



BUDGET The United States
Department of the Interior
JUSTIFICATIONS

and Performance Information
Fiscal Year 2025

**OFFICE OF THE
SECRETARY**

**DEPARTMENTWIDE
PROGRAMS**

NOTICE: These budget justifications are prepared for the Interior, Environment and Related Agencies Appropriations Subcommittees. Approval for release of the justifications prior to their printing in the public record of the Subcommittee hearings may be obtained through the Office of Budget of the Department of the Interior.



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**DEPARTMENT OF THE INTERIOR
OFFICE OF THE SECRETARY
FISCAL YEAR 2025 BUDGET JUSTIFICATIONS**

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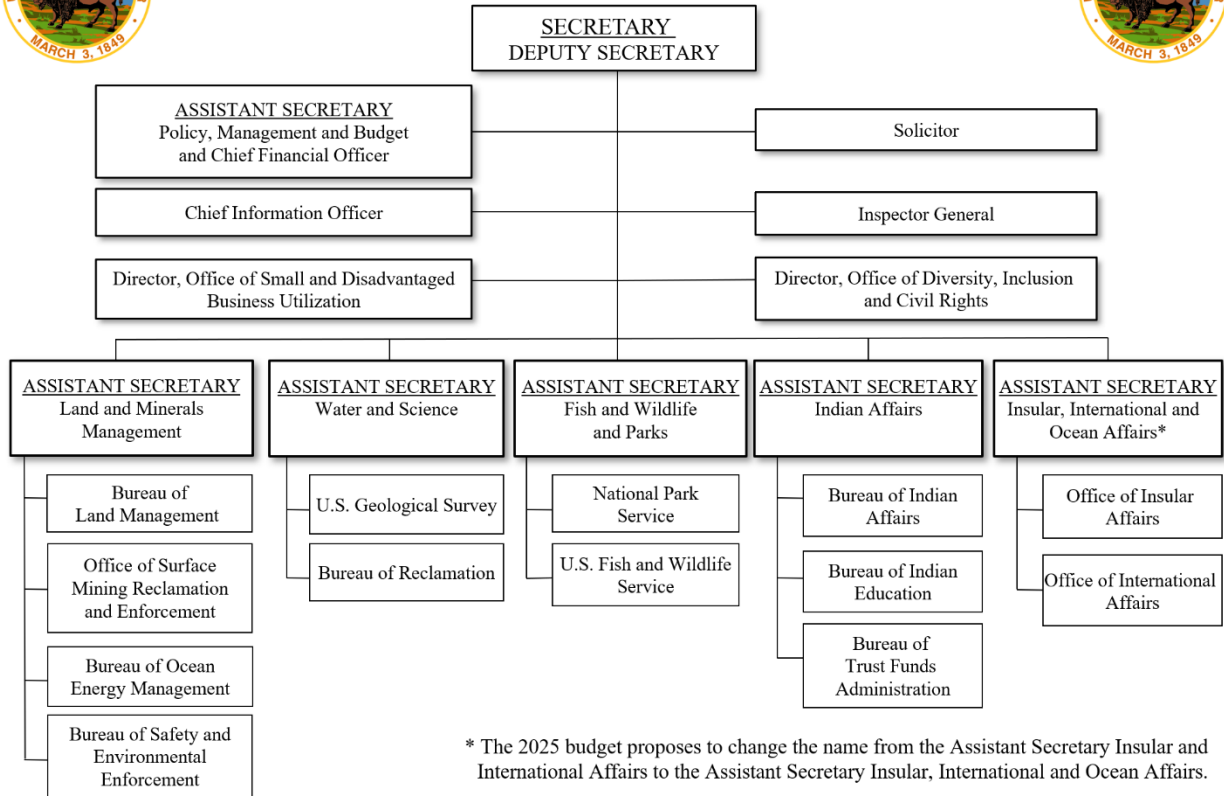
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Overview

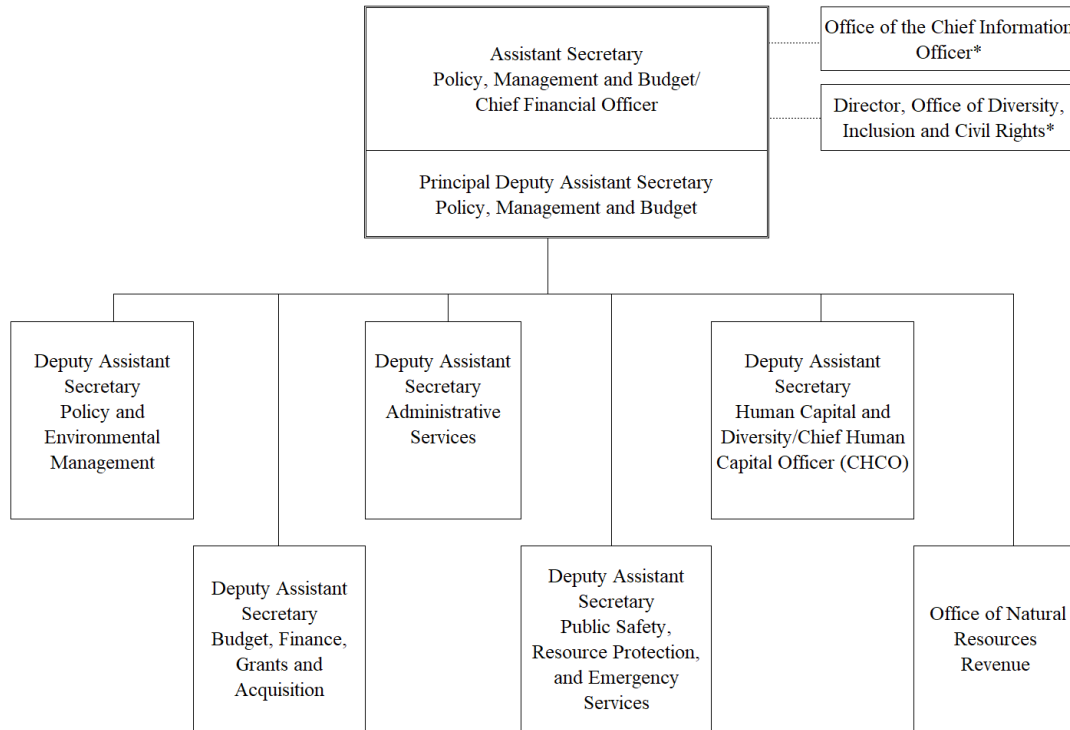


U.S. DEPARTMENT OF INTERIOR





Assistant Secretary - Policy, Management and Budget



* Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - Policy, Management and Budget.

Overview

As the steward of 20 percent of America's lands, the Department of the Interior (DOI; Interior) serves critical roles for the Nation. Interior is the manager of our country's national parks, national wildlife refuges, and other public lands. The Department works with States, Tribal Nations, and other partners to conserve and steward the Nation's natural resources and cultural heritage for the benefit, use, and enjoyment of the American people. Interior's scientists and technical experts provide actionable science and evidence people depend on to prepare for and respond to hazards and make everyday decisions affecting communities and local economies. The Department serves as the lead in fulfilling the Nation's Trust and other obligations to American Indians, Alaska Natives, Native Hawaiians, and the Insular Areas. Interior's programs are important to the Nation's economy: generating jobs, supporting local economic growth, building resilience to our changing climate, and managing the natural resources on which we all depend.

The President's 2025 Budget request for Interior builds on the momentum the Administration has achieved through historic investments to advance commitments to Tribal Nations, climate resilience, clean energy, conservation, environmental justice, and American jobs. The 2025 budget continues to reflect the importance of science, diversity and inclusion, and collaboration between Federal, State, Tribal, and local partners in carrying out all of Interior's important missions.

The 2025 Budget

The Department's 2025 budget totals \$18.0 billion in current authority (\$17.8 billion in net discretionary authority)—an increase of \$575.9 million, or 3 percent, from the 2024 continuing resolution (CR) level. An additional \$360.0 million is accessible through a budget cap adjustment for wildfire suppression to ensure funds are available in the event the regular annual appropriation is inadequate to meet suppression needs. The budget also includes an estimated \$14.8 billion in permanent funding available in 2025.

Within the requested increase for 2025, \$206.0 million is needed to cover fixed-cost increases, such as rent and Federal salary adjustments, to maintain Interior's core operations carried out by more than 68,000 people living and working in every corner of the country. The 2025 request also includes \$412.2 million needed to keep pace with FY 2024 fixed costs that are not included in the FY 2024 CR base. The FY 2024 CR funding level is essentially the same as the FY 2023 enacted appropriation with adjustments reflecting Office of Management and Budget (OMB) rather than congressional scoring.

The 2025 President's Budget also allocates important mandatory funding available in 2025 through the Great American Outdoors Act (GAOA). This amount includes \$1.6 billion for deferred maintenance projects through the Legacy Restoration Fund (LRF) in the Bureau of Land Management (BLM), U.S. Fish and Wildlife Service (FWS), National Park Service (NPS), and Bureau of Indian Education (BIE) and \$681.9 million in mandatory funding for Interior's Land and Water Conservation Fund (LWCF) programs. Interior's 2025 allocation for LWCF includes \$313.0 million for voluntary Federal land acquisition projects and programs, \$8.0 million for a new Tribal LWCF program, and \$360.8 million for grant programs. An additional \$117.9 million is estimated to be available for State LWCF grants in FY 2025 from offshore oil and gas revenue in the Gulf of Mexico.

In 2025, Interior will continue to execute landmark investments in the Bipartisan Infrastructure Law (BIL) and the Inflation Reduction Act (IRA) to promote new jobs and advance local economies. These funds are providing a significant boost needed to address long-standing health and safety risks from abandoned coal mines and orphaned oil and gas wells; advance clean energy development and carbon reduction efforts; accelerate the completion of Indian water rights settlements; and strengthen the resilience of critical ecosystems, Tribal Nations, and communities in the face of unprecedented risks from extreme weather events, devastating drought, and threats of wildfires.

Addressing Climate Challenges and Building Resilience

Across America, communities are enduring historic and catastrophic flooding, wildfires, extreme heat, drought, and more, and longer-term changes in temperature are affecting ecosystems and the economies that depend on them. The impacts of climate change are intensifying, disrupting lives and livelihoods, and causing billions of dollars in damages. Together with agencies across the Federal Government, States, Tribes, and other partners, Interior is working to address the immediate and long-term needs driven by the changing climate. Catastrophic fire, flood, and drought events are increasingly top-of-mind considerations for Interior's resource managers. These events demand immediate attention and resources, but long-term success requires work to build climate resilience.

The 2025 budget recognizes Interior's important role in the whole-of-government approach to tackle climate change and build long-term resilience. The 2025 budget continues funding to face immediate climate challenges and lay the foundation to build America's resilience while promoting economic growth, creating good-paying jobs, and ensuring 40 percent of the benefits of certain Federal investments accrue to disadvantaged communities. The OS budget includes \$792,000 to coordinate and manage Departmentwide Justice40 efforts to help deliver at least 40 percent of the overall benefits from certain Federal investments to disadvantaged communities.

Wildland Fire Management

The devastating consequences of severe wildfires continue to affect communities and wildland firefighters across the country. The National Interagency Coordination Center reports that more than 56,000 wildfires occurred across the United States in 2023, burning nearly 2.7 million acres. Climate change-driven, long-term trends continue, with increasing wildfire occurrence, burned area, and high-severity incidents expected in 2025 and beyond, with impacts ranging from direct loss of life and property to health, economic, and ecosystem impacts. For 2025, the President's Budget expands the Nation's response to wildfire impacts beyond the near term, investing in longer-term actions to restore wildfire resilience, rehabilitate burned areas, and increase the workforce capacity and capability to manage wildland fires.

The 2025 budget continues to press for implementation of permanent, comprehensive pay reform for Federal wildland firefighters at Interior and the U.S. Department of Agriculture (USDA). Enacting pay reform is essential to meet the challenges posed by longer and more intense wildfire seasons to ensure stable firefighter recruitment and retention. The long-term reforms are supported by funding requested to implement a permanent pay increase to replace the temporary pay increases provided in the BIL and continued in the 2024 CR. Complementing these pay reforms are investments to enhance health services, hire additional permanent and temporary wildland firefighters to increase capacity, and improve

government housing. These investments will help address long-standing recruitment and retention challenges, attend to firefighter mental health and well-being, increase the Department's capacity to complete critical risk mitigation and post-fire recovery work, and further the Administration's commitment to build a more resilient wildland firefighting workforce as the frequency and intensity of catastrophic wildfires continue to increase due to climate change.

