and/or wildfires occur). Updates can be real-time for incident specific information. Geospatially represented information can be integrated with other efforts such as the Wildland Fire Decision Support System and fire management plans.

Mental Health

Although a streamlined communication platform for mental health is needed, identifying a single communications product that meets the requirement of remote management (for staffing) and both phone and texting capabilities has been challenging. This has delayed the release of a BIA Mental Health Desk Reference document, which is anticipated to improve awareness and understanding of existing mental health support options and procedures. However, the mental health team has been diligent with identifying potential workarounds or alternative products that may meet needs and anticipate a solution within Q1 FY25.

3.2 Opportunities

The first of two exclusive use enhanced air attack contracts started February 15, 2024, in Oklahoma. A safe and successful operation has been reported. The second of three designated bases will start the second week of April. The exclusive use single-engine scooping Airtanker was awarded on March 22, 2024, for Deer Park, Washington.

Budget

The Budget Office is now fully staffed with a director, deputy director, formulation specialist, incident business specialist and three analysts.

Budget completed distribution of special pay supplements for tribal firefighters to regions for obligation to tribes. These payments for FY22 and FY23 combined went to over 900 individuals (approximately 630 FTE) totaling nearly \$24 million.

Mental Health and Wellbeing Program

The National and Tribal Mental Health and Wellbeing Program managers are active members of the DOI-FS Joint Program Mental Health Working Group and the National Wildfire Coordinating Group Mental Health Subcommittee. Both groups provide opportunity to share information and coordinate programming across agencies, and to advocate for the inclusion of program elements that are in the best interests of BIA and tribal needs.

The Critical Incident Stress Management (CISM) Coordinators from Bureau of Indian Affairs, National Parks Service, Bureau of Land Management, US Fish and Wildlife Service and Forest Service are creating a shared training calendar for mental health trainings in 2025 (i.e. Critical Incident Stress Management- Helping Individual and Helping Groups, Family Liaison Training and Hospital Liaison training). This shared calendar will allow for more coordinated training opportunities for all agency employees.

Public Affairs

The wildland fire public affairs office, which currently consists of one staff member, is increasing by an additional staff member. In FY 2025, the public affairs program is looking forward to establishing a quarterly wildland fire newsletter, working in collaboration with other programs to gather stories and newsworthy information to BIA and Tribal fire staff. Recruitment efforts in public events will be further organized, marketing materials will be made available to regions, logo wear will be ordered on a 6-month bases and FY 2025 communications campaigns will be planned with the additional help in public affairs. The possibility of contracting a videographer would contribute greatly to the Division and hiring a visual information specialist would all for further bolstering of the national BIA wildland fire program.

3.3 Best Practices

Public Affairs

Public affairs staff continues to coordinate with interagency external affairs leads at NIFC and contribute as an agency lead. Interagency external affairs duties are performed on behalf of the BIA and planning and participation in interagency events to promote the work of wildland fire personnel nationally continue. Public affairs is leading the DWFM's recruitment efforts through in-person events such as the Gathering of Nations and the American Indian Science and Engineering Society annual conference. Exhibitor space includes DWFM pamphlet information, swag (giveaways), marketing materials (stand up marketing banners and personalized tablecloths) and staff that can respond to questions by potential fire management applicants. As the first Division to coordinate quarterly all staff meetings, these will continue in addition to supporting an annual in-person meeting and training for all national DWFM staff.

Aviation

In November 2023, the BIA Aviation Office hosted its first uncrewed aircraft system, A450- Basic Remote Pilot Training at Southwest Indian Polytechnic Institute in Albuquerque, NM. The second BIA hosted A450 course has been finalized at Boise, ID, April 1-5. An additional class is now being planned for October 2024. These interagency courses are in high demand and BIA can contribute to the interagency needs. BIA will have two qualified Lead Instructors for A450 by the end of March. We took delivery of eight more UAS (Skydio X10) on March 4. We will be adding an additional six BIA and Tribal UAS pilots throughout the country.

