



U.S. DEPARTMENT OF THE INTERIOR
BUREAU OF INDIAN AFFAIRS
Office of Trust Services



Trust Land Services • Resource Stewardship • Results that Matter

Annual Accomplishments Report
Prepared for the Tribal Interior Budget
Committee (TIBC) Meeting

OCTOBER 2021

Tribal Climate Resilience Program

TABLE OF CONTENTS

Tribal Climate Resilience Program (TCRP)	3
Division of Real Estate Services (DRES)	6
HEARTH Act.....	6
Fee to Trust.....	7
TAAMS Enhancements	8
Division of Land Buy Back (Acquisitions Center)	10
Division of Natural Resources (DNR)	12
Branch of Fish, Wildlife and Recreation (BFWR).....	12
Agriculture Program (AP)	13
Branch of Environmental and Cultural, Resource Management (BECRM)	14
Division of Probate Services (DPS)	16
Division of Forestry and Wildland Fire Management (DFWFM)	17
Timber Team	18
ITARA	19
Timber Harvest.....	19
Wildland Fire	20
Fuels Management.....	20
Post Wildland Fire	21
Fire Prevention and Aviation.....	21
Branch of Geospatial Services (BOGS)	23
Division of Land Titles and Records (LTRO)	25
Division of Water and Power (DWP)	27
Branch of Irrigation and Power (BIP)	28
Branch of Water Resources (BWR).....	29
Indian Energy Service Center (IESC)	31
Division of Energy and Mineral Development (DEMD)	34
Summary of Economic Activity on Indian Lands (2019)	34
Branch of Renewable and Distributed Energy (BRAD)	35
Strategic Planning and Workforce Development	37

Photo credit for cover: Bob Wick, BLM

Tribal Climate Resilience Program (TCRP)



Photo: Tammy Iyatunguk at Shishmaref High School, Grade 12, diminishing shoreline at AK Village

Accomplishments and Going Forward

The BIA Tribal Climate Resilience Program (TCRP) supported climate preparedness, adaptation, and resilience for Indian Affairs programs and Federally recognized Tribal Nations and Alaska Native Villages through technical and financial assistance, access to science, and training.

\$13.84 Million in Tribal Resilience Awards

The TCRP awarded \$13.84M through 135 awards supporting 79 tribes and 13 tribal organizations. Awards provide support for:

- *Climate adaptation planning*
- *Ocean and coastal management planning*
- *Capacity building, and relocation*
- *Managed retreat, and*
- *Protect-in-place planning for climate risks*

The Tribally designed and delivered training and awards are expected to benefit nearly 255,000 tribal people. In addition, the adaptation planning and data development awards are estimated to benefit over 444,000 tribal people, and the ocean and coastal work funding is estimated to benefit almost 55,000 tribal people.

Fifteen (15) Alaska Native Villages and two (2) Tribal Nations in the lower 48 received funding to support relocation, managed retreat, and protect-in-place decisions benefitting over 13,000 Indian people facing threats related to melting sea ice, degrading permafrost, extreme precipitation and flooding and other related impacts.

Status of Tribes and Climate Change Report

The TCRP funded the development of the first ever Status of Tribes and Climate Change report (released September 2021) through a coop agreement with the Institute for Tribal Environmental Professionals.

Tribal Climate Resilience Liaisons

The Program continued funding for seven Tribal Climate Resilience Liaisons, who connect the climate needs and priorities of Indian Country to the expertise of the DOI Climate Adaptation Science Center. TCRP also updated the online Tribal Resilience Actions Map that highlights the 1,000+ climate resilience actions Tribes and Indigenous People have undertaken across the Nation.

Tribal Climate Resilience Program (TCRP)



Trust Responsibility

The Department has a trust responsibility to American Indian tribes and Alaska Native Villages to protect trust lands and trust resources. Protecting and increasing climate resilience of ecosystems, tribal economies, cultural sites, infrastructure, and human health and safety is integral to the fabric of Indian cultures and ways of life. This is especially critical for Native Alaskan populations given the rate of climate change observed across the state.

Funding Increase for Tribal Climate Resilience

- *Provides for competitive awards to support climate resilient planning to help sustain Tribal ecosystems and natural and cultural resources, economies, infrastructure, human health, and safety.*
- *Allows for the development of science, tools, and climate resilience assessment and planning, as well as adaptation activities to respond to current and projected impacts of climate change.*
- *Support for efficient relocation managed retreat, protect-in-place planning, and implementation for tribes in Alaska and the lower 48 states.*
- *Enable coordination of federal and non-federal partners to improve outcomes.*

- *Support five additional full-time employees (FTE) to further developments on climate resilience planning, ocean and coastal management and planning, and to coordinate bureau wide efforts on climate preparedness and resilience within all the BIA natural resources program.*

Challenges, Opportunities, and Best Practices

Programs for Tribal Youth

The TCRP can support and work with tribal youth through various efforts, including:

- *The Civilian Climate Corps*
- *The Indian Youth Service Corps*
- *The Native Youth Community Adaptation Leadership Congress, and*
- *Annual TCRP Awards Categories for internships and K-12 engagement*

Tribal Climate Resilience Program (TCRP)



Youth Leadership Congress

The TCR program supported and participated in the 2021 virtual Native Youth Community Adaptation and Leadership Congress. See www.nycalc.org for more information.



- 27 tribal youth participants
- 10 college-age tribal mentors
- 5 adult mentors
- Representing a total of 23 tribes

College age tribal mentors will go on to training that will empower them to develop strategies to engage young Native leaders in environmental stewardship and community action year-round.

Employment Opportunities

This effort will support future employment opportunities through upcoming efforts such as the Civilian Climate Corps and the Indian Youth Service Corps. Over 10 agencies and three non-governmental partners collaborated in this year's NYCALC programming.

Pathways Interns Hired

Onboarded three new graduates of the Pathways Program to support TCRP.

Partnerships and Training Opportunities

The TCRP has worked efficiently through partnerships on its technical support and training endeavors to improve coordination of work difficult for one entity to take on the sole responsibility and ownership.

- 2 Climate Change 101 trainings hosted with coop agreement partner
- 1 Climate Change 202 hosted online
- Cohort Course on Tribal Hazard Mitigation Planning facilitated online (approximately 100 applicants from 70 tribes applied for this yearlong course). Shared funding opportunity with 444 registrants, 263 attendees, representing 214 Tribes and Tribal organizations
- Grant Writing 101 provided to aid participants in accessing more funding (383 registrants, 248 attendees, 140 Tribes and Tribal Organization)
- Developed Actionable Climate Data with Indigenous Guidance in collaboration with University of Colorado-Boulder, the Yukon River Inter-Tribal Watershed Council, and others
- Provided renewable energy webinar in collaboration with the Nez Perce Tribe
- Supported development of two new tribal climate profiles with ITEP partners: Ute Mountain Ute and Seminole Tribe of Florida.

Division of Real Estate Services



Accomplishments and Going Forward

HEARTH Act Applications before Secretary

DRES continues to review and approve Helping Expedite and Advance Responsible Tribal Home Ownership (HEARTH) Act of 2012 regulation submissions. Since the beginning of 2021, the Department has submitted five HEARTH Act regulations to the Assistant Secretary for approval:

- *Cahuilla Band of Mission Indians (Business, Residential) January 6, 2021*
- *Grand Traverse Band of Ottawa and Chippewa Indians (Business) April 5, 2021*
- *Standing Rock Sioux Tribe of North and South Dakota (Business, Residential, Wind Solar, Wind Energy Evaluation Lease) April 14, 2021*
- *Cow Creek Band of Umpqua Tribe of Indians (Agriculture, Business, Residential, Wind Solar) April 27, 2021*
- *Confederated Tribes of the Colville Reservation (Agriculture, Business, Residential, Wind Solar) May 3, 2021*

HEARTH Act Training

DRES continues outreach work with Regions for Tribes to receive HEARTH Act training as well as working with the field in the HEARTH Act process in accordance with the Part 52 Chapter 13 IAM policy.

