



### Trust Land Services, Resource Stewardship, Results that Matter



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#### Message from the Deputy Director

Greetings from Trust Services

We are entering our second year of a virtual work environment and in this issue we highlight our new normal as we innovate to meet customer needs. This newsletter gives insight into what Trust Services is doing now and what we are working to implement by September 30, 2021.

We cannot complete our mission alone. The valuable Trust employees throughout the BIA's 12 Regions and 82 agencies are our partners. The new "Regional Spotlight on Trust" highlights the Northwest Region and their on-the-ground Trust Services impact in Indian Country.

Photo content is critical to telling our story. We know we have many talented amateur photographers in our ranks and are introducing a "Share Your Experience" photo contest open to all BIA employees and their immediate family members to grow our photo library.

I hope you enjoy this second issue of the Trust Quarterly as much as we enjoyed putting it together for you.

Johnna Blackhair

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Photo Contest

#### Storytellers Wanted

Share Your Experience Photo contest. All employees are encouraged to submit work NLT August 27, 2021. See pages 3-4 for details.

*Photo Credit for Header at top of page: Bob Wick*



## Upcoming Job Openings

<http://www.usajobs.com>



### Trust Land Services

#### *Energy and Minerals Development*

GS-0301-14	Supy Economic Development Spec	Lakewood, CO
GS-0830-13	Mechanical Engineer (2 positions)	Lakewood, CO
GS-0343-13	Program Analyst	Lakewood, CO
GS-0401-13	Natural Resources Specialist	Lakewood, CO

#### *Forestry*

GS-0460-13	Forester (2 positions)	Lakewood, CO
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#### *Indian Energy Service Center*

GS-0028-13	Environmental Specialist	Lakewood, CO
GS-1170-13	Supervisory Realty Specialist	Lakewood, CO
GS-1170-13	Senior Realty Specialist	Lakewood, CO

#### *Land Buy Back Acquisitions Center*

GS-0301-14	Deputy-Acquisitions Center	Billings, MT
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#### *Natural Resources*

GS-0028-13	Environmental Spec (3 positions)	Albuquerque, NM
GS-0401-13	Fish & Wildlife Resource Specialist	Albuquerque, NM

#### *Real Estate Services*

GS-1170-11/12	Realty Specialist (Generalist)	Albuquerque, NM
GS-0343-7/9	Program Analyst	Albuquerque, NM

#### *Special Projects Office*

GS-0343-13	Program Analyst (TAAMS)	Albuquerque, NM
GS-0301-7/9	Program Support Asst (TAAMS)	Albuquerque, NM

#### *Water and Power*

GS-0810-14	Supy Civil Engineer (2 positions)	Lakewood, CO
GS-0810-13	Civil Engineer for SOD (4 positions)	Lakewood, CO
GS-0810-13	Civil Engineer for I&P (3 positions)	Lakewood, CO
GS-0510-11	Accountant	Lakewood, CO

**UPDATE ON PATHWAYS STUDENT INTERNS:** 26 Pathways Interns were selected from the March 19, 2021, closed advertisement



### Resource Stewardship



### Results that Matter





## 2021 Share Your Experience Photo Contest

E-mail Submissions or Questions to  
**[BIATrustQuarterly@bia.gov](mailto:BIATrustQuarterly@bia.gov)**



**Photo submissions must be uploaded by  
11:59 p.m. EST on August 27, 2021**

### STORYTELLERS WANTED

Your photos will tell our Trust Services story.

### FIRST ANNUAL PHOTO CONTEST

Photos collected will be featured in future newsletters and other BIA publications. This year's contest runs through **August 27, 2021** and winning photos will be published in the Fall newsletter. Entrants will have bragging rights whenever your photo shows up in print or online!

### CONTEST CATEGORIES

One image per category please. A total of three (3) images can be entered in the contest per person.

- ◆ Trust Resources
- ◆ BIA Work Life
- ◆ Landscapes in Indian Country
- ◆ People in Nature

A **People's Choice Award** will be selected by survey of Trust Services staff from the winners in each category.

### CONTEST HIGHLIGHTS

1. Contest runs **July 30—August 27, 2021**
2. Photos must be taken on Indian lands or BIA sponsored sites or meeting locations
3. Three (3) images per participant. Each image must be entered in only one category
4. Each category winner will be published in the Fall newsletter

### QUESTIONS

Questions and inquiries about contest rules can be emailed to [Dawn.selwyn@bia.gov](mailto:Dawn.selwyn@bia.gov). Please read **FULL PHOTO CONTEST RULES** before entering. Good luck!

### THE FINE PRINT

**BY ENTERING THE CONTEST YOU ARE ACCEPTING AND AGREEING TO ALL RULES, TERMS, AND CONDITIONS ("RULES").** The contest is open to all BIA employees and their immediate family members: spouse, children living in the home or adult children regardless of residence or physical location.

### SUBMISSION DETAILS REQUIRED

BIA employees please submit photo via BIA Email including your *Name, Title, Duty Station, Email, and Phone number and if your submission is on behalf of a child under 18 please provide their age. A description of the photo is also requested.* Communications, if any, will be through the BIA employee.

### CONTEST CATEGORIES AND PRIZES

BIA Trust Services invites amateur photographers to enter its first Digital Photography Competition ("Contest"). Winning photos will be published in the Fall newsletter.

- Submissions by children age 17 and under will receive a certificate of participation and select photos published in the Fall newsletter.
- Family member includes spouse, children living in the home, or adult children.

### DEADLINE

Entries welcome starting July 30, 2021. The deadline for submitting entries is **11:59 pm Eastern Daylight Time on August 27, 2021.** The BIA reserves the right to adjust any deadlines as the result of causes beyond its immediate control.

*Photo Credit for Header at top of page: Bob Wick*



## 2021 Share Your Experience Photo Contest

### YOUR RIGHTS

You will retain all rights to any photograph you submit including ownership other than those rights licensed in these rules. By entering the Contest, you hereby grant to the BIA

- ◆ A nonexclusive, irrevocable, royalty-free license to reproduce, distribute, publicly display, and publicly perform the photographs you submit to the BIA; and
- ◆ The right to use your name in web pages, flyers and other BIA publications.

Any photograph reproduced will include a photographer credit as feasible. The BIA will not be liable for any errors in attribution other than to make reasonable efforts to correct such errors. The BIA has final approval of any language that appears on its website, in its newsletter, or brochures with any of the photos and will not promote or endorse third-party products or services.

### HOW TO ENTER

Starting July 30, 2021, enter up to three images (per participant) by emailing your photos to [BIATrustQuarterly@bia.gov](mailto:BIATrustQuarterly@bia.gov). This year the contest categories are:

- ***Trust Resources***
- ***BIA Work Life***
- ***Landscapes in Indian Country***
- ***People in Nature***

One category per image, please.

Entries welcome starting July 30—**11:59 pm Eastern Daylight Time on August 27, 2021**. The BIA reserves the right to adjust any deadlines as the result of causes beyond its immediate control.

### WHAT TO ENTER

By entering this contest you agree to the Rules set out herein. We are looking for digital images capturing who we are, what we do and the services provided to Tribes and individual Indians.

**Your images must be taken in Indian Country or at BIA facilities, or a BIA, Tribal or Federal government sponsored event.**

Your images may show wildlife, plant life, natural landscapes, individuals or groups of people performing trust work or interactions with tribal officials and/or Federal partners.

- If you choose to include people in your submission, you are responsible for obtaining the necessary releases from the individuals depicted, and must be able to provide copies of those releases to the BIA Trust Services upon request. The release can be as simple as an email from the individual approving use to a screen shot of a text message.
- Entrants must not submit images that involve the handling or disruption of wildlife and/or plants, willful harassment of wildlife, damage to the environment by the photographer
- Photos submitted must not infringe upon the rights of any other photographer or person. Original photos only.
- All photographs should accurately reflect the subject matter and the scene as it appeared.
- Photos that have been digitally altered beyond standard optimization will be disqualified.
- Acceptable methods for standard optimization include removal of dust, cropping, and reasonable adjustments to color and contrast.
- Multiple exposures that have been combined to produce a single “High Dynamic Range” image are acceptable.



## News You Can Use

### Sharing on Social Media



Do you or your program have an announcement or something fun you want to share on BIA's social media channels?

Here's how you can contribute!

- Send your short announcement and photo (.jpeg) to [socialmedia@bia.gov](mailto:socialmedia@bia.gov)
- Include suggested date for posting
- Provide a caption or details for each photo (otherwise, the photo credit will say "BIA").



- ◆ 7/1/2021—**BIA Announce over \$6.5M in Energy & Mineral Development Grants awarded to 27 federally recognized Tribes and 7 Alaska Native Corporations** <https://www.bia.gov/news>
- ◆ 6/30/2021 **Biden-Harris Administration Acts to address Growing Wildfire Threat** [whitehouse.gov/briefing-room/statements-releases/2021/06/30/fact-sheet-the-biden-harris-administration](https://whitehouse.gov/briefing-room/statements-releases/2021/06/30/fact-sheet-the-biden-harris-administration)
- ◆ 6/23/2021 **Interior transfers National Bison Range Land in Trust for the Confederated Salish and Kootenai Tribes** [www.doi.gov/news](https://www.doi.gov/news)
- ◆ 4/27/2021 **Secretarial Order 3400 relegates authority to review and approve applications to place land into trust to the BIA Regional Directors (excludes gaming applications).** [www.doi.gov/sites/doi.gov/files/elips/documents/so-3400-on-gaming-off-reservation-fee-to-trust-acquisitions-final.pdf](https://www.doi.gov/sites/doi.gov/files/elips/documents/so-3400-on-gaming-off-reservation-fee-to-trust-acquisitions-final.pdf)

### Share your DOI Story



The DOI Office of Diversity, Inclusion and Civil Rights is looking for employees to share how their heritage and family traditions have shaped your working experience at DOI.

Submit your DOI Story to

[Robyn.Broyles@bia.gov](mailto:Robyn.Broyles@bia.gov) with the following information:

- Your Name
- Division/Program and Job Title
- Duty Station, City and State
- A photo of you at work (.jpeg)
- Your DOI story in 200 words
- A family tradition or a special memory that has shaped your life and career trajectory

Ms. Broyles will work with DOI to highlight your story and share across BIA's social media channels

### Upcoming Social Topics

National Aviation Day, August 19

National Hydropower Day, August 24

National Dog Day, August 26





## Performance

### Government Performance and Results Act (GPRA) Act

GPRA requires Federal agencies to demonstrate that they are using their funds effectively toward meeting their missions. Goals are reported on an annual or quarterly basis. The Indian Affairs Performance Management System (IA-PMS) is the official system of record for Indian Affairs performance data.

### Trust Services Strategic Goals

The BIA, Division of Trust Services has 13 established strategic goals identified in the FY 2018-2022 U.S. Department of the Interior (DOI) Strategic Plan found at [www.doi.gov/performance/strategic-planning](http://www.doi.gov/performance/strategic-planning). The Strategic Plan is updated at least every four years and is due for an update in 2021.

## DOI Mission Areas and FY 2021 Trust Goals

### Conserving our Land and Water

- ◆ **Water Management:** 77% of management, planning, pre-development of water projects completed
- ◆ **Irrigation:** 90% of Irrigation Maintenance Projects completed within established timeframes
- ◆ **Irrigation:** 99% of miles of Irrigation Project Canals serviced are functional

### Generating Revenue and Utilizing our Natural Resources

- ◆ **Timber Sales:** 55% of Annual Allowable Cut prepared, offered for sale, free use
- ◆ **Range:** 52% of Range Units assessed for utilization, rangeland condition, trends
- ◆ **Grazing Permits:** 37% of grazing permits monitored annually for adherence to provisions (includes permittee compliance with conservation plan requirements)

### Fulfilling our Trust Responsibilities

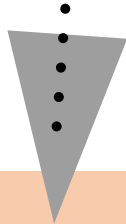
- ◆ **Title Encumbrances:** 79% of encumbrances (realty contracts) decided within regulatory timelines
- ◆ **Probate Estates:** 93% of probate estates from Office of Hearings & Appeals closed
- ◆ **Probate Orders:** 91% of probate orders encoded within 72 hours after expiration of probate period
- ◆ **Non-Probate Conveyances:** 89% of complete and non-defective non-probate conveyance documents (includes deeds) recorded within 48 hours of LTRO receipt

### Modernizing our Organization and Infrastructure for the Next 100 Years

- ◆ **Historic Structures:** 45% of Structures on BIA inventory in good condition
- ◆ **Museum Collection:** 83% of BIA collections in inventory in good condition
- ◆ **Archaeological Sites:** 81% of sites on BIA Administrative lands in good condition



## Division of Energy and Mineral Development



### Services available

- Awards Competitive Grants
- Technical assistance for Tribal energy development strategies
- Geotechnical Data Services in 2D or 3D
- Solid Minerals and Aggregate Assessments
- Energy and Mineral Capacity Development
- NIOGEMS tracks financial, realty, and geo-technical information on Indian lands with energy & mineral potential
- Publications
- Doing Business on Indian Lands
- Tribal Toolbox
- Youth Energy Challenge

See <https://www.bia.gov/bia/ots/demd> for more information

### What is the function of DEMD?

DEMD supports Indian Affairs' trust responsibility for energy and mineral development as identified in the Indian Mineral Development Act and the Energy Policy Act and guides Interior in assisting tribes and individual Indians in developing mineral and energy resources.