The 2025 budget continues to reflect the important role proactive fuels management plays in wildland fire management to reduce the intensity, severity, and negative effects of wildfire and improve the resiliency of public and Tribal lands. The budget maintains program capacity at the 2024 CR level and includes a program increase to cover the program's share of the increased cost of the permanent firefighter pay reform. Combined with funding provided in the BIL for fuels management, the Department expects to treat 1.8 million acres in 2025.

The 2025 budget also proposes appropriations language to increase Interior's flexibility to engage in cross-boundary fuels management and burned area rehabilitation work, including on non-Federal lands if the work benefits resources on Federal lands. These changes will address gaps and uncertainties in current authority and support implementation of the National Cohesive Wildland Fire Management Strategy. Among other benefits, these changes will support underserved communities that may be unable to share the costs for work that also benefits Federal jurisdictions.

The 2025 President's Budget—featuring improved compensation, increased workforce capacity, vital health and well-being assistance, and improved housing—will transform interagency Wildland Fire Management by improving recruitment and retention and laying the foundation for further advancements. The Administration looks forward to working with Congress to enact this important legislation to obtain the requested funds needed to implement these reforms in FY 2025.

Healthy Public Lands, Waters, and Wildlife

Interior manages more than 480 million acres of lands across the United States and is responsible for the protection and recovery of 2,367 endangered and threatened species. Through this significant stewardship mission, Interior leads as an active partner in ongoing efforts to understand and mitigate climate impacts on natural resources, promote biodiversity, and ensure these valuable assets remain available for the public to experience and enjoy. Natural resource conservation, restoration, recovery, and adaptive management are a fundamental part of Interior's mission across the agency. Interior's conservation and adaptive management work relies heavily on partnerships and interagency collaboration to leverage information and resources. The 2025 budget includes roughly \$2.8 billion in annual funding for conservation efforts, including critical work for restoration and improvements supporting healthier lands, waters, ecosystems, and their resident species.

Interior plays a leadership role in implementing the National Seed Strategy (NSS) to support ecosystem restoration by addressing the increasing demand for native seed that outpaces the supply. The NSS provides a framework for coordination across Federal agencies and other partners and cooperators to build an adequate supply of native seeds.

Through investments made possible by the Bipartisan Infrastructure Law and Inflation Reduction Act, Interior is investing in the critical infrastructure necessary to have a viable native seed industry that can supply the right seeds at the right time to restoration projects conducted by Interior and its partners. Developing a reliable, abundant, and diverse supply of native seeds is foundational to ensuring ecosystems can thrive for current and future generations. Collecting, producing, and procuring native seeds is critical for restoring native vegetation, and special facilities are required to prepare, store and safeguard genetically diverse seeds. The National Seed Strategy Keystone Initiative codifies many efforts across the Department to build on those successful efforts. The National Seed Strategy Keystone Initiative invests in the infrastructure, tools, research, and labor needed for a robust native seed supply chain, including by expanding Tribal greenhouse facilities, assisting local farmers in transitioning from high-water crops to low-water native plant crops, connecting underserved communities in native seed collections via the Seeds of Success program, and increasing regional seed production capacity. These efforts will help foster the availability of native seeds for communities to support nature-based solutions, rebuild habitat, and boost ecosystem services. A critical part of the work funded to date has been to improve science and technical assistance to address native plants that have been historically difficult to grow and taking collections across many climatic zones and ecoregions to supply starter seed. Work is also underway to develop better restoration practices for land managers. Existing practices often suffer from a lack of the ecological knowledge and perspective possessed by Tribal cultures and a lack of research on the effects of current climate change that would make projects more successful.

Leveraging Partnerships

One of the key contributing efforts to conservation, restoration, and increased access to outdoor recreation is the Administration's America the Beautiful Initiative, a voluntary partnership effort of Federal and State agencies, Tribes, local communities, and private landowners to conserve 30 percent of U.S. lands and waters by 2030. America the Beautiful is locally led, is guided by science, honors Tribal sovereignty and Federal trust obligations, and supports the voluntary stewardship efforts of private landowners. Its successful implementation relies on broad public engagement around shared support for resource conservation and restoration, which includes hunters, anglers, and outdoor enthusiasts.

Youth corps partnership programs remain an important part of Interior's land and resource management mission activities. These programs provide invaluable opportunities for young people to engage in the outdoors, learn more about the environment, science, or possibly a future profession, while gaining the satisfaction that comes from doing work and seeing tangible results. New partnership-based programs such as the Indian Youth Service Corps (IYSC) –authorized under the John Dingell Act, will provide meaningful education, employment, and training opportunities to Indigenous youth through conservation projects on public and Indian lands, and Hawaiian homelands. To leverage Interior's many youth focused programs, partnerships, and employment opportunities, the OS budget includes \$650,000 to support a DOI-wide Youth Coordinator and Public/Private Partnerships Coordinator. The Youth Coordinator, consistent with direction in the Dingell Act, will work across the agency to facilitate Interior's participation in youth corps programs like the IYSC, and other youth-focused engagement, volunteer service, and outdoor recreation access programs. The Public/Private Partnerships Coordinator will provide oversight on philanthropic and strategic partnerships to leverage Federal resources and connect communities to resources and tools to enhance DOI programs and results.

Land and Water Conservation Fund

The Great American Outdoors Act established permanent, annual mandatory funding totaling \$900.0 million a year for the Land and Water Conservation Fund. The LWCF supports the conservation of lands and resources and outdoor recreation through a suite of programs managed by the Departments of the Interior and Agriculture. These programs include funding to acquire lands to be managed by NPS, FWS, BLM, and USFS and several important grant programs that encourage local conservation and recreation investments. The investments made through the LWCF directly support the objectives of the Administration's America the Beautiful initiative by encouraging locally led conservation and outdoor recreation opportunities in cities and towns across the country.

The 2025 budget proposes to allocate \$681.9 million for Interior's mandatory funded LWCF programs, which includes \$313.0 million for Interior land acquisition, \$360.8 million for grant programs, and \$8.0 million for a new Tribal LWCF program. Interior's land acquisition programs in BLM, FWS, and NPS prioritize projects with strong local partner engagement, protect at-risk natural or cultural resources, and advance the missions of the bureaus. In 2025, the Department proposes \$8.0 million to establish a new Tribal LWCF Land Acquisition program in the Office of the Secretary allocation. The program will enable Tribes to directly participate in the LWCF for the first time to acquire lands for natural and cultural resource conservation and recreation access. The program will award funds for Tribal land acquisition project proposals consistent with the purposes of the LWCF and other program criteria. The Bureau of Indian Affairs held formal Tribal consultation on the establishment of the program and eligibility criteria in the fall of 2023, at which Tribes expressed support for the proposed program and provided initial input on criteria.

The remainder of the \$900.0 million available for LWCF is included in the budget for the U.S. Forest Service, which allocates \$218.1 million for LWCF Federal land acquisition and grant programs. In addition to the mandatory LWCF funding to be allocated in 2025, another \$117.9 million in Gulf of Mexico Energy Security Act (GOMESA) oil and gas revenue is estimated to be available for LWCF State formula grants, providing a total of \$408.6 million. Together with the proposed mandatory funding allocation, Interior's total funding available for LWCF in 2025 is \$799.7 million. A table of LWCF funding and a detailed list of 2025 proposed LWCF land acquisition projects are provided in the appendixes.

Creating Jobs and Meeting Energy and Environmental Challenges

Interior's programs create jobs and spur economic growth in a variety of areas—energy and minerals, recreation and tourism, irrigation and other water-related activities, grants and payments, and infrastructure investment. Enactment of the Great American Outdoors Act, the BIL, and the IRA have and will continue to significantly expand Interior's contributions to America's economic and job growth. A DOI analysis completed in 2023 found that investments from three BIL-funded programs alone—Abandoned Mine Land; Orphaned Well Plugging, Remediation, and Reclamation; and Water Resources—support on average 17,669 jobs and generate \$2.0 billion for the U.S. economy each year. The 2025 budget maintains a consistent strategy to emphasize investments that create jobs and better position the country to be more competitive worldwide.

Reclamation Jobs

The BIL invests nearly \$16.0 billion, mostly through grants to States and Tribes, to reclaim abandoned coal mine lands and orphaned oil and gas wells in communities across the country. Millions of Americans live less than 1 mile from a dangerous abandoned coal mine or toxic orphaned oil and gas well. Methane pollution from many of those unplugged wells poses a serious safety hazard and is a significant driver of climate change, with methane being more than 25 times as potent as carbon dioxide in trapping heat in the atmosphere. Not only are those sites environmental hazards but they also jeopardize public health and safety, increase flood risks, and can cause sinkholes that harm neighborhoods, roadways, and wildlife.

With these historic new resources from the BIL, States, Tribes, and Federal land managers have already remediated more than 6,000 orphaned oil and gas wells, and funding will be used to continue to address thousands of abandoned mine land problems—creating jobs and revitalizing local economies in the process. All this work, implemented by the Office of Surface Mining Reclamation and Enforcement (OSMRE) and the Department’s new Orphaned Wells Program Office, also advances President Biden’s Justice40 initiative, which aims to address current and historical environmental injustice. Complementing these efforts, USGS has developed a national mine waste inventory, which leverages the USGS Earth Mapping Resources Initiative and supports partnerships with Federal and State agencies to evaluate the potential to reprocess critical minerals from mine waste as part of site reclamation.

The 2025 budget continues to provide annual ongoing support for related reclamation activities targeting State and Tribal reclamation needs associated with abandoned hardrock mines, legacy pollution on Interior’s lands, and innovative coal mine reclamation projects directly supporting local economic growth. The Administration is committed to remediating the physical and environmental hazards to repair those lands, improve air and water quality, and, at the same time, create jobs in rural communities. The OS budget includes \$7.0 million, \$2.0 million above the 2024 CR level, for the Abandoned Hardrock Mine Reclamation Program to support State, Tribal, and Federal efforts to inventory and address legacy sites on their lands. Abandoned hardrock mine sites often pose significant health and safety risks to surrounding areas and are found across the country. Many States, Tribes, and Federal land programs do not have good inventories or strong programs to manage those sites. This program targets the need to build capacity and begin to address this long-standing problem.

The Department of the Interior-led Interagency Working Group on Mining Laws, Regulations, and Permitting (IWG) released its final report containing recommendations to reform and improve the way mining is conducted on U.S. public lands. The report is informing efforts to modernize the Mining Law of 1872 and related Federal permitting processes as part of the Administration’s efforts to increase domestic supplies of critical minerals and uphold the strongest environmental, labor, and community engagement standards.

Strengthening Tribal Nations

Honoring the Nation’s government-to-government relationships with Tribes and upholding trust and treaty responsibilities are paramount to Interior’s mission. Through initiatives addressing complex and difficult challenges, such as addressing the legacy of the Federal Indian Boarding Schools, meeting the need for native language revitalization, and coordinating Federal efforts to address Missing and Murdered

Indigenous People, this Administration's commitment to respect the sovereignty of Tribal Nations and address long-standing disparities is unprecedented.

Tribal Nations Summit

In late 2023, the Administration held the annual Tribal Nations Summit, which provides an opportunity for the Administration and Tribal leaders from the 574 federally recognized Tribes to discuss ways the Federal Government can invest in and strengthen nation-to-nation relationships and ensure that progress in Indian Country endures for years to come. Interior announced several important achievements at the 2023 Summit, including the following:

- **Increasing Tribal Co-Stewardship of Lands and Waters:** In 2023, the Departments of Interior, Agriculture, and Commerce signed nearly 200 new co-stewardship agreements with Tribes, Alaska Native corporations, and consortiums. This number compares with 20 completed agreements reported by Interior and Agriculture at last year's Summit. The Interior Department also released its second annual report on Tribal co-stewardship, which outlines implementation of S.O. 3403 on Fulfilling the Trust Responsibility to Indian Tribes in the Stewardship of Federal Lands and Waters and highlights the agreements the Interior Department entered into in the past year.
- **Centering Indigenous Knowledge in the Department's Work:** Interior published departmental guidance on the inclusion and protection of Indigenous knowledge in decision making and scientific research. A new chapter in the agency's Departmental Manual formalizes Indigenous knowledge as a foundational piece of the Department's mission and formally recognizes Indigenous knowledge as one of the many important knowledge systems that contribute to the well-being of the United States and to our collective understanding of the natural world. Although the Department's bureaus and offices have at times historically included Indigenous knowledge in certain actions or scientific research, this new chapter will facilitate and encourage the Department's consistent, broad, and equitable inclusion of Indigenous knowledge internally and externally.
- **Protecting Indigenous Sacred Sites:** The White House Council on Native American Affairs, cochaired by Secretary Haaland and Domestic Policy Advisor Neera Tanden, published a Best Practices Guide for Federal Agencies Regarding Tribal and Native Hawaiian Sacred Sites. The guide provides best practices, procedures, and guidance for the management, treatment, and protection of sacred sites. It also identifies impediments to Federal-level protection of sacred sites and identifies ways to address and remedy the impediments. The initial draft was informed by feedback gathered at two listening sessions, and the final version has been expanded and improved on the basis of comments received through Tribal and Native Hawaiian consultation. The Federal Government manages a diverse inventory of lands and waters that contain sites held sacred by Tribes and the Native Hawaiian community.

