



Trust Land Resources • Resource Stewardship • Results that Matter



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Message from the Deputy Director

Greetings from Trust Services!

This issue highlights the Bipartisan Infrastructure Legislation (BIL) initiatives in Trust Services (page 7) and how we are implementing the new funding to benefit Indian Country. We are proud of the fact that we have participated in seven (7) tribal consultation/listening sessions this year (see page 4). We have listened to Tribes and are moving forward with the BIL Water and Forestry projects and Climate Change grants. Applications for the 2022 Climate Resilience Awards ended in July and a committee is being formed to review and make awards.

We are using technology combined with LiDAR and GIS mapping to track projects within our Trust programs. In addition, automation of a multi-bureau Probate process between BIA, Office of Hearings and Appeals (OHA), and the Bureau of Trust Funds Administration (BTFA) is fully implemented.

I am proud of the collaboration, innovation, and teamwork within our organization. We remain committed to advancing our mission of resource stewardship and achieving results that matter.

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*“I have seen that in any great undertaking it is not enough for a man to depend simply upon himself.”*

**Shooter Teton Sioux**

# LAND MANAGEMENT CERTIFICATE PROGRAM



## TRAINING

The Office of Trust Services (OTS) is continuing this new venture to enhance the skills and knowledge of BIA land professionals through a partnership with the Indian Land Tenure Foundation (ILTF). Participants will gain new skills, earn a Land Management Certificate and 14.4 Continuing Education Units (CEUs).

**TARGET AUDIENCE:** Any Central Office, BIA Region or BIA Agency employees working in a Trust program/branch.

**TUITION:** Tuition to be paid by BIA Central Office Trust Services. This is a \$1,200 benefit to the employee (includes 12 online courses) at offered at no cost to the Division, Region, or Agency.

**COURSES:** See [www.ntla.info/certification](http://www.ntla.info/certification) for more course details.

- *Level One (4 classes)* are a general overview and introduction to land management issues
- *Level Two (4 classes)* encourages critical thinking/problem solving on common land management issues
- *Level Three (4 classes)* is a practicum of actual on-the-job work. BIA Subject Matter Experts will be engaged in formatting BIA specific content.

## Alaska and Rocky Mountain Region Employees Registered

The following employees have registered for the training (supervisory approval granted) and are now enrolled in the program. ***SPACE IS STILL AVAILABLE!***

### ALASKA REGION

Seeyaa' CHARPENTIER, *Enrollment Clerk*  
Amanda GONZALEZ, *Realty Assistant*  
Shelly PRINCE, *Administrative Assistant*  
Christine REFT, *Legal Instruments Examiner*  
Diane SAM, *Realty Specialist*  
Christina TIPPIN, *Realty Specialist*

### ROCKY MOUNTAIN REGION

Letitia BLACK, *Realty Specialist*  
Nema HARRISON, *Realty Specialist*  
Leigh HENDERSON, *Lead Legal Instruments Examiner*  
Augustine HILL, *Natural Resource Specialist*  
Scott KIEFER, *Realty Assistant*  
Jason MATT, *Realty Specialist*  
Tamera SOOKTIS-MANN, *Legal Administrative Specialist*  
Robin WHITE, *Regional Realty Officer*



Registration will soon be available in DOI Talent. In the interim, please contact Dawn Selwyn, Trust Officer at [dawn.selwyn@bia.gov](mailto:dawn.selwyn@bia.gov)

## Upcoming Job Openings



Apply for jobs online at <https://www.usajobs.gov> or setup an email alert for select BIA vacancies

<u>Position Title</u>	<u>Grade</u>	<u>Duty Station</u>	<u>Status</u>
<b><i>Energy and Mineral Development</i></b>			
Program Manager (Division Chief)	GS-0301-15	Lakewood, CO	in process
<b><i>Forestry Management</i></b>			
Forester (Strike Team)	GS-0460-5/7/9	Billings, MT	in process
Forester (2 positions)	GS-0460-12/13	Lakewood, CO	closes July 28
Administrative Officer	GS-0341-9	Remote/negotiable upon selection	
<b><i>Geospatial Support</i></b>			
Geographic Info System Specialist	GS-0301-11/12	Remote/negotiable upon selection	
<b><i>Program Management and Coordination</i></b>			
Audio Visual Production Specialist	GS-1071-11	Albuquerque, NM	in process
<b><i>Wildland Fire Management</i></b>			
Natural Resource Spec (Watershed)	GS-0401-12	Boise, ID	closed July 5
Training Specialist	GS-1712-9/11	Boise, ID	closed July 15
Assistant Aviation Manager	GS-2101-13	Boise, ID	in process
Deputy Branch Manager Operations	GS-0401-13	Boise, ID	in process
Audio Visual Production Specialist	GS-1071-11	Boise, ID	in process
Equipment and Facilities Manager	GS-0401-12	Boise, ID	in process
Fire Ecologist	GS-0408-13	Boise, ID	in process

The ***Bureau of Indian Affairs*** (BIA), ***Office of Trust Services*** (OST) is committed to serving Tribal Communities and their members by ensuring the activities associated with management and protection of trust and restricted lands; natural resources; forestry and wildland fire management; irrigation, power, and safety of dams; and real estate services are improving tribal government infrastructure and communities, along with other components of long term sustainable economic development, to enhance the quality of life for their tribal members and protect and improve trust assets of American Indians, Indian tribes and Alaska Natives.



## News You Can Use



### BIA Trust Quarterly Newsletter

The Trust Quarterly Newsletter is produced collaboratively by the Trust Services Divisions under the direction of Deputy Director Johnna Blackhair. To find out more or to submit your ideas and suggestions for future issues, please

contact [Dawn.selwyn@bia.gov](mailto:Dawn.selwyn@bia.gov) or [BIATrustQuarterly@bia.gov](mailto:BIATrustQuarterly@bia.gov).

Your input and photos are appreciated!

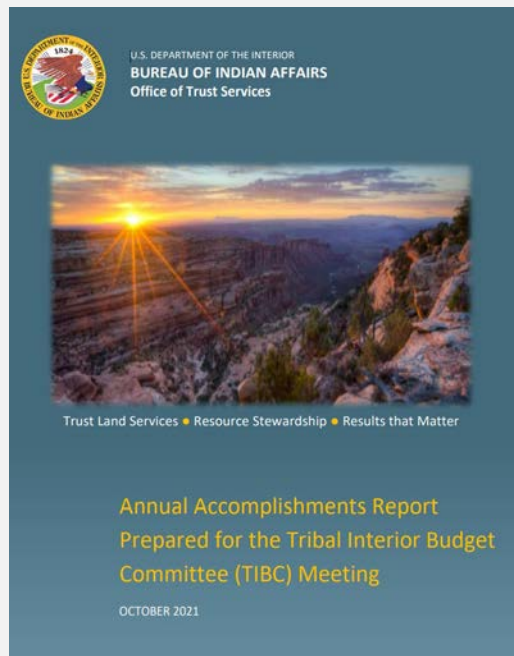


### Please submit content for the October issue by September 18, 2022

Newsletters are available for viewing on the BIA Trust Services web page at <https://www.bia.gov/bia/ots>

### Plan for the FY 2022 Year End Report

Content for the OTS Annual Accomplishment Report is due September 15, 2022. This will cover the Activity period of October 1, 2021, through September 30, 2022.



See the FY 2021 Report posted on the OTS website at, <https://www.bia.gov/bia/ots>

### 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 content 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 Department of the Interior.

## News You Can Use



*U.S. Department of the Interior (Main Interior) building in Washington, DC*

### Tribal Consultation and Listening Sessions held in FY2022

The BIA Office of Trust Services takes our commitment to strengthening Tribal sovereignty and self-governance seriously, and we know that robust consultations are the cornerstone of Federal Indian policy. During FY 2022 Trust Services was responsible for/or participated in the following consultation and listening sessions:

- ***Recission of Morton Moratorium*** impacts tribal requests for approval of Water Codes, May 2022
- ***25 CFR Part 151, Land Acquisition***, May 2022
- ***Proposed Rule: American Indian Probate Regulations***, February 2022
- ***Orphaned Well Site Plugging, Remediation, and Restoration***, January 2022
- ***Bipartisan Infrastructure Law***, January 2022
- ***Protection and Restoration of Tribal Homelands***, December 2021
- ***Tribal Climate Listening Sessions***, October through December 2022

The [DOI Policy on Consultation with Indian Tribes](#) and the [Guidance and Regulations for Tribal Consultations](#) provide formal guidance on the consultation process.

The Office of Regulatory Affairs and Collaboration (RACA) developed “internal use” documents for DOI employees. See *RACA internal web page* for “Best Practices for Tribal Consultation” and “Department Coordination on Consultation/Listening Sessions”.

### Self-Service Updates to your Indian Affairs Online Profile



Check out <https://myaccount.fws.gov/> where you may update your Indian Affairs online profile (name, title, supervisor, address, phone, fax), look up employees, supervisors may claim employee's they supervise, and view or edit email groups. System updates may take up to two hours before visible in the system.

### 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. The photo credit will note “BIA”, if information is not provided.





## Bipartisan Infrastructure Legislation Tribal Investments



Secretary of Interior rooftop at Main Interior and Klamath River photo. This river is a critical resource for the Yurok Tribe, Karuk Tribe, Hoopa Valley Tribe, Shasta Indian Nation, and Klamath Tribes

### Orphaned Wells and Abandoned Mine Lands

The BIL investment to plug orphaned wells and reclaim mine lands is intended to help communities eliminate dangerous conditions and pollution caused by extraction activities as follows:

- \$11.3 billion in grants to states and Tribes for abandoned coal mine land reclamation
- \$150 million to cap orphan wells on Tribal lands

### Addressing Drought in Western States

The White House launched an [Interagency Drought Relief Working Group](#) co-chaired by the Departments of Interior and Agriculture to identify and disburse immediate financial and technical assistance for impacted irrigators and Tribes in CA, CO, ID, OK, TX, UT, WA, and WY.

- \$ 1 billion for [WaterSMART Program](#)
- \$ 1 billion for rural water projects
- \$100 million for watershed health projects
- \$100 million for small surface water and groundwater storage
- \$1 billion Rural Water Projects communities and Tribal nations

### Water and Climate

The BIL investment in Tribal communities is as follows:

- \$2.5 billion to implement the [Indian Water Rights Settlement Completion Fund](#)
- \$250 million for Tribal dams and water projects
- \$216 million for Tribal climate resilience

### Wildland Fire

The BIL investment in Wildland Fire supports preparedness, fuels management, post-fire restoration and fire science as follows:

- \$878 million hazardous fuels management
- \$325 million post-fire restoration and rehabilitation activities
- \$245 million wildfire preparedness
- \$10 million to support science and research
- \$80.9 million Wildfire Mitigation and Resilience
- \$19.4 million to accelerate pace and scale of Burned Area Rehabilitation, which supports post-wildfire landscape recovery
- \$2.7 million to support establishment of an interagency wildland firefighter health and wellbeing program.

### Ecosystem Restoration

The Department will collaborate with states, Tribal and local communities to invest in the restoration of habitat connectivity for aquatic species around the country and advance habitat restoration, invasive species control, conservation of at-risk and listed species.

- \$400 million for states, Tribes, and territories to participate in voluntary restoration efforts
- \$100 million to address invasive species
- \$100 million to improve watershed health

## Branch of Geospatial Services



*View of earth from space*

### Conversion of Metes and Bound descriptions to Tracts and Parcels

The GIS team is reviewing all metes and bounds descriptions to convert them to Tract and Parcel boundaries. The team must determine if the description is sufficient for mapping.



*Metes and bounds example*

Descriptions that are not sufficient to map tracts and parcels, will be recorded in the validation and tracking system and recorded in a "discrepancy" report. A discrepancy and research request will be generated and assigned to the appropriate agency to assist in the research of allotted parcels.