### Average Indian Royalty Rate exceeds Federal Rate

DEMD assumes a hands-on proactive approach in working with tribes to help develop their resources. DEMD is able to keep Indian mineral owners well informed and adjust transaction terms for royalty rates, lease bonuses and the term of a lease. This ensures that both the Indian mineral owner and their potential partner operate from the same base of information.

This technical assistance during negotiations has achieved a higher nationwide average **Indian oil royalty rate of 16.88 percent**, far in excess of the nationwide Federal oil royalty rate of **11.29 percent**.



*Black Bear Casino Resort, Cloquet, MN*

### Fond du Lac Tribal Utility Authority Development

On Friday, May 7, 2021, the Fond du Lac Business Council passed resolution #1206-21, enacting the Charter of Incorporation for the Fond du Lac Tribal Utility. This is the result of years of work and a 2018 Tribal Energy Development Capacity grant, awarded to the tribe by the Division of Energy and Mineral Development.

The Utility is still in the start-up phase but will eventually provide power resilience to many critical loads, including the Black Bear Casino Resort.

For more information contact the Division of Energy and Mineral Development  
Stephen Manydeeds, Division Chief at [Stephen.manydeeds@bia.gov](mailto:Stephen.manydeeds@bia.gov)



## Support for Tribal Networking

Historically DEMD covers travel for Tribes and BIA Agency staff to attend the **North American Prospect Expo (NAPE)**, the largest oil and gas prospect and leasing gathering in the world.

This year NAPE expanded to include renewable opportunities. The virtual event is **August 9-September 3, 2021** with an in-person portion **August 18-20, 2021**.

The following 5 Tribes and 5 BIA Agencies have expressed interest in attending NAPE :

- Osage Minerals Council
- Tunica-Biloxi
- Alabama-Coushatta
- Mandan, Hidatsa, Arikara Nation
- Uintah & Ouray Reservation
- **BIA Agencies:** Concho, Navajo, Wind River, Fort Peck & Fort Berthold



*NAPE 2021 Exhibitors*

## Wind River Circle Ridge Field Project (+\$18M/year)

DEMD provided technical assistance for the Tribes of the Wind River Reservation to assume control of the Circle Ridge Field on June 1, 2021.

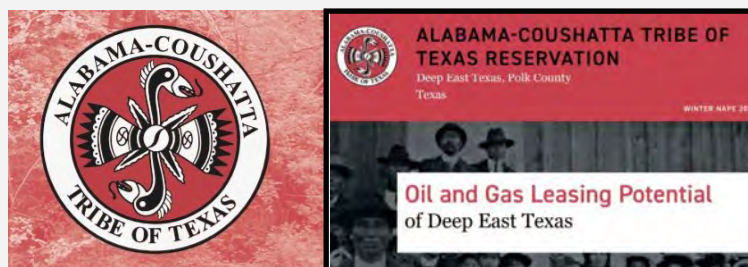


*Circle Ridge Oil Field to generate \$18M+ per year*

This repatriation of natural resources marks a historic movement on Indian lands and sovereignty, and the Wind River Reservation will take control of their resources, economic development, and ultimately their future. Circle Ridge oil field is the first of many opportunities afforded the Eastern Shoshone and the Northern Arapahoe, and this action will generate an additional \$18M+ million in revenue each year.

## Tribal Technical Marketing Publications

The DEMD showcases Tribes interested in partnering with industry and enhancing their economic growth and sustainability through technical background & marketing brochures.



*Cover to Tribal Marketing Brochure for Texas Tribe*

Publications generally include a summary of a Tribes' culture, history, drilling history, geologic overview, oil and gas plays/activity in the region, wind assessments, seismic coverage, availability and leasing activity.

See publications on Division of Energy and Mineral Development web page at <https://www.bia.gov/bia/ots/demd/publications>





## Branch of Geospatial Services

### Growing to Serve You



### Two new Administrator positions have been filled

- Enterprise Database Administrator (DBA)
- Enterprise License Helpdesk Administrator (ELA)

### Expected benefits for Tribes and Trust Programs

- Set and maintained database standards
- Database reports, visualizations and dashboards
- Automation for repeated database tasks
- Available on-call support, as needed
- Diagnose and troubleshoot database errors
- Organize and respond to inquiries via a HelpDesk for on-call support, as needed
- Lead development of GIS portals for data important for Trust management decision making
- Assist Tribes obtain free GIS software such as ESRI's ArcPro and reduce response time to obtain GIS licenses
- Track existing licenses, new licenses
- HelpDesk Administrator to lead and grow a GIS training program for tribes

### Tribal Land Area Representation (LAR) Dataset Project

The Regional Geospatial Coordinators are working on business rules for consistent updates to the LAR dataset (Interactive Map of Indian Lands) on the BIA website. Additional areas to be added have not yet been certified.



See Web and Static maps at <https://biamaps.doi.gov>

### Internship Slot Filled



*Keisha Birdhat*

The Branch of Geospatial Services has sponsored a Pathways Program intern for the summer. Ms. Keisha Birdhat is a graduate student at Colorado State University, pursuing a Master's degree in Natural Resources

Ms. Birdhat starts work every other week in July on a database cleanup for the HelpDesk. She will also be trained as a backup on HelpDesk functions, if needed.

For more information on the National Parcelization Project contact David Vogt,  
Branch Chief for Geospatial Services at [David.vogt@bia.gov](mailto:David.vogt@bia.gov)



## Branch of Geospatial Services: National Parcelization Project

### National Parcelization Project

BIA began a National Parcelization project in 2016 to map lands in Indian Country. This work is currently performed by a GIS Contractor at the direction of a Federal lead with assistance from Regional Cartographic Technicians.

### Phase 1: Land Research (2016-2018)



In 2016, the Branch of Geospatial Support, began a project with the goal of building a dataset of fair market value for tracts containing fractional interests for acquisition purposes by the Land Buy Back Program for Tribal Nations (LBB). For more information see <https://www.doi.gov/buybackprogram/>

### Mapping Geodatabases

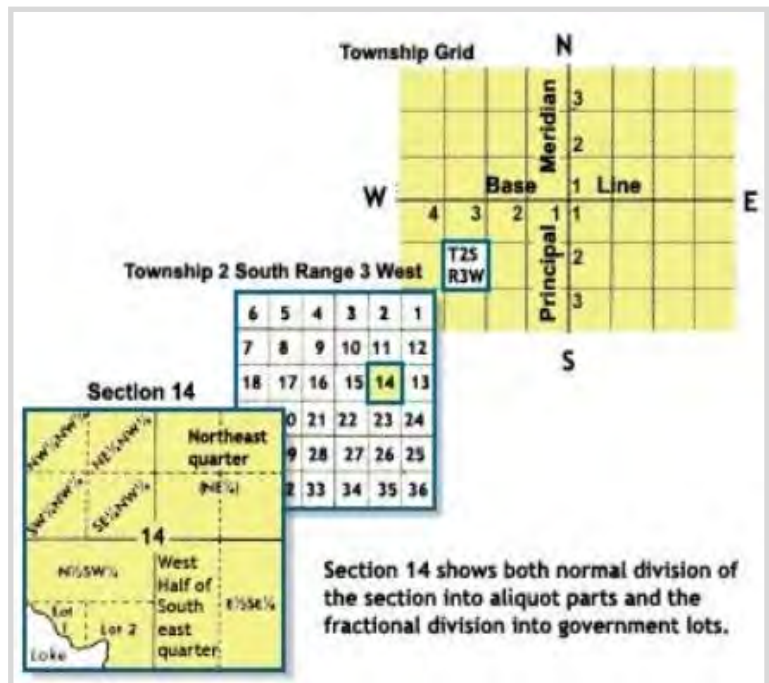
Land research involved using mapping geodatabases provided by BIA, BLM, and mineral assessments performed by the Appraisal and Valuation Services Office (AVSO) Division of Minerals Evaluation. See [www.avso.gov/valuationservices](http://www.avso.gov/valuationservices) for information on land valuations.

### Phase 2: Bulk Mapping (2018-2020)

The LBB effort broadened in 2018 to cover ALL records in the Trust Asset and Accounting Management System (TAAMS) into GIS components.

- Every record was mapped using the authoritative legal description and the Bureau of Land Management (BLM) Public Land Survey System (PLSS) data

### The Public Land Survey System (PLSS)



Source: [www.usgs.gov/](http://www.usgs.gov/)

- PLSS typically divides land into 6-mile square townships
- Most Eastern and Alaska Region Tribes are not currently mapped because of a lack of Public Land Survey System (PLSS)

For more information on the National Parcelization Project contact

Travis Blacketter, Program Analyst/Land Buy Back RSA Liaison at [Travis.blacketter@bia.gov](mailto:Travis.blacketter@bia.gov)





## Branch of Geospatial Services: National Parcelization Project

### Phase 3: Difficult Land Records (2021)

In Fiscal Year 2021 Trust Services hired term position Cartographic Technicians for 10 Regions (except Alaska and Eastern). They began building GIS data layers in previously unmapped areas and at locations where construction of the dataset presented specific challenge such as:



#### Meandering rivers

The U-form taken by a river or stream



#### Missing historic landmarks

Legal descriptions referencing landmarks that no longer exist. For example, a white oak that marked a property corner no in existence.



#### Land Grant areas

Land grant areas that predate BLM's PLSS system, such as to the Indian Pueblos in New Mexico. Land was viewed in its relationship to the community, not defined by range, township and section numbers.

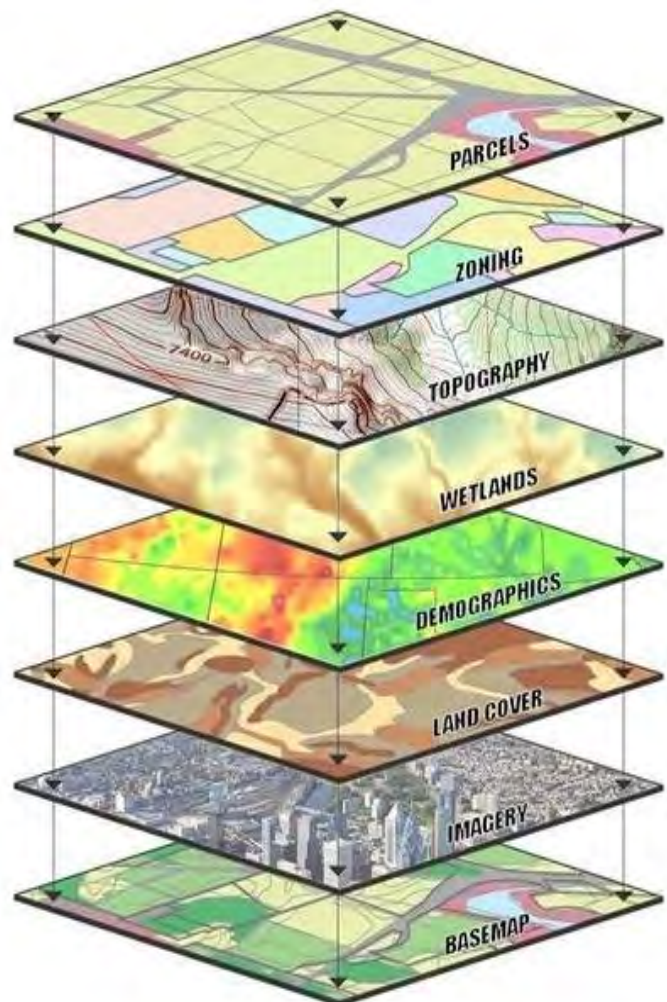
Phase 3 Mapping requires resolving issues through painstaking research and interpretation of old documents. Once complete permanent staff will perform on-going dataset maintenance.

### Visualization of a Geospatial Dataset

Geospatial datasets are valuable for economic development, land and resource mapping, integration of local and scientific spatial knowledge, community-based natural resource management, planning, environmental management and natural hazards.