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Mental Health

Mental Health Program Managers are committed to following best practices within the development of a comprehensive mental health program within BIA DWFM. Key best practices include the integration of community engagement within program development as well as Substance Abuse and Mental Health Services Administration (SAMHSA) guidelines on Harm Reduction and Behavioral Health Crisis Care, and Suicide Prevention.

Local Healthcare Resource Guides are being developed to consolidate local health care information to reduce burden of accessing services and stigma for doing so. To date, 20 guides have been completed. Guides are accessible on the BIA Mental Health Team Teams page, and both BIA and tribal programs can request access to the page.

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DIVISION OF WORKFORCE & YOUTH DEVELOPMENT (DWYD)

Mission

The mission of the Division of Workforce & Youth Development is to prepare and equip the Office of Trust Services to meet both current and future challenges. Our Indian and Youth Service Corps and Pathways Internship programs mission is to enhance and sustain a skill-based talent by empowering students to become skilled professionals and career ready leaders.

Section 1. Overview

1.1 Staffing

8	Full Time Positions
7	Vacant Position
2	Pathways Interns

1.2 Bipartisan Infrastructure Law Funds

None.

1.3 Branches

Branch of Workforce Development

During FY24, the Office of Workforce Planning liaised with the Office of Personnel Management (OPM) to conduct Competency Modeling & Gap Analysis as well as Training initiatives for the Office of Trust Services workforce.

Indian Youth Service Corps

The Indian Youth Service Corps (IYSC) is a new Department of Interior (DOI) initiative designed to provide Native youth with opportunities to engage in meaningful public service projects on federal and Tribal lands for the benefit of Native communities. In FY24, over 40 pilot project proposals were collected and assessed. The BIA Office of Trust Services has collaborated closely with several DOI stakeholders and agencies to identify co-funding opportunities and joint projects, greatly improving interagency cooperation, information-sharing, and further reducing barriers for Tribes and Tribal enterprises interested in engaging in IYSC activities.



Pathways Forestry Intern



Intern Forestry Field Work



Outreach at Haskell Career Fair

Pathways Internship Program

The BIA Pathways Internship Program connects Native American and Alaska Native students to paid internships across the United States. With meaningful projects, rotational assignments, and multi-semester opportunities, Pathways prepares Native American and Alaska Native students for impactful careers in public service and offers a direct pipeline to full-time employment with the BIA or Tribal Nations upon graduation.

1.4 Government Performance Results Act (GPRA) Measures

None.

Section 2. Accomplishments

2.1 Effective Program Management

Training Initiative

The Office of Workforce Planning held multiple training initiatives for employees and supervisors.

<u>Course</u>	<u>Dates</u>	<u>Target Audience</u>
Communicate Like a Pro	Oct 2023, Jan 2024	All employees
Creating Results-Oriented Performance Plans	Oct 2023, Jan 2024	Supervisors
Dealing with Poor Performance	Oct 2023, Jan 2024	Supervisors
Valuing Results and Accountability	Oct 2023, Jan 2024	Supervisors
Succession Planning,	Oct 2023, Jan 2024	All employees
Teamwork & Communication in the Virtual Environment	Oct 2023, Jan 2024	All employees

Gap Analysis and Competency Modeling

A continued coordination between Office of Personnel Management (OPM) and the Office of Trust Services focused on developing a Gap Analysis & Competency Model for multiple occupational series. The project involved identifying subject matter experts within each occupational series to collaborate in working groups to discuss their day-to-day duties and to further assess the competencies of the occupational series. The project began with the 1170 Realty Specialist.

As of date, OPM and the Office of Workforce Planning (OWP) have successfully completed six (6) occupations with *Rangeland Management that is currently in the process.