### Geospatial Software

The Branch of Geospatial Support (BOGS) offers geospatial software and support to authorized BIA employees, federally recognized Tribal employees, and contracted or compacted Tribal employees (under Public Law 93-638).

### Access Self-Paced, No-Cost Training

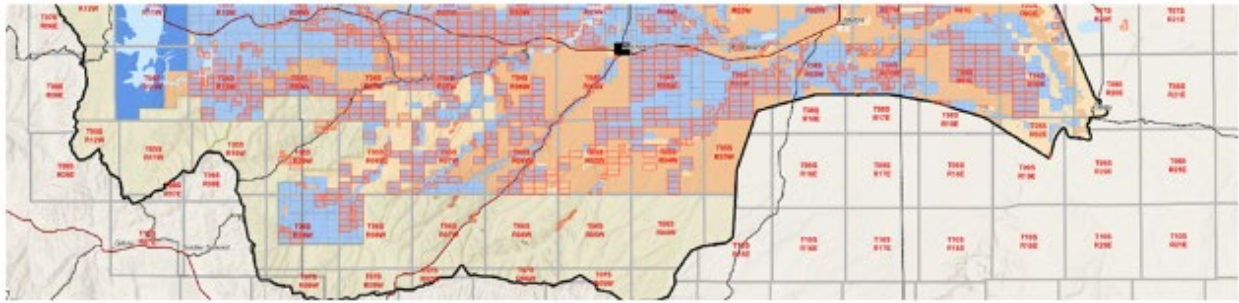
Several Esri on line GIS courses are available at no cost through the current Enterprise License Agreement (ELA) between Esri and the Department of the Interior.



To request Software or for access to Esri's E-Learning program contact the Geospatial Support Help Desk at [geospatial@bia.gov](mailto:geospatial@bia.gov)



## Branch of Geospatial Services



### FY 2022 Training Schedule

All GIS training is instructor-led online training and subject to change at the discretion of the Branch of Geospatial Services. There is no tuition cost for GIS training.



#### Working with Lidar Data in ArcGIS

August 31, 2022, 8:30 a.m.–5:00 p.m. MST

Training content:

- Edit Lidar data to correct errors.
- Organize, process, visualize, and share Lidar data using ArcGIS LAS datasets, mosaic datasets, and point cloud scene layers.
- Derive useful information from Lidar data, including raster surfaces, building footprints, and vegetation estimates.

*Regions: Navajo, Southwest, Western*

#### ArcGIS Pro Essential Workflows

September 6-8, 2022, 8:30 a.m.–5:00 p.m. MST

Training content:

- Organize, create, and edit geographic data.
- Manage, symbolize, and label map layers.
- Analyze and model GIS data to solve spatial problems.
- Share maps and analysis results.

*Regions: Great Plains, Midwest, Rocky Mountain*

#### Creating Python Scripts for ArcGIS

September 13-15, 2022, 8:30 a.m.–5:00 p.m. CST

Training content:

- Apply Python Syntax rules to create robust scripts in ArcGIS Pro.
- Use automation techniques to repeat geoprocessing tasks in a Python script to create an efficient, repeatable analysis workflow.
- Create custom Python script tools that can be shared with other ArcGIS users.

*Regions: Eastern, E. Oklahoma, Southern Plains*

#### ArcGIS Enterprise Configuring a Base Deployment

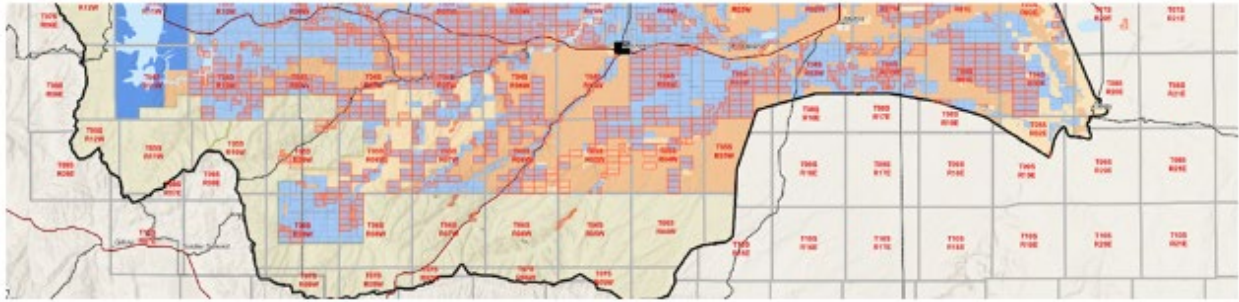
November 2-3, 2022, 8:30 a.m.–5:00 p.m. PST

Training content:

- Install ArcGIS Server, Portal for ArcGIS, ArcGIS Data Store, and ArcGIS Web Adaptor.
- Configure an ArcGIS Enterprise portal to manage users, groups, and content-sharing privileges.
- Apply HTTPS certificates to support encrypted communication.
- Configure a suitable authentication method for your organization's needs.

*Regions: Alaska, Northwest, Pacific*

## Branch of Geospatial Services



### BOGS Welcomes New Employees

#### Amy Heath, GIS Specialist



*“As a member of the Caddo Nation of Oklahoma I am very excited to be working for the BIA where I can help other Native Americans map their lands and learn how GIS can be applied in a multitude of areas.”*

Amy Heath is a GIS Specialist and member of the Caddo Nation of Oklahoma. She brings with her a wealth of real-life GIS experience to our customers. Her recent GIS work experience included working for the Parks and Recreation Department in Austin, Texas, where she wrote an extensive [Native history of the Austin area](#) using Esri story maps. She also worked for Austin’s Public Works Department, the Texas Department of Transportation, and the Capital Metro Transit Authority.

Amy tutored GIS at Austin Community College where she had earned a GIS certificate. She holds a graduate certificate in GIS from the University of Maryland and a Bachelor of Fine Arts from Cameron University in Lawton, Oklahoma. Amy shared that she enjoys spending time outside with her four-year-old son and looks forward to helping BOGS!

#### Winters Benson Red Star, GIS Specialist

*“I have been building GIS data layers in unmapped areas in the Rocky Mountain Region, and at locations where construction of the dataset presented specific challenges such as at meandering rivers, missing historical landmarks and some land grant areas.”*

Winters Red Star started his GIS career in Los Alamos, New Mexico as a GIS Technician. He helped collecting data for Hantavirus, Elk migration corridors and reptile studies around the Los Alamos National Laboratory for the Environmental Division. In 2021, he was hired by BIA Central Office as a Cartographic Technician. Winters hopes to learn more in his new position and to provide GIS technical support to Tribes.



*Winters at the Western Precision Rifle Series (competitive rifle shooting) in Montana and Elk migration corridor in New Mexico*

In his free time, he likes to help with committee outreach, engage in outdoor activities and recently started competitive rifle shooting in the Western Precision Rifle Series in Montana. His favorite food is red chile enchiladas with extra chile.

## Branch of Tribal Climate Resilience



### Seeking Grant Reviewers

The Tribal Climate Resilience 2022 Awards Program solicitation closed on July 6, 2022. The program is now SEEKING REVIEWERS for the Grant review and selection process. More information about the TCR Annual Awards Program may be found here:

<https://www.bia.gov/service/tcr-annual-awards-program>



If you are interested in participating as a grant reviewer please contact any of our program staff by email at [Rachael.Novak@bia.gov](mailto:Rachael.Novak@bia.gov), [Alexis.wagner@bia.gov](mailto:Alexis.wagner@bia.gov), or [Alyssa.Samoy@bia.gov](mailto:Alyssa.Samoy@bia.gov)

### Annual Award Categories

The Annual Awards have 13 Categories of funding. Category 12, to support a Relocation, Managed Retreat (i.e., site expansion, partial relocation), or Protect-in-Place (RMP) Coordinator is non-competitive, though funding is limited. TCR will be accepting rolling applications for this Category.

- There is currently a Relocation Coordinator Cohort curriculum being developed for first year Coordinators that will begin this fall of 2022 and end early summer of 2023.
- Tribal Climate Resilience training partners, and the [Institute for Tribal Environmental Professionals](#) (ITEP) are convening a steering committee to develop curriculum content for coordinators.

### Climate Conference

Every other year, TCR partners with ITEP's Tribes and Climate Change Program to host the [National Tribes and Indigenous Climate Conference](#) (NTICC).

This year, the hybrid event will take place in person August 29 - September 2, 2022, in St. Paul, Minnesota and online. This event will convene knowledge holders on climate change and resilience efforts with an emphasis on the intersection, inclusion and honoring of Traditional and Indigenous Knowledges.

### Annual Native Youth Climate Adaptation Leadership Congress

The annual [Native Youth Climate Adaptation Leadership Congress](#) (NYCALC) event was hosted through a partnership with the U.S. Fish and Wildlife Service at the National Conservation Training Center (NCTC) in Shepherdstown, West Virginia from June 26 through July 1, 2022.



*3 to 5 students accepted from a single community for NYCALC*

The mission of the NYCALC is to develop future conservation leaders with the skills, knowledge, and tools to address environmental change and conservation challenges to better serve their schools and home communities.



## Branch of Tribal Climate Resilience



### Building Technical Capacity

Tribal Climate Resilience (TCR) plans to hire eight Regional Climate Coordinators under TCR Central Office supervision who will be located at regional offices. Interviews have been underway and TCR hopes to have selections made in July. The positions for each region(s) have been decided based on past awards and recent Tribal climate resilience engagement from Tribes in that region.

- Alaska Region, *two positions*
- Northwest and Rocky Mountain Regions, *shared position*
- Pacific Region, *one position*
- Southwest, Western, and Navajo Regions, *shared position*
- Midwest and Great Plains Regions, *shared position*
- Eastern Oklahoma and Southern Plains Regions, *shared position*
- Eastern Region, *one position*

### Pilot Project and Congressional Directive

This summer TCR is bringing an employee from the National Oceanic and Atmospheric Administration (NOAA), Leadership Competency Development Program on a temporary detail assignment to BIA through February 2023. This individual will support four communities to be selected to undergo demonstration pilot projects. The detailed employee will also be supporting BIA's response to a Congressional Directive for TCR to develop a list of communities and the anticipated costs of coastal Tribes facing relocation-related decisions, due by September.

### Community-Led Relocation Demonstration Projects through the Bipartisan Infrastructure Law

TCR is leading demonstration pilot projects for three Alaska Native villages/communities and one Contiguous United States' lower 48 Tribal Nation.

Through interagency coordination, reviews and assessments are currently underway to select the communities. TCR will have community recommendations to BIA and AS-IA leadership by late August. Read more about the AS-IA meetings with Alaska Native communities and the recent BIL funding, in the recent [Press Release](#).



*Bryan Newland, Assistant Secretary-Indian Affairs visits Alaska Tribal leaders, and community members to discuss BIL investments for Tribal climate resilience*

## Division of Forestry & Wildland Fire Management



*Peter Wakeland, Division Chief enjoying beautiful Fall afternoon on the Oregon Coast, 1997 Grand Ronde crew and engine (Peter is bottom row second to the left), Tree seedling grown at Colville*

### Division Chief Peter Wakeland

Peter (Pete) Wakeland is a member of the Confederated Tribes of Grand Ronde, located in northwest Oregon. He is a graduate of Oregon State University, College of Forestry, and has over 30 years of experience, spending much of his career working for self-governance Tribes. He spent 18 years with his own Tribe as a Forester, Natural Resources Director, and Deputy Executive Officer. He also served as the Tribal Administrator for the United Auburn Tribe, and as the Natural Resources Director for the Coquille Indian Tribe. His federal career began in 2016 as the Chief Forester for the Bureau of Indian Affairs (BIA). Pete also spent time in the office of Oregon Senator Ron Wyden in Washington, DC.