Honoring Tribal Sovereignty

The 2025 budget makes significant investments in Tribal sovereignty and revitalization, providing new and expanded funding opportunities and resources for Tribes to manage their lands and waters. Interior's

efforts to strengthen Tribal sovereignty extend across the Department and with other Federal partners. For example, the Department held Tribal consultation sessions with the USDA, with the participation of National Oceanic and Atmospheric Administration, in which participants consistently pointed to the adverse impacts the changing climate is having on Alaska Native communities and subsistence practices, and they emphasized the need to expand Tribal co-management partnerships and incorporate Indigenous knowledge into subsistence management. Subsistence practices are vital to the lifeways of Alaska Native communities and people. Alaska Native people depend heavily on subsistence practices for their nutritional, social, economic, and traditional cultural needs. The budget includes additional increases in FWS and NPS to support resource management associated with Alaska Native subsistence and addresses Tribal input regarding the proposed transfer of the Office of Subsistence Management from FWS to BIA.

At the 2023 White House Tribal Nations Summit, the Department announced new regulations to improve the process for fee-to-trust, or land-into-trust, acquisitions that transfer land title to the United States to be held in trust for the benefit of a Tribe or individual Tribal citizen. The final rule will make this process simpler, more efficient, and less expensive. The acquisition of land in trust is essential to Tribal self-determination and to maximize Tribes' eligibility for Federal services and programs. This process helps right the wrongs of past policies such as allotment, which removed millions of acres of land from Tribal ownership and federal protection. By placing lands into trust status through the Department, Tribes can reacquire lands, establish a land base for Tribal communities, and clarify jurisdiction over their lands. Tribes have previously faced delays and increasing costs in efforts to manage services and develop local economies as a result of inefficiencies and delays in the land-into-trust process.

Complementing the recent changes in the land-into-trust process, the budget proposes to allocate \$8.0 million of mandatory funding from the Land and Water Conservation Fund to establish a new program to support Tribal land acquisition for conservation and outdoor recreation. During LWCF listening sessions, one of the top priorities sovereign Tribes identified was having direct access to LWCF funding for conservation and recreation projects without partnering with or applying through States. The funding will provide Tribes the opportunity to acquire lands to protect and conserve natural resource areas, which may also be of cultural importance to the Tribe or have significant recreational benefits for Tribal communities, consistent with the purposes of LWCF funding.

The OS budget continues the Department's commitment to provide effective appraisal and mineral evaluation services through AVSO to Indian Country and to support Tribal sovereignty through AVSO's Tribal programs. The discretionary budget for AVSO is \$15.3 million which maintains funding for Tribal contracts authorized under the Indian Self-Determination and Education Assistance Act (ISDEAA, or Public Law 93-638), and mineral evaluations for non-Tribal Indian land appraisals.

Expanding Tribal Consultation and Coordination

The 2025 OS budget includes \$227,000 to provide a permanent coordinator for the Secretary's Tribal Advisory Committee (STAC), recently established in 2022, which will improve DOI's Tribal consultation and coordination as part of the Department's continuing efforts to implement [Executive Order 13175](#), Consultation and Coordination with Indian Tribal Governments. The STAC ensures Tribal leaders have direct and consistent contact and communication with Department officials to facilitate robust discussion on intergovernmental responsibilities, exchange views, share information, and provide advice and

recommendations on programs and funding across the Department that affect Tribal Nations. In 2023, STAC members participated in sessions to develop recommendations on co-stewardship, broadband/spectrum, treaty rights, rights-of-way on Tribal lands, the fee-to-trust process, and efforts to improve public safety. Members also received updates on Tribal funding opportunities provided through President Biden's Investing in America Agenda and the Bipartisan Infrastructure Law. A permanent coordinator will ensure that the STAC is a consistent and effective mechanism for meeting with Department's consultation and coordination goals.

The OS budget also maintains funding and staffing for the Indian Arts and Crafts Board to improve IACB museum security and accessibility for the public as well as increase capacity to support Indian Arts and Crafts Act (IACA) law enforcement activities. IACB operations support Departmental goals for promoting self-determination and economic self-sufficiency of, and law enforcement protections for, the federally recognized Tribes, Indians, and their communities. The IACB and its museums provide Indian artists access to Indian art markets nationwide, safeguard cultural resources, expand economic opportunity and community development in Native Communities, educate consumers about the importance and inherent value of authentic Indian art, inform consumers and Indian artist of their protections under IACA, and invest in youth engagement.

Native American Graves Protection and Repatriation Act

The 2025 budget includes \$7.1 million across DOI bureaus to support implementation of the Native American Graves Protection and Repatriation Act (NAGPRA). The funding includes increases totaling \$2.9 million in BIA, BLM, FWS, BOR, and OS to support and coordinate expedited repatriation and disposition of Tribal and Native Hawaiian ancestors and cultural property consistent with the final rule announced in December 2023 to revise regulations for implementing NAGPRA. These regulations provide systematic processes for returning Native American human remains, funerary objects, sacred objects, and objects of cultural patrimony to lineal descendants, Indian Tribes, and Native Hawaiian Organizations (NHOs). The revised regulations streamline requirements for museums and Federal agencies, including DOI bureaus and offices, to inventory, identify, and repatriate Native American human remains and cultural items in their collections and discovered on Federal and Tribal lands. These regulations also require museums and Federal agencies to consult with and receive consent before accessing, exhibiting, or researching collections that may contain Native American human remains and cultural items subject to the Act.

The final rule incorporates input from all comments, especially those from Tribes and NHOs, to the maximum extent possible. The revised regulations:

- Strengthen the authority and role of Tribes and NHOs in the repatriation process by requiring deference to the Indigenous knowledge of lineal descendants, Tribes, and NHOs.
- Require museums and Federal agencies to obtain free, prior, and informed consent from lineal descendants, Tribes, or NHOs before allowing any exhibition of, access to, or research on human remains or cultural items.
- Eliminate the category "Culturally Unidentifiable Human Remains" and reset the requirements for cultural affiliation to better align the regulations with congressional intent.
- Increase transparency and reporting of holdings or collections and shed light on collections currently unreported under the existing regulation.

- Require museums and Federal agencies to consult and update inventories of human remains and associated funerary objects within 5 years of this final rule.

The 2025 budget supports bureau efforts to identify and repatriate Native American human remains and cultural items in bureau museum collections and discovered on agency lands including Tribal consultation, coordination with custodial repositories, and activities required to complete repatriations of ancestral remains and cultural items. Interior bureaus are stewards for Native American places of special meaning across the landscape and Native American human remains, cultural items, artwork, and artifacts in museum collections. Interior bureaus collectively have inventoried more than 14,000 sets of Native American ancestral remains in collections; however, the process for 2,900 ancestors and 9,400 associated funerary objects is incomplete, unreported human remains and funerary objects may exist in Federal collections in the custody of non-Federal museums and universities, and sacred objects and objects of cultural patrimony have yet to be identified by Tribal representatives. The OS budget includes \$250,000 to expedite the return of Native American ancestors' remains and cultural items as well as support implementation of the Stop Trafficking in Objects of Patrimony (STOP) Act (P.L. 117-258) to regulate the export of Tribal cultural items and facilitate voluntary repatriation of Native American human remains and cultural items from overseas back to Tribes in the United States.

Promoting Diversity, Equity, and Inclusion of Underserved Communities

Interior is taking steps across the Department to expand equity, diversity, and inclusion beyond day-to-day management policies to incorporate this concept into the delivery of DOI's missions. This commitment is consistent with the Administration's all-of-government approach to advance equity, civil rights, racial justice, and equal opportunity. Interior's 2025 budget request supports the actions needed to recognize and redress inequities and to proactively advance diversity, equity, inclusion, and accessibility (DEIA) within the Department's workforce and program implementation. The Department seeks to ensure that everyone—no matter their background or ZIP Code—can enjoy the benefits of Interior's mission programs.

Strengthening Interior's Ongoing Commitment to Diversity and Equity

The Department of the Interior is committed to maintaining a diverse workforce that reflects the public we serve and sustaining an equitable and inclusive workplace environment. In 2022, the Department published its first Equity Action Plan, which was then updated in 2024. It outlines efforts to advance equity through all DOI operations, remove barriers to equal opportunity, and deliver resources and benefits equitably to the public. The Equity Action Plan remains a key part of Interior's efforts to implement [Executive Order 13985](#), Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, and [Executive Order 14091](#), Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, which calls on Federal agencies to advance equity by identifying and addressing barriers to equal opportunity that underserved communities may face as a result of some government policies and programs.

In support of the Equity Action Plan, the 2025 budget includes program increases of \$2.8 million for the Office of Diversity, Inclusion, and Civil Rights; Office of Human Capital; and Office of Collaborative Alternative Dispute Resolution to accomplish the following:

- Support implementation of DOI's DEIA Strategic and Equity Action Plans.

- Finalize implementation of DOI’s automated tracking systems for EEO complaints and Public Civil Rights Complaints and more streamlined processing for external civil rights claims and automated legally mandated reports.
- Enhance the antidiscrimination protections provided to DOI employees and job applicants, shielding them from harassing and retaliatory conduct while continuing to ensure their equitable access to all terms, benefits, and conditions of employment.
- Continue work to improve the quality and quantity of DEIA and EEO training resources offered through the development of education materials, internal control measures, and focused instructor-led training for bureaus and offices in the EEO and DEIA communities.
- Collaborate with Special Emphasis Program Managers to coordinate Departmentwide Special Emphasis Observances (e.g., People with Disabilities Program, Federal Women’s Program, and Hispanic Employment Program) so that diversity is celebrated in a consistent and uniform way across Interior.
- Provide consultation and technical assistance to departmental offices on equity, diversity, and inclusion, including, but not limited to, training; coordination of education and cultural sensitivity and awareness programs; and solutions that enable the Department to be an employer of choice and reduce and resolve workplace conflicts.
- Finalize strategies and operationalize plans to help ensure the Department is a model employer.

The 2025 budget also includes funding to coordinate and manage departmentwide Justice40 efforts to help deliver at least 40 percent of the overall benefits from certain Federal investments in climate and clean energy to disadvantaged communities. In late 2023, the Department held three listening sessions and invited public comment to inform the development of the Department’s Environmental Justice Strategic Plan.

Building Agency Capacity

Interior is strengthening the Department’s delivery of core programs and services for the American people. Efforts to improve Interior’s workforce and operations and better leverage technology and information are underway across the Department.

Strengthening Interior’s Workforce and Infrastructure

Interior’s mission activities rely on a talented and dedicated workforce; many bureau operations rely on direct public service, are located across the country, and are complex. At the end of 2023, Interior’s staffing totaled 68,327 FTEs, which reflects staffing supported by annual appropriations and all other types of funding. When fully enacted, the Department’s 2025 budget will support an estimated 66,240 FTEs, an increase of 1,293 FTEs from the estimated 2024 level. Interior continues to recruit, hire, and train the next generation of talented people who will reflect the diversity and strength of the United States.

The talent and expertise of Interior’s workforce are critical to the continued delivery of the agency’s important missions. Interior works to ensure employee recruitment and hiring practices remain competitive and inclusive. One of the most important tools in succession planning and achieving diversity, equity, inclusion, and accessibility goals is next generation hiring—creating entry-level opportunities, including paid internships, fellowships, and conversion opportunities for student employees to permanent positions.

Interior is building its capacity for next generation hiring through promotion and expansion of existing and emerging hiring authorities, working closely with the Office of Personnel Management and the Office of Management and Budget. Recently, the Department received approval for use of term appointments excepted beyond general time limits for work in support of the Great American Outdoors Act and direct-hire authority for permitting positions. The Department continues to use direct-hire authority for wildland firefighting, information technology, and STEM positions. Interior also recently increased the hiring of former Public Lands Corps participants, Resource Assistant interns, Knauss Fellows, and military spouses. These programs—when combined with Schedule A hiring for persons with disabilities, Pathways internships, hiring of recent graduates, and the Presidential Management Fellowship (PMF) program—will greatly affect the Department’s ability to acquire the talent needed to achieve its mission for the next several decades.

