

# IRR Program Streamlining

## U.S. Department of the Interior Bureau of Indian Affairs

Consultation



# Purpose

Identify opportunities to improve efficiency through BIA staffing reductions, resource sharing, and potential consolidation of programs and offices in order to deliver the Indian Reservation Roads Program to tribes in the most efficient manner possible

# Approach

- Consult with tribes, and receive input on ways to streamline BIA to meet budgetary constraints while improving responsiveness to the needs of the Tribes
- Solicit input from BIA staff on ways to streamline internal procedures
- Analyze current staffing and organizational structure to identify redundancy
- Consideration of changes in functions of BIA with delivery options for program, functions, services and activities

# Objectives

- Realign services/responsibilities to increase efficiencies
- Realign services/procedures to increase consistency across various Program Delivery methods
- Reduce FTE footprint in order to operate within reduced budget

# Objectives

- Streamline procedures
- Maintain/improve Direct Service/technical assistance capabilities
- Receive input on ways to streamline BIA to meet budgetary constraints while improving responsiveness to the needs of the Tribes
- Empower Tribal Programs

# BIA Mission

- To enhance the quality of life, to promote economic opportunity, and to carry out the responsibility to protect and improve the trust assets of American Indians, Indian tribes and Alaska Natives
- To provide and maintain a safe and adequate transportation system to and within Indian reservations, Indian lands, and communities for Native Americans, visitors, resource users, and others while contributing to economic development, self determination and employment of Indian nations and Indian people

# History of the Indian Reservation Roads Program

- The Indian Reservation Roads (IRR) Program is a program of eligible transportation projects authorized under 23 U.S.C. 204.
- The program is jointly administered by BIA and FHWA's Federal Lands Highway, through a memorandum of agreement.
- The IRR Program (predecessor) was established on May 26, 1928, by Pub. L. 520, 25 U.S.C. 318(a).
- Under the Surface Transportation Assistance Act of 1982 (STAA), Pub. L. 97-424, Congress created the Federal Lands Highway Program (FLHP) and the IRR program as a coordinated program of FLHP.

# History of the Indian Reservation Roads Program (cont.)

- Each fiscal year FHWA allocates Title 23 USC IRR program funds to BIA to calculate the tribal shares from the funding formula (25 CFR 170.200)
- BIA and FHWA work with tribal governments and tribal organizations to develop an annual priority program of projects which is submitted to FHWA for approval based on available funding.
- BIA, FHWA and tribal governments implement the program in accordance with Title 23 USC, Title 23 CFR and applicable portions of Title 25 CFR.



# Program Delivery Methods

- Direct Service
  - Force Account work
  - Commercial contracts
  - Pre-90's
- Title I Self-Determination Contract
  - Since mid-1990's
- Title IV Self-Governance Compact
  - 1<sup>st</sup> pilot in FY1999
  - Open to all tribes in FY2003
- FHWA Program Agreement
  - Available since FY2005
- BIA IRR Program Agreement (G2G)
  - Available since FY2011

# Current Delivery

Region	FHWA Program Agreement	BIA Program Agreement	Title IV Agreement	Title I Contract	Direct Service
Great Plains	4	5	0	6	1
Southern Plains	1	4	4	6	9
Rocky Mtn	1	2	0	1	3
Alaska	79	25	19	106	0
Midwest	0	7	4	24	0
Eastern Oklahoma	3	4	5	2	6
Western Pacific	2	7	1	30	2
Central Office	6	2	6	90	0
Southwest					
Navajo	12	3	0	10	0
Northwest	1	0	0	0	0
Eastern	4	31	4	6	0
	2	3	1	18	1
<b>Total</b>	<b>115</b>	<b>93</b>	<b>44</b>	<b>299</b>	<b>22</b>

# Federally-Inherent Functions

- Non-contractible
- Changed by 25 CFR part 170
- Different between Delivery Methods

# Field Staff



- ~490 Employees
- 12 Regions
- 58 Duty locations

# Current Organization

Region	No. FTE*	No. of Duty Stations	No. of Tribes
Great Plains	25	6	16
Southern Plains	16	1	24
Rocky Mtn	34	6	7
Alaska	16	1	225
Midwest	25	4	35
Eastern Oklahoma	20	1	20
Western	56	7	42
Pacific	13	3	104
Central Office	14	2	0
Southwest	24	6	25
Navajo	203	15	1
Northwest	26	4	45
Eastern	13	2	28
	<b>485</b>	<b>58</b>	<b>572</b>