- *DRES led and moderated three (3) HEARTH Act trainings held on March 17, June 22, and September 23, 2021, for tribes under the jurisdiction of the Eastern Oklahoma, Eastern, and Pacific Regions.*
- *DRES has led and moderated 24 external calls with various tribes and their legal counsels and 27 internal calls with the Solicitor and Regions.*
- *HEARTH Act Coordinator Tribal meetings (Overview training and external calls with Tribes.)*

HEARTH Act Approvals and Mortgages



A total of 12 HEARTH Act Approvals were granted in Fiscal Year 2021. Number of Mortgages Pending and Approved: A total of 252 mortgages were received this year and 224 mortgages have been approved.

Division of Real Estate Services



Fee to Trust Approvals and Returns

DRES completed 6 approvals and 1 return of Off Reservation, Fee to Trust (FTT) acquisitions. Notices of Decision were approved and signed by the Assistant Secretary – Indian Affairs.

- *Pacific Region, Tejon Indian Tribe Community Center (10.36 acres)*
- *Northwest Region, Jamestown S’Klallam Tribe, Pac Five 1 (44.10 acres)*
- *Pacific Region, Torrez Martinez Desert Cahuilla Indians, Mecca Ranch (195.54 acres)*
- *Midwest Region, Grand Traverse Band of Ottawa and Chippewa Indians, Parcel 88 (157.51 acres)*
- *Pacific Region, Santa Ynez Band of Chumash Mission Indians, (1427.78 acres)*
- *Great Plains, Fort Berthold Reservation, Figure Four Ranch (9,303.79 acres)*
- *Pacific Region, Twenty-Nine Palms (2.40 acres) was reviewed and returned incomplete*

During FY2021, 92 FTT On-Reservation, non-gaming cases were approved, covering 13,796 acres.

Excess Government Real Property Transfers

A five Region working group was created to review and update the Bureau of Indian Affairs (BIA) process on excess government land transfers for off and on reservation authorities available to Tribes. Working group results:

- *A draft guidebook that outlines the GSA and BIA internal processes*
- *Solicitor opinion regarding taking lands in trust status after a transfer of property*

National Policy, Handbook, IAM Policy Updates

- *52 IAM 12 Fee-to-Trust handbook and policy updated and submitted to Regulatory Affairs for review (9/3/2021)*
- *52 IAM 7 Corrects Deed policy submitted to Regulatory Affairs for review (7/2/2021)*
- *Business Lease Handbook and policy edits submitted to Regulatory Affairs for review (9/13/2021)*

Division of Real Estate Services



Regional Director FTT Approval Authority

Secretarial Order 3400 (S.O.) was issued April 27, 2021, that returned the FTT Off Reservation approval authority to the Regional Directors (RD's). Implementation required the following updates:

- *52 IAM 15, Off Reservation Fee to Trust Decisions updated (September 7, 2021) and Regulatory Affairs routed for surnames*
- *3 IAM 4, Delegation of Authority, #21-37, updated by DRES (Issued May 25, 2021)*

Over four years Central Office DRES received 55 off reservation applications, requesting more than 21,500 acres of land held in fee simple status be brought into trust status.

Fee to Trust Strike Team to address Backlog of 1,166 Cases

DRES has been tasked by AS-IA with creating a Fee to Trust (FTT) Strike team. The team will consist of 5 members on detail to Central Office DRES to address streamlining FTT processes and the application workload across the nation. DRES implemented the National Fee to Trust Strike Team (Team) in September 2021.

The Team identified a workload of 1,166 pending FTT cases in the TAAMS module in various stages of process or completion.

This Team consists of a core group of five (5) real estate personnel who are considered FTT subject matter experts. Team members are each placed on 120-day details and work remotely from their current duty stations.

TAAMS Enhancements

DRES continues to strive to create a more user-friendly system for the field by submitting change requests for enhancements created by each disciplines TAAMS User Group. Below are a few of the highlighted changes:

- *Developing an on-line FTT application submission and tracking portal for Tribes and individual Indians*
- *Drafted/submitted 24 Change requests, improving the TAAMS A&D/FTT module*
- *Broadband specific code was developed in support of this priority to allow better tracking of broadband projects. BIA provided a webinar on May 20, 2021 for the field on the National Policy Memorandum (NPM) for Broadband effective May 5, 2021.*
- *Formulation of on-line application process for HEARTH Act and mortgages.*

Division of Real Estate Services



Mineral Royalty Suspense Project

DRES provides weekly and monthly reports to the Regions identifying TAAMS transaction backlogs for resolution and to prevent from the same backlog items from reoccurring.

Mineral Royalty suspense reports are provided to the Regions each month with the task of clearing funds for distribution to the beneficiaries. This monthly monitoring and reporting to the Regions is effective. At the beginning of the fiscal year, there were \$1.4 M in suspense, and as of August 2021, the suspense amount dropped to \$162,919, an 88% decrease. This will continue to be monitored monthly.



Outstanding TAAMS Invoice Project

In May 2021, a project was initiated for addressing outstanding TAAMS invoices. Each region is provided a list of invoices for resolution. The intention to keep this project a priority through the end of fiscal year.

As regions document their progress each month outstanding checks and invoices are expected to be reduced.

- Invoice issues identified by the Regions included:
- *Inconsistent Direct Pay invoicing*
- *Acceptable types of Direct Pay documentation*
- *Leases under litigation or appeal*
- *TAAMS system limitations on contracts that had to be cancelled and invoice not voided.*

There is an opportunity to improve tracking and to resolution of issues that impact the identification of what is truly outstanding. Common issues identified will be addressed through a draft national policy memorandum on Direct Pay invoicing.

Human Capital Management

DRES participated in an Office of Personnel Management (OPM) workgroup to assess competencies for realty positions, including specialists (supervisory and non-supervisory) and realty assistants.

- Workflow processes for the Division were reviewed by staff and refined to incorporate an action plan that includes day-to-day activities to achieve the Division's objectives.
- DRES provided guidance on the Trust Workforce Action Plan and ensured that realty position competencies align with the mission, goals, and strategies
- These priorities will be incorporated into individual Employee Performance Appraisal Plans (EPAPs).

Division of Land Buy Back (Acquisitions Center)



Accomplishments and Going Forward

Purchase Activity on 11 Reservations

In Fiscal Year 2021, the Land Buy-Back Acquisition Center carried out land acquisition efforts at the following eleven reservations: Standing Rock, Wind River, Yakama, Bad River, Cheyenne River, Spirit Lake, Turtle Mountain, Umatilla, Lake Traverse, Winnebago, and Omaha. In summary:

- *The Acquisition Center processed 4,139 land sales in FY 2021*
- *Acquired 51,071 fractional interests in trust or restricted land (the equivalent of 97,273 acres) for consolidation under Tribal ownership.*

One Million Fractional Interests Purchased

Since the first Buy-Back Program sales were processed in 2013, the Acquisition Center has purchased over 1 million fractional interests in 50,357 tracts of land at 53 locations. This is the equivalent of more than 2.8 million acres consolidated. Tribes have gained majority ownership in 19,166 tracts and have earned over \$70 million to date in lease and other income from lands consolidated through the Program

Two key factors have contributed to the success of the Buy-Back Program:

- *The development and utilization of a streamlined and automated process for acquiring fractional interests, and*

- *The use of mass appraisal techniques and methodology for obtaining fair market values on large numbers of properties.*

Continuing cost-effective land consolidation efforts beyond the Buy-Back Program is dependent on keeping mass appraisal models up to date.

Land Buy-Back Program ends in 2022

The Land Buy-Back Program for Tribal Nations is scheduled to end in 2022 under the terms of the *Cobell* Settlement. While Indian land fractionation has been reduced substantially through this Program, resources made available through the *Cobell* Settlement are not sufficient to purchase all fractional interests and many will remain after the Program ends. Without sustained land consolidation efforts beyond 2022, Indian lands will continue to fractionate, and fractionation will remain one of the Interior Department's most costly and complex management challenges.

BIA Indian Land Consolidation Program to Return

To continue efforts to reduce fractionation and build upon the successes of the Land Buy-Back Program, funding has been requested in FY 2022 to re-establish an Indian Land Consolidation Program in BIA utilizing the existing infrastructure at the Land Buy-Back Acquisition Center.

Planning is well underway to transition from the Land Buy-Back Program to a re-established Indian Land Consolidation Program effective mid-2022, when remaining resources in the *Cobell* Settlement Land Consolidation Fund are projected to be fully expended.