The budget includes \$206.0 million to fully support anticipated fixed-cost increases in 2025, assuming a 2.0 percent increase in Federal salaries in FY 2025. The budget also includes \$412.2 million in program baseline capacity funding to reflect increased 2024 fixed-cost requirements over the 2-year budget comparison. Without full funding for these costs, Interior bureaus and offices must absorb these must-pay costs by cutting funding for program work or staffing.

In 2023, the Department released the findings of the DOI Law Enforcement Task Force in a comprehensive report with priority recommendations to strengthen Interior’s law enforcement workforce and programs. The work leading to this report began in 2021 when Secretary Haaland established a Law Enforcement Task Force led by representatives from the law enforcement programs across Interior. Their objective was to develop meaningful solutions to assist law enforcement and communities in strengthening trust and collaboration while ushering the Nation into the next phase of community-focused law enforcement. The task force focused on ways to enhance the trust afforded to Department law enforcement officers; support their safety, health, and wellness; and ensure law enforcement programs continue to effectively provide for safe and equitable access to public lands and the free exercise of fundamental rights in public spaces. As part of the outreach efforts, the task force held listening sessions, invited public comment, engaged with Tribal stakeholders, and coordinated various internal and external questionnaires to ensure that a wide range of perspectives were included in the new recommendations.

The task force report includes 12 recommendations focused on the areas in which the findings suggest potential improvements in building and maintaining public trust; supporting officer mental health, wellness, and safety; and increasing law enforcement program effectiveness. Those recommendations build on Interior’s progress to develop law enforcement policies that advance transparent and accountable policing practices. In October 2022, the Department announced new policies establishing clear guidelines on use-of-force standards, required law enforcement officers to wear body-worn cameras, and restricted the use of no-knock warrants. The updates were part of the Department’s continuing implementation of President Biden’s May 2022 Executive Order 14074 on Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety.

Interior employs nearly 3,000 permanent law enforcement officers assigned to six distinct organizational units within the Bureau of Indian Affairs; Bureau of Land Management; National Park Service; and the

U.S. Fish and Wildlife Service. In addition, the Bureau of Reclamation employs a Security Response Force to protect its critical infrastructure. DOI's law enforcement contingent is the fourth largest among Executive Branch Departments and provides a range of duties that often extend beyond those of many traditional uniformed law enforcement officers in this country. The 2025 budget includes \$1.2 billion for law enforcement programs across Interior, \$122.5 million above the 2024 CR level. The budget features \$1.8 million across Interior to address a key Task Force recommendation: to improve mental health support within bureau law enforcement programs. The requested funding supports three mental health and wellness coordinators in NPS, two in FWS; and one each in BLM, BIA, and at the Department level.

Another key operational priority for Interior is infrastructure. Interior manages a real property portfolio valued at more than \$400 billion, consisting of more than 130,000 buildings and structures, 65,000 miles of public roads, and a wide variety of other constructed assets. Those facilities serve millions of visitors each year, provide schooling for tens of thousands of Native American children, and are places of work for more than 68,000 DOI employees. Many of Interior's infrastructure assets are priceless for their historical significance. As the steward of those assets, DOI is committed to sustaining and making the lifecycle investments in facilities that are critical to its mission.

Advancing Interior's Transition to a Zero Emission Vehicles

Executing Interior's diverse mission requires a large motor vehicle fleet. The Department's motor vehicle fleet of more than 30,000 units includes approximately 12,000 alternative fueled vehicles (AFVs), including zero-emission vehicles (ZEVs). The nature of DOI's mission requires a motor vehicle fleet capable of handling rugged terrain to transport Interior employees and volunteers to and from remote locations to support multiple mission activities. In addition, DOI's mission-critical vehicles are used to support and transport staff, scientific and mission-related equipment, law enforcement, emergency response (fire equipment and ambulances), maintenance (special purpose), and collections of scientific data.

The Department continues to support the Administration's goals to transition the Federal motor vehicle fleet to clean and zero-emission vehicles. The 2025 budget includes \$13.0 million across bureaus to support the Department's transition of light-duty fleet acquisitions to ZEVs. This funding will be used to conduct fleet planning (including ZEV integration), electric vehicle supply equipment (EVSE) site evaluations, EVSE installation, and ZEV acquisition. The funding will also support Interior's efforts to right-size its fleet to ensure the Department has efficient, mission-capable vehicles at the right locations and with the right vehicle mix to deliver Interior's missions. Fleet planning will ensure ZEVs are integrated into the overall fleet plan, prioritizing locations and appropriate missions for deployment of those vehicles. In addition, this funding will assist Interior with adapting EVSE planning and deployment to address evolving installation requirements, such as building and fire codes, which vary by geographic region. The OS budget includes \$257,000 for a ZEV integrator to provide technical assistance and planning for DOI's smaller bureaus.

Fostering Continuous Improvement

The Department of the Interior works to find better ways to accomplish important mission objectives and incorporate continuous improvement and evaluation as a part of standard operations. For example, the 2025 budget proposes language that will make it easier for Interior's bureaus and offices to work

collaboratively and execute agreements to achieve operating efficiencies and better accomplish results. The concept draws from existing Service First Authority for collaborations between Interior and the U.S. Department of Agriculture, primarily the U.S. Forest Service. DOI has many examples of programmatic collaboration across the agency: wildland fire management, ecosystem restoration, invasive species management, field communications, and information management coordination. Bureaus and offices across Interior are increasingly collaborating to achieve efficiencies through colocation and shared service arrangements and through less formal agreements, such as the temporary loan of a piece of equipment or staff expertise.

Evidence and Program Evaluation

Interior continues to implement key Administration management initiatives, which also focus on working better and smarter on behalf of taxpayers. Key to this venture are evidence-building activities and the use of evaluation results to inform decisions on program operations, policy, and regulations. Interior is building program evaluation capacity within the bureaus to improve the Department's implementation of the Foundations for Evidence-based Policymaking Act of 2018. Evaluations use systematic data collection and analysis to address questions about the implementation of a program, program policy, or organizational factors surrounding a program and for organizational learning and improvement. For 2023, the Department issued its Annual Evaluation Plan, with summary information on significant planned program evaluations, exploring questions such as:

- What are the most effective methods to recruit an adequate quantity and quality of applicants?
- What are the attrition rates for newly hired employees and why?
- What are barriers or deterrents for potential applicants?

The Department is working to develop the capacity to support program evaluations and building the knowledge, skills, and abilities to conduct those activities at the Department, bureau, office, and field levels. A key success factor to improving DOI's evaluation culture is developing evaluation expertise and capacity within the evidence and evaluation community among bureaus and offices. In addition to bureau funding that supports specific bureau evaluations, the OS budget includes \$4.5 million in the Appropriated Working Capital Fund account to support evidence and evaluation work across the Department.

Customer Experience

Interior is also part of the Administration's efforts to improve customer service across the Federal Government by targeting improvements in specific agency public services. The objective is to improve customer service by better understanding our customers, reducing administrative hurdles and paperwork burdens to minimize "time taxes," enhancing transparency, creating greater efficiencies across Interior, and redesigning compliance-oriented processes to improve the customer experience and more directly meet the needs of the people of the United States. The 2025 budget supports the implementation of action plans targeting the following four programs within Interior identified as high-impact service providers (HISPs) including \$190,000 for a dedicated analyst to coordinate central customer experience efforts and implementation across the Department.

- U.S. Fish and Wildlife Service—Expand secure online payment functionality for fees, passes, permits, and reservations provided through the National Wildlife Refuge System.

- National Park Service—Design and implement process and operational improvements in Volunteer.gov services and the NPS Mobile App to advance the NPS digital experience.
- Bureau of Indian Affairs—Identify and implement customer experience improvements in BIA’s Probate program.
- Bureau of Trust Funds Administration—Improve service delivery by reducing administrative hurdles, enhance transparency, and create efficiencies to better meet the needs of the trust beneficiaries.

Investing in Technology and Information Management

The 2025 budget includes \$57.8 million, \$3.0 million above the 2024 CR level, for the operation and maintenance of the Financial and Business Management System (FBMS), which supports the Department’s core financial and business management requirements. The request provides for the ongoing operations and maintenance of the Department’s integrated FBMS system of record, mandatory technology upgrades, improved end-user training, and implementation of zero trust architecture to strengthen FBMS’ IT security. Modernizing Interior’s core business system helps to ensure a strong administrative backbone and is critical to the continued execution of Interior’s mission activities.

Cybersecurity remains a top priority for the Department. Malicious actors continue to present risks to Federal systems and the Nation’s critical infrastructure. Interior continues to work to support a consistent level of assurance and risk reduction for the Department at the enterprise level. This effort will provide a solid foundation for an operationally focused enterprise cybersecurity architecture that is resilient and scalable and will allow the Department to respond rapidly to sophisticated and advanced threats.

The 2025 budget includes \$67.8 million for Departmentwide cybersecurity, \$23.4 million above the 2024 CR level. This investment funds high-priority recurring operations and maintenance costs for incident remediation, provides resources to fight emerging threats, and supports the development of an enterprise cybersecurity architecture. The increase in the 2025 budget enables foundational enterprise capability to implement zero trust principles, which require all devices and users—regardless of whether they are inside or outside an organization’s network—to be authenticated, authorized, and regularly validated before being granted access. Within the increase is \$5.0 million to implement a secure access service edge (SASE) solution to secure access points to meet the required zero trust security and performance standards.

Strengthening Energy Audit and Compliance

The Office of Natural Resources Revenue (ONRR) ensures revenue from Federal and Indian mineral leases is effectively, efficiently, and accurately collected, accounted for, analyzed, audited, and disbursed in a timely fashion to recipients. Revenue distributions, which totaled \$18.2 billion in 2023, benefit States, Tribes, individual Indian mineral royalty owners, and U.S. Treasury accounts. ONRR is committed to efficiently and effectively implementing its modernized systems in the coming years. The office has made significant progress in implementing its Information Technology Modernization program and has determined the annual funding level can be reduced by \$10.0 million beginning in 2025 without significantly affecting the implementation schedule. The 2025 budget also includes an increase of \$4.1 million for the Department to support the Bureau of Indian Affairs’ proposed final rule which will transition minerals revenue management functions for the Osage Tribe to ONRR. ONRR’s assumption of

the full oil and gas revenue and production reporting and verification program on Osage lands will represent a significant increase in ONRR's workload across its mission activities.

Nonrecurring Expenses Fund

The 2025 budget continues to propose language to establish a nonrecurring expenses fund (NEF), which will allow the Department to transfer unobligated balances of expired discretionary funds and subsequent years, no later than the fifth fiscal year after the last fiscal year of availability, to the NEF as no-year funds to support specific purposes. The NEF will provide funding for critical infrastructure projects that may require significant one-time investments, such as IT modernization projects. Those requirements often do not coincide with the timing of the budget formulation process and are difficult to forecast. In many cases, those costs either cannot be accommodated within existing funds or are emergency requirements that would otherwise require the Department to reprogram existing funds from other priority projects.

Modernizing Field Communications

Interior field operations rely heavily on field communications. In some places, smartphones provide that vital link, but across much of the landscape, the Department's legacy land mobile radio (LMR) system, a technology largely unchanged since the 1950s, is the first and often only source of communication—when it works. The Department continues to support modernization of Interior's field communications capabilities through a Departmentwide governance structure, implementation guidance, and information collection that supports modernization and interoperability. The request does not provide dedicated funding for implementation of DOI's Field Communications Modernization (DIFCOM) projects by region, but the 2025 OS budget includes \$567,000 for DIFCOM planning and coordination to support this multiyear investment strategy. The 2025 funding will provide IT program oversight in the OCIO as well as strategic planning and coordination across DOI's bureaus. This approach will assess and invest in updated technology, where it makes sense, while considering the Department's historical reliance on the traditionally more expensive LMR network in areas of the country where LMR remains the most reliable means of communication. Field communications modernization will tie into and enhance other new capabilities being implemented across DOI communities of practice. From first responder needs—such as electronic records keeping, tracking for asset management accountability, and hazard warning—to resource management data collection and in-field collaboration, this modernization enables last-mile connectivity to those tools in the field, improves safety, increases efficiency, and delivers data for better management decisions.