Peter enjoys watching college football and baseball, fishing, crabbing, cooking for family and friends, and road trips. He loves Christmas, and his favorite band is Steely Dan.

### \$800K for Tribal Greenhouses

BIA Forestry developed a project proposal for tribal greenhouses and will receive \$800,000 in Ecosystem Restoration funding for FY2022. Tribal greenhouses grow conifer trees and native plants to supply growing stock that is used in reforestation projects. Greenhouse upgrades will increase tribal capacity to meet the growing need for tree seeding and native plants due to catastrophic wildland fires, insect infestations and disease outbreaks, and invasive species encroachment.

### Specific tribal greenhouses not yet selected for FY2022 funding

Operations improvements are necessary to incorporate technology advancements, improve irrigation systems (both inside and outside), environmental controls such as vents and heaters, solar energy, upgraded polycarbonate siding, high intensity grow lights, and seed labs for seed germination rates and studies.

These upgrades will not only help the Tribes with the increased need for tree seedlings but will also reduce operational cost, water usage, and increase tribal employment. Greenhouses employ tribal members and support families and local tribal economies. These greenhouses are an important contributor to ecosystem restoration and the sustainability of healthy Indian forest lands into the future.



*Outdoor seeding production at Colville*



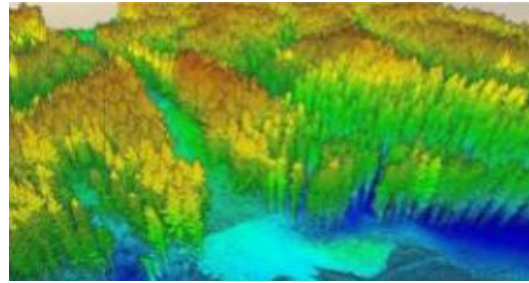
## Division of Forestry & Wildland Fire Management



### Lidar-Assisted Forest Inventory

Light Detection and Ranging (Lidar) is a remote sensing method that is used to measure the surface of the earth. New high-resolution Lidar, along with other GIS and aerial imaging technologies, is being used by forest managers to inventory forest and woodland tracks that would otherwise be too expensive or time consuming using traditional methods.

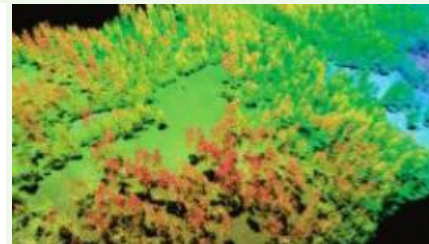
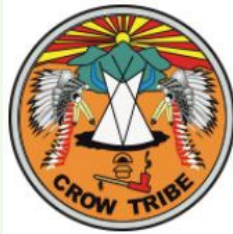
BIA Forestry and OTS recently funded two tribal Lidar projects.



### Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians Single Tree Inventory

The Confederated Tribes of Coos, Lower Umpqua, and Siuslaw Indians (CTCLUSI) are partnering with the Oregon State University (OSU) College of Forestry to develop a comprehensive Lidar-derived single-tree inventory for the forestlands that were conveyed through the 2018 Western Oregon Tribal Fairness Act.

The Act directed the BLM to transfer 14,708 acres of public lands to be held in trust for the benefit of the CTCLUSI. This project will allow the forestry program to prioritize areas for forest development projects and model fuels. The tools developed by CTCLUSI, and OSU will be shared with other tribal forest managers.



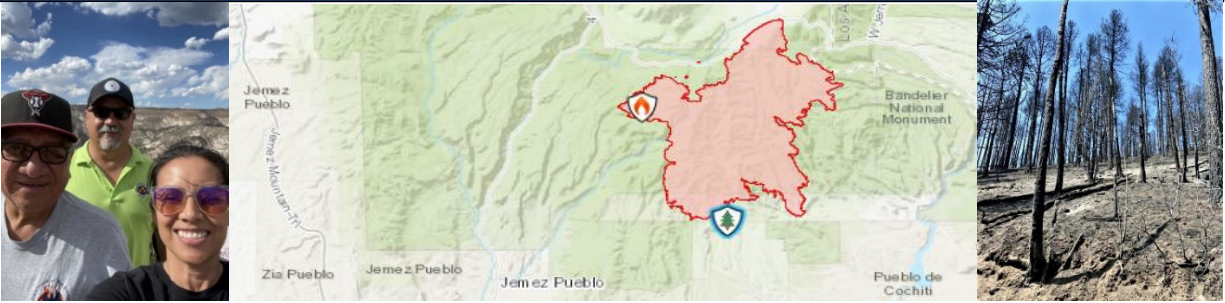
*Crow Tribe lidar aerial imagery and landscape photo of Crow Tribe community*

### Crow Tribe Lidar-Assisted Natural Resources & Forestry Inventory

This project will acquire high-resolution Lidar and high-resolution aerial imagery on 773,004 acres of forestland, woodland, and rangeland on the Crow Tribe Reservation. When combined with field data, this information will be used to develop a complete landscape-scale resource assessment and mapping. The single-tree forest and woodland inventory produced will be used for growth and yield modeling to help the tribe develop future management goals.



## DOI Burned Area Emergency Response (BAER) Team



*The DOI Interagency BAER Team members (L-R) Wayne Waquiu, Darryl Martinez, and Juliette Jeanne of BIA pose for an “ussie” at end of assignment. Cerro Pelado post-fire and location on BARC map.*

### BAER Team creates Post Wildfire Recovery Plans for Tribes Affected by the Cerro Pelado Fire

The Cerro Pelado fire ignited on April 22, 2022, approximately seven miles east of Jemez Springs and moved east, north, and south affecting Valles Caldera lands on the north and Pueblo lands to the east and south in addition to USFS lands in New Mexico.

The fire burned 45,605 acres, impacting multiple jurisdictions, private lands, and lands managed by U.S. Forest Service (USFS), National Park Service (NPS), and Bureau of Indian Affairs (BIA). The fire moved through Tribal trust areas, burning 4,133 acres in total, affecting the Pueblos of Jemez, Santo Domingo, and Cochiti.



*Wayne Waquiu, BAER Team Forester, discusses Cerro Pelado fire impacts on Pueblo of Jemez timber resources with natural resources staff members. Wayne retiring in July after 45 years of service with the BIA. He will definitely be missed!*



### Soil Burn Severity and Post-Wildfire Threat

On May 26, a DOI BAER Team was brought in to evaluate soil burn severity and post-wildfire threats to human life, safety, and property, as well as critical natural and cultural resources, important to each Pueblo.

The BAER assessment team generates a “Soil Burn Severity” (SBS) map by using satellite imagery that generates an initial BARC ([Burned Area Reflectance Classification](#)) map. The BARC map is then validated and adjusted by BAER team specialist’s field surveys to assess watershed conditions. The final SBS map identifies areas of soil burn severity by categories of low/unburned, moderate, and high.

This interdisciplinary team engaged with Tribal leadership and staff to develop a collective system of Emergency Stabilization (ES) treatments to reduce flooding debris flow and erosion threats to critical values.

### Watershed Response Group

The DOI BAER watershed response group assisted forestry, wildlife, and cultural resource specialists with on-the-ground assessments to evaluate these risks. The DOI BAER team also coordinated information with the USFS BAER team who conducted similar work on National Forest System land.

## Burned Area Emergency Response (BAER) Team

### Burned Area Rehabilitation

The Burned Area Rehabilitation Program supports efforts to repair or improve burned landscapes unlikely to recover without human assistance. The Team identified Burned Area Rehabilitation (BAR) treatments to initiate the path to long-term recovery and highlighted the opportunity for Bipartisan Infrastructure Law funding to continue ecological restoration and recovery of burned areas including both Tribal and National Park Service lands.



*Pueblo of Cochiti and Pueblo of Jemez logos*

The DOI BAER Team engaged representatives from each Pueblo in a close-out meeting to communicate their findings and provided detailed treatment plans for the tribes the week of June 5.

A meeting with BIA Southern Pueblos Agency Superintendent and Southwest Regional Director also took place to provide an executive summary of findings.

### Projected Cost of Emergency Stabilization and Rehabilitation \$1.3 Million

In total, proposed Emergency Stabilization program funds include \$200,000 for:

- Spring and cultural site protections
- Road stabilization
- Flood warning systems
- Point protection and armoring

Burned Area Rehabilitation treatments include \$1.1 million for:

- Proposed reforestation
- Invasive and noxious weed treatments
- Replacement/repair of resource protection and boundary fences



Source: [Click here](https://www.weather.gov) for link to National Weather Service [www.weather.gov](https://www.weather.gov) graphic on flood risk after a wildfire.



## Division of Land Titles and Records



### BIA begins distributed Probates Electronically

In January 2022 the TAAMS Probate Module was implemented, and training was given to all LTRO staff to prepare for the new processes. Numerous probate documents were converted that were received prior to the training and the LTROs completed them through the new module and used them as extensive training documents.

In April 2022, new probates became ready for distribution through the module. The review, application of ownership updates, and recording of the new probates initiated new business processes and rules for LTRO and other offices. While it was not without a learning curve, these probates were able to be completed smoothly.

We continue to review business processes and rule and grow with module updates to continue to process all probates in an accurate and timely manner.

### National LTRO Handbook & Standard Operating Procedures (SOPs)

The national handbook is currently under review with the Office of Regulatory Affairs & Collaborative Action (RACA). DLTR continues to create SOPs to go hand in hand with the handbook with the goal of standardizing as much as possible the processes and business rules across the Regional and Tribal LTROs.

### TAAMS Probate Module Refresher

Refresher training is scheduled for July 2022 to assist with further questions and updates as they arise. LTRO employees may schedule a refresher course by emailing [Richard.zephier@bia.gov](mailto:Richard.zephier@bia.gov).

### Web Based Tract Viewer

With the assistance of BTFA & BOGS, this viewer, now known as the REPRESENTATIONAL TRACT VIEWER (RTV) was developed and is currently available for BIA staff at the Regional and Agency level.



*Image from Representational Tract Viewer*

An initial pilot was started with Rocky Mountain and Northwest Regions to learn more about the viewer capabilities and use. Further development and enhancements are planned in the future as well as opening access to other Federal agencies.

In June 2022 all LTROs were offered an overview of the viewer and the opportunity to give input on use and further development. We are looking forward to input from the LTROs and our partner divisions and programs as we seek to develop the viewer for greater use.



## Division of Natural Resources



*Thomas Mendez, new Branch Chief for Agriculture & Range, Elk grazing, Justin Giles, Staff Curator with Gila River Indian Community Tribal Education Scholars following a BIA Museum Tour*

### New Agriculture Leadership

The Division of Natural Resources welcomed Thomas Mendez, as Branch Chief for Agriculture and Range in October 2021. Thomas is a member of the Mescalero Apache Tribe. He holds a Bachelor of Science degree in Rangeland Resources from New Mexico State University.



*“I will continue supporting the Department’s goal of Serving Communities by improving the management of land and natural resource assets”.*

Thomas has 14 years’ experience in Rangeland Management, having worked for the Mescalero Apache Tribe’s Division of Resource Management and Protection as the tribe’s Supervisory Water Resource and Rangeland Management Specialist, and Southwest Region Wildland Fire Interagency Hotshot crews.

As a Tribal employee, he held a supervisor’s position on his local Soil and Water Conservation District Board from 2013-2021, where he was awarded Conservationist of the Year in 2015. He sat on the National Association of Districts Tribal Resource Policy Group from 2017-2021. Cattlemen in October 2021.

He was featured on Rural Farm and Development TV National Cattlemen’s Beef Association (NCBA), Cattlemen to Cattlemen in October 2021. He enjoys outdoor recreational activities elk shed hunting, big game hunting, fly fishing, raising livestock, skiing, and helping his kids with their 4-H market steer projects.