Division of Land Buy Back (Acquisitions Center)



Challenges, Opportunities, and Best Practices

Fractionation hinders Sound Land Management

As a result of the General Allotment Act of 1887, reservation land was divided up and allotted to individual Tribal members. After the death of the original allottee owner, title ownership was divided up among the heirs for generations contributed to fractionation.

Indian land fractionation is one of the Interior Department's most costly and complex management challenges, and it undermines tribal sovereignty and self-determination. Fractionation hinders sound land management and makes it difficult to conserve or use the land for beneficial purposes, such as for housing or other uses that would improve the quality of life for Indian people.

\$1.9 Billion Cobell Settlement

Challenges related to managing and accounting for income earned on fractionated lands led to the *Cobell v. Salazar* litigation. The 2009 *Cobell* Settlement presented an historic opportunity to address the fractionation problem, providing for a \$1.9 billion land consolidation fund to reduce fractionation within a 10-year period. The fund has been available to the Department to purchase, at fair market value, fractional interests in trust or restricted land from willing individual Indian sellers, and to consolidate acquired interests under Tribal ownership. The Buy-Back Program will end in 2022 under the terms of the Settlement and is on target to expend all remaining *Cobell* land consolidation funds in FY 2022.

While fractionation has been reduced substantially through the Buy-Back Program, the resources made available through the *Cobell* Settlement are not sufficient to purchase all fractional interests and many will remain after the Buy-Back Program ends. Without sustained land consolidation efforts, Indian lands will continue to fractionate, diminishing the Buy-Back Program's achievements.

Best Practices in new Land Consolidation Program

In recognition of the benefits to be gained by sustained efforts to reduce fractionation, an Indian Land Consolidation Program will be reestablished under the same authorities of the Buy-Back Program to continue the effort. It will reflect best practices developed for implementation of the Buy-Back Program, including:

- *Close coordination and collaboration with participating Tribes.*
- *Streamlined, standardized, and automated processes and procedures for acquiring fractional interests, specifically designed to minimize associated administrative costs; and*
- *Mass appraisal techniques and methodology*

By leveraging best available technology and eliminating redundancy, land consolidation will be more efficient and cost-effective than ever before under the reestablished program. This will ensure as much available funding as possible is directed toward land purchases.

Division of Natural Resources (DNR)



Accomplishments and Going Forward

Support Services

DNR provides agency and tribal coordination, management, planning, oversight, and monitoring for the development and protection of trust natural resources, protection of Indian Treaty rights, fish and wildlife resource management development, Environmental Quality guidance and regulatory direction, youth education and Climate Change.

DNR funding provided support for all tribal and agency activities related to the planning, management, conservation, development, and utilization of soil, water, farmland, rangeland, fish and wildlife resources, endangered species, invasive species, conservation law enforcement, environmental and cultural resources, youth and education within Natural Resources, and climate change address on treaty resources.

DNR provided oversight, review, and finalization of all DNR Branch budget execution (\$165 M): Environmental and Cultural Resources (BECRM); Fish, Wildlife and Recreation (BFWR); and the Agriculture Program.

Branch of Fish, Wildlife and Recreation (BFWR)

BFWR completed management of over \$100M in annual funding across programs, which included, Rights Protection Implementation (Treaty), Tribal Management Development, Endangered Species,

Invasive Faunal and Feral Species, Hatchery Maintenance, Hatchery Operations, and a Conservation Law Enforcement program.

- *Nine projects were critical to obtaining permits from U.S. Fish and Wildlife Service (FWS) allowing the harvest of timber and oil and gas resources on tribal lands.*
- *One project was required to continue monitoring fish populations as stipulated in conditions placed upon ESA permits acquired from US Fish and Wildlife Service (US FWS) or National Marine Fisheries Services (NMFS).*
- *Other projects seek to improve the status of species either listed by the ESA process or the equivalent process implemented by individual tribes.*
- *Tribally important species include California Condor, Sage Grouse, Gray Wolf, Lahontan Cutthroat Trout, Black Footed Ferret, Chinook Salmon, and others.*
- *Funding has been instrumental in protecting valuable tribal grazing lands from the impact of feral and invasive animals.*
- *Three projects provide important protections against invasive mussels from reaching the Columbia River Basin, a key initiative of Department of Interior.*
- *34 projects were awarded funds under the Invasive Species Program which supports the prevention, control, and eradication of invasive species on Indian reservations and treaty-ceded territories.*

Division of Natural Resources (DNR)



Branch of Fish, Wildlife and Recreation (BFWR) (Continued)

- *20 Conservation Law Enforcement Officer Program (CLEO) were funded, supporting the sound management of tribal trust resources and enforcement of tribal natural resource laws on trust lands.*
 - *Supported 31 Tribal Youth Initiative Projects that engaged youth in Natural Resource activities.*
 - *Funded 50 projects through reimbursable agreements with the Environmental Protection Agency (EPA) Great Lakes Restoration Initiative (GLRI) to protect, restore, or enhance tribal wetlands and other habitats in the Great Lakes basin.*
 - *18 projects to increase tribal capacity to protect, restore, or enhance habitat on tribal lands.*
- *Funded 375 Noxious Weed Projects in coordination with regional AG staff*
 - *2019 Farm Bill Hemp rules and regulation per Agriculture Marketing Service to Indian Affairs Offices and tribes.*

The AG program with the collaborative support of the Office of Regulatory Affairs, reviewed and completed the following manual and handbook updates:

- *54 IAM Chapter 1, Agricultural and Rangeland Management Overview*
 - *54 IAM Chapter 2 – Rangeland Resource Inventory and Vegetation Monitoring*
 - *54 IAM Chapter 3 – Agricultural Resource Management Planning*
 - *54 IAM Chapter 4 – Grazing Permit Issuance, Administration and Monitoring*
 - *54 IAM Chapter 5 – Rangeland and Cropland Development*
 - *54 IAM Chapter 6 – Trespass*
 - *54 IAM Chapter 7 – Management of Noxious Weeds on Indian Lands*
 - *Agricultural Handbook*
- ### Agriculture (AG) Program
- The AG Program managed and distributed
- *\$25.7 million to regions and tribes for agriculture and range projects and programs*
 - *\$4 million managed, supported, and distributed to regions and tribes for AG and range invasive species plant projects and programs.*

Division of Natural Resources (DNR)



Branch of Environmental and Cultural Resource Management (BECRM)

The BECRM managed and distributed a total of \$23.1M in FY 2021 environmental and cultural funds.

BECRM Accomplishments

- *Improved BIA NEPA compliance by working with DOI-Office of Environmental Policy and Compliance and the President's Council on Environmental Quality (CEQ) to draft new NEPA regulations (59 IAM 3 and 516 DM 10) and drafting new Categorical Exclusions (CatX) for Safety of Dams and Oil and Gas Development.*
- *Developed an Environmental Management System/Environmental audit (EMS/EMAP) contract to comply with an EPA/BIA Global Settlement Agreement.*
- *Participated on eight (8) DOI technical work groups and served as the Case trustee representative on four cases, providing litigation support.*
- *Reduced BIA-EDLs from 122 to 47, and BIA liabilities by \$1.4M.*
- *Assisted in the Closing of Abandoned Uranium Mines.*
- *Completed 78 Environmental Management Assessment and Performance (EMAP) Audits.*
- *Provided oversight and direction concerning OEPC - Environmental Disposal Liabilities (EDL) database reporting and cleanup of sites listed (removed 47 non-EDLs from listed entries).*
- *Program Manager and COR on the EMS/EMAP contract and working with the Bureau of Indian Education (BIE) to transfer the EMS/EMAP contract duties over to BIE's control going forward in FY22. Transfer of duties was authorized under a BIE/BIA Service Line agreement.*
- *Completed and Conducted 10 On-Site environmental audits.*
- *Held monthly virtual environmental compliance training sessions.*
- *Reviewed seven tribal remediation project requests for cleanup to comply with environmental requirements and provided recommendations for approval.*
- *Worked with OTS Pathways to facilitate the hiring and supervision of two interns to help with BIA Museum inventory at the Main Interior Building in Washington, DC.*
- *Provided Technical Assistance on Environmental compliance.*

Division of Natural Resources (DNR)



Challenges, Opportunities, and Best Practices

DNR Provided Training

Conducted 4 quarterly WebEx Trainings, consisting of Emergency Management System (EMS) Training, Federal Asbestos Hazard Emergency Response Act (AHERA) 2-hour Training, Waste Training, and Water and Wastewater Training.