Good Accounting Obligation in Government Act Report

The Good Accounting Obligation in Government Act (GAO-IG Act, P.L. 115-414) enacted January 3, 2019, requires that Agencies report the status of each open audit recommendation issued more than one year prior to the submission of the Agency's annual budget justification to Congress. The Act requires Agencies to include the current target completion date, implementation status, and any discrepancies on closure determinations.

The Department of the Interior leadership takes audit follow-up very seriously and considers our external auditors, to include the Government Accountability Office (GAO) and Office of the Inspector General, valued partners in not only improving the Department's management and compliance obligations but also enhancing its programmatic and administrative operations. As stewards of taxpayer resources, the Department applies cost-benefit analysis and enterprise risk management principles in recommendation implementation decisions. The Department's GAO-IG Act Report will be available at the following link: <https://www.doi.gov/cj>

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EXECUTIVE SUMMARY

Departmental Operations

Total 2025 Budget Request

(dollars in thousands)

Budget Authority	2023 Actual	2024 Annual. CR	2025 Request
Current	\$133,850	\$135,884	\$157,890
Supplemental	\$141,290	\$141,290	\$141,290
Total Current	\$275,140	\$277,174	\$299,180
Permanent	\$4,740,137	\$4,212,033	\$4,160,124
Total Current and Permanent	\$5,015,277	\$4,489,207	\$4,459,304
Direct FTEs	500	500	525

The Department of the Interior conserves and manages the Nation's natural resources and cultural heritage for the benefit and enjoyment of the American people, provides scientific and other information about natural resources and natural hazards to address societal challenges and create opportunities for the American people, and honors the Nation's trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities to help them prosper.

Departmental Offices provide leadership, management, and coordination activities; deliver services to Interior's bureaus and offices; and operate unique cross-cutting functions that do not logically fit elsewhere. The Office of the Secretary (OS) provides executive leadership for the Department through the development of policy, legislation, and the annual budget. OS also provides administrative services such as finance, information resources, acquisition, and human resources. OS manages Interior's administrative appeals functions through the Office of Hearings and Appeals and centrally appraises the value of lands and minerals through the Appraisal and Valuation Services Office (AVSO).

The 2025 budget proposes to establish a Nonrecurring Expenses Fund (NEF), which will support critical Information Technology and Infrastructure projects. The NEF will allow the Department to transfer unobligated balances within expired discretionary account to a no-year account to support non-recurring, high priority IT and Infrastructure projects rather than canceling the funds in the source account. The NEF will enable DOI to fund critical or emergency requirements, which often do not coincide with the budget formulation process, are difficult to forecast, and would otherwise require the Department to reprogram current funds from other priorities.

The 2025 budget request for Departmental Operations is \$157.9 million in current appropriations. The 2025 request for OS funds the Department's highest-priority initiatives and maintains Departmental core operations, services, and management functions.

Promoting Equity, Equal Employment Opportunity Compliance, and Youth Engagement—The 2025 budget includes program increases totaling \$2.8 million including \$657,000 to address resourcing and compliance gaps identified by the Equal Employment Opportunity Commission (EEOC) during two technical assessments of DOI’s Equal Employment Opportunity (EEO) program. In particular, the EEOC identified additional resources that were needed to automate the tracking of EEO and public civil rights complaints; improve reporting to the EEOC; close EEO complaint adjudication gaps in OS; and strengthen DOI’s Affirmative Employment programs. The program increase includes \$1.4 million to increase alternative dispute resolution capacity through the Department’s Collaborative Action and Dispute Resolution Office, which provides confidential, neutral third-party assistance to support dialogue and conflict resolution processes related to equity, as well as environmental justice and efforts to consult and engage with Tribal nations more effectively.

The budget increase also includes \$670,000 to increase youth employment opportunities and maximize youth-focused partnerships. The funding will support a Youth Coordinator, who will work with bureaus to facilitate the Department’s participation in youth corps programs, the Indian Youth Corps Program under the Dingell Act, and other youth-focused engagements offered throughout the Department. In addition, the Department will fund a Public-Private Partnerships Coordinator who will provide Departmentwide leadership and strategic planning to strengthen early career talent pipelines and expand public-private partnerships that maximize the return on investment, avoid duplication, create sustainable outcomes, and demonstrate measurable results. Also requested in the 2025 budget is \$55,000 to allow Interior human resources programs to conduct regulatory audits from any geographic location through a web-based platform called Virtual Accountability Compliance and Evaluation (VACE). The implementation of the VACE portal will transform the Department’s Accountability program, providing an independent evaluation of Merit Promotion, Delegated Examining, Performance Management, and Classification activities using an electronic platform that delivers transparent audit data, creates uniform audit processes, monitors performance to ensure progress toward meeting DOI metrics, and track compliance with merit system principles and regulations.

Expanding Tribal Consultation and Coordination—The 2025 budget requests \$227,000 to provide a permanent coordinator for the newly established Secretary’s Tribal Advisory Committee (STAC), which will improve DOI’s Tribal consultation and coordination. The STAC will ensure that Tribal leaders have direct and consistent contact and communication with Department officials to facilitate robust discussion on intergovernmental responsibilities, exchange views, share information, and provide advice and recommendations on programs and funding across the Department that affect Tribal Nations.

Transitioning to a Zero-Emission Fleet—Program increases totaling \$357,000 are included in the 2025 budget to coordinate and support the Department’s Zero-Emission Vehicle (ZEV) program, transitioning DOI’s fleet of light-duty vehicles (sedans, SUVs, and pick-up trucks) to ZEVs by 2027, consistent with Interior’s ZEV Strategic Plan. The budget increase includes \$257,000 for a ZEV Integrator to coordinate vehicle fleet lifecycle replacement, develop fleet requirements analyses, create charging infrastructure plans, and assess DOI fleet capabilities. The ZEV Integrator will assist smaller DOI bureaus to adapt electric vehicle support equipment planning and deployment to address installation requirements, which vary by geographic region. The Integrator will also work across Interior and with other agencies to maximize the utility of charging and fueling stations in areas where multiple agencies operate. The

remaining \$100,000 will support infrastructure improvements and the installation of additional ZEV charging stations needed to support the ZEV fleet located at the Main Interior Building

Advancing Management Reforms and Agency Capacity— In 2023, the Department released the findings of the DOI Law Enforcement Task Force in a comprehensive report with priority recommendations to strengthen Interior’s law enforcement workforce and programs. To address a key Task Force recommendation to improve mental health for law enforcement programs, the budget includes an increase of \$295,000 for a DOI Law Enforcement (LE) Mental Health and Wellness (MHW) Coordinator for DOI’s law enforcement community, the fourth largest Federal law enforcement workforce in the Executive Branch. The DOI LE MHW coordinator will be a dedicated resource to conduct research and analysis of current MHW resources and collaborate with stakeholders to determine the need to help reduce physical and mental illness and suicide within DOI’s law enforcement community.

A net increase of \$6.8 million is included in the 2025 budget to advance Departmental management reforms associated with audit and internal controls, financial assistance, property and risk management, energy revenue estimation, federal hiring, IT modernization, and agency capacity to implement new legislation. The budget includes an increase of \$227,000 to accelerate the Department’s development and implementation of a Departmentwide Enterprise Risk Management program and implement a systemwide tool for risk identification, measurement, document treatments, assessment of internal risk controls, and enabling of cross-DOI analysis and reporting. An additional \$300,000 will improve the Department’s audit response and address internal controls concerns identified in previous Financial Statement Auditor’s Notice of Finding and Recommendations surrounding monitoring and risk assessment. The budget proposes a \$1.3 million increase to implement Made in America legislation and the Build America, Buy America (BABA) Act domestic sourcing requirements and improve the Department’s management and oversight of its approximately 300 financial assistance programs. New BABA regulations signaled significant changes in the waiver process, leading DOI to transition away from program-wide/public interest waivers to more narrowly focused individual project/product availability waivers, which require extensive market research to validate. The program increase will provide DOI resources to hire staff dedicated to processing BABA waivers and contract services to perform market research. A requested increase of \$330,000 is included in the 2025 budget to hire a Senior Permitting Official charged with driving implementation of the Department’s Permitting Action Plan; tracking permitting progress on priority projects and infrastructure sectors; and initiating additional analysis and assessment of the Bureau’s implementation to identify trends, needs, and best practices.

The 2025 budget includes an increase of \$292,000 to expand capacity for energy revenue estimation and economic modeling. The budget request also includes \$331,000 to provide technical assistance and data management support for DOI’s more than 75 million museum objects in more than 2,000 locations through the Interior Museum Program and \$250,000 to expedite the return of Native American ancestors’ remains and cultural items under the Native American Graves Protection and Repatriation Act. Across DOI, more than 14,000 sets of Native American ancestors’ remains and thousands of funerary objects, sacred objects, and objects of cultural patrimony have been inventoried in museum collections. Two thousand of those sets of ancestors’ remains have not yet been repatriated from collections, and more human remains and cultural items are expected to be located. This funding will also support implementation of the Stop Trafficking in Objects of Patrimony (STOP) Act to regulate the export of

Tribal cultural items and facilitate voluntary repatriation of Native American human remains and cultural items from overseas back to Tribes in the United States.

The budget includes \$328,000 for DOI's Agency Contribution to the General Services Administration's (GSA's) Technology Transformation Services reimbursable program, reflecting the transition of GSA's FedRAMP program—currently funded by GSA appropriations—to an agency contribution model. The budget proposes an increase of \$132,000 for DOI's Agency Contribution to OPM's Hiring Experience Group supporting the Pooled Hiring platform to streamline the Federal recruitment process by onboarding multiple job candidates from a single governmentwide announcement for agencies recruiting for the same type of jobs, such as IT program managers, IT specialists, and data scientists. The 2025 request includes a reduction of \$105,000 in worker's compensation payments for former Bureau of Mines employees. The budget includes an increase of \$197,000 to support Zero Trust IT Security requirements for the Office of Hearings and Appeals' electronic filing and docket management system. An increase of \$4.9 million is requested to finance the cost escalation of annual contracts for Finance, Human Resources, and Acquisition services and fund IT security costs for 96 OS systems supporting Departmental reporting, analysis, and outreach activities.

Fixed Costs—Fixed costs of \$6.3 million are fully funded. The request also includes \$5.2 million for baseline capacity, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs will allow OS to meet must-pay requirements without affecting program activities.

Departmentwide Programs

The Office of the Secretary manages six Departmentwide programs.

- The Payments in Lieu of Taxes (PILT) program provides payments to local governments in jurisdictions where Federal lands are located.
- The Office of Natural Resources Revenue (ONRR) ensures revenue from Federal and Indian mineral leases is effectively, efficiently, and accurately collected, accounted for, analyzed, audited, and disbursed to recipients. Revenue distributions, which totaled \$18.2 billion in 2023, benefit States, Tribes, individual Indian mineral royalty owners, and U.S. Treasury accounts.
- The Central Hazardous Materials Fund (CHF) provides a coordinated, consistent approach to remediate Interior sites impacted by hazardous substances.
- The Energy Community Revitalization Program (ECRP) funds the Abandoned Hardrock Mine Reclamation Program through this budget request and the Orphaned Wells Program through the Bipartisan Infrastructure Law. ECRP funding is used to clean-up abandoned non-coal mines and orphaned oil and gas wells on both Federal and non-Federal lands. The program includes funding for grants and cooperative agreements with States and Tribes to assist communities affected by energy production activity.
- The Natural Resource Damage Assessment and Restoration program coordinates all the Department's restoration efforts for affected resources damaged as a result of oil spills or hazardous substance releases into the environment.
- The Wildland Fire Management program addresses wildfire on Federal lands. Working collaboratively with the participating bureaus, the Department coordinates wildland fire activities within Interior and with the Department of Agriculture's U.S. Forest Service.

The Office of the Secretary also manages the Department's Working Capital Fund, the Interior Franchise Fund, and the agencywide Financial and Business Management System. The budgets for the Natural Resource Damage Assessment and Restoration program and the Wildland Fire Management Program are presented in separate individual Congressional Justifications.

Departmentwide programs support bureaus and offices through the execution of activities that are broad in scope and impact. These programs complement the many diverse activities of the Department and help to achieve key strategic goals.

Payments in Lieu of Taxes

The Payments in Lieu of Taxes (PILT) program provides payments to more than 1,900 local government units in 49 States, the District of Columbia, Guam, Puerto Rico, and the U.S. Virgin Islands to help offset the costs of services and infrastructure incurred by local jurisdictions with certain Federal lands within their districts. PILT payments help local governments carry out vital services, such as firefighting and police protection, constructing public schools and roads, and conducting search-and-rescue operations. In recent years, PILT monies have also been used to fund projects to build county buildings, purchase new police cruisers, and upgrade 911 emergency services.