A sample geospatial dataset is shown below

(Source: <https://www.USGS.gov>)



For more information on the National Parcelization Project contact

Travis Blacketter, Program Analyst/Land Buy Back RSA Liaison at [Travis.blacketter@bia.gov](mailto:Travis.blacketter@bia.gov)





## Branch of Geospatial Services: National Parcelization Project



### The TAAMS Business Dataset

The Trust Asset and Accounting Management System (TAAMS) is a comprehensive web-based software used by BIA nationwide as the official system of record to manage trust and restricted real property.

- ◆ The Division of Land Titles and Records (DLTR) is the data set owner and maintains authority for the official system of record through TAAMS
- ◆ SQL and Oracle databases can typically bank spatial data (points, lines, and polygons). TAAMS was *not created with spatial data in mind*, therefore the spatial component that is our Parcel and Tract dataset must operate as a parallel dataset.

All trust lands (tribal & allotted) transactions are encoded in TAAMS and payments tracked to beneficiaries (landowners).



### The GIS Spatial Dataset

The business rules inherent to a spatial dataset do not fully coincide with the data structure of TAAMS digitization of land records.

The TAAMS title recordation staff and GIS cartographic technicians work as a team to ensure the representation of the geospatial dataset and TAAMS is in sync by making necessary changes and updates.

- Unresolved/unsettled/unrecorded lands are NOT recorded in TAAMS and not added to GIS until resolved.
- TAAMS data is intended to be presented at the Tract Level (a tract is composed of one or more parcels).
- DLTR builds, curates and maintains a base dataset at the lower *parcel* level in TAAMS.
- The DLTR Tract/Parcel spatial datasets are reliant on BIA TAAMS users for updates and should be recognized as a base dataset.

**For more information on the National Parcelization Project contact**

Travis Blacketter, Program Analyst/Land Buy Back RSA Liaison at [Travis.blacketter@bia.gov](mailto:Travis.blacketter@bia.gov)



## National Tribal Broadband Grant (NTBG)

### Broadband Grant Training Webinars

The National Telecommunications and Information Administration (NTIA) is hosting a Aug/Sept webinar series on three new broadband grant programs authorized and funded by the Consolidation Appropriation Act of 2021. See dates below. The webinars are designed to help prospective applicants understand the grant programs and to assist applicants to prepare high-quality grant applications.

All virtual programs were from 2:30-4:00 EST. For more information visit the BroadbandUSA website under Events at <https://broadbandusa.ntia.doc.gov/>



*NTGB aims to establish and expand broadband access in Native communities*

### Aug/Sept 2021 Training Offerings

- August 4, 5                      **Broadband Infrastructure Grants**
- August 11,12,23,24        **Tribal Broadband Connectivity**
- August 18,19,22,23        **Connecting Minority Communities**
- September 22,23



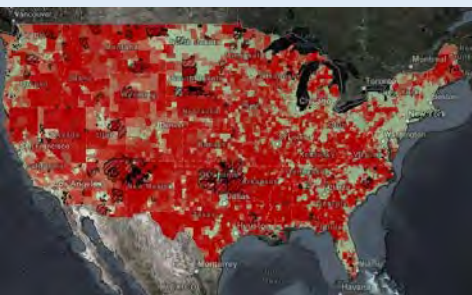
<p><b>2020 NTBG Tribal Grants Awarded</b></p> <ul style="list-style-type: none"> <li>• 31 Tribes</li> <li>• Awards \$33,500 to \$50,000</li> <li>• Total funds disbursed \$1,476,743</li> </ul>
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## National Broadband Availability Map (NBAM)

### May 2021 BIA joins NBAM Team

The NBAM is a geographic information system platform used to visualize and analyze federal, state, and commercial broadband data sets. It includes data from 36 participating states and four federal agencies: U.S. Department of Agriculture (USDA), the Bureau of Indian Affairs (BIA), the Economic Development Administration (EDA) and the Appalachian Regional Commission (ARC).

### Mapping of Broadband Need on Tribal Lands



The NBAM mapping platform will allow users to be better informed on broadband projects, funding and policy to expand internet coverage across the United States. There is also a layer that shows designated American Indian and Alaska Native areas using U.S. Census 2020 data. The map to the left can be accessed at

[broadbandusa.ntia.doc.gov/resources/data-and-mapping](https://broadbandusa.ntia.doc.gov/resources/data-and-mapping)



## Indian Energy Service Center

### Mission

The Indian Energy Service Center (IESC) mission is to expedite energy, mineral, and renewable activities on Indian lands. The IESC strives to standardize processes, remove barriers, and provide for multi-disciplinary engagement to maximize efficiencies in the management of energy and minerals on Indian trust lands.



### Multi-Bureau Service Center

The IESC is a multi-bureau collaboration between the Bureau of Indian Affairs (BIA), the Bureau of Land Management (BLM), the Bureau of Trust Funds Administration (BTFA), and the Office of Natural Resources Revenue (ONRR).

### Indian Energy Mineral Steering Committee

The IESC hosted a virtual Indian Energy Mineral Steering Committee (IEMSC) meeting on *June 15-16, 2021*.

These meetings were well attended by the U.S. Department of the Interior (DOI) and Department of Energy Senior Leaders. The goal of the IEMSC is to:

- Collaborate and share information
- Solve energy, mineral development and revenue management issues
- Address issues requiring policy change from the appropriate Assistant Secretary

### Virtual Outreach Event

The IESC participated in the **Virtual Financial Beneficiary Outreach Event** for Concho Agency on *June 24, 2021*. This event hosted by the Bureau of Trust Funds Administration (BTFA) provided information for beneficiaries on:

- Reading and understanding of Quarterly Individual Indian Money (IIM) Statements
- Estate planning
- Land Ownership information
- BTFA and IESC contacts for questions on leases, trust income, etc.
- The BTFA **Trust Beneficiary Call Center (TBCC)** is available Toll Free **1-888-678-6836** for Individual Indian Money (IIM) Account questions.



### Two Petroleum Engineers join IESC

The IESC welcomes new talent to its BLM Branch of Engineering.

#### Chris Kostelecky, Petroleum Engineer (PE)

Mr. Kostelecky comes to the IESC from the U.S. Department of Energy with experience as a Bureau of Land Management (BLM) Petroleum Engineer earlier in his career.

**Craig Williamson, our new BLM Section Chief** starts *August 1, 2021*. Mr. Williamson comes to the IESC from BLM's North Dakota Field Office, where he served as Assistant Field Office Manager. He has served as a staff Petroleum Engineer within the IESC's BLM Branch, and has experience working in multiple BLM field offices.

**For more information on the IESC contact** Carla Clark, Director, Indian Energy Service Center  
Email: [IndianEnergyServiceCenter@bia.gov](mailto:IndianEnergyServiceCenter@bia.gov), Web: [www.bia.gov/bia/ots/indian-energy-service-center](http://www.bia.gov/bia/ots/indian-energy-service-center)





## Indian Energy Service

### Standard Operating Procedures Training for Federal Partners

The IESC hosts training on the “Onshore Energy and Mineral Lease Management Standard Operating Procedures (SOP)” issued September 2013. This document provides procedural guidance for Federal partners managing solid and fluid minerals and renewable energy development on Indian lands.

You can view the complete SOP document at [www.onrr.gov/about/MOUs-and-SOPs](http://www.onrr.gov/about/MOUs-and-SOPs)



### New! SOP Updates Proposed

The SOP is being updated to address new provisions for:

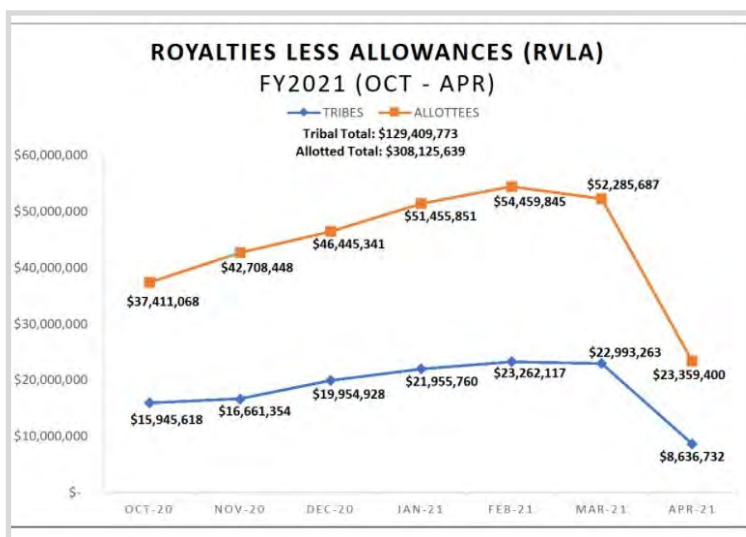
- Renewable energy
- **Tribal Energy Resource Agreements (TERA)** which allow Tribes to enter into leases, business agreements, and rights-of way for energy resource development on Tribal lands without the Secretary’s review and approval.
- **Tribal Energy Resource Development Organization (TEDO)** which allows for an organization of two or more entities, at least one of which is an Indian Tribe, that has the written consent of the governing bodies of all Indian tribes participating in the organization to apply for a grant or loan or other assistance under 25 U.S.C. § 3503.

See <https://www.bia.gov/as-ia/raca/regulations->

### FY2021 Royalties on track to exceed \$800M

The IESC is able to access monthly royalty reports of tribal and allotted lands from the ONRR MRMSS Analytical and Report (MART).

**BIA employees are now able to access this system** with their PIV card. Visit this ONRR website to request access <https://emarf.onrr.gov/emarf>



Source: <https://revenue.data.doi.gov/> website and ONRR MRMSS Analytical & Report (MART) system



Send your REQUESTS FOR ASSISTANCE to:

[IESCRequest@bia.gov](mailto:IESCRequest@bia.gov)

Technical support and guidance is available in processing renewable energy, mineral leasing and development activities, or drafting policy from IESC subject matter experts. Find Referral Forms at: [www.bia.gov/bia/ots/indian-energy-service-center/referrals](http://www.bia.gov/bia/ots/indian-energy-service-center/referrals)

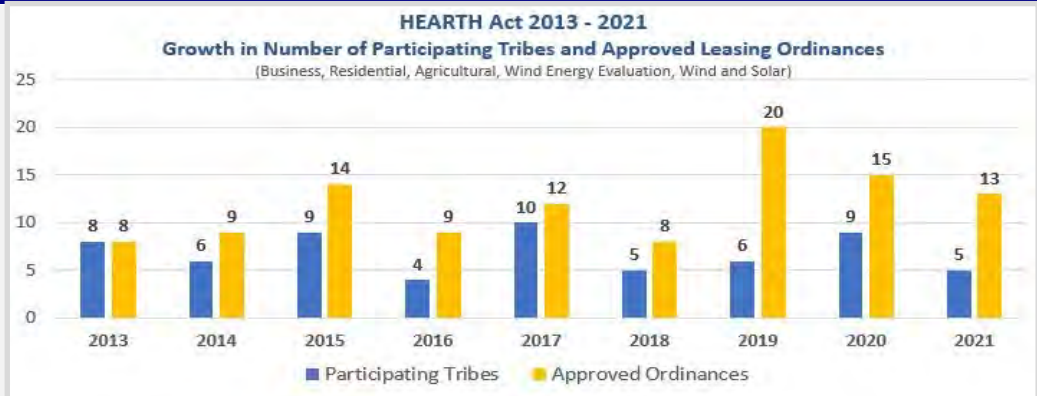


## Self Determination and the HEARTH Act

### Tribal Engagement

July 30, 2021, will mark the nine year anniversary of the Helping Expedite and Advance Responsible Tribal Homeownership (HEARTH) Act. The bar graph shows the year in which each of the 62 participating Tribes received

Secretarial approval (blue) alongside the quantity of lease types represented in those approvals (yellow).



### Application Process

The HEARTH Act encourages tribes to assume self-governance over leases on tribal trust and restricted lands without the intermediary steps of seeking review by the BIA or the approval of the Secretary of the Interior. To exercise this authority, tribes must first approve their own tribal leasing regulations and submit them for Federal approval to the BIA Office of Trust Services in Washington, DC. The Act requires the Secretary to approve tribal leasing regulations if:

- ◆ Regulations are consistent with the DOI's leasing regulations at 25 CFR Part 162, and
- ◆ Regulations provide for an environmental review process that meets requirements of the Act.

### Approved Ordinances posted on Web

There is no need for a Tribe to recreate the wheel when it comes to developing leasing ordinances. All approved Tribal leasing regulations are posted on the BIA website.