638 Contracting and Oversight

Challenges are funding orientated for trust resource work in agriculture, Fish and Wildlife and the environment where tribes fulfill government trust services through 638 contract or in some cases the agency conducts the trust service directly.

The DNR role is to ensure that the flow of available funds going to the tribes is compliant with pertinent federal regulations and policies of the U.S. Government. Opportunities to navigate DNR challenges arise primarily through tribal initiative interest and federal policy priorities. Tribes seek to meet their trust goals financial need through government-to-government channels with the three branches of US Government: The Legislative Branch, the Judicial Branch and Executive Branch.

As a function of the federal government the DNR carries out the prerogatives of the administration's policy priorities which may include new funding.

Best practices include the application of system structure, such as the complex mechanism of 638 funding contract distribution to tribal trust resource needs. DNR strives to deliver these services in a streamlined time efficient procedural manner that fosters and produces optimum performance of tribal and agency field management of tribal trust resources.

Division of Probate Services (DPS)



Accomplishments Going Forward

Probate Tracking System

At the onset of Fiscal Year 2021, DPS embarked on developing a probate tracking system within the Trust Asset and Accounting Management System (TAAMS). This module will streamline the probate process by eliminating existing duplicate data entry into two systems. Having one system to manage land assets will provide the opportunity for further automation, minimize duplicate digital storage, streamline the workflow, and eliminate the need to maintain a legacy system. The program has tested various portions of the development and the new module is targeted for a September release.

DPS provided reports to Office of Information Management Technology (OIMT) for the two-systems despite staff shortages. DPS is collaborating with the Office of Hearings and Appeals (OHA) to complete this new TAAMS module.

Pathways Intern

Sponsored and successfully trained an intern to aid in documenting the test results of the probate module testing and a Corrective Action Plan (CAP)-free virtual records audit.

Wind River Lease Settlement

Spearheaded a viable solution with DRES and Rocky Mountain Region to distribute the Wind River lease settlements. The solution will be programmed in TAAMS and implemented in FY 2022.

Probate Regulations Finalized

Finalized the Probate regulation (25 CFR 15 and 43 CFR 30) updates in collaboration with the regulatory team, DOI Solicitor's Office (SOL), Office of Hearings and Appeal (OHA), and Bureau of Trust Funds Administration (BTFA). DPS participated in three public comment sessions regarding the regulations.

Challenges, Opportunities, and Best Practices

TAAMS Probate Module

The development of the new Probate module in the Trust Asset Accounting Management system (TAAMS), is an opportunity to create positive change and streamline processes to fully utilize the data and functionality of the system. The next step is implementation of paperless processing.

Training staff on the Probate Module will focus on the importance of preparing an accurate probate package and explain how the probate program fits into the Trust lease and income distribution process. Probate work doesn't end when the assets are distributed, work is on-going to benefit the new landowners.

DPS and our partners are building a system to benefit all stakeholders, ensure seamless handoffs with our various organizations. Regular communication and understanding all stakeholder's responsibility assisted in creating this module. It is to include tribal access and functionality for those tribes performing the probate functions.

Division of Forestry and Wildland Fire Management (DFWFM)



Accomplishments Going Forward

Forest Management Mission

The Forestry Program conducts management on Indian forest land in accordance with sustained yield principles, to develop, maintain, and enhance forest resources. The goals for BIA Forestry include:

- *Attain appropriate staffing levels*
- *Develop incoming and current forestry staff*
- *Continue to be creative in our approach to accomplishing our work*
- *Look for ways to utilize emerging technologies in forestry applications*
- *Utilize existing authorities to develop collaborative cross-boundary projects*
- *Continue to assist Tribes interested in participating in the Demonstration Projects authorized under the Indian Trust Asset Reform Act (ITARA)*
- *Continue funding tribal proposals for the Portable Infrastructure Projects initiative*

BIA Forestry is doing everything possible with the funding and staffing resources currently available, but desperately needs an increase in the Forestry Tribal Priority Allocation (TPA) base funding to accomplish our goals and better serve Tribes.

Wildland Fire Mission

The Branch of Wildland Fire Management's (BWFM) mission is to execute our fiduciary trust responsibility by protecting lives, property, and resources while restoring and maintaining healthy ecosystems through cost-effective and creative fire-management programs, collaboration, and promoting Indian self-determination.

The Branch of Wildland Fire Management (BWFM) represents Indian Country regarding fire management issues addressed at the national level. In addition, BWFM provides guidance to BIA regions regarding the use of prescribed fire and fuels management to achieve hazardous fuels reduction, resource management objectives, and integrate wildland fire procedures into natural resource management for Indian Country. The BWFM has placed considerable effort in Fire Prevention and has experienced notable successes.



Firefighters working on a prescribed burn

Division of Forestry and Wildland Fire Management (DFWFM)



Prevention Research

Prevention research conducted on tribal lands across the U. S. (Penstemon et al 2010) indicates:

- *For every \$1 invested in prevention, \$5 to \$30 are averted in suppression costs*
- *At the current budget level, the prevention investment equates to \$73 million in suppression costs averted annually*
- *Cruised over 8,000 acres of mixed conifer/hardwood stands across seven different reservations (Rosebud, Bad River, Uintah-Ouray, Jicarilla, Northern Picuris Pueblos, Crow and Fort Belknap), and*
- *Beginning in September, the crew will conduct two additional weeks of fieldwork, cruising and preparing timber sales on the Crow and Northern Cheyenne Reservations.*

Wildfire Management Software

BIA is leading the development of an inter-agency wildfire prevention analysis and planning software. This software utilizes spatial risk assessment tools to develop prevention strategies that demonstrate effective program implementation.

National Timber Team Accomplishments

The National Timber Team FY 2021 projects included:

- *Fieldwork for 12 tribes/BIA agencies across 7 different states over the past five months*
- *Remeasured 115 Continuous Forest Inventory (CFI) plots across three reservations (Rosebud, Omaha, and Winnebago) in South Dakota and Nebraska*
- *Prepared 3,300 acres of timber sale cutting units totaling approximately 37 MMBF of merchantable volume.*
- *Completed 180 stand exams on two tribal trust lands (Ho Chunk and Potawatomi) in Wisconsin*



Timber team Uintah & Ouray fire salvage

Timber Team Projected 2022 Schedule

- *The Timber Team is currently assisting with a large-scale GIS forest cover-type mapping project for the Metlakatla Indian Community of Alaska.*
- *In October through December, timber sale preparation and cruising work trips planned for the Flathead Reservation in Montana and the Colville Reservation in Washington.*

Division of Forestry and Wildland Fire Management (DFWFM)



Indian Trust Asset Reform Act (ITARA)

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 Department of the Interior to establish and carry out an Indian Trust Asset Management Demonstration Project (project).

Under the project, Tribes engaged in forest land management and/or surface leasing activities on trust lands may apply to participate in the project. If selected to participate, Tribes must submit an Indian Trust Asset Management Plan (ITAMP), for the management of Tribal trust assets. 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 the Department of the Interior.

Currently, the Coquille Indian Tribe, and the Cow Creek Band of Umpqua Tribe of Indians have participated in the project and are now operating under approved ITAMP's and tribal forestry regulations.

The Division of Forestry and Wildland Fire Management (DFWFM) has been working with the Inter-Tribal Timber Council (ITC) and the Indian Forest Management Assessment Team (IFMAT) to continue communicating the ITARA opportunity to interested Tribes.

Tribal Interest in Demonstration Projects

In September 2021, The Coos, Lower Umpqua, and Siuslaw Tribe formally submitted their request to participate in the demonstration project. Their request is currently under review by the DFWFM and the Solicitor's Office (SOL).

Three additional Northwest Tribes, one Pacific Tribe, and one Southwest Tribe have expressed interest in ITARA. DFWFM is currently working through the Regions to provide the Tribes with information and technical assistance.