The 2025 budget requests \$482.4 million in current funding for PILT. The amount proposed supports this important program while balancing Departmental funding priorities.

Office of Natural Resources Revenue

The Office of Natural Resources Revenue (ONRR) ensures revenue from Federal and Indian mineral leases is effectively, efficiently, and accurately collected, accounted for, analyzed, audited, and disbursed in a timely fashion to recipients. Revenue distributions, which totaled \$18.2 billion in 2023, benefit States, Tribes, individual Indian mineral royalty owners, and U.S. Treasury accounts.

The 2025 budget requests \$176.0 million for ONRR's receipts management programs, an increase of \$1.1 million from the 2024 CR level. The request maintains ONRR's essential revenue management functions which ensure the accurate collection, accounting, and disbursement of revenue from Federal and Indian leases and includes funding for ONRR's IT Modernization initiative.

The budget includes \$4.1 million for the Department to support the Bureau of Indian Affairs' proposed final rule, which is scheduled for publication in 2024, transitioning minerals revenue management functions for the Osage Tribe to ONRR. ONRR's reception of the full oil and gas revenue and production reporting and verification program on Osage lands would represent a significant increase in ONRR's workload across its mission activities. The additional funding ensures essential collection, disbursement, and compliance functions for Osage mineral revenues.

ONRR continues to replace its aging Minerals Revenue Management Support System (MRMSS) with modernized systems. This work ensures the stability and security of systems that disbursed more than \$18.2 billion in 2023 and will enhance efficiency and mission delivery. ONRR has made significant progress implementing the IT Modernization program and has determined the funding received for these efforts can be reduced beginning in 2025 without significantly impacting the project schedule. The budget includes a \$10.0 million reduction for ONRR's IT Modernization Program. ONRR estimates the budget request will support total staffing of 602 FTEs in 2025.

Fixed Costs—Fixed costs of \$1.5 million are fully funded. The request also includes \$5.5 million for baseline capacity, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs will allow ONRR to meet must-pay requirements without affecting program activities.

Central Hazardous Materials Fund

The mission of the Central Hazardous Materials Fund (CHF) is to protect public health and the environment by addressing the most contaminated sites within national parks, in national wildlife refuges, and on other Department-managed public lands. CHF funds remediation projects using the authorities under the Comprehensive Environmental Response, Compensation, and Liability Act. The program provides Interior bureaus with legal, technical, and project management expertise to address their highest priority cleanup problems. CHF is funded through two revenue sources: annual appropriations and recoveries from potentially responsible parties (PRPs). The program is authorized to receive, retain, and use recoveries from PRPs to fund cleanup projects. Since CHF was established in 1995, the program has

received more than \$138.4 million in recoveries from PRPs and has avoided nearly \$975 million in bureau spending through in-kind remediation work performed by PRPs and other parties.

The 2025 budget request is \$10.1 million, level to the 2024 CR level and supports four FTEs. The CHF program continues to focus on sites that pose the highest risks to employees, public health and welfare, and the environment. Typically, remediation of those sites is so costly and complex that they cannot be adequately addressed using available bureau resources. In 2025, the program anticipates the budget will support cleanup work at an estimated 23 sites, due in part to higher-than-average cost recoveries. The program will continue to seek the participation of current or previous owners to minimize the cleanup cost borne by the American taxpayer. CHF activities include program management, project prioritization, legal support, financial management oversight, technical support, and management of a database that is used to track potentially contaminated sites.

Fixed Costs—Fixed costs of \$140,000 are fully funded. The request also includes \$48,000 for baseline capacity, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs will allow CHF to meet must-pay requirements without affecting program activities.

Abandoned Hardrock Mine Reclamation - Energy Community Revitalization Program

The mission of the Abandoned Hardrock Mine Reclamation (AHMR) program is to implement a key component of the Bipartisan Infrastructure Act (Section 40704) and to support Executive Order 14008, Tackling the Climate Crisis at Home and Abroad, and the President's American Jobs Plan. The AHMR includes a State Grants program, a Tribal Grants program, a Federal program, and program management. Through the State Grants and Tribal Grants programs, the AHMR will provide grants to State and Tribal communities to address hardrock (non-coal) mine lands on State and Tribal lands. The program will provide resources to inventory, assess, decommission, reclaim, and remediate abandoned hardrock mines and their associated infrastructure when the companies that created those sites have left and are no longer viable to address cleanup and closure. The AHMR Federal program will provide funding to Interior and Department of Agriculture bureaus to inventory, assess, and clean up legacy hardrock mines scattered across federally managed lands, focusing initially on the inventory, and prioritizing those that present physical safety hazards and contaminated abandoned hardrock mine sites posing the highest risks.

The 2025 budget request is \$7.0 million, an increase of \$2.0 million from the 2024 CR level, and will support one FTE. The budget request includes \$2.5 million, an increase of \$750,000 over the 2024 CR amount, to provide grants and cooperative agreements to States to inventory, assess, decommission, reclaim, and remediate hardrock mines and associated infrastructure on State and private lands. Also included in the request is \$1.3 million, a \$860,000 increase over the 2024 CR amount, to provide grants and cooperative agreements to Tribal communities to conduct similar work on Tribal lands and support grants management capacity for Tribes. The AHMR Federal program is funded at \$2.5 million, an increase of \$350,000 over the 2024 CR level, to provide critical funding to Interior bureaus and offices to conduct similar work on DOI lands. Although all DOI bureaus are eligible to participate in the AHMR Federal program, the advantage of a centrally managed program is to facilitate the identification and prioritization of high-priority projects across bureau jurisdictional boundaries and aid DOI bureaus and offices that do not have an established inventory or remediation program. The budget also includes

\$849,000, a \$40,000 increase over the 2024 CR amount, for program management and oversight of the State and Tribal grants programs and Federal activities.

Fixed Costs—Fixed costs of \$9,000 are fully funded. There are no baseline capacity costs associated with mission operations in FY 2024. This request will allow the AHMR Federal program to meet must-pay requirements without affecting program activities.

Working Capital Fund

Direct Appropriation

Working Capital Fund – Appropriated Fund Request

The Department’s Working Capital Fund provides centralized services and systems to Interior bureaus and offices and to other customers. The budget includes \$134.8 million for the appropriated portion of the Department’s Working Capital Fund, an increase of \$22.6 million above the 2024 CR level.

Financial and Business Management System/Business Integration Office

Operation and maintenance of the Financial and Business Management System (FBMS) is funded in the 2025 budget at \$57.8 million, an increase of \$3.1 million from the 2024 CR level. The request includes funding required for ongoing operations and maintenance of the Department’s integrated financial and business management system of record. Modernizing Interior’s core business system to ensure a strong administrative backbone is critical to the continued execution of Interior’s mission activities.

The budget includes a decrease of \$1.5 million for the migration of FBMS to the 4HANA platform and transition to the Operations and Maintenance (O&M) phase.

An increase of \$529,000 in the budget will fund training for all 13,000 FBMS users, data consumers, and stakeholders for system and business process changes to ensure DOI successfully implements mandatory Federal initiatives and continues to support DOI’s mission goals with excellence. The migration to 4HANA changes the look, feel, and function of FBMS and necessitates updates to training material and retraining of FBMS users.

Included in the budget is a \$641,000 increase for the upgrade of two core components of FBMS’s SAP software: the front-end enterprise portal and the integration platform that manages critical FBMS interfaces within DOI and with agencies outside DOI. SAP is ending support for these software components and replacing both with a modernized Business Technology Platform (BTP).

A budget increase of \$3.3 million will strengthen the FBMS security posture by executing a Zero Trust architecture strategy. Zero Trust is not a single product, tool, or network; rather, it is a combination of several IT capabilities and pillars that weave together identity protection, devices, network, applications, and data to form the Zero Trust model. Those components work together at different levels to establish a secure composite architecture.

Cybersecurity

The 2025 budget includes \$67.8 million to fund cybersecurity efforts, a net increase of \$23.4 million and continues to fund extremely high-priority, recurring operations and maintenance costs for incident remediation activities. The budget also provides resources to be directed against emerging threats and includes contract savings of \$243,000 for the enterprise-level advanced threat protection solution, which fills a critical gap in Interior's cyber defensive capability.

A cybersecurity Zero Trust architecture requires all devices and users, regardless of whether they are inside or outside an organization's network, to be authenticated, authorized, and regularly validated before being granted access. The budget requests an increase of \$5.0 million for a Secure Access Service Edge (SASE), which focuses on securing access points to meet the required Zero Trust security and performance standards. DOI piloted a SASE solution and determined that it met security and performance requirements outlined by the Department of Homeland Security and the Office of Management and Budget (OMB). The budget increase will fund continued SASE implementation including the purchase of SASE licenses.

Additional investments for cybersecurity Zero Trust architecture include \$18.7 million for a log ingestion, search, and retention solution to strengthen the Department's ability to detect, protect, and remediate cybersecurity incidents involving Departmental assets. The OMB Memorandum M-21-31, *Improving the Federal Government's Investigative and Remediation Capabilities Related to Cybersecurity Incidents*, requires agencies to plan and implement an enhanced level of data logging. Enhanced data logging enables and amplifies the Department's ability to respond to cybersecurity incidents. Fallout from recent incidents—such as the Ivanti, SolarWinds, and Log4J breaches—underscores the importance of increased Departmental visibility before, during, and after a cybersecurity incident. Every activity in the IT environment—from emails to logins to firewall updates—is considered a security event. Bolstering Departmental capabilities will fortify the Department's ability to detect, protect, and mitigate cybersecurity incidents in a manner that will defend Departmental assets from advanced and persistent threats.

Artificial Intelligence

The 2025 request includes \$2.3 million to implement an Artificial Intelligence (AI) Program. This funding will support program administration and governmentwide AI investments. Within this total, \$1.4 million is for an AI program that prioritizes innovation through physical and psychological safety, equity and the advancement of diversity and inclusion, and the identification and mitigation of risks associated with the burgeoning technology. The Department will hire a Chief Artificial Intelligence Officer (CAIO) and staff an Artificial Intelligence program office in accordance with Executive orders and OMB guidance. The CAIO will be responsible for coordinating use, promoting innovation, managing the risks of AI, and providing a solid foundation for the burgeoning AI program. AI is relatively new as a practical concept. By educating and developing the DOI organization to understand how the advent of AI will change the way we work, organizations will ensure superior implementation with well-aligned, non-duplicative, and high-return AI investments. The budget also includes \$893,000 in agency contributions for the United States Digital Service to help them implement programs that deliver services and products across the Government to break down agency silos, accelerate hiring for digital services and AI positions, respond rapidly to emerging issues, and consult on technology strategy to build agency capabilities into the future.

Evidence, Evaluation, and Open Data Management

Included in the 2025 budget is \$6.1 million, an increase of \$3.8 million, to build data management practices to provide evidence-based information the Department can use to improve its programs. This total includes \$812,000, \$50,000 over the 2024 CR level, to aid the development of the Department's Enterprise Artificial Intelligence (AI) strategy to promote the ethical use of AI while aligning data. Maturing this program will enable the Department to establish additional data management and ethical artificial intelligence policies and monitor program controls to maximize programmatic efficiencies. Evidence and Program Evaluation is funded at \$4.5 million, an increase of \$3.6 million, which includes \$1.0 million, an increase of \$400,000 over the 2024 CR amount, for improved Evidence Act capacity by hiring evaluators to help bureaus and offices identify opportunities for outcomes and deliverables, and \$2.6 million to conduct external, third-party evaluation of the outcomes of program initiatives that span multiple Interior bureaus. Other budget requests include \$630,000 for a senior statistical policy analyst to support evidence-based policymaking across the Department's mission areas and an analyst with statistical and economic expertise to support the Department's work to advance the National Strategy for Statistics for Environmental-Economic Decisions. To coordinate and manage Departmentwide Justice40 efforts, the budget includes \$792,000, an increase of \$100,000, to help deliver at least 40 percent of the overall benefits from certain Federal investments in climate and clean energy to disadvantaged communities.

Customer Experience and Digital Service Delivery

The 2025 budget includes \$190,000 for a program analyst who will strengthen the connection between evidence and service delivery in transforming the Department's customer-focused services. The Customer Experience (CX) analyst will work in close partnership with Office of the Chief Information Officer (OCIO) digital experience experts in underlying analyses that will inform Departmentwide CX planning, such as foundational research on customer needs and service gaps, standards and benchmarks, customer journey maps, and process optimization. The CX analyst will identify and develop evidence plans and conduct analyses of potential solutions to ensure effectiveness, efficiency, and continuous improvement (e.g., focus groups, make/buy, beta testing). The CX analyst will also collaborate with teams to establish post-implementation service-delivery goals and performance goals (e.g., customer satisfaction, time savings) and operationalize efficiencies across the Department.

