
From: Echohawk, Larry
Sent: Wednesday, July 20, 2011 6:26 PM
To: All_IA; All IE
Subject: Special All-Employee Message from the Assistant Secretary-Indian Affairs

To: All Indian Affairs Employees
From: Larry Echo Hawk, Assistant Secretary-Indian Affairs
Subject: Survey on Indian Affairs Administrative Organization

I appreciate all the feedback I have received over the past two weeks from Indian Affairs managers and rank-and-file employees on their assessment of the current state of Indian Affairs' administrative structure and its delivery of services to Indian Country. As I noted in my last communication to you, one key component for the success of the pending administrative assessment is that the firm we have contracted with, Bronner Group, LLC, will reach out to obtain your input on the delivery of administrative support services in the following areas: accounting/finance, budget, property, human resources, acquisition, and the related program support areas of facilities, environmental and safety.

In the coming weeks, you will receive a survey from the Bronner Group requesting your participation in an online survey and questionnaire tool. To ensure that we hear your voice, please complete the questionnaire and provide a fair, but honest assessment of these specific administrative services and related programs and operations. This particular survey is intended to measure experiences, the level of satisfaction and concerns relating to the Indian Affairs current administrative support service organization. As with any survey of this nature, the intent is to create a meaningful understanding of how specific services are provided. While some questions may seek feedback about your past experience with certain offices, the intent is not to judge or evaluate fellow Indian Affairs employees, but to share your experiences with the process and transaction(s) themselves. Also please note that all respondents will remain anonymous. IP addresses and personal information will not be collected from the survey.

I also want to take this opportunity to reiterate that there are no predetermined outcomes to this assessment by the contractor or the Senior Management team in Indian Affairs. Again, if you hear such talk that this is preordained to result in a reorganization or realignment of administrative functions within Indian Affairs, or any discussion regarding a reorganization or realignment based on the actions of the Bronner Group, please be assured that this is not the case. The Bronner Group has been specifically tasked with assessing implementation of the recommendations made in the 1999 National Academy of Public Administration (NAPA) report and the results. The contractor has not been tasked to provide any input on a reorganization of any component of Indian Affairs. Further, Bronner's report will only be a recommendation to my office. As I stated last time, if you do not hear it officially from me, then there is no validity to statements which may be made as we enter Phase I of this effort.

Thank you in advance for devoting time to this matter and answering the questions as completely and thoroughly as possible. Your views are critical to the future of Indian Affairs as you will provide an invaluable perspective from your on-the-ground experiences. I look forward to your participation in the survey and eagerly await your feedback.

(NOTE TO SUPERVISORS: Please ensure that all employees without e-mail access receive a paper copy of this distribution.)