Timber Harvest

Full year timber sale volume reports are due in November, however mid-year timber harvest volumes reported by Regions were 393,365,000 board feet prepared and offered for sale, and 208,486,000 board feet harvested.



Timber Harvest at Quinalt Tribe

Continuous Forest Inventory (CFI)

Completed data cleaning, processing, and analysis of Continuous Forest Inventory (CFI) for the following seven reservations: Uintah and Ouray, Jicarilla, Santa Clara Pueblo, Southern Ute, Umatilla, Quinalt, and Yakama.

Division of Forestry and Wildland Fire Management (DFWFM)



2021 BIA Wildland Fire Facts at-a-Glance

The 2021 fire year has been busy, and the BIA Fire program contributed significantly to efforts in Indian country and nationally. Below are some statistics and brief highlights.

- *Number of Wildfires: 3,905; 10-Year Average: 3,910.*
- *Acres Burned: 354,667; 10-Year Average: 423,602.*
- *618 permanent and 82 temporary firefighters and 1,025 Administratively Determined firefighters.*

Video Training under Development

Wildland fire has started production of a new video training module series. These videos will include short modules that can be used to assist the field in developing and re-enforcing important wildland fire program functions.

Fuels Management

The FY 2021 Fuels Management Program budget increased to \$49.6 million, which is an increase of \$4.1 million over FY 2020. This increase helped secure \$3.9 million for BIA and tribal programs to increase capacity for fuels crews, fuel technician positions, and critical fuels project work.

Fuels Treatment Effectiveness Monitoring System (FTEMS)

The Fuels Treatment Effectiveness Monitoring (FTEM) reporting system tracks instances of wildfires burning into or adjacent to fuels treatments. Since the geospatial system was launched in 2018, over 2,300 fuels treatments have been shown to have been impacted by wildland fire.



POTUS visited NIFC in September 2021

There are three critical questions that are asked of users when a wildland fire impacts a fuel treatment:

- *Did the fuel treatment change fire behavior?*
- *Did the fuel treatment help to control or manage the wildland fire?*
- *Was the fuel treatment strategically placed?*

For all three questions, over 90% of Indian Country wildfire/fuel treatment interactions were answered in the affirmative.

Division of Forestry and Wildland Fire Management (DFWFM)



The FTEM reporting system continues to show the benefits and the value of fuels management in Indian Country. The strategic placement and regular maintenance of Indian Country fuels treatments result in smaller wildfires. These FTEM metrics below highlight the essential role that fuels management plays in wildfire risk reduction.

	Changed Fire Behavior	Help Control or Manage Fire	Strategically Placed
BIA	91%	95%	96%

Post Wildland Fire

Ten Burn Area Emergency Response (BAER) plans have been approved and nearly \$2 million in emergency stabilization funding has been authorized for Tribes. Five additional BAER plans are currently being finalized.



Damage Assessment after a Fire

This fire season alone, over 200,000 trust acres have been impacted by wildfire and would benefit from post-wildfire recovery project assistance.

Burned Area Rehabilitation Funding

Post Wildfire program has allocated \$4.625 million in FY2021 for Burned Area Rehabilitation (BAR) projects such as cultural planting, reforestation, and noxious weed treatments on 11 reservations.

Fire Prevention

BIA maintains a 65-day, 24/7 *WeTip service* contract as an anonymous tip hotline for wildfire crimes occurring on Indian Lands. This contract with *WeTip* has been maintained for over 15 years.

The *WeTip* Wildfire Crime Tip Hotline number is **1-800-47-ARSON (2-7766)**.

Aviation

The Aviation program is in the process of converting 27 short term career-seasonal positions to longer-term seasonal positions. This is a direct result of the Trust DOI Workforce Development effort through which the BIA received \$472,000 in funding. This is a significant step in the right direction.

The BIA aviation program manages 8 helicopters, 8 Single Engine Air Tankers (SEAT), 2 water-scoopers and 3 Air Attack Platforms throughout multiple regions as part of a cross-agency shared resource.

Division of Forestry and Wildland Fire



Challenges, Opportunities, and Best Practices

Legislation and lack of Tribal Project Funding

The amount of time necessary to plan and implement projects has been a barrier, especially when funding has not been allocated. The ability to share funding from federal agencies is a barrier that has thus far stalled the Good Neighbor Authority with Tribes. Existing legislation allows for funds to money to move between the federal agencies and states, but not Tribes. Several Tribes are interested and waiting for the mechanism to share these funds with the Tribes.

In some cases, such as the Tribal Biomass Demonstration Project, the enacted language did not authorize funding for projects at all. This presents significant challenges for Tribes wishing to pursue projects, because they would need to partially or be fully funded with tribal dollars or find additional money elsewhere to make the project feasible.

To gain some momentum behind an idea, the BIA could develop a project, solicit for tribal interest, and then further assist in the development of the project by providing coordination between the Tribe and the appropriate federal agency. BIA observed there is desire by both the federal agency and the Tribes to do a project, but there is uncertainty on where or how to start.

Traditional Ecological Knowledge (TEK)

Tribes have local knowledge as stewards of the land since time immemorial. This is referred to as Traditional Ecological Knowledge (TEK). There has been limited success in which the agencies have recognized and implemented local TEK methods, as they don't always align with western science. Discussing TEK at a high level may help impart success as we work together.



Wildflowers growing in a field

Branch of Geospatial Services (BOGS)



Accomplishments and Going Forward

Regional Geospatial Coordinators (RGCs)

In the past year, BOGS has created 12 Regional Geospatial Coordinator positions. These positions provide a geospatial expert in all 12 regions and allow them to work closer with the regional offices and tribes within their regions. The RGCs all coordinate together and bring local challenges to the attention of BOGS and central office.

National Geospatial Committee Formed



The RGCs and BOGS have also created a charter called the National Geospatial Committee which allows them to work together as a group and be the experts on geospatial issues for the BIA.

- *The charter establishes working groups and ensures GIS challenges facing tribes and the BIA are addressed as a group and*
- *All mapping for the BIA and tribes meets GIS industry standards.*

AWS Enterprise System

BOGS has developed an Enterprise system for all the regions and is in the process of moving to an AWS cloud hosting services.

- *This allows regions to have much easier access to all mapping products that everyone can access and strongly benefits the tribes and the BIA.*
- *Moving to AWS hosting services potentially provides less downtime and service interruption.*

Challenges, Opportunities and Best Practices

Broadband Mapping Project



Map of available broadband in the U.S.

BOGS is currently working with the Assistant Secretary-Indian Affairs to support the Broadband Mapping Project. This project also supports the National Telecommunications and Information Administration (NTIA), <https://www.ntia.doc.gov> in their efforts to bring Broadband to communities that do not have it.

Branch of Geospatial Services (BOGS)



Land Area Representation (LAR) Mapping Project

BOGS is working with the RGCs, the regional offices and tribes to complete and update the Land Area Representation (LAR) mapping project. This will allow the BIA and tribes to have a dataset that depicts the most up to date representation of tribal areas in the United States.

Support for BIA Transportation



Road under construction

BOGS also will be supporting other divisions and their GIS needs such as the BIA Division of Transportation (DOT) to start mapping initiative with roads. As BOGS grows and portal users increase, there will be more opportunity to support mapping projects to other divisions

Coordination with other Federal Agencies

BOGS will be coordinating with other federal agencies to ensure the BIA is up to industry GIS standards and work together on projects where multiple agencies need to be involved.

GIS Training and Standardization

BOGS intends to grow its GIS training program for tribes and the BIA and possibly extend into more areas such as imagery etc.

In FY2022, BOGS plans to standardize GIS data across the BIA to make it consistent with industry and DOI standards and to ensure Standard Operation Procedures (SOPs) and metadata are created for all maps and data in agreement with the Federal Geographic Data Committee (FGDC) standards.

Enterprise License Agreement Guidance Planned



BOGS will ensure consistent policy and guidelines are in place for the Enterprise License Agreement (ELAs) issued to Federal and Tribal users.