*Center for Native American Youth visit Bryan Newland, Assistant Secretary-Indian Affairs before BIA Museum Program/DOI Tour*

### Museum Program

Justin Giles, Staff Curator is available to schedule BIA Museum Program DOI Tours for tribal representatives or organizations. The tour covers the founding of BIA/Indian Affairs, Main Interior building, native muralists, and artists. A popular part of the tour is meeting Indian Affairs leadership.

## Division of Real Estate Services



### Fee-to-Trust

*April 26, 2022*

The National Policy Memorandum, [NPM-TRUS-43: Modernize the Land Description Review Process for Fee-to-Trust Acquisitions](#) was signed on April 26, 2022 and expires on April 26, 2023. This interim policy improves the efficiency and quality of processing fee-to-trust (FTT) acquisitions.

- Implements a Realty Land Description Review (RLDR) by trained Realty staff.
- A Land Description Examination & Validation (LDEV) by the Division of Resources Integration and Services (DRIS), GIS Strike Team for Complex Legal Description Review and acreages.
- Identifies requirements, process, and timeframe for completion of both the RLDR and LDEV.
- Removes LDR requirement for Preliminary and Final Title Opinions, and LTRO recording
- Includes a requirement for BLM training for all Realty staff.

### Fee to Trust Training for Tribes and Realty Staff

*May 23-26, 2022*

- The DRES Fee-to-Trust Strike Team hosted national virtual FTT Training for Tribal and Real Estate Services staff May 23-26, 2022, with 230 participants.
- Realty staff have attended required Bureau of Land Management (BLM) Land Description virtual training classes.

### Indian Affairs Streamlines Process for BIL Projects

*April 15, 2022*

The updated National Policy Memorandum, [NPM-TRUS-44: Streamlining the Rights-of-Way \(ROW\) and Business Lease Application Process for Bipartisan Infrastructure Law \(BIL\), Telecommunication, and Renewable Energy Projects](#) was signed April 15, 2022, and expires on April 15, 2023. This interim policy establishes BIA's policy:

- Guidance and streamlined procedures for processing Rights-of-Way (ROWs) and Business Leases for projects funded by the BIL
- Includes Telecommunications and Renewable Energy Projects.
- Supports Tribal Nations in exercising their sovereignty to govern their lands and pursue economic self-sufficiency, conservation practices, and climate resiliency

### National Policy Memo: Federal Agency Permitting Briefing

*June 21, 2022, 4:00-5:00 p.m. EST*

Indian Affairs invited federal partners including BIA and Tribes with contract and compact functions to participate in a BIL Rollout Session regarding streamlining the ROW and business lease application process for BIL, telecommunication, and renewable energy projects.



### National Policy Memo: Tribal & Industry Permitting Briefing

June 23, 2022, 2:00-3:00 p.m. EST

Indian Affairs invited Tribal Leaders and Industry partners to participate in the BIL Rollout Session regarding streamlining the ROW and business lease application process for BIL, telecommunication, and renewable energy projects.

### Helping Expedite and Advance Responsible Tribal Homeownership (HEARTH) Act of 2012

An update to Indian Affairs Manual, [52 IAM 13: Approval of Tribal Leasing Regulations under the HEARTH Act](#) was approved June 16, 2022. The policy was last updated in 2020. The new version reflects changes to format and other guidance.

### Hearth Act Overview for Tribes

July 6-7, 2022 (2 sessions), 9:00-10:30 a.m. MST via a Microsoft Teams Live Event

Training topics:

- Overview of the amended 52 IAM 13 Policy
- HEARTH Act regulations Tribal checklist
- Tribe's role after HEARTH Implementation
- Lease applications
- Tribal approval
- Working with local BIA Agency for TAAMS Encoding
- Requesting the updated Title Status Report (TSR) from LTRO

### HEARTH Supports Self-Determination for 77 participating Tribes

- Since the HEARTH Act was implemented, a total of 90 tribal leasing regulations have been approved for 77 tribes.
- Of the 90 approved regulations, there are several tribes who have multiple approved leasing regulations; however, they are counted only once.
- In FY2022, the BIA DRES has processed, and AS-IA approved 20 HEARTH regulations for Tribes.

The OTS website was recently updated to include all HEARTH Approved Regulations <https://www.bia.gov/service/HEARTH-Act/approved-regulations>



### Contact Us

...if you have any questions or concerns regarding HEARTH Act training

#### Carla Clark

Acting Division Chief  
BIA Division of Real Estate Services  
[Carla.clark@bia.gov](mailto:Carla.clark@bia.gov)

#### Sharon Kidman

BIA Realty Specialist/HEARTH Act  
Coordinator [Sharon.kidman@bia.gov](mailto:Sharon.kidman@bia.gov)



## Division of Trust Land Consolidation



### Land Acquisition Reservations

The Land Buy-Back Acquisition Center carried out land acquisition efforts at the following seven reservations:

- Blackfeet Tribe
- Northern Cheyenne Tribe
- Omaha Tribe of Nebraska
- Sisseton Wahpeton Oyate of the Lake Traverse Reservation
- Turtle Mountain Band of Chippewa Indians
- Confederated Tribes of the Umatilla Indian Reservation
- Winnebago Tribe of Nebraska

*“We see [Land Buy Back] as a means to further our tribal priority of restoring our reservation land base as intended by our 1855 Treaty with the U.S. government.”*

**Gary Burke, Chairman  
Confederated Tribe of the Umatilla**



*Umatilla members overlooking tribal land*

Accomplishments at these locations include:

- 22,539 fractional interests in 5,016 tracts acquired, the equivalent of 59,980 acres consolidated under Tribal ownership
- Tribal ownership increased to 50% or greater in 381 tracts
- 2,623 sales processed
- \$52,213,859.74 paid to willing sellers
- Tribal ownership increased to 50% or greater in 381 tracts

### One Million Fractional Interests

Since the first Buy-Back Program sales were processed in 2013, the Acquisition Center has purchased over 1 million fractional interests in more than 50,000 tracts of land at 53 locations. The equivalent of nearly 3 million acres has been restored to Tribal ownership, with Tribes gaining majority ownership in more than 20,000 tracts. Willing individual Indian sellers have been paid a total of nearly \$1.7 billion for interests sold.

### \$7M Tribal Land Consolidation Program Re-Authorized by Congress

The Land Buy-Back Program for Tribal Nations is scheduled to end in November 2022 under the terms of the Cobell Settlement. While Indian land fractionation has been reduced substantially through the Buy-Back 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, Indian lands will continue to fractionate, diminishing the Buy-Back Program’s achievements.

## Division of Trust Land Consolidation



In recognition of the benefits to be gained by sustained efforts to reduce fractionation, Congress provided authorization and an initial appropriation of \$7 million in Fiscal Year 2022 to re-establish a Trust Land Consolidation Program in BIA.

The re-established program will utilize existing infrastructure in the Land Buy-Back Acquisition Center and adhere to best practices from the Buy-Back Program, including:

- Close coordination and collaboration with participating Tribes, including through cooperative agreements. The ILCA prohibits use of 638 contracts/compacts.
- Streamlined, standardized, and automated processes and procedures for acquiring fractional land interests, specifically designed to minimize associated administrative costs; and
- Efficient and cost-effective appraisal methods for obtaining timely fair market values on large numbers of properties.

Funds provided in Fiscal Year 2022 will be utilized to take necessary actions to stand up the new program and to make purchase offers at initial locations. These actions will occur concurrently with final Buy-Back Program land acquisitions.

The Trust Land Consolidation Program (TLCP) will continue land consolidation efforts on a nationwide basis by purchasing additional fractional interests from willing sellers at fair market value, thereby increasing the amount of Tribal trust land for conservation, stewardship, economic development, or other uses deemed beneficial by Tribes.

Continued efforts will further enhance the ability of Tribes to address the climate crisis while supporting environmental justice principles and Tribal sovereignty and self-determination, in support of Administration priorities and initiatives in Indian Country.

Continued efforts will further reduce Federal government cost associated with managing fractional interests.



*Navajo Nation officials meet with Land Buy Back Program, June 21, 2018*

## Division of Trust Land Consolidation

Landowners are encouraged to contact their local Bureau of Trust Funds Administration (BTFA) or to call the Trust Beneficiary Call Center at 1-888-678-6836, in order to ensure their contact information is up to date. More information on the Division of Trust Land Consolidation is available at <https://www.bia.gov/bia/ots/dtlc>.



## Division of Water and Power



*President Biden signed the Bipartisan Infrastructure Legislation on November 15, 2021, Water Project*

### Rehabilitating and Modernizing Tribal and BIA-Owned Water Infrastructure

The Bipartisan Infrastructure Law (BIL), signed into law on November 15, 2021, allocates funding over a five-year period to address long overdue improvements and antiquated infrastructure in major need of repair.

Through the BIL the Department of Interior will stand up new programs, boost local economies, build resilience to the devastating effects of drought and wildfires, put Americans to work to reclaim abandoned coal mine sites and plug orphaned oil and gas wells, restoring important ecosystems and watersheds, strengthening Tribal water infrastructure and climate resilience, and identifying domestic supplies of mineral resources needed to advance new technologies.



*Stream near Pueblo of Jemez, NM*

### Bipartisan Infrastructure Law Projects

This is the first-time appropriations have been made available for Bureau of Indian Affairs to rehabilitate aging power infrastructure. The irrigation rehabilitation and power utility infrastructure upgrades will address critical deferred maintenance, construction work and emergency failures on Indian Affairs owned and operated irrigation and power facilities, with an emphasis on addressing health and safety concerns.

BIL funding in 2022 is targeted for critical projects in Arizona, Montana, and Washington state. Projects are described in greater detail on the following pages.

#### Arizona

Colorado River Agency Power Utility  
Colorado River Indian Irrigation Project  
San Carlos Irrigation Project Power Division

#### Montana

Fort Peck Irrigation Project  
Mission Valley Power

#### Washington

Wapato Irrigation Project



## Division of Water and Power



*Colorado River Indian Irrigation Project, Radial Gate Structures 1 and 2 on the main canal*

### Colorado River Indian Irrigation Project

The Colorado River Indian Irrigation Project (CRIP) holds 26% of Arizona's water rights to the Colorado River and provides water for 107,903 acres of land on the Colorado River Indian Tribes Reservation (CRIT) in the western part of La Paz County, Arizona.

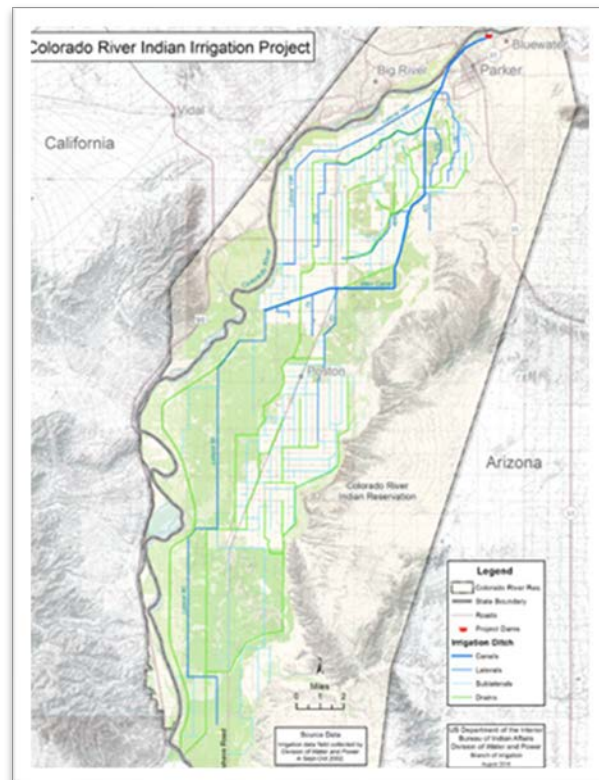
Construction for CRIP began in 1867 and was completed in 1941. The concrete on these structures is deteriorating and structural steel are exposed.