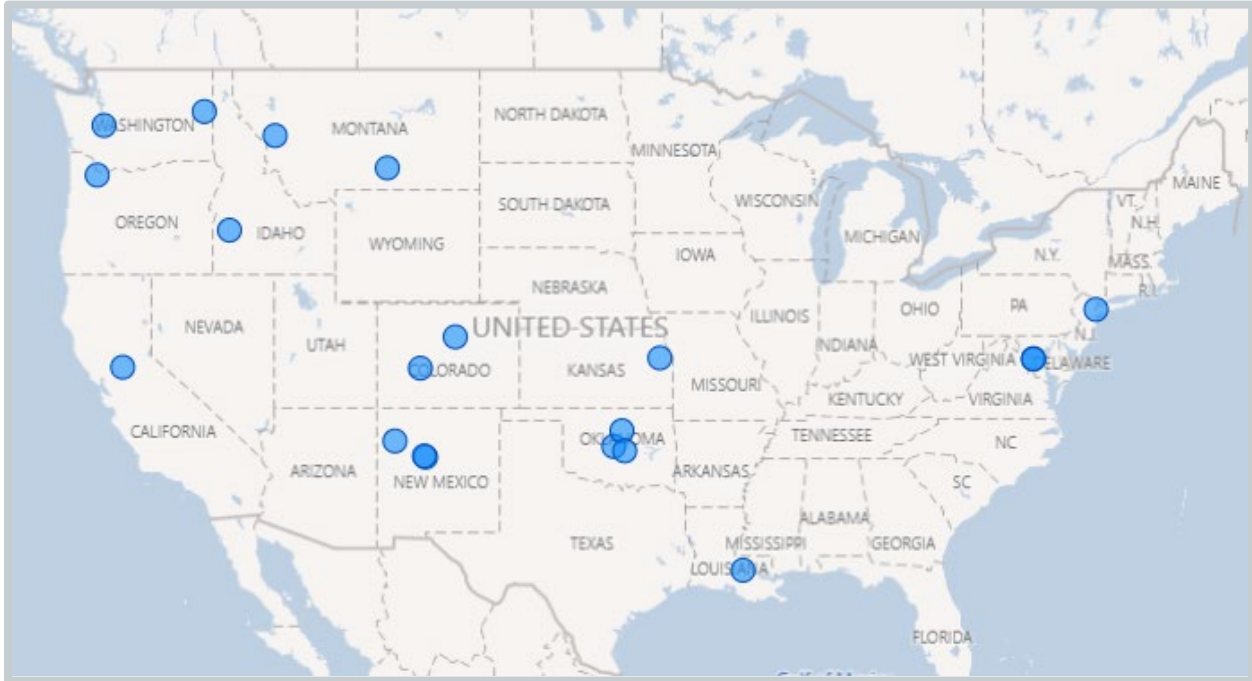
<u>Series</u>	<u>Occupational Title</u>	<u>Competencies Built</u>
0028	Environmental Protection Specialist	Complete
0193	Archeologist	Complete
0454	Rangeland Management	Complete
0459	Irrigation System Operator	Complete
0460	Forestry	Complete
0810	Civil Engineering	Complete
0963	Legal Instruments Examiner	Complete
1170	Realty Specialist	Complete

Snapshot of Pathways Cohort

As of April 2024, the BIA-OTS Pathways Internship Program has welcomed **16** new Student Trainees to the program. The incoming interns represent 13 Tribes and 11 educational institutions across 9 states and 6 different BIA Regions.

In Summer 2024, **37** Student Trainees are expected to participate in the OTS Pathways Program. This summer's intern cohort represents 23 Tribes, 25 educational institutions, 18 states, and 10 different BIA Regions.

May of FY 2024 OTS Pathways Outreach Locations



Pathways Conversions

5 Student Trainees have already converted to positions with the BIA this year. Up to **11** additional Student Trainees are projected to graduate and convert within the next 3-6 months.

Position	Location	State
Natural Resources Specialist	Great Plains Region, Rosebud Agency	SD
Natural Resources Specialist	Great Plains Region, Rosebud Agency	SD
Indian Self Determination Specialist	Pacific Region	CA
Realty Specialist Contracts Management	Western Region, Pima Agency	AZ
Natural Resources Specialist	Eastern Region	TN

2.2 Reducing the Regulatory Burden – Tribal lands, Economy and Finance

Open-Continuous Job Announcements for Pathways

Open continuous job announcements are ideal for recruiting interns because they allow organizations to attract a diverse range of candidates throughout the year, rather than being limited to specific hiring cycles. Additionally, by maintaining an ongoing recruitment process, organizations can build a robust talent pool, ensuring they find the best fit for their internship roles. You can find the announcement on USA Jobs: <https://www.usajobs.gov/job/809302700>.