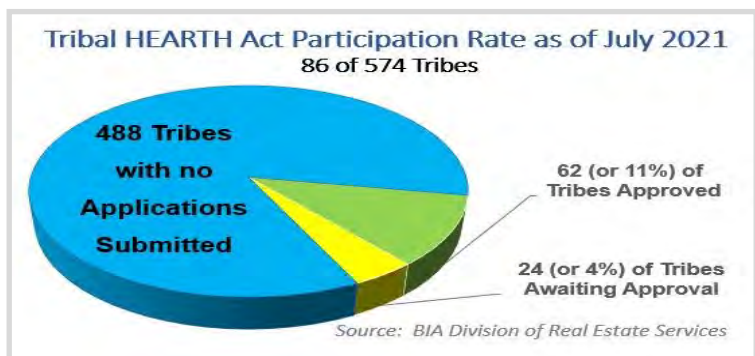
### Federal Approval

A multi-tiered final approval process includes review by the BIA Division of Real Estate Services and the Office of the Solicitor, with final approval from the Assistant Secretary of Indian Affairs.

The statutory timeframe for approval is 120-days from receipt of a complete package. The review timeline stops if a Tribe modifies the leasing Regulation content.

### Tribal Participation Rate at 15 Percent

The current participation rate for Tribes is 15%. This includes 62 Secretarial approvals and 24 pending approval under the HEARTH Act as of July 2021. Two Tribes have recently expressed interest in starting this process.



For more information on the Helping Expedite and Advance Homeownership Act contact Sharlene Roundface, email: [Sharlene.roundface@bia.gov](mailto:Sharlene.roundface@bia.gov)





## Self Determination and HEARTH Act: Ho-Chunk Nation Experience

The Ho-Chunk Nation (the “Nation”) received Federal approval on February 4, 2015, for Business, Residential, Agricultural and Wind & Solar leasing regulations under the HEARTH Act. The Nation sought to provide their community and members with a sustainable, compatible method of leasing the Nation’s 15,037 tribal and 6,633 trust acres.

### HEARTH Act offers significant benefits

- The Act’s policy objective is to support tribal self-determination and sovereignty.
- The Tribe is in the best position to make decisions about how its lands are used and lease terms.
- The Tribe is in a better position to expedite the leasing process and afford tribal citizens the opportunity to lease lands.

### Ho-Chunk Realty Program

The Nation has a staff of 6 (Director, Register of Deeds, HEARTH Act Leasing Specialist, Lands Specialist, GIS Coordinator, GIS Specialist). The HEARTH Act specialist manages land, leasing, title, and realty services under the Office of the President, Branch of Administration.

### Ho-Chunk HEARTH Act Implementation

- Residential leasing and titling comprise 75% of the workload supported by one full-time leasing specialist.
- 57 leases were processed in the first year with 3 Residential leases approved within the first 30 days.
- Residential leases are issued for 75 year terms, Agriculture and Business leases are typically issued for 2-3 year terms.
- The Nation continues to submit all lease and title documents to BIA for recordation.
- Three certified TAAMS users are on staff and work closely with BIA to expedite response times to obtain certified Title Status Reports (TSRs) within 30 days.
- The Nation follows 25 CFR Part 162 to process the more complicated leases.

### Recipe for Ho-Chunk Success

- **Tribal leadership support:** Final lease packets go directly to the tribal legislature for approval, with the tribal vice president signing the final lease.
- **One Stop Shop:** Placing all land, title and leasing processes in the Realty Division reduces the administrative burden.
- **Certified TAAMS users:** Three Tribal TAAMS users expedite recordation and receipt of Title Status Reports (TSRs).
- **Reduction in time to acquire leases:** The time to acquire and process a lease decreased from as long as 18 month to 4-6 weeks under HEARTH Act tribal leasing.
- **One-time approval from DOI:** After receiving approval of tribal leasing regulations, no updates are required unless the tribe chooses to update its own regulations.
- **Flexibility and adaptability:** Tribes choose what type of land development and leasing suits their needs and administrative capacity. Additional leasing responsibilities can be assumed later, and 25 CFR Part 162 is available to address unique circumstances.
- **Minimal federal oversight:** Private sector apprehension about federal oversight is eliminated, which may lead to more outside interest in using tribal lands for development purposes.
- **Sovereignty and self-determination:** The HEARTH Act restored the authority of tribes to make their own land use decisions. The Nation no longer needs to seek BIA permission to use its own lands.

See Chapter 7 of Tribal Leaders Handbook on Homeownership <https://www.minneapolisfed.org/indiancountry/resources/tribal-leaders-handbook-on-homeownership/>





## Self Determination: Indian Trust Asset Reform Act (ITARA)

### Tribal Demonstration Projects

The Indian Trust Asset Reform Act (ITARA) was passed into law on June 22, 2016. Title II of the Act authorizes the Secretary of the Interior to establish and carry out an Indian Trust Asset Management Demonstration Project.

### Indian Trust Asset Management Plan

Tribes engaged in forest land management and/or surface leasing activities on trust lands may apply to participate in the Demonstration Project.

Participation requires Tribes to submit an Indian Trust Asset Management Plan (ITAMP), for the management of tribal trust assets and receive approval from the Secretary of Interior. An approved plan could allow Tribes to develop tribal forestry and surface leasing regulations, and assume certain approval authorities currently held by the Secretary of Interior.

### Two Tribal ITAMPs Approved



The Cow Creek submitted their application on December 4, 2018 (approved December 2020) and Coquille Indian Tribe on November 13, 2018 (approved October 2020).



The review of the initial packages required back and forth for edits, technical support and Solicitor review to ensure compliance with all applicable federal laws.

The two Tribes received approval to participate in the demonstration project and are now managing their timber trust assets under an approved ITAMP and tribal forestry regulations. Both tribes have harvested and sold timber under their plans.

### Tribal Participation Sought

ITARA provides Tribes the ability to execute their forest land management activities without further approval of the Secretary.



*Historical photo of Native Americans on horseback*

Tribes must continue to comply with federal statutes applicable to Indian lands such as the National Environmental Policy Act (NEPA), the Endangered Species Act (ESA), and others.



The Secretary evaluates and will select additional Tribal Demonstration Project participants meeting the following criteria:

- Tribe has land held in trust for the benefit of the Indian tribe. ITARA does not apply to Allotments.
- Tribes including forest land management activities in an ITAMP, must have, or be in the process of obtaining an approved Forest Management Plan.
- Tribal resolution or other appropriate action by the governing body of the Tribe authorizing the application and specifically state the Tribes' request to participate in the Demonstration Project.
- Summary of Tribes' goals for participation and the assets they intend to include in their ITAMP

The Secretary will evaluate applications and select participants.

**For more information on the Indian Trust Asset Reform Act and the ITAMP process contact**

Pete Wakeland, Chief Forester, Email: [peter.wakeland@bia.gov](mailto:peter.wakeland@bia.gov)



## Division of Forestry & Wildland Fire Management



[www.yorksaw.com/guide-to-sawmills/sawmills-in-the-usa/](http://www.yorksaw.com/guide-to-sawmills/sawmills-in-the-usa/)

### Tribal Sawmill closed after 49 Years

The Warm Springs Tribe made a decision to close the Warm Springs Forest Product Sawmill after 49 years in operation in April of 2016. This statement from a former employee sums up the sawmill challenges and reason for closing their doors.



*Warm Springs Forest Products Sawmill*

#### Former Warm Springs Product Sawmill Employee

*“In recent years, the mill has struggled financially, due to a number of factors. The mill equipment, for instance, is suited for larger-sized logs, which are increasingly rare.*

*The market for timber has changed, and the allowable cut on the reservation is declining, and other factors have made the operation no longer viable.”*

Daniel Lawrence  
Former WSFP employee

The Division of Forestry and Wildland Fire Management (DFWFM) recognized the potential benefit of portable sawmills in the last few years as large, antiquated sawmills have closed.

### Impacts of COVID-19

The COVID-19 pandemic required workers to stay at home while sawmills were temporarily shut down to reduce spread of the virus.

These same mills did not receive direct financial relief and many have closed permanently. The closures have reduced the capacity to process logs, reduced jobs and driven down the value of marginal sawlogs since the haul distance is further.

### BIA supports purchase of Portable Sawmills and Firewood Processors

Beginning in 2018, BIA Forestry provided funding for **15 tribal projects** totaling **\$3 million**, to support investment in portable sawmills and/or firewood processors. The **Tribes have contributed about \$315,000** of their own funds towards equipment and start up costs.

### Sawmills of Today are Portable

The 15 tribes assisted were all affected by the closure of a sawmill. These closures have reduced the capacity to process logs. The value of marginal sawlogs dropped due to haul distance to milling facilities that are still operational. Portable mills are a solution.



See a 5-minute video of a portable saw mill in action at <https://www.youtube.com/watch?v=kruhs15nRs4>





## Forest Management: BIA Funds benefit Tribes and Tribal Communities



*Portable sawmill presentation and demonstration to elementary school students*



*Example of a T-800 self-loader log truck*



*Stacked firewood*

### **BIA Funds allows Picuris Portable Sawmill Upgrade**

The Picuris Pueblo owned a portable sawmill and needed upgrades and attachments to handle large sawlogs. The funds awarded and upgrades allowed the Tribe to make use of larger commercial size timber, reduced hazardous fuels, improved forest health, created additional forest products, created revenue, provided education and supported employment opportunities for tribal members.

Photo to the left: The Forestry Department staff demonstrates the use of portable sawmill equipment to students of Picuris Pueblo Boys and Girls Club, Ohkay Owingeh and Penasco Elementary School students.

### **Nez Perce Tribal Senior Citizen Supplemental Firewood Program**

Areas that may have forest health issues such as drought, bug infestations or disease require treatment. These treatments affect species that are also desirable for firewood. In such cases, the projects are needed to reduce fuel loading and a firewood processor can supply tribal elders with firewood to offset electrical heating costs.

The Nez Perce Tribe received \$178,000 to purchase a T-800 self-loader log truck and used it to deliver logs to the firewood processing site, which supplies over 300 cords of firewood to the tribal elderly and disabled.

Many projects are driven by the need for reduced fuel loading and consist of relatively low value materials. Portable sawmill projects serve the tribal membership and surrounding communities, and can fill a niche for a value added product and revenue to the tribe.





## Safety of Dams: Program and Inventory

### Activities Funded

The Branch of Safety of Dams funding supports several activity areas including:

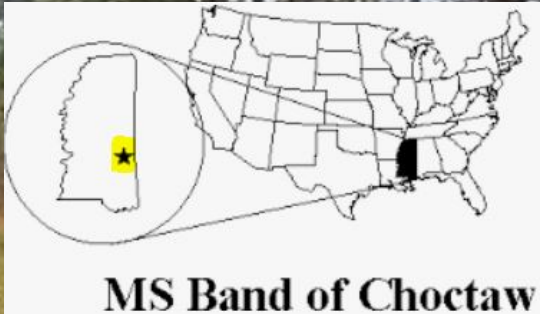
- Emergency management
- Early warning systems
- Dam security
- Floodplain management, operations and maintenance
- Dam evaluation, design, and construction

*Photo above: Tat Momolikot Dam, Tohono O'odham Reservation*

### Focus on the Safety of Dams

The SOD Branch administers **141** high-hazard potential dams on **42** Indian reservations. There are numerous additional potential low-hazard or unclassified dams on tribal lands. Hazard classification ratings are based on the potential for loss of life or significant damage to property downstream of the dams in the event of uncontrolled releases from the dams.

## Standing Pine Dam on Choctaw Indian Reservation



### Inventory of Dams

- **91%** earthen embankment dams
- **65%** reservoirs used for recreation or irrigation
- **32%** large dams
- Average age **70 years old**
- Average height **41 feet**
- Average water storage **15,774 ac-ft**

### New! The Standing Pine Dam



The Standing Pine Dam is located on the Choctaw Indian Reservation in Mississippi and is the newest SOD Branch dam.

**U.S. Department of the Interior**, Bureau of Indian Affairs, Division Chief, Water and Power  
Dave Fisher, Email questions to [david.fisher@bia.gov](mailto:david.fisher@bia.gov)



# Safety of Dams: Equalizer Dam Rehabilitation Project



## Equalizer Dam Rehabilitation Project

**Year constructed:** 1937

**Rehabilitation Completed:** April 2021

**Tribe:** Shoshone Bannock Tribes of the Fort Hall Reservation of Idaho

**Location:** Blackfoot River, approximately 2 miles SE of the town of Blackfoot

### 84 Year old Equalizer Dam identified for Rehab



*Equalizer Dam Labyrinth Spillway under construction*

The Equalizer Dam and Dike were originally constructed in 1937 to provide equalizing storage for the Fort Hall Reservation Irrigation Project and flood detention.

The dam was determined to pose unacceptable life safety risk due to identified failure modes related to overtopping of the dike crest and internal erosion along the outlet works conduit. The structure also posed operational issues related to its age.

### Rehabilitation Period (August 2019-April 2021)



*Completed Equalizer Dam and Dike*

SOD initiated a rehabilitation project to replace the river outlet works, diversion head headworks, auxiliary spillway and level the dike elevation to reduce the life-safety risk associated with the dam and regain operability. The river outlet works was replaced with a combined labyrinth spillway and outlet works structure.