*Radial Gate Structure 3 on main canal*

An outdated supervisory control and data acquisition (SCADA) system slows operation of the gate which prevents precise water level control leading to the upstream canal overtopping. The gate chamber walls show abrasion damage and full height cracks. The radial gates have corroded and lost some of their original thickness. Walkways, handrails, and an updated hoist system are needed.

### Location of Colorado River Indian Irrigation Project



## Division of Water and Power

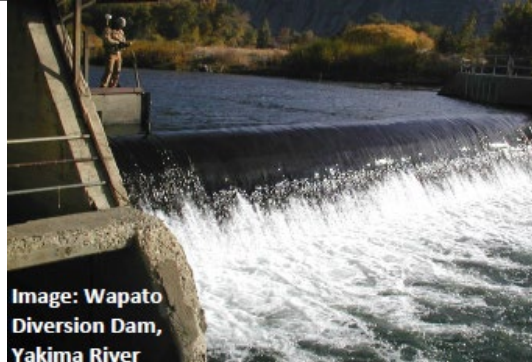


Image: Wapato Diversion Dam, Yakima River



*Wapato Diversion Dam on the Yakima River and Main Canal Headworks*

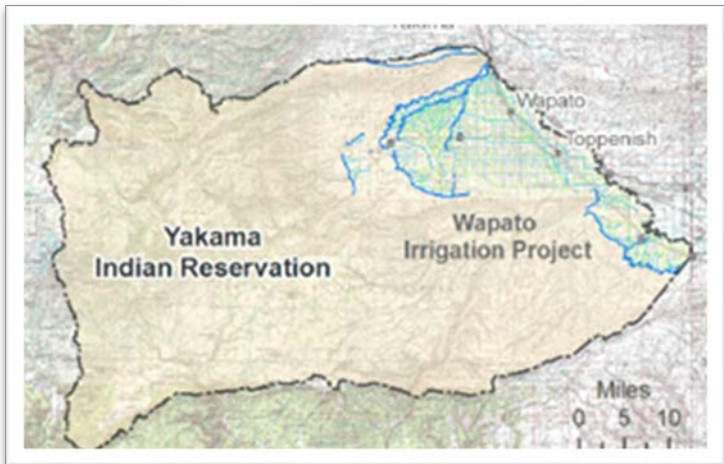
### Wapato Irrigation Project

The Wapato Irrigation Project (WIP) is located in central Washington state along the Yakima River. The river is split into two branches by an island and the Wapato Dam is the major diversion structure serving the WIP. It consists of two structures, the Main Diversion Dam and Headworks, providing water to approximately 132,000 acres of irrigated land on the Yakama Nation.

The Main Canal Headwork consists of six concrete intake bays with slide gates, a building atop the intake bays housing controls for the sliding gates, and a sluice gate. The slide gates are adjusted by electric motors. A trash rack structure prevents large debris from entering the intake bays. It is cleaned by a motorized rake that runs on the tracks on top of the structure.

The dam has been the subject of relatively little maintenance since construction was completed in 1917. Rehabilitation and modernization will improve worker safety, increase operational efficiency, prolong the service life of the structure, potentially enhance fish passage, and support the sustainability of the local economy.

*Location of Wapato Irrigation Project*





## Division of Water and Power



*Frazer Pumping Plant on the Missouri River, rocks, and silt (fine sand, clay or other material carried by running water and deposited as sediment).*

### Fort Peck Irrigation Project

The Fort Peck Irrigation Project provides water for irrigation on the Fort Peck Indian Reservation located in northeast Montana on the north side of the Missouri River.

Recent droughts have caused low water levels and shifts to the river resulting in siltation, more than the normal amounts of debris, and large rocks and logs to pass through the pumping stations at the Wiota and Frazer Pumping Plants. Remediation plans will identify additional issues affecting the pumping stations and a solution to reduce the debris and silt impact.

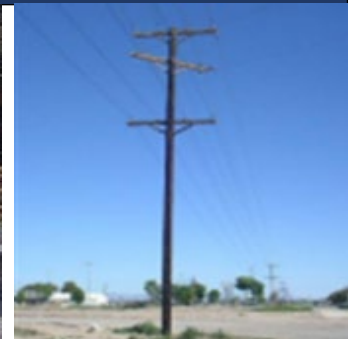


*Location of the Frazer Pumping Plant*





**Division of Water and Power**



*Coolidge Dam at SCIP and Power Line*

**San Carlos Irrigation Project**

The San Carlos Irrigation Project (SCIP) – Power Division located in Coolidge, Arizona is a federally owned electric utility that was authorized by an Act of Congress in 1924 to provide irrigation water to lands on the Gila River Reservation and certain lands adjacent to the reservation, in Pinal County and parts of Pima, Maricopa, Graham and Gila counties. The customer base is primarily agricultural and rural in the San Carlos, Gila River, and Oracle areas.

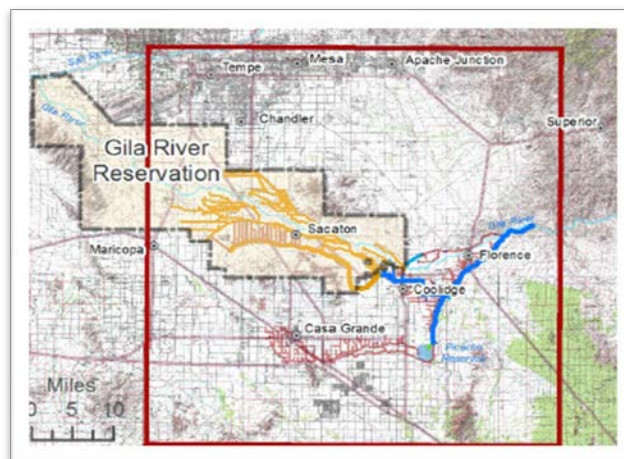
A Western Area Power Administration (WAPA) power line exists near the substation and plans are in development for another interconnection with WAPA. The existing Casa Grande substation and interconnect with WAPA’s transmission line.

*Location of San Carlos Irrigation Project – Power Utility*



*SCIP Substation*

The SCIP Casa Grande substation has old equipment that needs to be replaced. The existing substation location is in an area that is developing and at the corner of a busy intersection.



## Division of Water and Power



*Kerr Substation and MVP employees working on power lines*

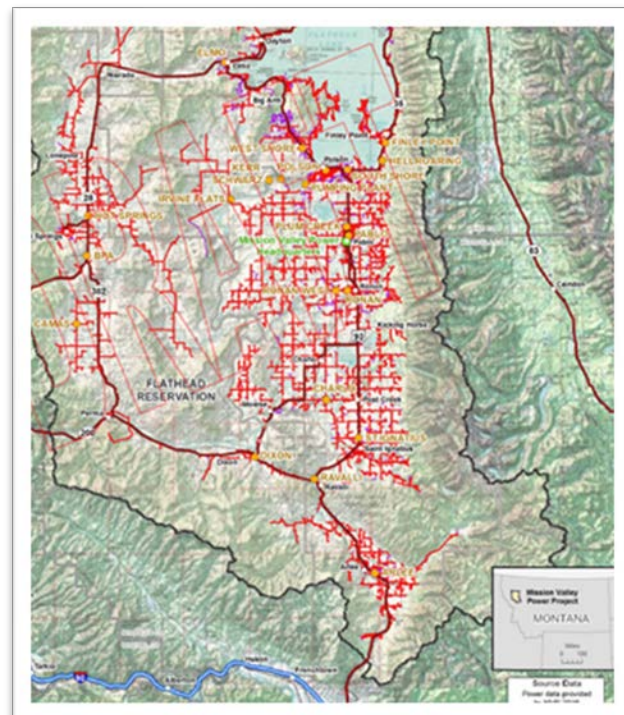


[Mission Valley Power](#) (MVP) is a BIA-owned power utility that spans 1,938 square miles and covers portions of Lake, Missoula, and Sanders Counties in Montana. MVP manages and maintains:

- 2,600 miles of power lines
- 20 substations
- Provides power to more than 19,000 customers at the Flathead Indian Reservation
- Average load is just over 45 megawatts (MW) (peak usage exceeding 113 MW in the winter and 60 MW in the summer)

The Kerr substation is the largest source of power to the MVP system. The existing substation has components from the original installation of the substation. The most critical item is the 115 kV – 34.5 kV transformer. If lost, the load could exceed the required capacity on the remaining two, and very old, transformers.

*Location of the Mission Valley Power*





## Division of Water and Power



*Colorado River Indian Tribes logo, Colorado River Agency-Power Utility, BIA logo over Power Plant*

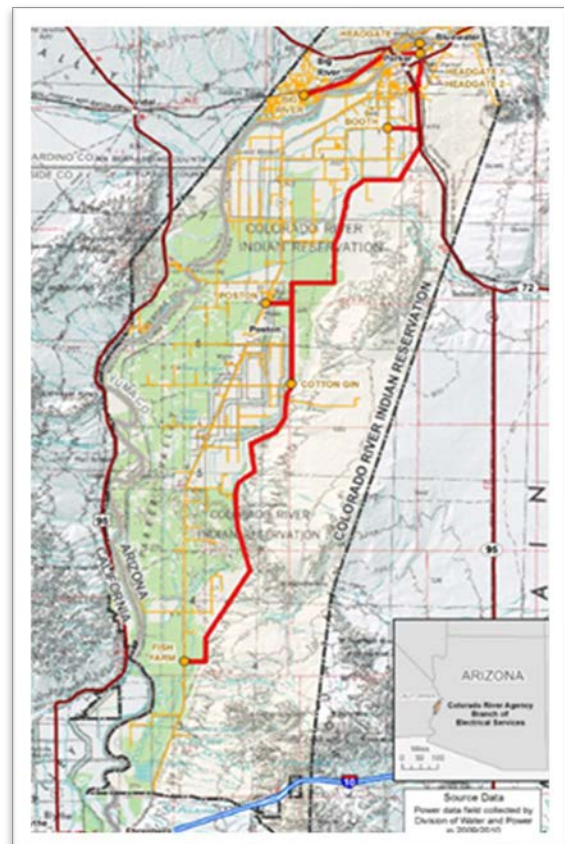
### Colorado River Agency-Power Utility

Colorado River Agency (CRA) - Power Utility provides power for the Colorado River Indian Tribes Reservation. The Headgate Rock electrical power plant began construction in 1984 and was completed in 1991. The dam generates approximately 73,500 megawatts (MW) annually.

Rehabilitation of the dam involves an engineering evaluation and condition assessment. A major generating unit overhaul will include disassembling the unit using a portable crane. Rotating parts will be sent offsite to a specialty shop for inspection, repair, refurbishment, or replacement. Wicket gates will be removed and refurbished to restore gate pinch. The runner will be disassembled and refurbished. The stator will be rewound, and the rotor will be cleaned, tested, and inspected. The bearings and seals may be refurbished or replaced depending on the results of the shop inspection. Upon completion of inspection and testing, the unit will be reassembled, aligned, and recommissioned.

These critical BIL-funded irrigation and power rehabilitation and modernization upgrades provide long-term, sustainable solutions to address operational, structural, and environmental deficiencies. BIL investments to these projects will provide jobs and economic benefits to the local and regional economies, while providing critical health and safety upgrades for project employees, project stakeholders, and the general public.

*Location of Colorado River Agency-Power Utility*





## Indian Energy Service Center



*Wind turbine in a field and an Oil Rig on the Southern Ute Reservation*

### Tribal Energy Development Organization (TEDO) Applications

The Red Lake Nation (Nation) was the first tribe to be approved for a Tribal Energy Development Organization (TEDO). A TEDO certification allows a Tribe to enter into a lease or business agreement under 25 U.S.C. 3504(a)(2) or a right of way under 25 U.S.C. 3404(b)(2)(B) without Secretarial review and without a TERA.