2.3 Empower Tribes to Manage their Own Resources

Targeted Outreach for Forestry, Natural Resources Management

In the latter half of the fiscal year, OTS Pathways Staff will be refocusing outreach and recruitment efforts to attract more candidates in the fields of Forestry and Natural Resources Management.

2.4 Reorganizing for the Next 100 Years

Pathways Outreach & Recruitment

Thus far in FY2024, BIA-OTS Pathways Staff have organized 29 outreach and recruitment events spanning 12 States and 6 BIA Regions.



From left to right: Riley Berry (Pathways Alumni, DWP), Trisha Johnson (Senior GIS Specialist, DRIS), Isaiah Soicher (Pathways Student Trainee), and Kevin Coronado (Pathways Student Trainee) table at the 2023 AISES National Conference in Spokane, WA

Outreach Highlights

<u>Event</u>	<u>Dates</u>	<u>Location</u>
Southwest Indian Polytechnic Institute (SIPI) Career Fair	October 2023	Albuquerque, NM
Oklahoma State University	October 2023	Stillwater, OK
AISES National Conference	October 2023	Spokane, WA
Citizen Potawatomi Nation Scholarship Forum	November 2023	Shawnee, OK
Presentation to Chief Leschi Schools (BIE)	November 2023	Virtual-Puyallup, WA
Outreach Call with University of Montana Students	December 2023	Missoula, MT
Haskell Indian Nations University Career Fair	February 2024	Lawrence, KS
Society of American Foresters Professionals Conference	February 2024	Baton Rouge, LA
Red Earth Festival	March 2024	Oklahoma City, OK
National American Indian Science & Engineering Fair	April 2024	Stillwater, OK
Indigenous Youth Climate Resiliency, Public Policy Program	April 2024	Washington, DC
Gathering of Nations	April 25-26, 2024	Albuquerque, NM
Indian Native American Employment & Training Conference	May 13-17, 2024	Orlando, FL
Annual Indian Timber Symposium	May 13-17, 2024	Cherokee, NC
Native Youth Climate Adaptation Leadership Congress	June 24-28, 2024	Shepherdstown, WV
United National Indigenous and Tribal Youth Conference	July 1-3, 2024	Portland, OR
National Tribal & Indigenous Climate Conference	September 9-12, 2024	Anchorage, AK
Society of American Foresters National Convention	September 17-2024	Loveland, CO
Agriculture, Food & Natural Resources Career Fair	September 19, 2024	Stillwater, OK
AISES National Conference	October 3-4, 2024	San Antonio, TX

2.5 Standardize Process and Modernize Information Systems

Student Trainee Standardized Position Description Library

OTS Pathways staff will begin the process of building a library of new standardized internship position descriptions that will allow student trainees to 1) access higher grade levels for which they qualify, 2) begin accruing time-in-grade for specific job series, and 3) clarify different paths toward permanent employment with the BIA. Once classified, the new Position Descriptions (PDs) will resolve a longstanding issue of master's and PhD interns being paid at the same rates as those pursuing a bachelor's or associate degree. The new PD library will also expand recruitment and conversion opportunities by providing interns with the ability to specialize and gain experience in specific, targeted job series.

Completed over 40 virtual and in-person meetings with federal partners, potential pilot projects, Tribal entities, and other stakeholders.

Delivery of remaining FY23 IYSC Funding

100% of FY2023 project dollars has successfully been awarded.

Delivery of FY2024 Pilot Project Sustainment Funding

BIA intends to match its previous years' contributions using FY2024 dollars and implementing agreements with extended periods of performance to reduce administrative burden on Tribes and increase program flexibility.

Project Performance Reporting

As staff capacity allows, the IYSC Program plans to collect pilot project performance data and narratives to report out on program outcomes and submit justifications for sustainment funding.

Section 3: Opportunities, Challenges & Best Practices

3.1 Opportunities

Changes to the Pathways Authorities

OPM recently announced changes to their Pathways regulations that will reduce administrative burden on Programs and increase flexibilities related to program eligibility and conversion timelines. As DOI implements the changes and codifies the new rules in the DOI-OPM MOU, the OTS Pathways Program will be updating its internal policy and SOPs to reflect the changes.