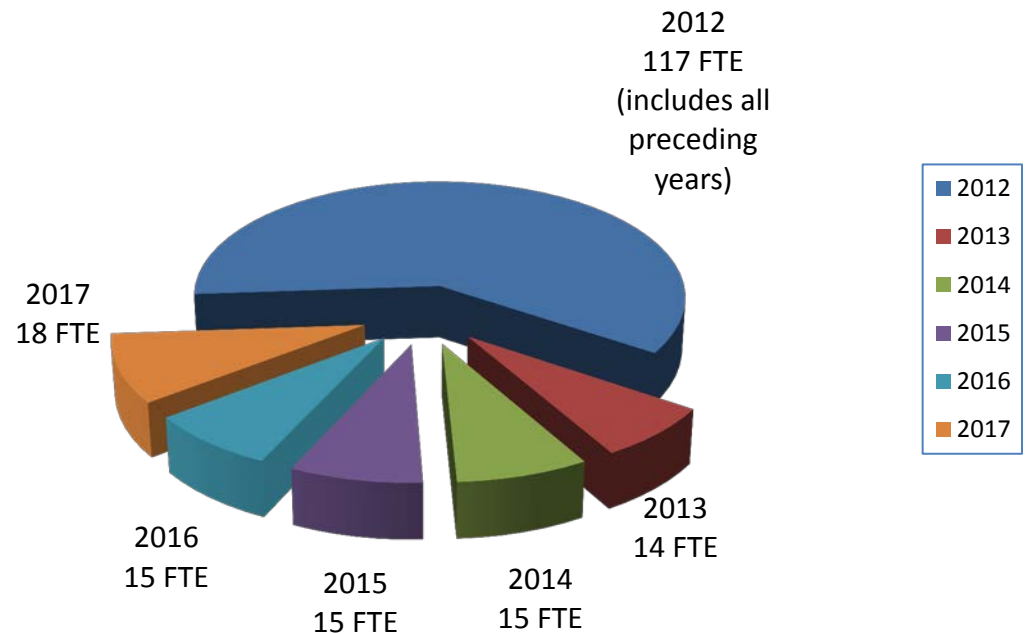
**\* Total FTE - including those performing Federally-inherent Functions, Direct Service Functions, and Road Maintenance Functions**

## BIA FTE\* Eligible to Retire and / or Separate (total 194)

As of September 30, 2012

- One-quarter of BIA transportation staff are retirement eligible.
- Approximately 15 staff become eligible every year after.

\*FTE – Full Time Employees



# Retirement Eligibility by Region

	Total FTE	Thru FY12	Thru FY17
Great Plains	25	6	5
Southern Plains	16	3	2
Rocky Mountain	34	6	8
Alaska	16	1	1
Midwest	25	2	1
Eastern Oklahoma	20	5	2
Western	56	26	7
Pacific	13	4	3
Central Office	14	6	3
Southwest	24	4	4
Navajo	203	46	35
Northwest	26	5	4
Eastern	13	3	2
<b>Total</b>	<b>485</b>	<b>117</b>	<b>77</b>

# Streamlining Options

- Explore VERA/VSIP Authority (Early-out & Buy-out)
  - Focus on retirement eligible candidates
  - Incentivize early-out and buy-outs
- Re-align service delivery, functions & responsibilities
  - Field staff assigned Central Office duties
  - Sharing of Regional/Agency staff
    - Manage workforce nationally
- Minimize BIA Agency/Regional oversight
  - Residual staff throughout BIA



# Streamlining Options

- Investigate Duty Stations
  - Central/Regional/Agency/Field Offices
  - Explore options for consolidating offices
- Explore opportunities to streamline services between FHWA and BIA
  - Identify redundant roles/responsibilities
  - Identify options for sharing staff
- Explore expanded use of template agreements/documents
  - Title I, Title IV, Program Agreements, Program reviews, etc

# Streamlining Options

- Examine current procedures to identify potential improvements in efficiency
  - Inventory review
  - TIP review
  - NEPA compliance
  - R/W acquisition
  - Program Reviews
  - Providing Technical Assistance
- Explore methods of receiving continual feedback on program performance
  - Indian Reservation Roads Program Coordinating Committee

# Required Results

- Ensure service delivery continues without interruption
- Continue support of Self-Governance and Self-Determination
- Maintain Ability to provide requested Direct Service Functions
- Improve consistency throughout Tribal Transportation Programs
  - From Region-to-Region
  - Between Program Delivery Methods
  - Between FHWA & BIA

# Tribal Consultation Sessions

- June 5 Anchorage, AK
- June 7 Spokane, WA
- June 12 Albuquerque, NM
- June 13 Phoenix, AZ
- June 14 Sacramento, CA
- June 19 Nashville, TN
- June 20 Oklahoma City, OK
- June 26 Billings, MT
- June 27 Rapid City, SD
- June 28 Mt. Pleasant, MI
- July 17 Fairbanks, AK
- July 18 Nome, AK
- July 19 Bethel, AK

# Written Comments

- Due by
  - July 27, 2012
- US Mail
  - Tribal Consultations and Informational Meeting comments
  - Office of the Deputy Director, Indian Services
  - U.S. Department of the Interior
  - 1849 C Street, NW
  - Mail Stop 4513 MIB, Washington D.C. 20240
- [irr.consultation@bia.gov](mailto:irr.consultation@bia.gov)
  - Subject: IRR Program Streamline Comments

# Discussion