IESC received the Nation's initial TEDO application on December 20, 2021. IESC reviewed the document and drafted approval documents prepared for Assistant Secretary – Indian Affairs certification. The Red Lake TEDO was approved, and the Certification published in the Federal Register on March 30, 2022.

### IESC Scope Increases

Effective March 23, 2022, BIA Director memorandum expanded the IESC scope to include certain Division of Real Estate Services functions. Performance of DRES functions will allow for modernized energy related business processes, thereby achieving better protection of Trust records and combined efficiencies in the area of energy and mineral development.

### Mineral Royalty Accounting Distribution (MRAD)

The IESC will oversee twice-monthly distribution of allotted (individually owned) revenues to Individual Indian owners. IESC is now responsible for the oversight and certification of the transfer of financial data from ONRR to BIA and troubleshooting issues. MRAD operations involves the following Departments and three integrated systems:

- **Mineral Revenue Management Support System (MRMSS)** -ONRR
- **Trust Asset and Accounting Management System (TAAMS)** – BIA
- **Trust Funds Accounting System (TFAS)** now the Innovest System – BTFA.

### TAAMS Mineral User Group

The Trust Asset and Accounting Management System (TAAMS) User Group is a body of subject matter experts/Realty Specialists. The group meets regularly to identify user needs for the TAAMS system, draft system modification requests, complete user acceptance testing, business rule development/modifications, and works with the Contracting Officer's Representative for the TAAMS contract to address CGI, Inc. (TAAMS vendor issues or recommendations).

## Indian Energy Service Center



### Bipartisan Infrastructure Legislation (BIL), Orphaned and Abandoned Wells

Tribal Grants for Orphaned Well Project IESC collaborated with the Office of Environmental Policy and Compliance (OPEC) to develop a grant funding distribution instrument for \$150 million earmarked for Tribes in the Bipartisan Infrastructure Legislation (BIL).

As of December 2021, IESC established a Data Analysis Team and completed preliminary data generation of a comprehensive inventory of orphaned oil and gas wells on Indian lands. The IESC received all the well data requests from BOGS and is currently reviewing next steps. IESC coordinated with BIA leadership on a strategy for tribal outreach including consultation sessions to solicit tribal input on development of the orphaned well grant mechanism. A scope of work was prepared to procure the services of a contractor to support tribal consultation and outreach sessions.

Going forward two additional Tribal Listening Sessions are being planned for the Bipartisan Infrastructure Law (BIL) Section 40601 Orphaned Well Program. IESC will be assisting with grant review and on-going technical assistance for program development.

### Upcoming Training - Standard Operating Procedures (SOP) on Indian Fluid Minerals

*August 2 – 3, 2022, 8:00 a.m. – 12:00 p.m.  
2 half-day sessions*

**Course Description:** Employees attending the Standard Operating Procedures (SOP) for Indian fluid minerals will gain an understanding of the interdependent roles and responsibilities among DOI Bureaus and Offices involved in the development of fluid minerals on trust lands across the United States.

**Course Objectives:** An outline of the roles and responsibilities of each agency with the primary focus on the interdependent responsibilities and handoffs between agencies for fluid mineral development (oil and gas) on trust lands.

**Location:** Virtual via WebEx Training (Link will be provided after registration)

**Instructors:** BIA, BLM, ONRR, BTFA, Subject Matter Experts

**Course Level:** All levels

**CPE:** Everyone may qualify for 7.5 CPEs

**Cost:** \$0

**Registration:** Please register in DOI Talent. If you have questions, contact IESC by email at [IndianEnergyServiceCenter@bia.gov](mailto:IndianEnergyServiceCenter@bia.gov).





### Renewable Energy Accelerated Deployment Initiative (READI) for Indian Country

The IESC established a work strategy to support the Department's goal to further clean energy initiatives. The READI process is aimed at presenting clean energy development options to Tribal and Individual Indian Owners and receiving input through structured and coordinated dialogue.

- Enhanced outreach and communication to Tribes on existing renewable energy development opportunities (i.e., assistance programs from the Department of Energy and Division of Energy and Mineral Development (DEMD))
- Consultation, outreach, and communication to Tribes and Individual Indian owners
- BIA Regional and Agency offices invited to participate – future events to be determined
- Regulatory updates, process development, and streamlining leasing procedures
- Potential additional public resources and support functions to include technical assistance, permit coordination, and others for Tribes

Clean energy implementation on Indian lands could be expanded through a comprehensive process similar to that of fluid minerals on Indian lands, subject to the preference of the sovereign Tribal and Individual Indian owners.

Expanding the clean energy focus may include establishing new regulatory provisions that provide for regularly advertised, competitive clean energy sales, lease title maintenance and designation, renewable facility energy permitting, revenue collection and disbursement, and comprehensive valuation, accounting compliance, and enforcement of these activities.

### Delegation of Authority Updates

The IESC Indian Affairs Manual 48 IAM and Departmental Manual 38 DM 1 are in the process of being updated to reflect organizational realignments, role, and responsibilities consistent with IESC's new delegation.



*Handful of various minerals*

### Mineral Bonds/Sureties for Nationwide Collected Bonds

The IESC will house and maintain original BIA nationwide sureties for energy and mineral companies. Energy and Mineral Company Bankruptcies. The IESC responds to Solicitor requests for information related to energy and mineral bankruptcies. Updates nationwide sureties as required.

## Indian Energy Service Center



**Indian Energy Service Center**

BIA ◊ BLM ◊ BTFA ◊ ONRR



### Fluid Mineral Estate Procedural Handbook, 52 IAM X-H

The IESC will be responsible for maintenance and updates to the Fluid Mineral Handbook, dated August 14, 2012. A pending update includes Communitization Agreement adjudication and Indian Solid Minerals Guidance and Development. A National Policy Memorandum must be issued to address policy changes until an Indian Affairs Manual (IAM) can be amended or approved.

### Onshore Energy & Mineral Lease Management Interagency SOP, Indian Solid Minerals

The IESC is responsible for content maintenance, updates, and training. OMB Circular A-123, Management's Responsibility for Internal Control Nationwide and annual review of transactions.

## Upcoming Federal Partners Meetings

FEDERAL PARTNER CHARTERS	NEXT MEETING DATES FOR FY2022-23
SOUTHWEST	JULY 12, 2022 8:30AM – 12:00PM MT
OKLAHOMA/TEXAS/KANSAS	AUGUST 9, 2022 8:30AM – 12:00PM MT
FORT BERTHOLD (FEDS ONLY)	AUGUST (TENTATIVE) 8:00AM – 1:00PM MT
FORT BERTHOLD (WITH MHA NATION)	AUGUST (TENTATIVE) 8:15AM – 3:00PM MT
ROCKY MOUNTAIN	SEPTEMBER 15, 2022 8:30AM – 11:30AM MT
NAVAJO	OCTOBER 6, 2022 8:30AM – 11:30AM MT
UINTAH & OURAY (U&O)	NOVEMBER 3, 2022 8:30AM – 11:30AM MT
INDIAN ENERGY AND MINERALS STEERING COMMITTEE (IEMSC)	DECEMBER 7, 2022 8:00AM – 3:00PM MT



## Pathways Internship Program



*“Contact [OTSPathways@bia.gov](mailto:OTSPathways@bia.gov) for a one-on-one information session about the internship program or hosting an intern.”*

**Mackenzie Neal**  
Pathways Program Manager



*“Pathways staff did an excellent job of fostering my interests and placing me in a division/branch that best suited my career goals.”*

**Ryan Portalatin, former intern**  
Texas Tech University graduate  
Fish & Wildlife Resource  
Specialist

### BIA Sponsors 45 Pathways Interns

In the Spring and Summer of FY 2022, the Pathways Program has sponsored 45 Student Trainees across several programs and offices.

- 17 in Agriculture & Rangeland Management
- 7 in Forestry
- 6 in Wildland Fire Management
- 5 in Tribal Climate Resilience
- 4 in Real Estate Services
- 2 Energy and Minerals Development
- 1 in Water and Power
- 1 in Geospatial Information Services
- 1 in Office of Indian Services
- 1 in Land Titles and Records

### Pathways Hosts Sought

Offices interested in hosting an intern can contact [otspathways@bia.gov](mailto:otspathways@bia.gov) to learn more! Pathways staff are also happy to host information sessions or meet one-on-one with interested parties.

### Outreach and Hiring Announcement

Pathways is resuming outreach activities this summer and plans to launch new hiring announcements in early August to attract candidates for Fall, Spring, and Summer Internships.

### Policy Update

The Pathways Program recently updated its policy and the Program now covers all Student Trainee salaries, overtime, and travel costs. Pathways staff now manage travel and timekeeping duties to reduce the administrative burden on host offices. Students and host offices have provided excellent feedback over the last year, and additional program updates are on the way!

## Pathways Internship Program Success Story



*Dalyna Hanna earned B.S. in Environmental Science & Natural Resources*

### Pathways Program Hires PhD Student

Dalyna Hannah is an enrolled member of the Navajo Nation. She graduated with a Bachelor of Science Degree in Environmental Science and Natural Resources from Navajo Technical University in New Mexico. As an undergraduate, she was employed as a student intern under a Pinyon Pine Climate Change Research Project research grant.

Currently, Dalyna is pursuing her PhD in Natural Resources at the University of Idaho, where she most recently completed her first year. She applied for and was accepted as a Pathways intern in the summer of 2021, where she worked remotely with the Branch of Geospatial Services. Her 2022 summer assignment is working remotely for the BIA National Interagency Fire Center.

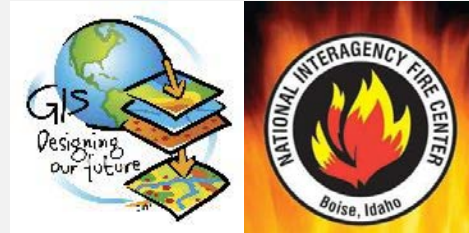
### Questions & Answers about Pathways

#### **Dalyna, what do you like about the program as a student?**

The pathways program provides amazing opportunities to gain new skills and knowledge in fields that meet my interest in possible long-term careers. The Pathways team has been incredible to work with and have made the process smooth. My experience with the Pathways has been amazing and I look forward to the new experiences that I will come across within the BIA!

#### **What are some of the benefits you received from Pathways?**

I have made great connections with individuals with similar interests. I have focused on each of these fields throughout my educational journey and gaining real life experience is incredible. I will be forever thankful to the BIA Pathways program for giving me these experiences.



I have the opportunity to gain new experiences within the environmental fields by working in the Branch of Geospatial Services (BOGS) and Wildland Fire Management.

#### **What would you say to someone thinking about Pathways as an option?**

I would recommend they take the opportunity! This is an excellent program that provides new and amazing opportunities to help explore potential career choices upon graduation, while assisting tribes.

#### **List three words that describe your position**

Rehabilitation, Adventure, and Determination.

#### **What are your hobbies and what do you like to do in your free time?**

In my free time I enjoy hiking, fishing, croqueting, playing volleyball, spending time with my family, friends, and dogs. Recently, I've also been learning how to make beaded earrings!





## Pathways Internship Program Success Story



*Jordan Matula to graduate with B.S. in Biology and start full-time job in December 2022*

### Pathways Program Intern finds place in Natural Resources

I grew up in South Dakota and am a citizen of the Oglala Lakota Sioux Tribe. Before moving to Omaha, Nebraska to follow my passion for wildlife and conservation, I developed my love for science by obtaining an associate degree in Medical Laboratory Technology in 2012 and worked in the microbiology department at Sanford Medical Center, Sioux Falls, SD.