3.2 Challenges

Staffing

The Pathways Program is understaffed with two unfilled vacancies (Branch Chief for Pathways & Pathways Coordinator)

High Demand for Interns vs. Limited HR Support

While Pathways is consistently experiencing a high volume of host inquiries and requests, the Program cannot meet the demand due to 1) limited staff capacity, 2) limited support from HR / lack of bandwidth for HR to support JOA efforts.

Increasing External Demand for Interns

As the only active Pathways Program in Indian Affairs, our program receives numerous internship requests from non-OTS offices. In recent years, OTS Pathways has attempted to accommodate requests from outside offices if the opportunities aligned with our students' academic and professional goals. However, Pathways intends to scale back its interactions with external offices to ensure OTS needs remain the primary focus, particularly while the program is short-staffed.

Stakeholder Confusion about OHCM Role in Pathways

Following the hiring of the Pathways Programs Program Manager (AS-IA, OHCM) and the release of the Pathways Programs Playbook, Agencies and Regional Offices have consistently expressed confusion about the new roles and responsibilities outlined in the policy. Most stakeholders do not understand that OTS Pathways is designed for and funded by OTS. It is still unclear if Office of Indian Services (OIS), Bureau of Indian Education (BIE), BTFA, or AS-IA intend to set up their own Pathways Programs as described in the Playbook.

Human Resource Challenges

Over the last several months, Pathways has experienced repeat challenges obtaining consistent, accurate, and timely HR support. Lapses in service have resulted in payroll errors and delays, incorrect separation actions in FPPS, and other disruptions. The challenges have been communicated up the chain of command, and Pathways I hopeful to see improvements moving forward.

3.3 Best Practices

Clear Onboarding Process

Orientation Sessions

Conduct an orientation to familiarize interns with BIA's mission, culture, policies, and procedures.

Mentorship Pairing

Assign mentos to guide interns, providing support and insight into career development.

Defined Roles and Responsibilities

Job Descriptions

Clearly outline tasks and expectations for each intern role to avoid confusion.

Project Goals

Set specific, measurable objectives for interns to achieve during their tenure.

Regular Check-ins and Feedback

Frequent Meetings

Schedule regular check-ins to discuss progress, address concerns, and provide constructive feedback.

Formal Evaluations

Conduct mid-term and end-of-term evaluations to assess performance and provide formal feedback.

Professional Development Opportunities

Workshops and Training

Offer workshops on skills relevant to their roles, such as project management, cultural competency, or public policy.

Networking Opportunities

Encourage interns to attend meeting and events to build professional connections.

Inclusivity and Cultural Awareness

Cultural Training

Provide training on Native American history, culture, and current issues to ensure sensitivity and respect.

Inclusive Environment

Foster an environment that values diverse perspectives and experiences.

Engagement and Ownership

Meaningful Work

Assign projects that contribute to the agency's goals and allow interns to take ownership of their work.

Encourage Initiative

Promote a culture where interns feel comfortable sharing ideas and suggestions.

Exit Interviews and Feedback

Collect Feedback

Conduct exit interviews to gather insights on the internship experience and areas for improvement.

Alumni Network

Create a network for former interns to stay connected and engaged with the BIA.

Utilization of Technology

Online Platforms

Use digital tools for communication, project management, and feedback to streamline processes.

Virtual Resources

If applicable, provide virtual learning resources and networking opportunities.

Compliance and Documentation

Program Evaluation

Regularly assess the internship program to ensure it meets organizational goals and intern needs.

Community Engagement/Local Involvement

Encourage interns to engage with local Native American communities and organizations to enhance their learning and connection to the mission.

Implementing Best Practices

Helps create a valuable and enriching Pathways internship experience that benefits both interns and the BIA.