Construction began in August 2019 and was completed in April 2021. The resulting structures improve operability and reduce the risk of failure.





## Safety of Dams: Lauer Dam Rehabilitation Project



### Lauer Dam Rehabilitation Project

**Year constructed:** 1895

**Rehabilitation Completed:** December 2020

**Tribe:** Pit River Tribe

**Location:** On tributary of the North Fork of the Pit River 15 miles NE of Alturas, CA

### 126 Year old Lauer Dam identified for Rehabilitation

The original Lauer Dam was built in 1895 to store and deliver irrigation water. The dam is owned by the Pit River Tribe of northern California and is managed by the SOD Branch.

The dam was considered to pose an unacceptable risk due to identified failure models and was entirely inoperable prior to the rehabilitation project.



*Forming the Lauer Dam's Core Wall*

### Rehabilitation Period (October 2019—December 2020)

The SOD Branch initiated a rehabilitation project to replace the dam downstream of the original structure to reduce the life-risk associated with the dam and regain operability for the Pit River Tribe.

The design included a new 1,500 foot-long, 33 foot tall zoned rockfill dam with central concrete core wall, a new outlet works with vertical slide gates, steel conduit and terminal structure and a new spillway weir and rockfill shoulders and improved access in and around the site.



*New Lauer Dam during first filling*

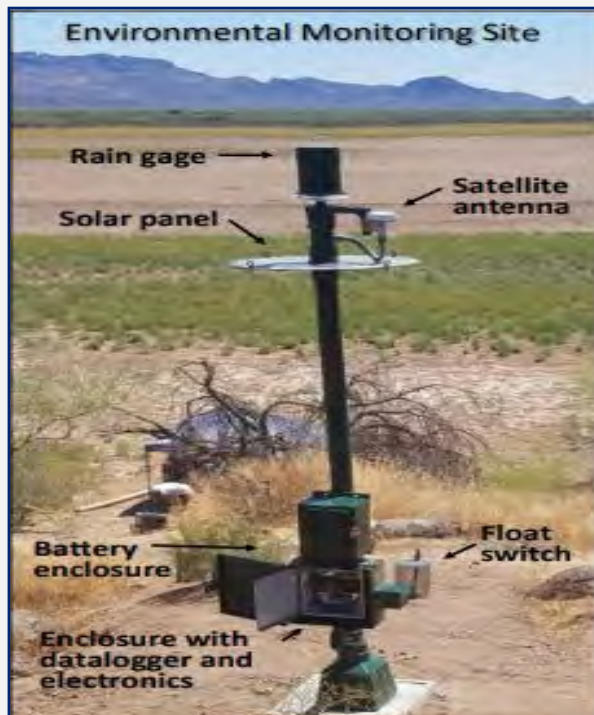
Construction began in October 2019 and was completed in December 2020. Completion of the Lauer Dam Rehabilitation project benefited the Pit River Tribe by regained access to 2,500 +/- acre feet of storage and increased hay production and livestock grazing on their reservation, and the ability to use their water rights. BIA was able to substantially reduce the dam's failure potential and improve safety for downstream residents.





## Safety of Dams: Early Warning Systems

### Early Warning System (EWS) Program Snapshot



*Menagers Dam Tohono O'odham Nation*

The mission of the EWS program is to provide real-time information and alerts to support decision-making before, during, and after storm events or other dam safety incidents by:

- Building the capacity of the Tribes to ensure the safety of dams on their lands;
- Working closely and effectively with partners in industry, the regions, and the Tribes;
- Providing standardized systems and procedures to improve data quality and reliability; and
- Leveraging emerging technologies to strengthen BIA early warning systems

### Environmental Monitoring

The EWS Program establishes and maintains environmental monitoring sites at and near SOD Branch dams. These sites monitor weather conditions, reservoir water elevations, and stream stage.

### EWS Program Partnerships:

The EWS Program staff manages contracts, the EWS website, monitoring site maintenance, program priorities, and communications with Regions, Agencies, Tribes, and the National Monitoring Center. The success of the program is dependent on partnerships:

- **Tribes:** Some Tribes have elected to conduct EWS site maintenance under Public Law 93-638 Self-Determination Contracts
- **Local BIA Agencies:** Where Tribes are not conducting EWS maintenance, Agency staff carries out those responsibilities
- **Regional SOD Officers:** Provide engineering support and lead coordination efforts between Central Office, Tribes and Agencies
- **National Monitoring Center:** The Confederated Salish and Kootenai Tribes run a 24-7 call center in support of environmental monitoring notifications.
- **OneRain:** Contractor who provides technical support for monitoring sites, development and administrator services for the EWS website.



## Spotlight on the BIA Northwest Region

### Logistics of Service

The BIA Northwest Regional Office is located in Portland, Oregon. The “boots on the ground” in this Region include staff located in 14 BIA agencies on or near the 46 Tribes in this geographic service area.

### Trust Branches in the Region

Programs at the Regional level are more hands on when it comes to working with Tribes. Branch Chiefs work closely within Regional Offices to respond to services for Tribes in the following program areas:

- ◆ Environmental and Cultural Resources
- ◆ Forestry and Wildland Fire Management
- ◆ Land Titles and Records
- ◆ Lockbox Coordination
- ◆ Natural Resources
- ◆ Probate and Estate Services
- ◆ Real Estate Services

### Service Area Map

The Northwest Region has jurisdiction working with Tribes in Alaska, Idaho, Montana, Oregon and Washington. The map below highlights the service area.



*Map of BIA Regions highlighting the jurisdiction of the NW Region including portions of Alaska*

## NORTHWEST REGION

### Who we are...Who we serve

14 BIA Agencies

46 Federally recognized Tribes

Service area: Southeast AK, ID, MT, OR, WA

### Regional Trust Point of Contact

Bodie Shaw, Deputy Regional Director-Trust

BIA, Northwest Regional Office

911 Northeast 11th Avenue

Portland, Oregon 97232-4169

### Boots on the Ground

Meeting the mission of the BIA would not be possible without the dedicated employees of the Northwest Region. Highlights of their work is captured on the following pages.

### Trust Leadership

The Deputy Regional Director for Trust Services oversees a staff of specialists responsible for natural resources (water resources, forestry and fire, irrigation and safety of dams), agriculture (farm, pasture, and range), fish, wildlife and parks and real estate services (land acquisition and disposal, land title records office, probate, rights-of-way, and leases/permits).

Mr. Bodie Shaw, Deputy Regional Director-Trust Services agreed to an interview on his experiences. (See Interview on pages 26-27).



## In the Spotlight: Northwest Deputy Regional Director



### **BODIE SHAW Biography**

Bodie Shaw is a member of the Confederated Tribes of the Warm Springs Indian Reservation. He earned his Bachelor of Science in Forest Management and Master's in Forest Resources from Oregon State University.

He began a wildland fire career at his home tribe, serving on two hotshot crews and as Tribal Forest Manager (while maintaining his fire qualifications). He then worked on Capital Hill for Congress authoring the National Fire Plan, Deputy Director for the BIA National Interagency Fire Center, lived in Australia developing wildland fire/bush fire agreements between our two countries and is now serving on a short term detail to the Acting Chief, Branch of Wildland Fire position.

### **What do you do for fun?**

I am a state certified coach in baseball, basketball, soccer, softball and lacrosse and coached all 3 of my kids in all or most of the above. We restore muscle cars (the latest was a 1972 Plymouth Duster), and go camping and crabbing along the Oregon coasts each summer. (Photos of Plymouth and Dungeness crabs)



### **Share a positive work memory**

One that stands out was the removal of the Elwah River dams. For nearly 100 years the Lower Elwah tribe waited to celebrate the moment, the demolition of Elwha River's two fish-blocking dams.

These dams violated the tribe's treaty rights the moment they were constructed in the early 20th Century. The dams blocked all but the lower five miles of the river, decimating salmon populations.

Then Regional Director Stanley Speaks and I worked with the tribe and the U.S. Army Corps of Engineers for the final political components of the removal. Such a joyous occasion for the people of Lower Elwah. I can still see their faces of joy and celebration today. That is an occasion I will never forget.



*Elwah Dam prior to demolition*

### **Interview**

Mr. Shaw joined the Trust leadership team as a Deputy Regional Director on June 6, 2011, and was recently interviewed about his experiences. Here is what he had to say.

#### **What was your first government job?**

My first job was an Aviation Maintenance Bombardment Specialist with the United States Air Force 32 years ago.

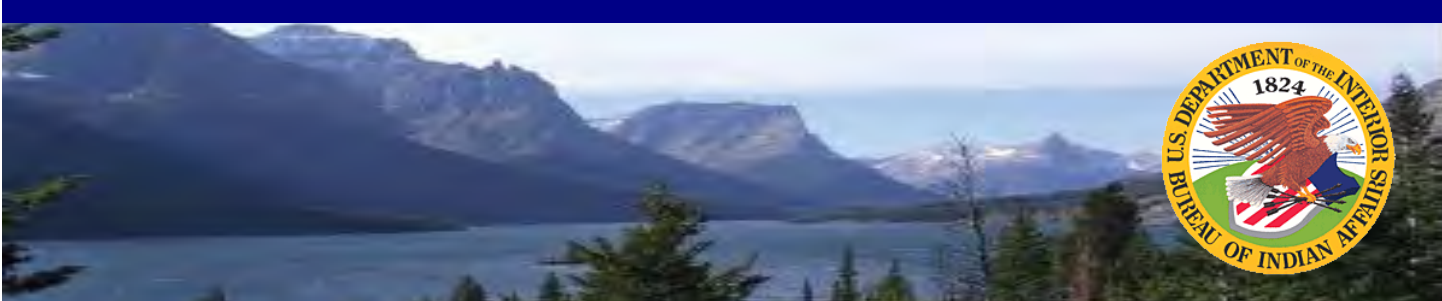
#### **Which Trust duties were an unexpected surprise?**

Without question, Real Estate Services and Land Titles and Records. After nearly 10 years in my position I've come to realize these two programs are the backbone of our trust services (and I think BIA). Land ownership for our Indian people and title to that land is paramount, because without our tribal lands we are not a people with place.

#### **What is your favorite Trust program?**

I will try and not show my bias, but it is Wildland Fire. My grandfather was the fire control officer for my tribe and he would take me out on various ventures for teachings of forestry and fire.





## Northwest Region: Deputy Regional Director

### ***What do you see as your greatest challenge in FY2021?***

My greatest challenge bar none is being the Acting BIA-NIFC wildland fire director during these inauspicious times of a warming climate operating over a continual fire year (no longer a fire season). We are definitely feeling the pressure to affect positive change around the U.S. and Indian Country by focusing on how we develop resilient Landscapes, ensure we are moving towards more fire-adapted communities all the while executing a safe and effective wildland fire response.

### ***What is your greatest BIA success?***

My greatest success is being able to assemble the OTS Branch chiefs that are part of my team. Over the years we've grown as a cohesive unit. I hope I've added value to them as they've added to my professional career and more importantly, to my personal and spiritual well-being. Without question, we do have some of the best trust services minds in the game. Yeah, I take a bit of pride talking about my...scratch that, our team!

### ***What advice would you give others who would like to be a Deputy?***

Embrace the discomfort of change. What I mean by that is strive to work outside of your comfort zone at times. Try/learn new things not only in your job, but in life. Gaining and applying knowledge is a cornerstone of how we develop ourselves, our programs, our families and communities. Education and learning for yourself is a life-long journey.

### ***How would you like others to remember your time as a Deputy for Trust?***

I hope others look back on my career and say I lead by example; offered opportunities for growth; brought positive energy and tried to inspire; provided continuous (and constructive) feedback; acted with kindness and consideration; praised and offered gratitude for employees/staff appropriately.

### ***Who is the person you most admired in BIA?***

Stanley M. Speaks, retired Regional Director, BIA Northwest Region. Mr. Speaks was an icon whom I remember from my time growing up on the Warm Springs Indian Reservation and little did I know that 30 years later I would end up working for him.

What I saw in Mr. Speaks that resonated were some basic yet key ideals we should look for in a mentor, as well as display in our leadership roles:

- He had experience walking the same path as I and he had empathy for my journey
- He invested in my growth, enjoyed being part of my success
- He invested in regional employees and enjoyed being part of their success
- He was great at giving constructive feedback
- He spoke in a truthful and respectful manner
- He genuinely cared about not only you, but your family

### ***Do you have a humorous story to share?***

It was 2015/2016 and senior leadership was putting a lot of pressure on regional directors and staff to complete Federal Information Systems Security Awareness (FISSA) training before April 30...or be disconnected from all internet and email access and face atonement with the Regional Branch Chief or supervisor and Mr. Speaks, Regional Director. Mr. Speaks was adamant everybody WILL meet the deadline. In turn I informed my staff there will be NO exceptions.