Division of Land Titles and Records (DLTRO)



Accomplishments and Going Forward

FY 2021 Accomplishments

DLTR completed the following policy updates in Fiscal Year 2021:

- *National LTRO Handbook*
- *51 IAM Chapter 2 – Recording & Custody of Land Title Documents*
- *51 IAM Chapter 4 – Examination & Certification of Land Title*
- *National Policy Memo, NPM TRUS 41 – Creation of Owner IDs for Probate Distribution*
- *Global ID Change policy & procedures*
- *25 CFR Part 150 Regulations updates published*
- *Developed virtual document standard operating procedures (SOPs) and memo for FTT with DRES*
- *Onboarded, trained, and provided guidance to Cartography Technicians on the National Parcel Project*
- *Created two new positions to take on Subject Matter Expert (SME) duties for Acquisition and Disposal and Probate management.*
- *Implemented monthly LTRO Managers meeting for updates and discussions.*

FY 2022 Work Plan

- *Fill two LTRO Specialist positions to assist with operations*
- *Continue to develop policies and business rules*
- *Work with BOGS, RGCs, and Cartographic Technicians on a public facing mapping project*
- *Assessment, maintenance, and re-release of the Land Area Representation (LAR) dataset which depicts Tribal boundaries. This dataset also feeds the BIA's various app viewers.*
- *Support the ongoing creation of a nationwide GIS dataset which represents all records currently housed in TAAMS. This will include the innovation, development, adaptation, and management of the dataset.*
- *Training and equipment supply to field staff.*

Division of Land Titles and Records (DLTRO)



National Broadband Initiative Team

Develop Standard Operating Procedures (SOPs) in accordance with the approved LTRO DLTR will work with the National Broadband Initiative team (NTBG).



National Broadband Map

The purpose of NTBG is to improve the quality of life, spur economic development and commercial activity, create opportunities for self-employment, enhance educational resources and remote learning opportunities, and meet emergency and law enforcement needs by increasing broadband services to Native American communities that lack adequate connectivity.

DLTR has been leading the effort to coordinate and supply NTBG with BIA GIS data to support Tribes in all aspects of applying, receiving, and creating broadband opportunities.

Challenges, Opportunities and Best Practices

- Training LTRO and other staff handbook, regulations, and Indian Affairs Manuals (IAMs) and National Policy Memos (NPMs)
- Implementation of new TAAMS modules and enhancements



Train employees on TAAMS updates

- Work to clearly define the GPRA reporting measures and reporting requirements
- Promote use of available TAAMS reports

Division of Water and Power (DWP)



Tat Momolikot Dam, Tohono O'odham Reservation

Accomplishments and Going Forward

In fiscal year 2021, the Safety of Dams (SOD) Program performed routine scheduled activities for program high-hazard dams, including Periodic Reviews, Comprehensive Reviews, Early Warning System maintenance, emergency preparedness, and non-routine design and construction activities.

FY 2022 Proposed Work Plan

In FY 2022, the SOD will perform routine scheduled activities for 141 high-hazard programs dams including periodic review, comprehensive review, early warning system maintenance, emergency preparedness, and operations & maintenance.

The proposed fiscal year 2022 SOD Program non-routine design and construction projects will include:

- *Ghost Hawk Dam Rosebud Indian Reservation, South Dakota (Design)*
- *Menager's Dam, Tohono O'odham Nation Indian Reservation, Arizona (Design)*
- *Neopit Dam, Menominee Indian Reservation, Wisconsin (Design)*
- *Antelope Dam, Rosebud Indian Reservation, South Dakota (Design)*
- *Oglala Dam, Pine Ridge Reservation, South Dakota (Construction)*

Challenges, Opportunities and Best Practices

Proposed 30% Budget Increase

The proposed fiscal year 2022 budget increase will afford the opportunity to accelerate the completion of the Oglala Dam Rehabilitation Project and provide an approximately 30% increase to the SOD program operations and maintenance budget nationwide.

Dam Safety Priority Rating Methodology

Rehabilitation funding is prioritized for dams that currently present the greatest life-safety risk. Risk is measured using the Dam Safety Priority Rating (DSPR), a methodology based on the risk-analysis processed developed by the Bureau of Reclamation and the US Army Corps of Engineers.



Two Medicine Dam, Blackfeet Reservation

In addition to considering the condition of a dam, DSPR evaluates design methodology, construction methodology and assess the downstream population at risk should dam failure occur.

Branch of Irrigation and Power (BIP)



Accomplishments and Going Forward

FY 2021 Design and Construction Projects Funded

- *Flathead Indian Irrigation Project (Montana): Jocko K Canal Rehabilitation*
- *Fort Hall Irrigation Project (Idaho): Portneuf Pump Station Rehabilitation*
- *Wapato Irrigation Project (Washington): Wapato Diversion Construction*
- *Fort Hall Irrigation Project (Idaho): Bannock Pump Station Rehabilitation*
- *Wind River Indian Irrigation Project (Wyoming): North Fork Diversion Headgate Rehabilitation*
- *San Carlos Irrigation Project (Arizona): Coolidge Dam modification*

Water Infrastructure Improvements for the Nation (WIIN) Act

The \$10 million from the FY 2021 Water Infrastructure Improvements for the Nation (WIIN) Act provided funding for each of the 17 irrigation projects for several high priority construction projects as well as an irrigation equipment purchase.

FY 2022 Proposed Design and Construction Projects

- Wapato Indian Irrigation Project (Washington): Drop 1 Screening System and Pump Rehabilitation

- Fort Hall Irrigation Project (Idaho) Reservation Canal Headworks Rehabilitation
- Colorado River Irrigation Project (Arizona): Radial Gate Rehabilitation
- Wind River Indian Irrigation Project (Wyoming): Canal 37C Rehabilitation
- Pine River Indian Irrigation Project (Colorado): Ceanabo and Nannice Heading Rehabilitation

Challenges, Opportunities and Best Practices

Budget Increase: Replace NIIMS and focus on Deferred Maintenance

The proposed FY 2022 budget increase in the mandatory payment account will allow for the replacement of the National Interagency Management System (NIIMS) billing and collection software and to assure continued Irrigation O&M payments on behalf of Tribes given increasing costs. Any additional funding could be used to accelerate the completion of the deferred maintenance backlog for both irrigation projects and power utilities. The latest estimate of irrigation deferred maintenance (Q2 2021) is approximately \$789 million.

Aging Infrastructure

With aging infrastructure and capital costs escalating, overcoming the deferred maintenance backlog for both irrigation projects and power utilities remains BIA's biggest program concern.

Branch of Water Resources (BWR)



For the power utilities, securing long-term power supplies to provide reliable and affordable electric power service for consumers is a key challenge.

Rehabilitation Funding and Modernization Studies

Rehabilitation funding is prioritized for structures with the highest rank taking into consideration the condition and relative importance of the structure, acres served, as well as safety impacts to Project O&M staff. Modernization Studies are underway to provide a master plan for future investments. Best practices are pursued and implemented in all aspects of Branch activities.

Accomplishments and Going Forward

Water Management Planning & Pre-Development Program

In fiscal year 2021, the WMPPD Program received 107 Program Funding requests from Tribes and Regional Offices for a total requested funding amount of approximately \$ 11.97 million.

The \$9.05 in available funding allowed BIA to fund 96 projects. These projects assisted the tribes in data gathering of surface and sub-surface hydrology, technical studies to determine the best methods for tribes to use water, and drought management plans for developing water conservation techniques, as well as projects to support Indian water rights aid in rights protection activities for water rights claims. Increased funding would allow the BIA to support the goal of funding more projects each year.

Water Resources Technician Training

Additionally, increased allocations will allow the BIA to increase support to the Water Resources Technician Training program, which provides internships for native youth interested in the water sciences. The proposal evaluation methodology allows BIA to perform best practice procedures for allocating funding awards for proposals requested by the Tribes and BIA Regional offices.

Water Rights Negotiation and Litigation Program

In FY 2021, the Water Rights Negotiation and Litigation Program received 67 program funding requests from the tribes and regional offices, totaling \$13.7M.

The \$11.1M in available funding allowed BIA to fund 55 projects as well as provide coordination with the Secretary's Indian Water Rights Office, US Geological Survey, and the Bureau of Reclamation on project necessary to support project essential for the tribes to secure their Water Rights.