Acronyms

AAC	Allowable Annual Cut
AAM	American Alliance of Museums
ABI	American Broadband Initiative
A&D	Acquisition and Disposal
ADS	Automated Disbursement System
AE	Accountable Entity
A/E	Architectural and Engineering
A-E MAC	Architect-Engineering Multi Award Contract
AF/LS	Attorney Fees/Litigation Support Program
AG	Agriculture
AGOL	Arc GIS Online
AI/AN	American Indian/Alaska Native
AIARMA	American Indian Agricultural Resources Management Act, 25 USC 3711, et seq.
AIHEC	American Indian Higher Education Consortium
AISES	American Indian Science and Engineering Society
AOTR	Awarding Official Technical Representative
APG	Annual Performance Goal
ARPA	American Rescue Plan Act
ARPA	Archeological Resources Protection Act
ASIA	Assistant Secretary – Indian Affairs
ASW	Archaeology Southwest
ATNI	Affiliated Tribes of Northwest Indians
ATO	Authority to Operate
AVSO	Appraisal and Valuation Services Office
AWS	Amazon Web Services
BAER	Burned Area Emergency Response
BARD	Branch of Agriculture and Rangeland Development
BBS	Branch of Business Services
BBS	Branch of Beneficiary Services
BCMS	Beneficiary Case management System
BIA	Bureau of Indian Affairs
BILS	BLM Indian Land Surveyor
BFM	Branch of Fluid Minerals
BFWR	Branch of Fisheries, Wildlife & Recreation
BGDS	Branch of Geotechnical Data Services
BIE	Bureau of Indian Education
BIL	Bipartisan Infrastructure Law
BIP	Branch of Irrigation and Power
BISAM	Buy Indian System for Award Management
BLM	Bureau of Land Management
BOGS	Branch of Geospatial Services
BOR	Bureau of Reclamation
BRAD	Branch of Renewable and Distributed Generation
BRS	Branch of Resource Systems
BISAM	Buy Indian System for Award Management
BSM	Branch of Solid Minerals
BSOD	Branch of Safety of Dams
BTFA	Bureau of Trust Funds Administration
BWR	Branch of Water Resources
CA	Communitization Agreement

CALTRANS	California Department of Transportation
CapEx	Capital Expenditure
CatEx	Categorical Exclusion
CDR	Community Driven Relocation
CERCLA	Comprehensive Environmental Response Compensation and Liability Act
CESU	Cooperative Ecosystem Studies Unit
CFI	Continuous Forest Inventory
CI	Construction Indexing
CISMC	Critical Incident Stress Management Coordinator
CITAP	Coordinated Interagency Transmission Authorizations and Permits Program
CKST	Confederated Salish and Kootenai Tribes
CLEO	Conservation Law Enforcement Officer
COR	Contracting Officer Representative
CORPS	U.S. Army Corps of Engineers
CRM	Cultural Resources & Museum Program
CTSR	Certified Title Status Report
DBD-TS	Deputy Bureau Director-Trust Services
DEMD	Division of Energy and Mineral Development
DESCRM	Division of Environmental Services and Cultural Resources Management
DIS	Division of Information Security
DISC	Data Identification and Semantic Categorization
DM	Departmental Manual
DNR	Division of Natural Resources
DOE	U.S. Department of Energy
DOF	Division of Forestry
DOI	U.S. Department of Interior
DOJ	U.S. Department of Justice
DOL	U.S. Department of Labor
DOT	U.S. Department of Transportation
DPMC	Division of Program Management Coordination
DRES	Division of Real Estate Services
DRIS	Division of Resource Integration and Services
DSPR	Dam Safety Priority Rating
DTAOT	Division of Trust Asset Ownership and Title
DTLC	Division of Trust Land Consolidation
DTS	Departmental Tracking System
DWFM	Division of Wildland Fire Management
DWP	Division of Water and Power
DWTS	Digital Water Ticketing System
DWYD	Division of Workforce and Youth Development
EDL	Environmental Disposal Liabilities
EEO	Equal Employment Opportunity
EJ	Environmental Justice
ELA	Enterprise License Agreement
EMDP	Energy and Mineral Development Program
EMG	Executive Management Group
ENOP	Engine Operator
EPA	Environmental Protection Agency
EPAP	Employee Performance Appraisal Plan
EPMA	Electronic Permitting Modernization Act
ER	Ecosystem Restoration
ER	Bipartisan Infrastructure Law, Emergency Relief
ERIF	Environmental Review Improvement Fund