On May 1, I was relieved that not one Trust services employee was on the "FISSA naughty list." Whew! The IT supervisor was looking for Mr. Speaks. It seems he failed to complete his FISSA and had been cut off from all email and internet. I thought about drafting a Letter of Reprimand as a joke, but figured Mr. Speaks would not see the humor in that.



## Northwest Region: Western Oregon Tribal Fairness Act 32,500 Acres



*Forested WOTFA lands in Oregon*

### WOTFA transfer of 32,500 acres to Landless Tribes

January 8, 2018, Congress passed the “Western Oregon Tribal Fairness Act” or WOTFA”, Public Law 103-131 Stat. 2253. The goal of the Act was to help spur tribal job development and economic growth.

This law conveyed forested land from the Bureau of Land Management (BLM) to the BIA for two tribes. Prior to this Act, these two tribes had no land in trust.

- **14,700 acre conveyance** for the Confederated Tribes of the Coos, Lower Umpqua, and Siuslaw Indians
- **17,800 acre conveyance** for the Cow Creek Band of Umpqua Tribe of Indians



*Map of Oregon with location of two WOTFA Tribes*

### Encumbrance and Tract Number Challenge

BIA and BLM set up a team to address existing implementation challenges that would make it extremely difficult to determine the encumbrance and where to assign additional tract numbers. An **encumbrance** is a claim against a property by a party that is not the owner such as easements, leases, mortgages, etc.

### Challenge Received, Challenge Met

This project focused on resolution of a number of issues within and outside BIA control:

#### BIA Control

- Nearly **200 encumbrance** documents
- Valid and existing **rights-of-way (ROW)** and reciprocal ROWs
- Leases, mining claims, easements, communication sites leases, etc.
- Water rights, environmental hazards, boundary evidence issues

#### Outside BIA Control

- Complete nearly \$3M in **survey work** on the parcels
- No module in TAAMS for **mining claims**, which the BIA does not administer.

### Appreciation for a Job Well Done

Implementation of this Act would not have been possible without the hard work of **Sherry Johns**, Regional Realty Officer and **Michelle Hensel**, Land Titles and Records Officer. If not for their tireless effort and dedication to the BIA and Indian people, the Region would not be where it is today.

Ms. Michelle Hensel will retire after 37 years of federal service on July 30, 2021, and she will be missed by all. She is the daughter of former Assistant Secretary-Indian Affairs, Mr. Kenneth Smith who served during the Reagan administration. *Best wishes Michele!*





## Northwest Region: Umpqua Mercury Mine

### Abandoned Umpqua Mercury Mine at Cow Creek Tribe [2018-2020]



1918-1940s Abandoned Umpqua Mercury Mine Entrance

The BIA Northwest Region worked together on a government-to-government basis with the Cow Creek Band of Umpqua Tribe of Indians to clean up, remediate, and improve an abandoned mine site that presented human and environmental health risks on traditional Trust lands. More information can be found for the project on EPA's On-Scene Coordinators (OSC) Response website at <https://www.epa.gov/emergency-response/epas-scene-coordinators-oscs>

### Western Oregon Tribal Fairness Act (WOTFA) included a Mine

The BLM forest land transfer under the Western Oregon Tribal Fairness Act (WOTFA) included the Umpqua Mercury Mine, an identified EPA Abandoned Mine Land (AML) site. This circa-1918 mine last operated in the early 1940s approximately 30 miles southeast of Roseburg, Douglas County, Oregon.

### 1920-1940 Cinnabar Ore Mining

Approximately 1,000 feet of underground workings were eventually developed, most during the 1920s and 1930s. Cinnabar ore was mined, milled, and processed by distillation to produce flasks of liquid Mercury.



Liquid mercury and a storage flask

A thermal vaporization/distillation process was used to extract and condense mercury from the ore.

During previous investigations in the early 2000s, a significant amount of the mining and milling equipment was observed on-site in its original position in varying degrees of disrepair.



General layout of mine site prior to cleanup by EPA



## Northwest Region: Umpqua Mercury Mine

### Umpqua Mercury Mine Inventory

BIA took inventory of the site identifying the following structures and equipment for removal:

- Powerhouse
- Upper Processing Area
- Main Processing Plant
- Open adit
- Rotary furnace
- Wooden hopper
- Crusher
- Conveyor belts
- Amalgamation plant
- Diesel fuel tank.

An August 2019 EPA site reconnaissance and assessment determined additional land areas had to be excavated due to high levels of arsenic and mercury.



*Former 'retort' used for mercury distillation*



*Former cinnabar ore processing plant component*

### Results that Matter

Following several site investigations BIA performed NEPA compliance and Trust services:

- National Environmental Policy Act compliance
- Cultural Resource Tribal Historic Preservation Office (THPO) Section 106 clearance
- Issued Timber permits



### Remediation and Restoration of Traditional Lands

The BIA consulted with the Tribe, BLM and EPA and facilitated access agreements and cleanup of the site. These agreements allowed for an EPA contractor to complete the following remediation and restoration activities in 2020:

- Removed 540 tons of contaminated soil
- Recycled 22 tons of scrap metal
- Added 175+ tons of stone for area repairs
- 300+ tons of gravel placed and graded
- Straw wattles were placed in sloped areas to limit erosion from runoff during rains
- Performed site environmental restoration
- Screened soil samples for arsenic and mercury using x-ray fluorescence (XRF) and mercury air monitoring and submitted for lab analysis
- Disturbed areas fertilized, seeded, and small Douglas fir seedlings were planted in the lower loop and pad areas.





## Northwest Region: Cooks-in-Lieu Tribal Fishing Access Site



*The Columbia River flows 1,200 miles from British Columbia to the Pacific and forms the border between Oregon and Washington*

### EPA-Registered Public Water System

Cooks-in-Lieu is a 2.9 acre site including residences, restrooms with showers, a fish cleaning station, a floating concrete dock and boat/access ramp. Cooks is also 1 of 8 TFAS Environmental Protection Agency (EPA)-registered systems with reporting requirements.

### Self-Determination Contract for Management

The Columbia River Inter-Tribal Fishing Commission (CRITFC) is contracted under a P.L. 93-638 contract to manage the operation and maintenance of all 31 TFAS for the following four Treaty Tribes:



*CRITFC Logo*

### Tribal Fishing Access Site (TFAS)

31 Tribal Fishing Access Sites are located along the Columbia River. Cooks-in-Lieu is one of these sites located at Mile 162, Skamania County, Washington.

- *Nez Perce Tribe*
- *Confederated Tribes of the Umatilla Indian Reservation*
- *Confederated Tribes of the Warm Springs Reservation*
- *Confederated Tribes and Bands of the Yakama Nation*



*2012 ariel photo of Crook-in-Lieu site*

### EPA finds *E. coli*

In 2019, BIA was issued an Emergency Administrative Order under EPA’s Safe Drinking Water Act (SDWA) to address persistent *E. coli* in the Cooks-In-Lieu Tribal Fishing Access Site, Public Water System which jeopardized the public health of site occupants.

This project is an example of how the BIA Northwest Region worked on a government-to-government basis with Tribes to provide clean drinking water to all Cooks fishers and residents during and after an emergency.



## Northwest Region: Cooks-in-Lieu Water Well Replacement

### Video of Well being drilled

See a water well being drilled in an 8-minute video at:

<https://www.youtube.com/watch?v=2I4yrhaISQM>



*View of air rotary drill rig used to install the replacement water well*

### Project Oversight

Brian Haug, BIA Regional Scientist, worked with Michael Broncheau, CRITFC Fishing Site Manager, and DOI Solicitor Stephanie Lynch to provide updates and progress reports to EPA.



*Pictured left to right: Stephanie Lynch, DOI Solicitor, Michael Broncheau, CRITFC and solo Realty staffer*

### 2019-2020 Water Well Replacement

In March 2020, CRITFC contracted with Hansen Drilling/MESA for installation of the Cooks-in-Lieu replacement water well. The 6-inch diameter well was drilled in basalt rock to a depth of 298 feet producing approximately 100 gallons per minute. Follow-up water volume and quality testing was conducted.



*6-inch holes drilled in basalt rock*

### Results that Matter: Clean Drinking Water

To address the EPA Order BIA and CRITFC took immediate action to schedule regular meetings with EPA Region 10 and took the following corrective actions:

- Provided alternative drinking water and potable water supplies
- Increased water quality monitoring
- Disinfected the distribution system
- Initiated corrective action to locate and eliminate the source of the *E. coli* contamination in the well water
- Conducted a Level 2 Assessment to determine if there was a hydrogeologic connection between the existing well and the Columbia River
- Decommissioned all unauthorized connections to the water system
- Conducted geologic and field investigations of private water

The EPA Order was resolved and closed on February 8, 2021, due to the extraordinary efforts of both BIA and CRITFC during the COVID-19 pandemic. Clean drinking water is again available to all Cooks fishers and residents and no further *E. coli* has been detected in the Cooks public water system.





## Northwest Region: Colville Prescribed Burn



*Firefighter on George Rx Prescribed burn*

*Colville Prescribed burn, helicopter crew*

### Improving Forest Health

The Colville Confederated Tribes completed a **4,664 acre** active management project on the Colville Reservation starting April 4-May 6, 2021. Fire personnel used prescribed fire to reduce fuel loading and reduce the build-up of vegetation that can fuel a wildfire.

Fire plays a natural role on the Colville Reservation and helps to ensure the resiliency of this fire dependent ecosystem. Over 100 years of fire suppression has occurred on most public lands throughout the western United States, which has greatly affected forest health and wildlife.

Without the natural process of fire, northwestern forests and woodlands have become overgrown and vulnerable to drought, insects, and threats of catastrophic wildfire.

Restoration of forest and woodland ecosystems using appropriate management actions helps to re-establish the natural forest regime and benefits native plant and animal communities.

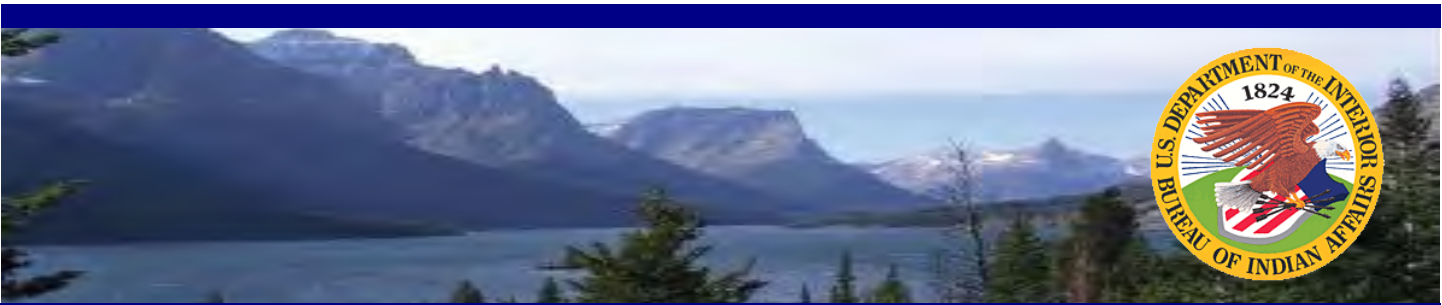
### Colville Confederated Tribes Prescribed Burn

This effort protects visitors, facilities, and resources within and adjacent to the burns from unwanted fire effects from wildfires.

#### Details of the Prescribed Burn (Rx)

Coordination of resources is essential to the successful reduction of hazardous fuels buildup by broadcast burning. The project was a collaborative effort among stakeholders in the following areas:

- **Reforestation Project:** 244 acres were identified for reforestation
- **Ground and Air Support:** Broadcast burning by qualified Overhead, Hand Crews with AD's, Type VI engines, Dozers and a Type III helicopter
- **Region and Tribal Cooperation:** Two Managers from Rocky Mountain Heli-tack, and two type VI engines from Salish Kootenai and Kalispell tribes
- **Medical:** Partnered with Lifeline medical personnel in Omak and Wenatchee
- **Document Tribe/BIA Funding Need:** Superintendent, Forest Manager, Fire Management Officer
- **Communications:** Dispatch, Natural Resource Officers, CHS medical participated in Rx
- **Power Disruption:** Ferry County Public Utility District shut down main powerlines to facilitate safe operations around high voltage lines on multiple projects April 5-May 6, 2021, ending when aerial ignition was completed.