IT Modernization

The 2025 budget includes \$567,000 for IT modernization, a reduction of \$10.7 million from the 2024 CR level. The 2025 budget includes an \$11.0 million reduction reflecting the implementation of the Law Enforcement Records Management System (LERMS) and the migration of the Department's law enforcement systems to a unified, modern, secure records management system. Radio Modernization is funded at \$567,000, an increase of \$261,000, to coordinate Department of the Interior Field Communications Modernization (DIFCOM) across the bureaus, provide programmatic direction, deploy remote broadband connectivity, and provide employees in the field with voice, video, and data capabilities for all missions.

Fixed Costs—Fixed costs of \$601,000 are fully funded. There are no baseline capacity costs associated with mission operations in FY 2024. This request will allow the WCF to meet must-pay requirements without affecting program activities.

Non-Appropriated Working Capital Fund

Estimated collections for 2025 total \$263.2 million for centralized billing and \$410.7 million for direct-billed activities.

Interior Franchise Fund

The Interior Franchise Fund provides business support services to Federal agencies on a competitive basis at customer discretion.

The Government Management Reform Act of 1994 authorized creation of six executive agency pilot franchise funds. The Director of the Office of Management and Budget approved the Department of the Interior's application for a pilot program in May 1996, and the Interior Franchise Fund was established in the 1997 Interior and Related Agencies Appropriations Act. The 2008 Consolidated Appropriations Act provided permanent franchise fund authority. Interior Franchise Fund activities, such as acquisition services, are executed for a variety of Federal agency customers on a reimbursable basis.

PROGRAM PERFORMANCE SUMMARY

Department of the Interior Strategic Plan

The Department's FY 2022-2026 Strategic Plan emphasizes key mission areas and goals that are most critical across the Department, including a set of agency priority goals that relate to the Secretary's top priorities for management attention. Similarly, the Plan employs key performance measures that capture the results of efforts to implement those strategies across bureaus that will lead to the achievement of an integrated set of goals. This information informs the Department's ability to manage, providing insights that guide planning for programs, infrastructure, human capital, information technology, acquisition, and funding. The Strategic Plan's goals and strategies filter down to the individual level, providing a connection of individual achievement to that of the organization. The Department's accompanying Annual Performance Plan (APP) and Annual Performance Report (APR) provide insight into the next level of information to implement the goals reflected in the Strategic Plan, along with corresponding funding estimates, performance targets, strategic actions, and performance results. This information also provides a more readily understandable assessment of performance across the Department, thereby increasing transparency and accountability to the American public. The Office of the Secretary budget continues to improve performance by:

- Utilizing common goals, strategies, performance measures, and related management processes to make it easier for bureaus and offices to work together to achieve shared missions.
- Improving human resources management and processes to help provide a capable workforce to achieve the Department's missions.
- Linking goals to budget and financial resources, thus improving efficiency, and providing more comprehensive data to support decision-making and organizational effectiveness.
- Implementing and maintaining a Departmentwide inventory of Interior facilities and their condition, to ensure funds are prioritized to meet the most essential maintenance and rehabilitation needs.
- Achieving economies of scale in information technology purchases by adopting modern Departmentwide systems and focusing resulting savings towards on-the-ground mission delivery.
- Improving the security of our IT systems to ensure Interior's mission and service to the public are not impacted by security breaches.
- Continually seeking methods to achieve economies through process improvement, strategic sourcing, and enhanced efficiency and effectiveness in the use of partners' capabilities.

Departmental Operations

DEPARTMENT OF THE INTERIOR**OFFICE OF THE SECRETARY****Appropriation Language Sheet****Office of the Secretary, Departmental Operations**

(Including Transfer of Funds)

For necessary expenses for management of the Department of the Interior and for grants and cooperative agreements, as authorized by law, \$157,890,000, to remain available until September 30, 2026; of which not to exceed \$15,000 may be for official reception and representation expenses; of which up to \$1,000,000 shall be available for workers compensation payments and unemployment compensation payments associated with the orderly closure of the United States Bureau of Mines; and of which \$15,319,000, for Indian land, mineral, and resource valuation activities shall remain available until expended: Provided, That funds for Indian land, mineral, and resource valuation activities may, as needed, be transferred to and merged with the Bureau of Indian Affairs "Operation of Indian Programs" and Bureau of Indian Education "Operation of Indian Education Programs" accounts and the Bureau of Trust Funds Administration "Federal Trust Programs" account: Provided further, That funds made available through contracts or grants obligated during fiscal year 2025, as authorized by the Indian Self-Determination Act of 1975 (25 U.S.C. 5301 et seq.), shall remain available until expended by the contractor or grantee.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

DEPARTMENT OF THE INTERIOR

OFFICE OF THE SECRETARY

Appropriation Language Citations

Appropriation: Office of the Secretary, Departmental Operations

Appropriation language and citations:

1. For necessary expenses for management of the Department of the Interior

43 U.S.C. 1451, 1457

Reorganization Plan No. 3 of 1950; 64 Stat. 1262, as amended, 66 Stat. 121.

43 U.S.C. 1451 provides that: “There shall be at the seat of government an executive Department to be known as the Department of the Interior, and a Secretary of the Interior, who shall be the head thereof.”

43 U.S.C. 1457 Duties of the Secretary – The Secretary of the Interior is charged with the supervision of public business concerning:

1. Alaska Railroad.
2. Alaska Road Commission.
3. Bounty Lands.
4. Bureau of Land Management.
5. Bureau of Reclamation.
6. Division of Territories and Island Possessions.
7. Fish and Wildlife Service.
8. Geological Survey.
9. Indians.
10. National Park Service.
11. Petroleum Conservation.
12. Public Lands, including mines.

Reorganization Plan No. 3 states that: (a) “Except as otherwise provided in subsection (b) of this section, there are hereby transferred to the Secretary of the Interior all functions of all agencies and employees of such Department...” (b) “This section shall not apply to the functions vested by the Administrative Procedure Act (60 Stat. 237) [now covered by sections 551 et seq. and 701 et seq. of Title 5, Government Organization and Employees] in hearing examiners employed by the Department of the Interior, nor to the functions of the Virgin Islands Corporation or of its Board of Directors or officers.”

All functions of all other officers of the Department of the Interior and all functions of all agencies and employees of such Department were, with the two exceptions, transferred to the Secretary of the Interior, with power vested in the Secretary to authorize their performance or the performance of any of the

Secretary's functions by any of such offices, agencies, and employees. Under the authority of Reorganization Plan No. 3 of 1950, the Secretary is empowered to effect transfers of functions and responsibilities, with certain exceptions, and delegate authorities within the Department or its agencies to address changing requirements in the overall organization of the Department.

2. and for grants and cooperative agreements, as authorized by law,

This language provides authority to support ONRR's minerals revenue collection and management functions, including the State and Tribal Audit Program. This language provides grants and cooperative agreement authority to the Office of the Secretary in support of the Department's bureaus and offices.

3. to remain available until September 30, 2026;

The Department proposes the availability of funding for the Departmental Operations account to remain available until September 30, 2026.

4. of which not to exceed \$15,000 may be for official reception and representation expenses;

The Secretary, as a member of the President's Cabinet, is called upon from time to time to hold official receptions for foreign dignitaries and other high-ranking officials. The above language both authorizes and limits the amount of funds used for this purpose.

5. and of which up to \$1,000,000 shall be available for workers compensation payments and unemployment compensation payments associated with the orderly closure of the United States Bureau of Mines;

The Department proposes to continue funding workers' and unemployment compensation benefit payments associated with former employees of the Bureau of Mines.

6. and of which \$15,319,000 for Indian land, mineral, and resource valuation activities shall remain available until expended:

The Department proposes \$15,319,000 of funding for the Departmental Operations account to fund Indian land appraisals. The Appraisal and Valuation Services Office (AVSO) is responsible for all land and mineral valuations, including Indian lands, to provide independent and impartial estimates of value for specific types of real property interests held or owned in trust or restricted status for Indian Tribes, individual Indians, and Alaska Natives.

7. Provided, That funds for Indian land, mineral, and resource valuation activities may, as needed, be transferred to and merged with the Bureau of Indian Affairs "Operation of Indian Programs" and Bureau of Indian Education "Operation of Indian Education Programs" accounts and the Bureau of Trust Funds Administration "Federal Trust Programs" account:

The Department proposes authorization to transfer funds to the Bureau of Indian Affairs, the Bureau of Indian Education, and the Bureau of Trust Funds Administration to support the administration of contracts and grants authorized by 25 U.S.C 5301 et seq.

8. Provided further, That funds made available through contracts or grants obligated during fiscal year 2025, as authorized by the Indian Self-Determination Act of 1975, (25 U.S.C. 5301 et seq.), shall remain available until expended by the contractor or grantee.

25 U.S.C. 5301 et seq. authorizes funds obligated for Tribal contracts to remain available until expended.

DEPARTMENT OF THE INTERIOR

OFFICE OF THE SECRETARY

Appropriation Language Sheet

Administrative Provisions

For fiscal year 2025, up to \$550,000 of the payments authorized by chapter 69 of title 31, United States Code, may be retained for administrative expenses of the Payments in Lieu of Taxes Program: Provided, That the amounts provided under this Act specifically for the Payments in Lieu of Taxes program are the only amounts available for payments authorized under chapter 69 of title 31, United States Code: Provided further, That in the event the sums appropriated for any fiscal year for payments pursuant to this chapter are insufficient to make the full payments authorized by that chapter to all units of local government, then the payment to each local government shall be made proportionally: Provided further, That the Secretary may make adjustments to payment to individual units of local government to correct for prior overpayments or underpayments: Provided further, That no payment shall be made pursuant to that chapter to otherwise eligible units of local government if the computed amount of the payment is less than \$100.

DEPARTMENT OF THE INTERIOR

OFFICE OF THE SECRETARY

Appropriation Language Citations

Appropriation: Administrative Provisions

Appropriation language and citations:

1. For fiscal year 2025, up to \$550,000 of the payments authorized by chapter 69 of title 31, United States Code, may be retained for administrative expenses of the Payments in Lieu of Taxes Program:

This provision authorizes the use of funds appropriated to the PILT program for administrative expenses. This clause provides authority to use no more than \$550,000 of the appropriation for the PILT program for administration and oversight of the program, which is an increase from prior year authority.

2. Provided, That the amounts provided under this Act specifically for the Payments in Lieu of Taxes program are the only amounts available for payments authorized under chapter 69 of title 31, United States Code:

This clause clarifies the amount of payments issued under the program be restricted to the amount of funding appropriated.

3. Provided further, That in the event the sums appropriated for any fiscal year for payments pursuant to this chapter are insufficient to make the full payments authorized by that chapter to all units of local government, then the payment to each local government shall be made proportionally:

This clause clarifies that in the event the amount provided for the program is less than the full statutory calculation, the amounts provided to each local government will be prorated equally to the amount of available funding.

4. Provided further, That the Secretary may make adjustments to payment to individual units of local government to correct for prior overpayments or underpayments:

This clause provides authority to adjust an authorized 2025 payment to correct for the under- or over-payment to a unit of local government in a prior year.

5. Provided further, That no payment shall be made pursuant to that chapter to otherwise eligible units of local government if the computed amount of the payment is less than \$100.

This clause eliminates the requirement to make Payments in Lieu of Taxes payments to eligible local government units if the amount of such payment is less than \$100.