I am a Senior at the University of Nebraska at Omaha (UNO), pursuing a degree in biology. Last fall I received my certificate in Tribal Management and Emergency Services at UNO, and while working for UNO's Native American Studies Department I learned of and applied for the BIA's Pathways Program Internship.



As a Rangeland Management intern, I have had the privilege of working for both the Northeast and North Central Climate Adaptation Science Centers. My internship led me to my current telework position within BIA's Branch of Fisheries, Wildlife and Recreation, where I plan to continue to work as a full-time employee after graduation this December 2022.

### Questions & Answer about Pathways

#### Jordan, what did you like about the program as a student?

Pathways has allowed me to explore my interests and opportunities that support Natives with an environmental and biological sciences degree.

#### What are some of the benefits you received from Pathways?

Being able to combine the love I have for my Lakota culture with my passion for conservation has a gift I did not know was possible. I have learned about tribal and federal relations and ecological knowledge of tribes throughout Turtle Island. Other benefits include unique travel and training opportunities, being able to telework while taking classes, and gaining invaluable professional and leadership guidance from BIA staff while improving my own skills.

#### What would you say to someone thinking about Pathways as an option?

I would absolutely encourage any student thinking about Pathways to apply. The team managing the program are incredibly supporting and compassionate individuals. They take the time to get to know your interests and career goals to place you in a position where you can flourish.

#### List three words that describe your position

Conservation, Treaty Rights

#### What are your hobbies and what do you like to do in your free time?

In my spare time I enjoy paddle boarding, hiking, fishing, beading, gardening, spending time with my dogs or honing my cooking skills.



## Spotlight on Eastern Region



### Logistics of Service

The BIA Eastern Regional Office is in Nashville, Tennessee. This Region includes staff located at Agencies in Cherokee, North Carolina, Hollywood, Florida and Philadelphia, Mississippi. A New York Field Office formerly located in Syracuse, New York, has been temporarily located to Cherokee. A total of 34 Tribes are served in a geographic service area encompassing much of the east coast of the United States.

### 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 with Tribes to respond with services in the following program areas:

- Natural Resources
- Forestry and Wildland Fire
- Geospatial Information Systems
- Probate & Real Estate Services
- Environmental & Cultural Resources
- Water Resources

The Eastern Region has jurisdiction working with Tribes in twelve states (Alabama, Connecticut, Florida, Louisiana, Maine, Massachusetts, Mississippi, New York, North Carolina, Rhode Island, South Carolina, and Virginia).

### Eastern Region Map of Service Area



[View](#) the Interactive map of Indian lands.

### Eastern Tribes

The Eastern Region encompasses a dynamic and diverse mix of Tribes and natural resources. There are over 62,000 Tribal Members that make up the 34 Tribes under the Eastern Region's jurisdiction. The service area includes 460,980 acres held in trust, and 102,677 acres of restricted lands.

The Eastern Region's jurisdictional area consists of the states from Maine to Florida over to Louisiana and up to Illinois. Despite the Region covering 27 states, there are only 12 states inhabited by federally recognized tribes in the Eastern Region.

### Trust Leadership

The Deputy Regional Director serves as the designated official for maintaining and discharging the trust responsibility of the Secretary of the Interior through public laws and restricted requirements concerning tribally owned lands. The position works closely with the Regional Trust Administrator to administer trust asset management activities within the Region. The position is also responsible for budgeting, program planning, and developing mutual relationships with Natural Resources, Forestry and Real Estate Services groups.

Mr. Eric L. Wilcox, Sr., Deputy Regional Director-Trust Services agreed to an interview on his experiences (*See interview on pages 38-39*).



## Spotlight on Eastern Region Deputy



*Eric L. Wilcox, Sr., Deputy Regional Director-Trust Services and Eric in traditional regalia carrying flag*

### ERIC L. WILCOX, Sr. Biography

I am a citizen of the Narragansett Indian Tribe of Rhode Island. After graduating from Central High School, I attended Central State University in Wilberforce, Ohio. I'm a military veteran by virtue of my service in the United States Air Force. I worked for the Narragansett Indian Tribe as the Director of Community Planning and Development, which lead me to my current government service.

### The Interview

Mr. Wilcox joined the Trust leadership team as a Deputy Regional Director in 2022, and he was recently interviewed about his experiences. Here is what he had to say.

#### What was your first government job?

Transportation Planner, BIA Eastern Region in 2005.

#### What do you do for fun?

I enjoy playing golf, I'm also an avid bowler and enjoy NASCAR racing. I'm a traditional dancer that participates in various powwows.

#### Which Trust program/duties were a surprise?

I'm enjoying learning about all the Trust programs; I was surprised by Real Estate Services and all the different divisions that make up Real Estate Services, such as Rights of Way; Tenure and Management; Rights Protection; Acquisition and Disposal, and Probate.

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

The Real Estate Service program stands out as one of the top programs. Within Real Estate Services, I get the satisfaction of knowing I have been instrumental with assisting Tribe's restore their homelands through the Fee to Trust component. Additionally, with the Fee to Trust process I get to see all the various parts of the Federal government that are involved in this process.

#### I am a public servant because...

I am a public servant because, as a member of a federally recognized Tribe, it is an honor and responsibility to help tribal governments reach self-sufficiency. There is no better feeling then to know that in some way I have had an impact on the success of a Tribal Nation.

#### Share a positive work memory.

Eastern Region has been the beneficiary of six (6) newly recognized Virginia tribes in recent years and my positive work memory is being a part of the regional leadership team that met for the first time, government to government, with the Tribal leadership of those six Tribes to begin the work of familiarizing these newly recognized tribes with the variety of Bureau programs.

- Chickahominy Indian Tribe
- Chickahominy Tribe-Eastern Division
- Monacan Indian Nation
- Nansemond Indian Nation
- Rappahannock Tribe, Inc.
- Upper Mattaponi Indian Tribe

## Spotlight on Eastern Region Deputy



*Eric Wilcox participating in his tribal traditional dance and photos in two different types of regalia*

### **Describe a positive business practice your Region implemented to improve the customer experience in a 100% telework environment.**

In the early half of 2019, the start of the pandemic we pondered how are we going to meet our responsibility of 638 contract monitoring in a 100% telework environment. Our program managers got together, led by our Natural Resources Branch, and came up with a way in which to perform contract monitoring responsibilities and handle technical assistance in a virtual manner. It not only allowed us to reestablish contact with our tribal counterparts, but we also developed a means to review critical contract documents in electronic format, thereby permitting us to continue to provide technical assistance and support to tribes, who were also impacted by the pandemic.

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

To achieve professional growth within our organization, I would recommend that the individual be teachable, open to learning more than just the job identified in their respective position description. Instead of being a specialist in one area, be a generalist in all areas. This will provide the opportunities to learn about our entire organization. Additionally, and just as important is to get to know the leadership within the organization, they hold the institutional and historical knowledge that is so important.

### **What was your greatest challenge in FY21 or FY22?**

One of my greatest challenges in FY21 and FY22 and I believe is a challenge for the Bureau of Indian Affairs is rebounding from this pandemic and inspiring the regional staff on how we're going to meet the Bureau mission in this new environment.

### **Did you have a mentor in BIA?**

I have had many people that have impacted my career, however, there are two individuals that I credit with the most impact and truly consider them mentors: Robert Impson, Deputy Regional Director (retired), Eastern Region and Bruce Maytubby, Regional Director (retired), Eastern Region. I'm now in the same position of Deputy Regional Director, as those leaders before me like Robert Impson, Bruce Maytubby, Sr., Johnna Blackhair, and Kimberly Bouchard, all that I've looked up to and admired since joining the Bureau of Indian Affairs.

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

I would like to be remembered as someone who was committed to his work, that used the knowledge gained from those that guided and mentored me to improve the communities of not only Eastern Region's tribes, but Indian Country as a whole.

## Eastern Region: Division of Real Estate Services



### Completion of the Cherokee Records Scanning Project at the Cherokee Agency

On March 20, 2022, the Eastern Region completed its initiative to scan and image approximately 55 cubic feet of federal records housed in the Cherokee Agency office building prior to the transfer of custody to the Eastern Band of Cherokee Indian (EBCI) for use in its tribal realty program.



*Federal records at Trust program office*

The project was initiated in connection with the contracting of the Cherokee Agency Real Estate Services program by the EBCI beginning in FY 2020.

To accomplish the task, the Eastern Regional Office developed, solicited, and awarded a contract with Kituwah Services LLC, a tribal-owned business, to prep, scan and digitize approximately 55 cubic feet of realty records stored with Agency filing systems beginning in November 2021.

Deliverables included an electronic set of indexed scanned files in PDF format on encrypted external hard drives.



*Kituwah Board of Kituwah Services, LLC*

Agency and Regional Office staff were available to provide technical assistance, general support, and quality control oversight during the project.

The timely and successful accomplishment of the project will enhance the ability of the tribe and agency to provide uninterrupted trust real estate services in the discharge of the federal government's fiduciary responsibilities to the tribe and its members while maintaining the security and integrity of its trust records.





Landscape photo of buildings on the Upper Mattaponi Indian Tribe lands

### 26.69-Acre Fee to Trust Land Acquisition for Upper Mattaponi Indian Tribe

Two parcels of land totaling 26.69 acres in King William County, Virginia were accepted into trust as mandatory acquisitions for the Tribe by deeds signed by the Regional Director, Eastern Region on April 14, 2022. The parcels include the historic Sharon Indian School, the tribe’s government center and its pow-wow grounds.



*“The Upper Mattaponi Tribe now has tribal lands on which we can exercise our sovereignty, rebuild, and further develop our community, and protect our way of life. Today is a momentous day for all of the citizens of our tribe and for those generations to come”.*

**Chief Frank Adams**  
**Upper Mattaponi Indian Tribe**

The acceptance of the land into trust represents the initial establishment of a tribal trust land base in the state of Virginia. The land will be used to meet the growing tribal community by serving as a central location for community events, tribal meetings, and future economic development.

Putting land into trust brings many benefits for Tribes. Trust land is governed by tribal laws, rather than state laws. Having trust land helps the Tribe access a variety of federal programs and services, including economic development preferences, housing support, and enhanced abilities to manage cultural and environmental resources.

The acceptance of the land into trust was pursuant to the authority of the [Thomasina E. Jordan Indian Tribes of Virginia Federal Recognition Act of 2017](#) (the Act), signed into law on January 29, 2018, as Public Law No. 115-121. The Tribe is one of six tribes that received federal recognition under the Act which made the Tribe and its members eligible for the services and benefits provided by the federal government to federally recognized Indian tribes, without regard to the existence of a reservation for the tribe.

## Eastern Region: Division of Real Estate Services



*Eastern Band of Cherokee celebration of the 307-Acre Kituwah Property being taken in trust on Saturday, May 21, 2022*

### **307-Acre Fee-to-Trust Land Acquisition for the Eastern Band of Cherokee Indians (EBCI)**

A fee -to-trust land acquisition of the 307-acre Kituwah Property in Swain County, North Carolina, for the Eastern Band of Cherokee Indians (EBCI). The property, known as the Kituwah Mother site, is of great cultural importance to the Tribe. It was placed into trust for the EBCI by deed signed by the Regional Director, Eastern Region on December 3, 2021. It is the site of the Kituwah, the foremost of the seven Cherokee “Mother Towns” and is the traditional birthplace of the Cherokee people.

The mound is about six feet tall, reduced in height after years of arming when it was not under Cherokee ownership, from 1820 to 1996. Originally, the mound was 15 to 20 feet tall, and one of the places of the “eternal flame”.

On Saturday, May 21, 2022, the three federally recognized Cherokee Tribes, the Eastern Band of Cherokee Indians, the Cherokee Nation, and the United Keetoowah Band of Cherokee Indians of Oklahoma, came together to celebrate the Mother Town being back under Cherokee control.