## Northwest Region: National Bison Range 18,800 Acres



18,800.22 acre National Bison Range in Charlo, Montana and photos of some of the buffalo herd

### Legislative Transfer

The National Bison Range was transferred by the Enactment of H.R. 133 Consolidated Appropriations Act, 2021) from the jurisdiction of the U.S. Fish & Wildlife Service (FWS) to be held in trust for the Confederated Salish & Kootenai Tribes. The National Bison Range contains **18,800.22 acres**.

The U.S. Fish and Wildlife Service and the Bureau of Land Management (BLM) facilitated the transition of property related to the National Bison Range (NBR) to the Bureau of Indian Affairs.

### Montana Water Rights Protection Act

Division DD of the “Montana Water Rights Protection Act,” declared all land comprising the National Bison Range, total acreage in excess of 18,800 acres, be held in trust by the United States for the benefit of the Tribes, administered as tribal trust land, managed by Tribes and included as part of the Flathead Reservation. Trust status was **effective December 27, 2020**.

The Act provided for transfer of other real and personal property to the Tribes for the continued administration of the Range, with a two year transition period ending December 27, 2022. Secretarial Order 3390 directed FWS, BLM and BIA to take action to facilitate the transition and functions including:

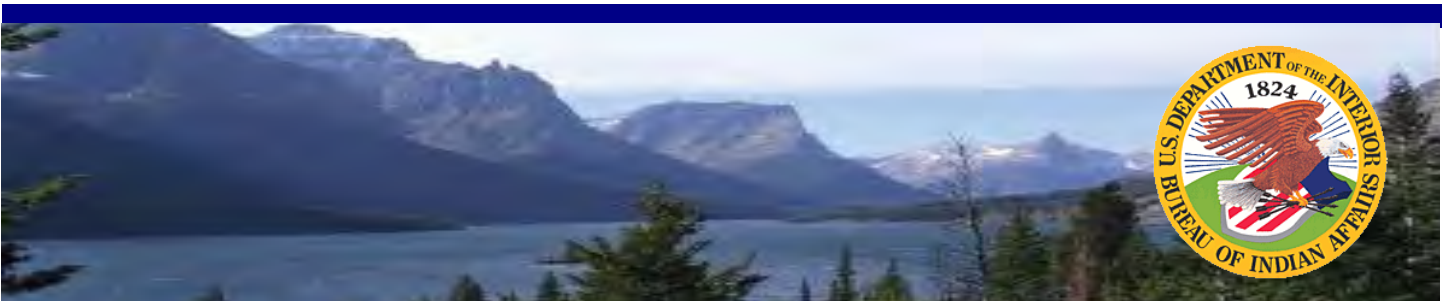
- Updating title records for all real and personal property and land;
- Publishing a Federal Register notice of trust status no later than January 19, 2021; and
- Continuation of public safety, law enforcement and emergency response services
- Directing FWS, BIA and BLM to enter into a Memorandum of Understanding to further ensure the United States meets its obligations during the two-year transition period.



### *Shelly R. Fyant, Chairwoman of the Confederated Salish & Kootenai Tribes*

“The restoration of this land is a great historic event and we worked hard to reach this point. This comes after a century of being separated from the buffalo and the Bison Range, and after a quarter-century-long effort to co-manage the refuge with the FWS. Who better to do it than the original inhabitants of the land who depended upon the Buffalo for centuries? That was our mainstay.”





## Northwest Region: Reservation Proclamation

### Proclamation Authority

The Secretary of the Interior is authorized to proclaim new Indian reservations on lands acquired pursuant to any authority conferred by the Indian Reorganization Act, 25 U.S.C. § 5110, or to add such lands to existing reservations provided that lands added to existing reservations shall be designated for the exclusive use of Indians entitled by enrollment or Tribal membership to residence at such reservations.

### Tribal benefits of a Reservation Proclamation

- To clarify jurisdictional boundaries.
- To be eligible for some local, state and federal grants, loans, programs and other funding opportunities.
- May lead to improved relationships between tribes and local governments.
- May facilitate negotiations of intergovernmental agreements with local governments.
- May simplify legal analysis regarding land status
- May head off challenges to land status.

### Guidance on Application Process

The BIA Fee to Trust Handbook, Section 3.4 issued June 28, 2016, contains updated guidelines/standard operating procedures for reviewing reservation proclamation requests from tribes. See handbook at <https://www.bia.gov/policy-forms/handbooks>

### Lower Elwha Klallam Tribe

The Lower Elwha Klallam Tribe resides in the Lower Elwha River Valley and adjacent bluffs on the north coast of the Olympic Peninsula just west of Port Angeles, Washington. The Tribe was recognized by the United States in the 1855 Treaty of Point No Point. The current land base was initially acquired by the United States for the Tribe in 1935-1936 and the initial 1,000 acres were proclaimed as the Lower Elwha Reservation in 1968.



### Proclamation Approved for 559.203 acres



On **January 14, 2021**, the Assistant Secretary-Indian Affairs signed a Proclamation, which proclaimed 16 parcels equating to 559.203 acres, more or less to be added and made part of the Lower Elwha Klallam Reservation.

The Proclamation was published in the Federal Register on May 6, 2021, and recorded in the Bureau of Indian Affairs' Land Titles and Records Office under document 125-1862 on May 11, 2021.

## Virtual Workplace Tips



### Tips for Virtual Meeting Attendees

You have been included in enough virtual meetings to come up with your own list of virtual meeting best practices. Check this list to see if you missed a few.

- ◆ **Identify yourself.** MS Teams lists callers and your name will appear below your picture. You can write a note to the presenter in the chat box.
- ◆ **Be on time.** Virtual and in-person meetings are held to share valuable information. Respect everyone's time and be punctual.
- ◆ **Make eye (camera) contact.** Look into your camera, not at your screen. You have all watched a presenter looking at their screen and all you see is the side of their face. Don't let that be you.
- ◆ **Two second delays.** Virtual calls can have a slight delay. Consider that others may need to unmute themselves before they speak. Try not to interrupt others when speaking.
- ◆ **Mute button.** If you are not talking use your mute button to improve call quality. This helps block background noise for everyone.
- ◆ **No Typing on a keyboard.** Avoid typing on your keyboard or if you must...use your mute button.
- ◆ **Do not overshare.** Tidy up the space behind you. Meeting participants can see your surroundings. Choose a virtual background instead and be sure to set this up before a call.
- ◆ **Dress for work.** You will feel better and be more confident. Teleworking attire is generally more casual, but not pajama-casual.
- ◆ **Don't eat while on a virtual call.** The noise from eating could cause the camera to switch to you or be a distraction to others.

### Boost your Online Presence

Here are a few tips to boost your online presence when on an MS Teams or video conference call.

- ◆ **Test equipment.** Test your internet, camera and microphone to make sure they are working. Check battery charge on your phone or computer and plug them in to ensure you have sufficient power.
- ◆ **Sound check.** Invest in an inexpensive USB-connected headset to improve sound quality. Know how to use your mute button.
- ◆ **Look into the camera.** Keep your camera at eye height and look into the camera. Participants will see you looking at them. Natural light is best and the light source should be placed in front of you. Sit a bit forward, not back.
- ◆ **Privacy.** Let family know you will be on a call and find a quiet space, if possible.
- ◆ **Use a virtual background.** Standard virtual background options are available in teams or you can personalize backgrounds with your own photos. See instructions on YouTube at <https://www.youtube.com/watch?v=r74ZhHf2ps4>
- ◆ **Focus.** Turn off computer notifications, cell phones and other software programs. Participants can tell if you are not paying attention, so stay focused.
- ◆ **Bio breaks.** Take care of your restroom visit or lunch before you get on the call. Eating on a call should be avoided. Fill up your coffee cup or get a bottle of water.
- ◆ **Dress for your event.** Avoid small patterns that blur on camera, avoid white or black and choose a color instead. No pajamas or shorts in case you have to stand up unexpectedly.



## Work Life Balance

### Family Medical Leave Act (FMLA)

The FMLA entitles eligible covered employees to take up to 12 weeks of unpaid, job-protected leave in a 12-month period. When medically necessary leave can be taken intermittently or on a reduced schedule. See <https://www.dol.gov/agencies/whd/fmla>. Employees may choose use of accrued paid leave in lieu of leave without pay for the following purposes:



- Birth of a child and or placement of a child for adoption or foster care
- Bond with a child (within one year of birth or placement)
- Care for employee's spouse, child, or parent who has a qualifying serious health condition
- Employee's own qualifying serious health condition
- Qualifying exigencies related to foreign deployment of a military member who is the employee's spouse, child or parent. (26 weeks in 12-month period to care for service member with a serious injury or illness).

### Eligibility Requirements and Certification Forms

Employee must have worked for the employer for at least 12 months or have at least 1,250 hours of service in the 12 months before taking leave. The employer must give the employee at least 15 calendar days to provide the certification for health conditions (Form WH-380-E Medical Emergency for Self, Form WH-380-F Medical Emergency for Family member, or Military member or family Forms WH-384, 385 and 385V).

### Caring for an Aging Parent



There comes a time when our parents turn to us to help them meet a medical emergency or a life-changing event. Here are some tips to consider if you are a new caregiver:

- ◆ **Be emotionally prepared.** Changes in your aging parents effect you. You need time to cope mentally and emotionally with their illness, memory issues, and lack of physical independence as well. It can be stressful.
- ◆ **Be patient and give them space.** Give your parent space to figure out their own care needs, as long as they are not at risk. Let them share needs with you recognizing it is stressful for you both.
- ◆ **Observe and Assess.** Observe the level of ability to care for personal hygiene, household chores, home repairs, shopping, etc.
- ◆ **Attend medical appointments.** Understand cognitive ability and overall health goals, care options, treatments, medications that need to be taken or changed.
- ◆ **Respect their Independence.** Your parent may become frustrated or moody because they cannot do what they have always done. Let them be in control of what they can. Respect their wishes.
- ◆ **Communicate Priorities and Compromise.** Discuss the circumstances and ask your parents opinion. Respect their wishes where feasible and find a way to compromise on issues you disagree on. It is their life.
- ◆ **Take care of yourself.** Aging or ill parents take time and energy. Find time to relax, keep up with exercise and rest. You have to be healthy to care for someone else.
- ◆ **Enjoy time together and reminisce.** Take time to share and listen. It will be a rewarding experience for both of you. Include them in social or family gatherings where possible.
- ◆ **Plan for the future and remain flexible.** Independent living may not be possible, inability to drive may require alternate transportation services. They are dealing with a major life change and if it were us we would also find this difficult to accept.
- ◆ **Identify their weekly priorities.** What is important to accomplish from their perspective. Ask about weekly priorities. Bills to be paid, appointments, shopping, reminders for social events. Assist them if your help is needed.



## Serving America: Recognition of Length of Service Anniversaries

### Celebrated Employees

Trust Team Members, Congratulations on achieving your 5, 10, 15, 20, 25, 30, 35 and 45 year anniversary with us! We know you have worked hard for this accomplishment and we truly appreciate your dedication. You are an important member of our team and your abilities and on-going contributions are vital to the success of our mission. Thank you for all that you do and please accept our good wishes on your 2021 career milestone.

