



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, D.C. 20240



National Policy Memorandum

Assistant Secretary – Indian Affairs
Deputy Assistant Secretary – Management

Number: NPM-HR-3
Title: Competitive Areas, Bureau of Indian Affairs

Effective: March 22, 2006
Expires: March 22, 2007

1. Purpose

This policy defines the areas of competition as required by U.S.C. Chapter 35 and 5 CFR 351. This policy supercedes 44 BIAM, 351, 2.1 (Release 44-99, dated 9/3/85). To the extent that previous memoranda, manual releases or personnel management notices may contain policies regarding scope of competition in reductions-in-force which are inconsistent with this memorandum, they are superceded by this document.

2. Scope

This policy applies to the Bureau of Indian Affairs (BIA), including the Office of Indian Education Programs (OIEP) and BIA organizations reporting to officials in the Office of the Assistant Secretary-Indian Affairs. This policy does not apply to employees in the Office of the Assistant Secretary-Indian Affairs or to the Senior Executive Service. The reduction-in-force procedures for the senior executive service are addressed in 5 CFR 359 and 370 DM 920.

3. Policy

A competitive area establishes the boundaries within which employees compete for retention under the reduction-in-force regulations. Employees compete for retention only with other employees in the same competitive areas; they do not compete with employees in another competitive area.

Competitive areas for reduction-in-force purposes are designated below:

- A. Indian Affairs Headquarters Offices with duty stations in the Washington, DC Commuting Area:
Each of the following organizations will be considered to be a separate competitive area:
1. Bureau of Indian Affairs (except employees in education, law enforcement, and administrative and management support functions)
 2. Office of Indian Education Programs
 3. Office of Law Enforcement Services
 4. Deputy Assistant Secretary - Management (as described in 130 DM 9)
 5. Deputy Assistant Secretary - Information Resources Management (as described in 130 DM 10)
 6. Deputy Assistant Secretary - Policy and Economic Development