Funding is required to provide continued support to the Secretary's Indian Water Right Office on efforts to increase efficient management of the Water Rights Litigation/Negotiation Program. Focusing on collective partnerships with the Bureau of Reclamation and the USGS, allows the whole Department to more fully fund all work deemed necessary by a court to further the US water rights claims on behalf of Indian tribes. Increased funding to the Water Right Negotiation/Litigation Program will help the BIA achieve this goal.

Branch of Water Resources (BWR)



Federal Power Compliance with Federal Energy Regulatory Commission (FERC)



The Federal Energy Regulatory Commission, or FERC, is an independent agency that regulates the interstate transmission of electricity, natural gas, and oil.

An increase to the Water Resources budget would allow BIA:

- *A greater capacity to fully participate in FERC relicensing proceedings and license implementation, and to better assist Tribes as they engage in similar efforts*
- *To employ technical expertise, as needed*
- *To conduct studies and assist the BIA in building and defending and administrative record to support conditions placed on a FERC license as necessary for the protection and utilization of Indian reservations*
- *To increase staffing throughout the Country, which will provide for the oversight role that BIA is required to perform.*

FERC Coordinator Duties

The FERC coordinators work closely with DOI Solicitors to support the Tribes in their concerns with existing and future hydropower impacts on

- *Fish and wildlife*
- *Water supply*
- *Cultural resources*
- *Tribal economies*



Fish swimming near a dam

Indian Energy Service Center (IESC)



Oil rig and engineers, wind turbine and wind turbines and solar panels together

Accomplishments and Going Forward

Agreement with Federal Partners

The IESC works closely and has entered into five formal agreements between BIA IESC and our Federal partners:

- *Department of Energy (DOE)*
- *Division of Energy and Mineral Development (DEMD)*
- *Environmental Protection Agency (EPA)*
- *US Army Corps of Engineers (USACE)*
- *US Fish and Wildlife Service (USFWS)*

The IESC provides a full suite of mineral, energy, and renewable energy development, leasing, and management related services on trust lands nationwide.

FY 2021 Accomplishments

- *IESC Director supported Central Office and served in the capacity of the Deputy Bureau Director, Trust Services. Provided leadership and management needed to support the transition of Administrations. Collaborated with Federal Partners to assure continuity of operations.*
- *Demonstrated subject matter expertise and problem solving in preliminary discussion to collect and prepare briefings and responsive to data calls prior to due dates*
- *Help integrate Secretarial Priorities with energy agencies and tribes.*
- *Represented the BIA, Office of Trust Services and effectively worked cross departmentally to support Indian Affairs internally and externally*
- *IESC Coordination Conference Calls held monthly with various federal agencies.*
- *Established IESC webpage link on the BLM.gov that went live in February 2021.*
- *Created a IEMSC Subgroup for Orphaned and Abandoned Wells to define Interior's role in managing these wells*
- *Identified regulation guidance updates for SOP and Handbooks*
- *Assisted BLM with review of Orphan Well Instructional Memo (IM) and assisted Trust services with collecting detailed information about an inventory of existing orphan wells and abandoned mines.*
- *Provided the Office of the Inspector General with royalty information on Jicarilla Apache for investigation assistance*
- *IESC overview presented to ONRR Central Audit Management's leadership.*
- *Led the BTFA planning consultation session with IESC and BTFA leadership to discuss and gather feedback for the BTFA sections of the FY 2022 IESC Operational Business Plan and Staffing Plan.*

Indian Energy Service Center (IESC)



FY 2021 Accomplishments (Continued)

- *Discussed how to increase ONRR referrals to BLM for Indian Production and Accountability Team (PAT) cases with BLM Branch Chief.*
- *Created a new digital referral intake form that replaces the manual process of uploading, saving, and emailing PDFs.*
- *Created automated emails using Microsoft Power App to notify leadership when a new referral form was submitted.*

Challenges, Opportunities, and Best Practices

Exploring Online Leasing Opportunity

The IESC has been working to establish the capacity to hold competitive, advertised oil and gas lease sales in an online forum. The BIA, within the Department, is charged with competitively advertising Indian trust mineral lands for mineral (including oil and gas) leasing under Title 25 of the United States Code, Sections 211.20 and 212.20 and regulations (25 CFR §§ 211.20 and 212.20).

BIA agency and regional offices currently fulfill this responsibility via a “conventional” leasing process as follows:

- *Advertise the lease sale in oil and gas trade publications and in local media*
- *Receive hard-copy lease bids at the local BIA office*

- *Conduct a physical “bid opening” on site at the local BIA office before naming the winning bidder*

The BIA seeks to supplement this conventional leasing process with online leasing capability that could presumably market to a larger bidding community. Online leasing has the potential to increase the size and competition of the bidding pool and thereby increase the benefit to the Indian trust beneficiary.

Training

- *The IESC in collaboration with the Division of Real Estate Services and the Great Plains Regional Office hosted a TAAMS Mineral Training on December 1, 2020 via WebEx. The training provided updates on modules of TAAMS for realty and mineral purposes.*
- *The IESC hosted a Communitization Agreement (CA) virtual boot camp on December 10-11, 2020, together with the Fort Berthold Agency to provide orientation for adjudicating CAs to new employees.*
- *Hosted and facilitated the Fort Berthold Agency Right of Way (ROW) WebEx Outreach for Industry in collaboration with Great Plains Region and Fort Berthold Agency on January 21, 2021*
- *Probate and Estate Planning outreach session conducted for the benefit of Fort Berthold Allottees on March 9, 2021. Coordinated with Interior probates judges, BTFA, BIA and BLM to provide the outreach event successfully to 77 Individual Indian Mineral Owners.*

Indian Energy Service Center (IESC)



Training (Continued)

- *The IESC Organized a BLM Automated Fluid Minerals Support System (AFMSS) training, overview and updates of the new AFMSS 2 data system.*

IESC proposed leading and policy and regulation update team BIA, BLM, ONRR and BTFA utilizing in house staff since all Federal agencies are housed within IESC.

Notable FY 2021 Accomplishments

- *IESC processed 180 communization agreements*
- *\$1,132,119,724 plus in estimated royalty revenue to Indian tribes and allottees*
- *Adjudicated 33 Communitization Agreements*
- *Standardized the Communitization (CA) cancellation process by creating template letters and outlined the steps to a complete CA package.*
- *National Environmental Policy Act (NEPA) Support: IESC completed a review of 8 Environmental Assessment for the Osage Agency*

IT System Access remains a Challenge

The IESC has faced internal issues in obtaining system access for all staff from the four agencies of BIA, BLM, ONRR, and BTFA. The BIA TAAMS system requires a Tier 2 background investigation, higher than that required by the BLM for employees. This has delayed system access for IESC BLM employees of up to one year as they undergo additional background clearances.



Regulation and Handbook Updates

Since its inception, IESC has identified impediments, barriers, and areas to improve Indian energy and mineral leasing management practices where high volumes of work need to be accomplished.

The 25 CFR Mineral regulations (211, 212, 216, 225) need to be updated, as well as the DOI handbooks, including BIA, policies, and procedures regarding all types of Indian minerals and energy.

The IESC has worked with BIA IT to hire a contract employee to assist in obtaining system access and to provide direct services to our staff, as needed. We hope to continue to work with the BIA OTS to streamlined access to TAAMS.

Division of Energy and Minerals Development (DEMD)



Accomplishments and Going Forward

DEMD has been working with Tribal governments in this new effort to turn those energy resources into dollars (i.e., jobs and income). It is a collaborative effort that combines the vast knowledge and experience of the Tribal offices with DEMD's two-pronged approach of technical resource development combined with business development.

DEMD offers a suite of programs and services to assist tribes to explore, develop, and manage their energy and mineral resources. These programs build the capacity of tribes to manage their resources.

DEMD's business model recognizes that Tribes want a more focused form of technical assistance that not only defines the quality and quantity of resources but also promotes more independence, more control and increased revenue generation from resource development. This model stresses an increased effort to help Tribes transforming resources into profit centers.

For many years Tribes have strived for increased Tribal Sovereignty, more autonomy, greater control over the development of their resources and maximizing revenue streams from development of their resources. Below is a summary of the Economic Activity on Indian Lands by resource type from 2019.