ES	Endangered Species
ESA	Endangered Species Act, P.L. 93-205
ESA	Environmental Site Assessment
EV	Electric Vehicle
EWS	Early Warning System
FBA	BIA, Fort Berthold Agency
FBMS	Financial Business Management System
FEDs	Financial Entry Documents
FERC	Federal Energy Regulatory Commission
FIA	Forest Inventory Analysis
FIIP	Flathead Indian Irrigation Project
FIP	Branch of Forestry Inventory and Planning
FIPS	Federal Information Processing Standards
FMP	Forest Management Plan
FNREL	Foundation for Natural Resources and Energy Law
FOIA	Freedom of Information Act
FPA	BIA, Fort Peck Agency
FPA	Federal Power Act
FPAC	USDA, Farm Production and Conservation
FPOW	Final Program of Work
FPSIC	Federal Permitting Improvement Steering Committee
FSA	USDA, Farm Service Agency
FTE	Full Time Employee
FTO	Fiduciary Trust Officer
FTT	Fee to Trust
FWDP	Federal Wildland Fire Workforce Development Program
FY	Fiscal Year
GAO	Government Accountability Office
GDS	Geotechnical Data Services
GIS	Geographic Information System
GON	Gathering of Nations Pow wow
GPRA	Government Performance and Results Act
GRDA	Grand River Dam Authority
GSA	General Services Administration
GTPWA	Great Plains Tribal Water Alliance
HAATS	HEARTH Act Application Tracking System
HEARTH Act	Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012
HISP	High Impact Service Provider
HUD	Housing and Urban Development
IA	Indian Affairs
IDIQ	Indefinite Delivery Indefinite Quantity
IEMSC	Indian Energy and Minerals Steering Committee
IESC	Indian Energy Service Center
IFPRS	Interior Fuels and Post Fire Reporting System
IHS	Indian Health Services
IJA	infrastructure Investment and Jobs Act
IIM	Individual Indian Money Account
IIS	Identity Information System
IK	Indigenous Knowledge
ILOG	In Lieu of Grant Programs
IMDA	Indian Mineral Development Agreements

IP	Indian Preference
IRA	Inflation Reduction Act
IRS	Internal Revenue Service
ISBEE	Indian Small Business Economic Enterprise
IT	Information Technology
ITBC	Intertribal Buffalo Council
ITC	Intertribal Timber Council
ITEP	Institute for Tribal Environmental Professionals
ITRC	Irrigation Training and Research Center
IWG	Interagency Working Group
IYSC	Indian Youth Service Corps
JHA	Job Hazard Analysis
LAC	Land Area Codes
LAR	Land Area Representation
LDEV	Land Description Examination and Validations
LiDAR	Light Detection and Ranging
LTRO	Land Titles and Records Office
LWCF	Land and Water Conservation Fund
MFA	Multifactor Authentication
MOA	Memorandum of Agreement
MOU	Memorandum of Understanding
MRAD	Mineral Royalty Accounting Distribution
MRMSS	Mineral Revenue Management Support System
MUG	Mineral User Group
NAFWS	Native American Fish and Wildlife Society
NAGPRA	Native American Graves Protection and Repatriation Act
NAPE	North American Prospect Expo
NARAC	Native American Range Advisory Committee
NEPA	National Environmental Policy Act
NFPORS	National Fire Plan Operations and Reporting System
NHPA	National Historic Preservation Act
NIFC	National Interagency Fire Center
NIFRMA	National Indian Forest Resources Management Act of 1990
NIIMS	National Inter-agency Incident Management System
NIIMS	National Irrigation Information Management System
NIOGEMS	National Indian Oil, Gas, Energy and Mineral System
NMAC	National Multiagency Coordinating Group
NOA	Notice of Availability
NOAA	National Oceanic and Atmospheric Administration
NOD	Notice of Decision
NPM	National Policy Memorandum
NPS	National Park Service
NRCS	Natural Resources Conservation Service
NRDAR	Natural Resource Damage Assessment and Restoration
NSTC	National Science and Technology Council
NTIA	National Telecommunications and Information Administration
NTICC	National Tribal and Indigenous Climate Conference
NWCG	National Wildfire Coordinating Group
O&M	Operations and Maintenance
OCIO	Office of Chief Information Officer