Honoring the “mother town” was akin to honoring Selu, the Cherokee Corn Mother. Honoring mothers is a concept that has pervaded Cherokee culture. Well into the 20<sup>th</sup> century, the Cherokee operated on a matrilineal system, in which lineage is traced through the mother and maternal ancestors.



*Location of the Kituwah Mound which stands about six feet tall, reduced in height after years of farming, when it was not under Cherokee ownership*



## Eastern Region: Invasive Species



*Miccosukee Tribe of Indians of Florida Invasive Species Program addresses Burmese Python. A recently captured adult female on Miccosukee land was carrying 74 developing eggs.*

### BIA Funding has Positive Effect on Python Problem

The Miccosukee Tribe of Florida's Fish and Wildlife Department was able to remove over 1,000 pounds for pythons.

The Tribe is located within the heart of the Florida Everglades, spanning across six counties and nearly 300,000 acres with a culture and way of life dependent on a healthy and restored Everglade's ecosystem. Tribal members reside on both the 74,812-acre Federal Indian Reservation and the 667-acre [Miccosukee Reserved Area](#), which are located within the designated Everglades Protection Area. Additionally, the Tribe maintains a perpetual lease agreement with the State of Florida for approximately 189,00 acres of protected wetlands.

The Burmese python (*Python bivittatus*) is a large, nonvenomous constrictor snake that has become one of the most infamous invasive species in Florida. They grow to lengths of up to 23 feet and weigh almost 200 pounds. Hatchlings range in length from 19-31 inches and can double in size within the first year (Harvey et al. 2008, Wilson et al. 2011)

Females lay eggs in May and June and remain coiled around the clutch until hatching occurs in July and August. In a sample of eight clutches discovered in South Florida (one nest and seven pregnant females), the average clutch size was 36 eggs, but pythons have been known to lay as many as 107 eggs.

The population size is estimated to be approximately 100,000 in Florida and is linked to reductions of animal populations that have affected the Tribe's way of life by reducing the availability of game species.



*The Miccosukee Fish & Wildlife Department has invested in a python K9 detection dog*

Pythons are difficult to find in vegetation. The Tribe is the first to use this method that is proving successful. In three weeks, with the aid of the K9, they are removing more pythons than in the previous year.



## Recognition of Length of Service



### Celebrated Employees

Trust Team Members, congratulations on achieving your 5, 10, 15, 20, 25, 30 and 40-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 2022 career milestone.

#### 5 Years

**Keisha Bird Hat**, *Rangeland Mgmt. Spec. (Trainee)*

**Kelly Bolton**, *Student Trainee (Forestry)*

**Shelli Grywusiewicz**, *Administrative Specialist*

**Mikail Kane**, *Student Trainee (Pathways)*

**Marie Many Wounds**, *Realty Clerk*

**Aitana Paxson**, *Student Trainee (Fire)*

**Ryan Portalatin**, *Fish & Wildlife Resources Spec.*

**Alyssa Samoy**, *Climate Resilience Planning Spec.*

**Rachel Tom**, *Student Trainee (Forestry)*

#### 10 Years

**Hayes Haas**, *Natural Resource Specialist (GIS)*

**Allyn Overgaard**, *Property Management Specialist*

#### 15 Years

**Garth Fisher**, *Fire Management Spec. (Trainee)*

**Violet Holley**, *Forester*

**David Hummer**, *Mining Engineer*

**Lloyd Irvine**, *Supervisory Equipment Specialist*

**Joseph Kafka**, *Fire Mgmt. Spec. (Data Analyst)*

#### 20 Years

**Dale Albert Bond**, *Realty Officer*

**Rosina Carrion**, *Program Specialist*

**Sandra Dietz**, *Realty Specialist*

**Melanie Fallis**, *Program Analyst*

**Gerald Hood**, *Cartographic Technician*

**Sharon Kidman**, *Realty Specialist*

**David Morsette**, *Forestry Technician*

**Ira New Breast**, *Water & Land Resources Officer*

#### 25 Years

**Carol Leader Charge**, *Administrative Officer*

**Brenda Racehorse**, *Budget Analyst (Fire)*

#### 30 Years

**Sharon Clark-Begay**, *Program Analyst*

#### 35 Years

**Debi Koebrick**, *Program Analyst*

**Lesley Watson**, *Program Analyst*

*A few employees volunteered to contribute to articles highlighting their federal service. See following pages for more information.*

## Recognition of Length of Service



**Allyn Overgaard**  
**Property Management Specialist**  
 National Interagency Fire Center  
**10 YEARS**



**Melanie Fallis**  
**Program Analyst**  
 Land Titles and Records  
**20 YEARS**

Prior to BIA I worked as a Tax Specialist for the Shoshone Bannock Tribes, Accounts/Payable at Warbonnet Electric, and an Administrative Assistant to Director of Finance at Boise Inc. Paper Supply. I attended Idaho State University and the University of Phoenix. My BIA career began in 2012, and although most of my career has been working for the private sector and my Tribal Government, working for the BIA has been by far the most rewarding. My BIA career includes the positions of Fuels Program Assistant, Administrative Assistant and I currently serve as the BIA NIFC Property Management Specialist.

Working in Wildland Fire Management has given me a sense of accomplishment knowing that my involvement and effort helps our Native American Communities. I enjoy my job because I get to meet new people throughout Indian Country that I would not otherwise have had the opportunity to if not for my job. As a member of the Shoshone Bannock Tribes, I am honored to work for and serve Indian Country, as it is near and dear to me. In my free time I enjoy boating, hiking, interior design and spending time with my children and family.



*Excited to meet my new grandson, as Property Management Specialist I took delivery of a new Crew Carrier for Geronimo Hotshot Crew*

I started my career working with DataCom Services as a contractor with BIA in 1999 working with legal documents in the conveying of interests for Indian trust lands. In 2002, I was hired as Legal Instruments Examiner with Great Plain Region, Land Titles, and Records Office. I continued to work with Great Plains Regional Office as Examiner, Recorder, Lead Legal Instruments Examiner and Supervisor until 2020. I then started my current position as Program Analyst for Division of Land Titles and Records providing technical assistance to Regional LTRO offices across the nation.

I am an enrolled member of the Crow Creek Sioux Tribe and take pride in the fact that I can assist in the transfer of lands for my people and other ancestors across the nation.

My favorite part of my job is working with and meeting new people and the ability to assist in any way I can. In the many years of working within the BIA I have made long lasting friendships and get to share my knowledge. In my free time I enjoy spending time with my four children and grandson.



*My children and grandson alongside Crow Creek Sioux Tribe logo*

## Recognition of Length of Service

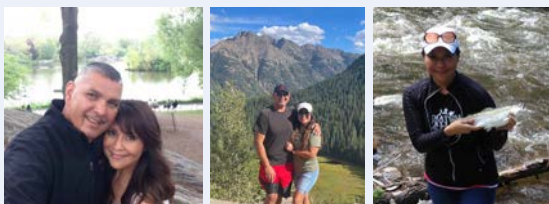


**Rosina Carrion**  
**Pathways Program Specialist**  
Strategic Recruitment  
**20 YEARS**

I began my career as Coordinator for a non-profit agency overseeing child custody issues to ensure they continue to receive needed services. In 2002, I made a career move to BIA, Division of Transportation as an office clerk and enrolled in college courses in the evening. My hard work paid off when I was promoted to Program Support Specialist and obtained my Business Degree. I am pleased to say I have worked for BIA Transportation for 18 years. The gratification I receive in helping Indian Country is an experience I will hold onto for years to come.

I developed a strong passion to support our community and to provide the best service that will empower and enhance the program. I am honored and humbled by OTS Pathways Program's decision to hire me as a Program Specialist. I truly enjoy working/assisting our incredible Student Trainees to succeed in their BIA careers. It is especially rewarding to witness a student come aboard as an intern and leave Pathways as a permanent BIA employee.

Some of the things I enjoy is spending time with family, camping, fishing, and traveling.



*Visit to NYC Central Park with my husband,  
hiking in the mountains and fishing*



**Sharon Kidman**  
**HEARTH Act Coordinator**  
Real Estate Services  
**20 YEARS**

Sharon Kidman is a member of the Fort Peck Assiniboine and Sioux Tribe. She earned an Associate of Arts degree in Criminal Justice from the Fort Peck Community College and plans to complete her Bachelor of Science (on-line) degree in Political Science from Belmont University in the near future.

Her career spans work within the Divisions of Trust and Indian Services. In March 2020, she was hired as the HEARTH Act Coordinator for the Central office Division of Real Estate Services. Prior to this she was a Realty Specialist at the Southern Pueblos Agency and was detailed to the Southwest Region and to assist other agencies. Sharon highlights her work with as the Agency Job Placement and Training Program Coordinator where she built lasting partnerships with vocational trade schools. Sharon is one of two co-founders of the Collaborative Employability Group, a mobile training group for Job searching, networking, dressing for success, and resume building. The program was highlighted in a KRQE News interview in October of 2014, "Pueblos Team up with colleges for employment training" at <https://www.youtube.com/watch?v=1-MQyJFWTCM>.



*Sharon enjoys spending time with her family  
and being outdoors*





### Verify Beneficiary Designation in New TSP System

<https://www.tsp.gov>

The Thrift Savings Plan (TSP) transitioned to a new system June 1, 2022. Primary beneficiary information was not carried over for 157,000 participants (2.5% of all TSP account holders). Members are asked to sign-in to their account and confirm beneficiary information. Although investors are not required to make beneficiary designations, if they don't a "standard order of precedence" applies.



### DOI Ranks #9 in Best Places to work in the Federal Government

The Department of the Interior ranked 9 out of 17 large agencies ranked in the Partnership for Public Services scoring on overall employee engagement and satisfaction. The DOI survey results indicate categories of high and low performance results for each federal agency. General categories are as follows:

**Highs:** Innovation, COVID supportive leaders and Employee Well-Being, Employee Skills-Mission Match, Innovation, Recognition, and Effective Leadership: Empowerment

**Lows:** Performance Work Unit, COVID Return to Work, Effective Leadership, Teamwork, and Work-Life Balance

*[Profiles in Improvement](#) features agencies that improved their engagement scores or rankings.*

Source: 2021 U.S. OPM's Federal Employee Viewpoint Survey results size of agency  
<https://www.bestplacetowork.org/rankings>.



### Are you Ready to Retire?

Many individuals consider retirement at the end of a calendar year. If you are [considering retirement](#) it is time to get started now with these four steps:

1. Sign up for a pre-retirement counseling seminar.
2. Ask your agency's benefit counselor [Judi.jones@bia.gov](mailto:Judi.jones@bia.gov) to go through your Official Personnel Folder (OPF) to make sure it includes all your periods of federal service, the effective dates of each pay adjustment, your present Health (FEHB) and life (FEGLI) insurance coverage, and any designations of beneficiary you filed. Missing items will need to be corrected including time for active-duty military service.
3. Make sure you meet the age and service requirements to retire ([FERS](#)) and ([CSRS](#)) and the requirements to keep your health and life insurance.
4. Request an estimate of your retirement annuity. If you are a FERS employee, you will also need an estimate of your [Special Retirement Supplement](#) if you will be retiring before age 62.
5. Fill out your retirement application [SF 2801 \(CSRS\)](#) or [SF 3107 \(FERS\)](#). After you've filled out the form, give the original to your benefits counselor and keep a copy for yourself.



### Free Retirement Related Webinars

<https://f3eonline.org>

The F3E is a 501(c)(3) nonprofit organization dedicated to spreading financial literacy by providing free educational resources. Sign up for webinars such as Pre-Retirement Planning, Retirement Readiness, Your Federal Benefits in Retirement, Social Security, Understanding your TSP. You will have an opportunity schedule-one-on-one session with an advisor on your unique circumstances.