Summary of Economic Activity on Indian Lands (FY 2019)

DOI Activity (FY 2019)	Direct Economic Contribution (sales in billions)	Jobs	Value Added (billions, \$)	Total Economic Contribution (billions, \$)
Grazing	0.03	864	n/a	0.07
Irrigation water*	1.07	28,331	1.57	2.86
Energy**	6.63 (83%)	46,946 (60%)	7.82 (81%)	12.59 (78%)
Other minerals***	0.20(2%)	1,714(2%)	0.24(2%)	0.41(3%)
Timber	0.05	465	0.03	0.13
Total Contributions to the National Economy	7.98	78,320	9.66	16.06

* Includes value of crops and jobs produced from irrigation water

** Renewable energy. Tribal renewable energy production was associated with about \$100 million in value added, about \$171 million in economic output, and supported an estimated 775 jobs.

*** Sand and gravel or other industrial minerals. Tribal sand and gravel production was associated with about \$240 million in value added, about \$410 million in economic output, and supported an estimated 1,714 jobs.

Source: U.S. Department of the Interior Economic Report, Fiscal Year 2019

Division of Energy and Minerals Development (DEMD)



Branch of Renewable and Distributed Generation (BRAD)

Renewable and distributed energy represents an opportunity for Tribes to utilize their local resources in support of creating sustainable economies. However, there is no one size fits all solution, and identifying the most effective options can be a challenging process. Our staff of engineers, economists, business development specialists, and natural resources specialists are available to help.

DEMD's Branch of Renewable and Distributed Generation is committed to helping Tribes formulate and implement energy development strategies that best fit with their unique circumstances and long-term visions.

BRAD FY 2021 Activity Summary

- *The Branch was active with seventy (70) renewable and distributed energy projects on Indian lands*
- *Includes sixty (60) Energy and Mineral Development Program Grants*
- *Includes ten (10) technical assistance projects, covering a wide range of work scope*
- *The Branch was also engaged in project oversight of the seventeen (17) recently awarded Tribal Energy Development Capacity (TEDC) grant projects.*

BRAD FY 2021 Initiatives

Many Tribes experience ongoing power reliability, affordability, and resiliency problems, which disrupts their ability to create and maintain economic development in their communities. This is exacerbated by the threats of climate change, including droughts, wildfires, and extreme weather events, that directly impact local energy systems.

Comprehensive energy infrastructure planning and deployment has been and continues to be a high priority for building sustainable economies on Indian land. Overall, investment in local energy development will help mitigate climate related risks and enhance long term economic development opportunities that go along with access to reliable energy infrastructure.

Challenges, Opportunities, and Best Practices

2020 was a year of rapidly changing technology, plummeting oil prices, increasingly frequent and severe weather events, and the COVID-19 pandemic, all of which had a devastating impact on Indian people. This last year has shown how interconnected energy and minerals are in tribal economies, and in their environments.

The Division of Energy and Minerals Development (DEMD) is working to deliver projects to our Tribes that incorporate solutions for their future energy, mineral and economic demands, and a sustainable future

Division of Energy and Minerals Development (DEMD)



Strengthening Broadband Infrastructure

Tribal infrastructure needs to be strengthened, tribal economies need more diversification, and broadband is essential to effectively communicate and operate in our world today and in the future.

The critical infrastructure and economies we assist Tribes in designing, building, optimizing, and enabling will lead to improved quality of life.

Tribal Profit Centers

DEMD is constantly contacting, reviewing, and assessing what is most important to our Indian mineral trust stakeholders to determine how we can assist them in making the biggest impact with developing their energy and mineral resources.



Our assistance to Tribes will help them build resilience, spur economic growth, realize a circular economy and drive them towards a more sustainable economic future.



We take our responsibility to assist Tribes on how to create more economic stability seriously. DEMD's business model recognizes that Tribes want a more focused form of technical assistance that not only defines the quality and quantity of resources but also promotes more independence, more control and increased revenue generation from resource development. This model stresses an increased effort to help Tribes transform resources into profit centers.

Strategic Planning and Workforce Development – Trust

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
	Student Interns	Student Interns	Student Interns	Student Interns	Student Interns	Student Interns	YTD (PP 2021-05)
Program	Total	Total	Total	Total	Total	Total	Total
Forestry	20	18	18	19	13	11	11
Wildland Fire	0	7	19	21	15	10	10
Ag/Rangeland	12	14	13	15	30	25	25
All OTS Programs						11	11
Total Students	32	39	50	55	58	57	57

FY 2015-FY 2021 57 Pathways Interns hired. 26 candidates recently selected and are pending assignment of an Enter on Duty (EOD) date

Accomplishments and Going Forward

BIA Office of Trust Service, Office of Human Capital Management (OHCM) and Office of Personnel Management (OPM) Interagency Agreement (IAA) was signed to conduct an OTS Organization Design Review. The review goal is to assess the current state of the organization and provide recommendations for organization effectiveness improvements. A deliverable will be a “best practices organization model” for Regions to utilize.

This BIA-wide workforce planning and workload analysis project will assess workforce composition of full-time employees (FTE) and provide recommendations tied to mission critical Trust occupations able to achieve strategic objectives and desired performance.

Succession Planning

BIA is developing a current state of OTS succession profile to identify the readiness of potential leaders and leadership candidates, address issues relating to the loss of key leaders and personnel within all levels of the organization and reduce the impact of loss of institutional knowledge.

Strategic Workforce Plan



BIA is developing a multi-year BIA-Wide OTS Strategic Workforce Plan, which will include a workforce snapshot, workforce planning priorities and performance indicators. A summary of the findings and recommendations for enhanced workforce management activities, will be a documented, repeatable process for conducting an annual workload analysis.

New Servicing Personnel Office

A new Strategic Recruitment and Workforce Planning office (servicing Personnel Office) will:

- *Centralize Wildland Fire Program*
- *Streamline the hiring process and build talent pipelines that will address long-standing impediments to BIA’s Fire recruiting and hiring.*
- *Span 12 Regions, and 76 offices/BIA agencies, will require establishing 33 New Organizations.*

Strategic Planning and Workforce Development - Trust

New Servicing Personnel Office (continued)

- *Possibly require 35 Bureau of Land Management (BLM) Memorandums of Agreement (MOA) for Seasonal Temporary Firefighter Hiring.*
- *Partner with the BLM DOI Fire Integrated Recruitment Employment (FIRES) Program by providing a dedicated Human Resources Assistant and fire expertise to recruit temporary wildland fire positions for the BIA wildland fire agencies nationwide.*

Coordinated National Fire Recruitments

The OTS goal is to expand and improve DOI's workforce in the Fire Preparedness and Fuels Management programs. As a result, DOI will be able to meet the demands of longer, larger, costlier, and more complex wildfires. This is an Investment in a stable, professional, and permanent federal wildland fire workforce will align with the challenges of today's wildfire activity and reduce wildfire risk.

- *Coordinate strategic BIA-wide National Recruitments (mass hire / mass fill)*
- *Share Certificates among 12 Regions*
- *Use BIA OTS Pathways Internship Program as a recruitment tool*

Civilian Climate Corps

Mainstreaming climate change considerations into all Bureau of Indian Affairs' (BIA) activities, and supporting tribal goals to do the same, is a high priority for the Office of Trust Services.

Tribes throughout the U.S. are already experiencing the impacts of a changing climate including drought, intensifying wildfires, changes in plants and animals important to subsistence and cultural practices, impacts to treaty and trust resources, and coastal erosion and sea level rise.

Challenges, Opportunities, and Best Practices

BIA OTS Strategic Workforce Plan

BIA is developing a multi-year BIA-Wide OTS Strategic Workforce Plan, which will include a workforce snapshot, workforce planning priorities and performance indicators. The summary of findings and recommendations for enhanced workforce management activities will be documented, repeatable process for conducting workload analyses on an annual basis.

- *Currently, BIA does not have an established long-term workforce planning process or a*
- *Process for Identifying and incorporating Tribal priorities and goals or*
- *A workforce planning process*

The BIA OTS Workforce Planning goal is to provide leadership and coordination for a BIA OTS strategic workforce planning solution with options to for a repeatable process. It will be important to execute this activity on a set schedule as it relates to the management and protection of trust and restricted lands.