#### 5 Years

**Darin Begay**, *Inventory Management Specialist*  
**Colin Campbell**, *Cartographic Technician*  
**Philip Ryan Frandino**, *Supervisory Forester*  
**Eric Gonzalez**, *Cartographic Technician*  
**Brenda Hatathlie**, *Civil Engineer*  
**John Holder**, *Audio Visual Specialist*  
**Aitana Paxson**, *Student Trainee (Fire)*  
**Barnaby Sterling**, *Student Trainee (Fire)*  
**Trevor Villicana**, *Staff Assistant*  
**Peter Wakeland**, *Chief Forestry & Wildland Fire*  
**Blue Eyes Walks Over Ice**, *Natural Resource Technician*  
**Matthew Young**, *Civil Engineer (Dam Safety)*

#### 10 Years

**Payton Batliner**, *Economic Development Specialist*  
**Christopher Benson**, *Geologist*  
**Travis Blacketter**, *GIS Program Analyst*  
**Susan Brave**, *Realty Specialist*  
**Aaron Cook**, *Student Trainee (Rangeland Mgmt)*  
**Brian Falcon**, *Land Buy Back Realty Specialist*  
**LaWanda Gibson**, *Indian Energy Realty Specialist*  
**Juliette Jeanne**, *Deputy BAER Coordinator*  
**Kyle Levin**, *Mechanical Engineer*  
**Jason Padilla**, *Indian Energy Realty Specialist*  
**Elizabeth Pierce**, *NIIMS Program Manager*

#### 15 Years

**William Grauel**, *Fire Ecologist*  
**Nathan Lillie**, *Natural Resource Specialist*  
**Laura Little Iron**, *Indian Energy Realty Specialist*  
**Christopher Talbot**, *Cartography Technician*  
**Leslie Underwood**, *NIIMS Program Specialist*

#### 20 Years

**Cynthia Bitseedy**, *Pathways Program Manager*  
**Caleb Cain**, *Forester*  
**Simone Jones**, *Realty Specialist*  
**Bradford LeCompte**, *Forestry Technician*  
**Timothy Sauer**, *Civil Engineer*  
**Jana Waters**, *Realty Specialist*

#### 25 Years

**Anthony C. Davis**, *Land Buy Back Specialist*  
**Velda Garcia**, *Program Analyst*  
**Darryl Martinez**, *BAER Coordinator*  
**Stephen Smith, Jr.**, *Fire Management Specialist*  
**Event Spotted Wolf**, *Land Buy Back Specialist*  
**David Wooten**, *Branch Chief, Fish & Wildlife*

#### 30 Years

**Edwin Alonzo**, *Forestry Technician*  
**Johnna Blackhair**, *Deputy Director*  
**Frank Holiday**, *Associate Deputy Director*  
**Steven Larrabee**, *Fire Planner*  
**Jacqueline Martin**, *Assistant Director, NIFC*  
**Samuel Scranton**, *Forester*  
**Charlene Toledo**, *Director of Special Projects*  
**Richard "Rick" Zephier**, *Deputy Land Titles & Records*

#### 35 Years

**Robert Anderson**, *Supervisory Physical Scientist*  
**Jonathan Begay**, *Secretary (Office Automation)*  
**Debra Scott-Hill**, *Supervisory Realty Specialist*  
**Dawn Selwyn**, *Trust Officer*

#### 45 Years

**Stephen Manydeeds**, *Physical Scientist*





# Serving America: Reflections on Federal Service



**Leslie Underwood**  
**15 Years**

**Program Specialist (NIIMS)**

Branch of Irrigation and Power  
Division of Water & Power

I was inspired to pursue public service based upon my family’s experiences and careers as public servants in either the BIA or Indian Health Service. As a young adult, I often engaged in conversations with my mom and her sisters on topics that ranged from meeting with Tribal Council and individual Tribal members to obtaining homesites, assisting with permits for water and electricity to homes, ensuring proper payment for mineral royalties to landowners, and fighting wildland fires on tribal lands. Their work ethic and service to our Tribe and fellow tribal members motivated me to become a public servant.

My family encouraged me to do the same, work hard and put others above self. I was lucky enough to be selected for a position in the irrigation program where I have been fortunate to work with many like-minded people. We continue to work toward the goal of improving the management of land and natural resource assets through the delivery of irrigation water.



*Photos: Uintah Site visit and Leslie at Flathead Project*



**Event Spotted Wolf**  
**25 Years**

**Realty Specialist**

Land Buy Back Acquisition Center

I joined the BIA Northern Cheyenne Agency family in December 1996, as a Range Secretary. I am an enrolled member of this Tribe and currently work on Land Buy Back acquisitions. As a public servant, I have always held the best interest of beneficiaries within Indian Country in my heart. It is rewarding to meet and assist beneficiaries with the purchase of small fractions of land they hold, working alongside awesome coworkers and gaining knowledge of land and assets on tribal reservations. I love what I do.

Make time to do what you enjoy in your personal time as well. I enjoy horses and boating. My son is a veteran and volunteers with a program for veterans, called “Horses Spirits Healing”. All horses are donated and since I don’t own one myself, helping my son take care of the horses once a week is my happy place. I also love being out on the water and boating.



*Photos below are of Event boating at the Ok-A-Beh Marina located in Bighorn Canyon, MT and with her favorite horse Wasp*



## Serving America: Reflections on Federal Service



**Stephen Smith, Jr.**  
**25 Years**

### **Wildland Fire Management Specialist**

Program Analyst/Fuels Planner  
National Remote Automated Weather Station (RAWS)  
Manager

I have enjoyed my career as a public servant in federal service supporting, protecting, and enhancing the values important to the American people. More specifically, working for the BIA has presented an even greater sense of accomplishment from serving Indian Country on a day-to-day basis.

As a member of the Cherokee Nation of Oklahoma, I have grown up with a respect and acknowledgement of cultural values and the ties to the land that are held by Native Americans across all of Indian Country. I have spent my entire career in federal service devoted to the field of Wildland Fire Management. The responsibilities I have assumed over the years have been most fulfilling, knowing that my involvement with mitigating hazards and providing protection from wildfires and other natural disasters have directly contributed to making our Nation more prosperous and a safer place to live.



*Photos of Stephen presenting at a meeting and on a prescribed burn*



**Jacqueline Martin**  
**30 Years**

### **Assistant Director**

National Interagency Fire Center

I started out as an emergency firefighter in Montana mainly to join my brother. That first summer led to an entire career that has enabled me to travel the world, meet incredible people, and foster lifelong friendships. I love the adrenaline of the work, the thrill and chase of the adventure, and the ability to spend time outdoors. This is not just a career but a way of life. Your coworkers become your family, and we support each other both on and off the job.

I have worked in wildland fire management for 30 years. As an enrolled member of the A'aninin or "People of the White Clay" of Fort Belknap Indian Community, I joined the Montana Indian Fire Fighters in 1985, attended Haskell Indian Nations University, and studied forestry at University of Montana. I have worked for Champion International Sawmill, USDA Forest Service on a seasonal fire crew, BLM engine crew member, station manager (Outstanding Station Manager of the Year in 1997), first female Fire Management Officer at Western Nevada Agency, BIA Branch of Wildland Fire Management in Boise, Idaho since 2004, when I became its first female Deputy of Operations. In January 2021, I became BIA's first female Assistant Fire Director.



*Photo of Jacqueline in the Southwest and one with her husband and daughter*





# Serving America: Reflections on Federal Service



**Richard "Rick" Zephier**  
**30 Years**

**Deputy Division Chief**

Land Titles and Records Office

I have 30 years of government service in Titles and Records as a clerk, examiner, recorder, supervisor, Regional Deputy LTRO manager and Lockbox coordinator. In 2013, as supervisor for the newly formed Land Buy Back Program I helped setup and develop the office. In 2017, I accepted the LTRO Manager position at Great Plains Region which lead to a 2019 Central Office detail and my selection as the Deputy Division Chief for LTRO in October 2020. I have been working on national policies, business rules, updating regulations and the LTRO handbook. The technical direction and recommendations on course of action for complex or controversial land titles and records actions, policies and procedures for land title, title ownership, encumbrances, chain-of-title, and land title system and data matters are my responsibilities.

I spent my entire career working with Trust land ownership and encumbrance information, and developing business rules and processes to align to existing or new requirements. As member of the Yankton Sioux Tribe in South Dakota, I am proud of the work that we do for our beneficiaries and tribes.



*Photos Rick with his spouse and another with his spouse and father*



**Jonathan G. Begay**  
**35 Years**

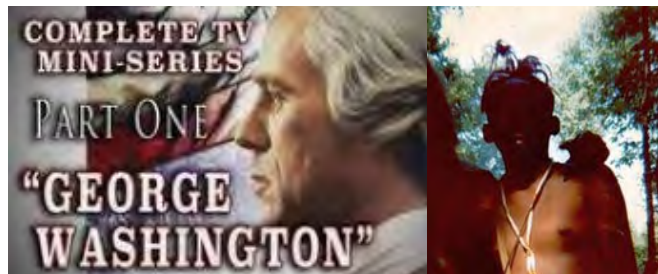
**Secretary (Office Automation)**

Office of the Deputy Director-Trust Services

Because of my last name, many assume that I am full blood Navajo but I am half Comanche (enrolled) and half Navajo.

Except for 5 days in 1983 working for MGM-Steve Gerber Production as an Iroquois Indian extra (paid \$100 to have most of my hair cut off my head) played on French side in the George Washington mini-series that aired in 1984 with Lloyd Bridges, I've worked entirely at BIA after starting in the BIA's budget office when it was still a division and joined the Division of Real Estate Services in 1998. Working for the BIA has always meant much to me since apart from working at the Indian Health Service, National Museum of the American Indian, etc., no other government workplace allows me to work daily with and assist American Indians and Alaskan Natives.

My best advice for new employees is to contribute to the Thrift Savings Plan and contribute at least 5% of one's salary which gets matched by the government.



*Photo of the Mini-series and the best photo Jonathan could find of his hair cut for the mini-series acting role.*



## Serving America: Reflections on Federal Service



**Dawn Selwyn**  
**35 Years**

**Trust Officer**

Office of the Deputy Director-Trust Services

I am a member of the Yankton Sioux Tribe of South Dakota. As a young person I remember my grandmother telling me to pursue a college education and work to improve the lives of Indian people. I followed her advice and earned a Bachelor’s in Psychology and Master’s in Public Administration and Management. It has been a great honor to help tribes and tribal communities in the areas of economic development, housing, Indian gaming, self-determination contracting, and policy to name a few.

My Federal service has been with IRS, USPS, IHS and BIA. I have served in Employee and Labor Relations, Gaming, and the leadership positions of Agency Administrative Officer, Acting Superintendent at two agencies, Deputy Regional Director-Trust and Indian Services and now am with the Central Office. My work over the past few years has been on policy, planning, writing, research and serving in two Acting Associate Deputy Director positions in our Headquarters Office in Washington, DC.

Work life balance is important and my advice to new staff is to always volunteer for new assignments, find a mentor, give back to your community and take time for your hobbies. I enjoy hiking, travel, drawing, and photography.



*Photos of raccoon drawing and Dawn’s hiking trips to the Alps in Switzerland and Italy*



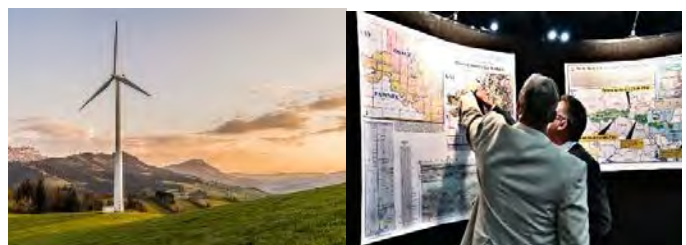
**Stephen Manydeeds**  
**45 Years**

**Chief, Energy and Minerals Development**  
**Geologist**

I oversee a unique federal office responsible for all energy and mineral activity on Indian lands nationwide. This office has had a long-standing commitment to identify tribal needs and how they best fit with their long-term desires, and to help tribes maximize their resource potential.

We provide direct assistance to tribal offices in the negotiation of agreements and monitoring compliance with the terms of mineral agreements. This includes meeting regularly with Tribal councils to assist them with numerous endeavors that include lease negotiations, analyzing mineral and energy resources, developing programs and budgets, setting priorities, and identifying potential renewable energy resources.

As an enrolled member of the Standing Rock Sioux Tribe, I have a passion to make a positive difference in Indian country and this led me to this position. In my 45 years we have performed geologic and economic studies of energy and mineral resources on nearly all western U.S. reservations.



*Photos are of a wind turbine project and staff providing geotechnical services*



## Newsletter Information



### BIA Trust Quarterly Newsletter

The Trust Quarterly Newsletter is produced collaboratively by the Trust Services Divisions under the direction of the Deputy Director **Johnna Blackhair**. To find out more or to submit your ideas and suggestions for future issues, please contact editor Dawn Selwyn by email at **Dawn.selwyn@bia.gov** and/or at **BIATrustQuarterly@bia.gov**. Your input is welcome!

The deadline for content for the September issue is Thursday, August 19, 2021. Photos are appreciated. Newsletters are posted on the BIA website at <https://www.bia.gov/bia/ots>. An email link is distributed to Trust employees and the Regional Director email lists. Individual requests for email notification will be included via a "BCC".

### Newsletter Disclaimer

The U. S. Department of the Interior, Bureau of Indian Affairs, Office of Trust Services, strives to make the information within this newsletter as timely and accurate as possible; however, makes no claims, promises, or guarantees about the accuracy, completeness, or adequacy of the content, and expressly disclaims liability for errors or omissions in the contents of the newsletter.

Reference in this newsletter to any specific commercial product, process, or service, or the use of any trade, firm or corporation name is for the information and convenience of the public, and does not constitute endorsement, recommendation, or favoring by the United States Department of the Interior.

### Employee Assistance Program

Visit the Employee Assistance Program (EAP) website, [www.Espyr.com](http://www.Espyr.com), or call **1-800-869-0276** for more information about confidential counseling and referral services that can help you or your family deal with life's challenges.

EAP services are available to employees and dependents at **no cost**. Assistance is confidential and participation is voluntary. Your employer has prepaid these services:

- In-person counseling
- Crisis management
- Legal or financial issues
- Confidential help with work, family, personal matters

**For confidential help call**

**1-800-869-0276**

**24 hours**

**7 days a week**



**I continue to do my part for all our people.**

Mask up. Keep six feet apart.  
Get vaccinated as soon as you can.

**Learn More**