OEPC	Office of Environmental Policy and Compliance
OFO	Office of Field Operations
OHA	Office of Hearings and Appeals
OHCM	Office of Human Capital Management
OICT	Office of Indigenous Connectivity and Technology
OIEED	Office of Indian Energy and Economic Development
OIG	Office of Inspector General
OIRA	Office of Information and Regulatory Affairs
OIS	Office of Indian Services
OIT	Office of Information Technology
OLA	Office of Legislative Affairs
OMB	Office of Management and Budget
ONAP	HUD, Office of Native American Program
ONNR	Office of Natural Resources Revenue
OpEx	Operating Expense
OPM	Office of Personnel Management
ORDA	Office of Restoration and Damage Assessment
OTR	USDA, Office of Tribal Relations
OTS	Office of Trust Services
OWGP	Tribal Orphaned Well Grant Program
OWP	Office of Workforce Planning
OWPO	Orphan Well Program Office
PD	Position Description
PMO	President's Management Agenda
POA&M	Plan of Action and Milestones
PRM	Project and Resource Management System
PWR	Post-Wildfire Recovery
Pub. L.	Public Law
PV	Photovoltaic
RACA	Office of Regulatory Affairs and Collaborative Action
RD	Regional Director
READI	Renewable Energy Accelerated Deployment Initiative
RES	Regional Environmental Scientist
RFP	Request for Proposals
RGC	Regional Geospatial Coordinator
RMP	Relocation, Managed Retreat, Protect-in-Place
RMRO	Rocky Mountain Regional Office
ROW	Right of Way
RTRL	Reserved Treaty Rights Lands
SAF	Society of American Foresters
SAMHSA	Substance Abuse and Mental Health Services Administration
SCADA	Supervisory Control and Data Acquisition
SCCM	System Center Configuration Management
SDEMS	Safety of Dams Environmental Monitoring System
SHIRA	Strategic Hazard Identification and Risk Assessment
SIPI	Southwest Indian Polytechnic Institute
SIWRO	Secretary's Indian Water Rights Office
SOP	Standard Operating Procedure
SPD	Standard Position Description
SRM	Society of Range Management
STAC	Secretary of Interior's Tribal Advisory Committee
STAT	Solutions Trust Accountability Tracker

STEM	Science, Technology, Engineering and Mathematics
SUA	Southern Ute Agency
TAAMS	Trust Asset and Accounting Management System
TBCC	Trust Beneficiary Call Center
TBCP	Tribal Broadband Connectivity Program
TBWG	Tribal Boundary Working Group
TCR	Tribal Climate Resilience
TDIR	Tribal Dam Inventory Request Process
T&E	Threatened and Endangered
TEDC	Tribal Energy Development Capacity
TESA	Threatened and Endangered Species Act
TFAS	Trust Funds Accounting System
THPO	Tribal Historic Preservation Office
TIBC	Tribal Interior Budget Committee
TMDP	Tribal Management Development Program
TPA	Tribal Priority Allocation
TSOG	Timber Sales Operations Group
TTLHA	Tribal Trust Land Homeownership Act of 2023
TWG	Technical Working Group
UAC	Uncrewed Aircraft System
UAT	User Acceptance Testing
U&O	Uintah and Ouray
USDA	U.S. Department of Agriculture
USET	United South and Eastern Tribes, Inc.
USFS	U.S. Forest Service
USGS	U.S. Geological Survey
WEEL	Wind Energy Evaluation Lease
WFAP	Wildland Fire Apprenticeship Program
WHCNAA	White House Council on Native American Affairs
WMPPD	Water Management Planning and Pre-Development Program
WPSAPS	Wildfire Prevention Spatial Assessment and Planning Strategies Software
WRNL	Water Rights Negotiation and Litigation
WSR	Wind and Solar Resource Lease