Office of the Secretary – Departmental Operations
Budget At a Glance
(Dollars in Thousands)

Appropriation: Departmental Operations	2023 Actual	2024 Annualized CR	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request
Leadership and Administration	110,969	110,969	+5,650	+0	+14,439	131,058
Executive Direction	24,871	24,871	+679	+0	+1,820	27,370
Baseline Capacity - 2024 Fixed Costs					[+1,243]	
Tribal Advisory Committee Coordinator					[+227]	
Expand Youth Employment Opportunities					[+20]	
Permitting Improvement Coordination					[+330]	
Policy Analysis and Compliance	10,193	10,193	+261	+0	-1,082	9,372
Baseline Capacity - 2024 Fixed Costs					[+489]	
Improve DOI Economic Modeling and Analysis					[+65]	
Native Hawaiian Relations Office Rent					[+40]	
Hawaiian Home Lands Recovery Act					[-500]	
NATIVE Act Grants					[-1,176]	
Budget, Finance, Performance and Acquisition Mgmt	20,636	20,636	+566	+0	+3,887	25,089
Baseline Capacity - 2024 Fixed Costs					[+1,035]	
Energy Revenue Estimation					[+227]	
Improve Audit and Internal Controls					[+300]	
Zero Emission Vehicle Integrator					[+257]	
Improve Interior Museum Program					[+331]	
Advanced NAGPRA Coordination					[+250]	
Improve Grants Management and Oversight					[+260]	
Build America, Buy America Act Implementation					[+1,000]	
Strengthen Enterprise Risk Management					[+227]	
Human Capital, Equity, and Strategic Development	8,862	8,862	+268	+0	+1,864	10,994
Baseline Capacity - 2024 Fixed Costs					[+491]	
EEO Complaints Tracking and Reporting					[+162]	
OS EEO Adjudication and Compliance					[+495]	
Improve Senior Executive Service On-Boarding					[+11]	
Virtual Accountability Compliance, and Evaluation Portal					[+55]	
Public/Private Partnerships Coordination					[+330]	
Youth Coordination					[+320]	
Public Safety and Emergency Services	4,198	4,198	+97	+0	+486	4,781
Baseline Capacity - 2024 Fixed Costs					[+191]	
LE Mental Health and Wellness Coordinator					[+295]	
Technology and Business Services	4,136	4,136	+91	+0	+1,554	5,781
Baseline Capacity - 2024 Fixed Costs					[+168]	
Increase Alternative Dispute Resolution Capacity					[+1,386]	
Central Services	38,073	38,073	+3,688	+0	+5,910	47,671
Baseline Capacity - 2024 Fixed Costs					[+430]	
Mandatory IT Security Requirements					[+2,935]	
Central Administrative Operations Escalation					[+1,985]	
GSA Technology Transformation Services Assessment (FEDRAMP)					[+328]	
OPM Hiring Experience Group (DOI Contribution)					[+132]	
ZEV Infrastructure and Charging Stations for MIB					[+100]	
Management Services	24,915	24,915	+627	+0	+1,290	26,832
Office of Hearings and Appeals	8,528	8,528	+212	+0	+613	9,353
Baseline Capacity - 2024 Fixed Costs					[+416]	
Zero Trust IT Security and e-Filing Docket System O&M					[+197]	
Appraisal and Valuation Services Office - Indian Country	14,295	14,295	+357	+0	+667	15,319
Baseline Capacity - 2024 Fixed Costs					[+667]	
USBM Worker's Compensation	286	286	+0	+0	-105	181
Reduced USBM Worker's Compensation Payments					[+105]	
Indian Arts and Crafts Board	1,806	1,806	+58	+0	+115	1,979
Baseline Capacity - 2024 Fixed Costs					[+115]	
TOTAL, OS DEPARTMENTAL OPERATIONS	135,884	135,884	+6,277	+0	+15,729	157,890
<i>Other Transfers</i>	<i>-2,034</i>	<i>0</i>	<i>+0</i>	<i>+0</i>	<i>+0</i>	<i>0</i>
TOTAL, OS DEPARTMENTAL OPERATIONS w/o SUPPLEMENTAL	133,850	135,884	+6,277	+0	+15,729	157,890
Bipartisan Infrastructure Law (P.L. 117-58)	142,000	142,000	+0	+0	+0	142,000
Transfer to OIG (P.L. 117-58)	-710	-710	+0	+0	+0	-710
TOTAL, OS DEPARTMENTAL OPERATIONS w/ SUPPLEMENTAL	275,140	277,174	+6,277	+0	+15,729	299,180

Summary of Requirements for Office of the Secretary
(Dollars in Thousands)

DEPARTMENTAL OPERATIONS	2023 Actual Amount	2023 Actual FTE	2024 Annual CR Amount	2024 Annual CR FTE	Fixed Costs (+/-)	Program Changes (+/-) Amount	Program Changes (+/-) FTE	2025 Request Amount	2025 Request FTE	Change from 2024 Annual CR (+/-) Amount
Leadership and Administration										
Executive Direction	24,871	117	24,871	112	+679	+1,820	+2	27,370	114	+2,499
Policy Analysis and Compliance	10,193	39	10,193	43	+261	-1,082	+0	9,372	43	-821
Budget, Finance, Performance, and Acquisition Management	20,636	83	20,636	85	+566	+3,887	+9	25,089	94	+4,453
Human Capital, Equity, and Strategic Development	8,862	38	8,862	44	+268	+1,864	+4	10,994	48	+2,132
Public Safety, Resource Protection, and Emergency Services	4,198	17	4,198	16	+97	+486	+1	4,781	17	+583
Technology and Business Services	4,136	21	4,136	15	+91	+1,554	+7	5,781	22	+1,645
Central Services	38,073	0	38,073	0	+3,688	+5,910	+0	47,671	0	+9,598
Total, Leadership and Administration	110,969	315	110,969	315	+5,650	+14,439	+23	131,058	338	+20,089
Management Services										
Office of Hearings and Appeals	8,528	25	8,528	32	+212	+613	+0	9,353	32	+825
Appraisal and Valuation Services Office - Indian Country	14,295	63	14,295	59	+357	+667	+0	15,319	59	+1,024
U.S. Bureau of Mines Worker's Compensation	286	0	286	0	+0	-105	+0	181	0	-105
Indian Arts and Crafts Board	1,806	10	1,806	12	+58	+115	+0	1,979	12	+173
Total, Management Services	24,915	98	24,915	103	+627	+1,290	+0	26,832	103	+1,917
TOTAL, DEPARTMENTAL OPERATIONS	135,884	413	135,884	418	+6,277	+15,729	+23	157,890	441	+22,006
<i>Other Transfers</i>	-2,034	0	0	0	+0	+0	+0	0	0	+0
TOTAL, DEPARTMENTAL OPERATIONS w/o SUPPLEMENTAL	133,850	413	135,884	418	+6,277	+15,729	+23	157,890	441	+22,006
<i>Bipartisan Infrastructure Law (P.L. 117-58)</i>	[142,000]	[3]	[142,000]	[2]	[-]	[-]	[-]	[142,000]	[2]	[-]
<i>Transfer to OIG (P.L. 117-58)</i>	[-710]	[-]	[-710]	[-]	[-]	[-]	[-]	[-710]	[-]	[-]
TOTAL, DEPARTMENTAL OPERATIONS w/ SUPPLEMENTAL	275,140	416	277,174	420	+6,277	+15,729	+23	299,180	443	+22,006

Departmental Operations

Justification of Fixed Costs

(Dollars In Thousands)

Fixed Cost Changes and Projections	2024 Change	2024 to 2025 Change	Description
Change in Number of Paid Days	+367	+0	Total paid days for FY2025 is 261 (2088 hours) which is the same number of days as FY2024. This information is consistent with the published Circular A-11.
Pay Raise	+4,625	+2,492	The President's Budget for 2025 includes one quarter (October-December 2024) of the 5.2% pay raise for 2024 and three quarters (January-September 2025) of the estimated 2.0% pay raise for 2025, as published in the OMB Circular A-11.
Employer Share of Federal Employee Retirement System	+5	+0	The estimates do not reflect increases to the employer contribution for FERS or Law Enforcement FERS for FY2025 in accordance with the published OMB Circular A-11.
Departmental Working Capital Fund	+537	+1,266	The estimates reflect final decisions of the Working Capital Fund Consortium on the Working Capital Fund central bill.
Worker's Compensation Payments	-63	-48	The amount reflects final chargeback costs of compensating injured employees and dependents of employees who suffer accidental deaths while on duty. This amount reflects the final Workers Compensation bill for 2025 payable to the Department of Labor, Federal Employees Compensation Fund, pursuant to 5 U.S.C. 8147(b) as amended by Public Law 94-273.
Unemployment Compensation Payments	+48	-41	The amount reflects projected changes in the costs of unemployment compensation claims to be paid to the Department of Labor, Federal Employees Compensation Account, in the Unemployment Trust Fund, pursuant to Public Law 96-499. This estimate reflects an applied annual inflation factor of 3.0% to the 5-year average of actuals between 2018-2022.
Rental Payments	+91	+2,608	This estimate reflects the FY 2025 President's Budget 54s as submitted. The amounts reflect changes in the costs payable to General Services Administration (GSA) and others for office and non-office space as estimated by GSA, as well as the rental costs of other currently occupied space. These estimates reflect MIB rent, Security, Federal Reserve Parking, and Operations and Maintenance distributed by bureau and office, based upon OFAS provided MIB occupancy levels. Costs of mandatory office relocations, i.e. relocations in cases where due to external events there is no alternative but to vacate the currently occupied space, are also included.

DEPARTMENT OF THE INTERIOR**OFFICE OF THE SECRETARY, INTERIOR BUSINESS CENTER
AND DEPARTMENTWIDE PROGRAMS****Employee Count By Grade**

	2023 Actual	2024 Estimate	2025 Estimate
Executive Level I.....	1	1	1
Executive Level II.....	1	1	1
Executive Level IV.....	3	6	6
subtotal.....	5	8	8
SES.....	83	80	80
AL-2-3 *.....	2	4	6
SL-0 **.....	28	28	28
subtotal.....	30	32	34
GS-15.....	341	344	335
GS-14.....	670	680	662
GS-13.....	797	807	787
GS-12.....	557	572	552
GS-11.....	197	207	187
GS-10.....	7	7	12
GS-9.....	125	135	115
GS-8.....	25	35	25
GS-7.....	85	95	85
GS-6.....	38	47	37
GS-5.....	45	45	45
GS-4.....	11	21	16
GS-3.....	0	0	0
GS-2.....	0	0	0
GS-1.....	0	0	0
subtotal.....	2,898	2,995	2,858
Other Pay Schedule Systems.....	11	11	11
Total employment (actual / projected) at end of fiscal year.....	3,027	3,126	2,991

* AL - Administrative Law Judge

** SL - Administrative Judge & Senior Level

Activity: Leadership and Administration
Program Element: Executive Direction

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	24,871	24,871	+679	+0	+1,820	27,370	+2,499
FTE	117	112	+0	+0	+2	114	+2

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+1,243	0
Tribal Advisory Committee Coordinator	+227	+1
Expand Youth Employment Opportunities	+20	0
Permitting Improvement Coordination	+330	+1
TOTAL Program Changes	+1,820	+2

The 2025 Budget Request for Executive Direction is \$27,370,000 and 114 FTE, a program change of +\$1,820,000 and +2 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$1,243,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The Executive Direction budget includes \$1,243,000 which is the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Tribal Advisory Committee Coordinator (+\$227,000 / +1 FTE) - The budget includes funding to hire a permanent coordinator for the Secretary's Tribal Advisory Committee (STAC). The STAC is composed of a Tribal member from each of the 12 Bureau of Indian Affairs Regions, and one alternate member. The STAC is a new opportunity that ensures Tribal leaders have direct and consistent contact and communication with current and future Department officials to facilitate robust discussion on intergovernmental responsibilities, exchange views, share information, and provide advice and recommendations regarding Departmental programs and funding that impact Tribal Nations. The

coordinator position will provide continuity and preserve institutional knowledge to support the advisory committee as well as manage the staggered member appointment terms.

Expand Youth Employment Opportunities (+\$20,000 / 0 FTE) – The budget includes funding to reinvigorate the Secretary’s Paid Intern program, which provides valuable work experience and exposure to Interior’s varied missions for young adults exploring employment opportunities in the public sector, and the Department of the Interior in particular. This program is also an opportunity to advance DEIA in the Department, as per the Department and the Administration’s continued commitment to diversity within the Federal workforce.

Permitting Improvement Coordinator (+\$330,000 /+1 FTE) – The budget request includes an increase of \$330,000 for the Department to establish a Senior Permitting Official charged with driving implementation of the Department’s Permitting Action Plan; tracking permitting progress on priority projects and infrastructure sectors; and initiating additional analysis and assessment of Bureau implementation to identify trends, needs and best practices. The Infrastructure Improvement and Jobs Act, Inflation Reduction Act, and Creating Helpful Incentives to Produce Semiconductors and Science Act, in addition to baseline infrastructure investments create a once in a generation opportunity to repair crumbling infrastructure, invest in resiliency to climate change as well as other hazards, and stay connected. The Department, across its Offices and Bureaus, plays an integrated and critical role in permitting projects in high priority sectors from transmission to onshore and offshore renewable energy to broadband to forest restoration. At the same time, the Fiscal Responsibility Act and Administration improvements to National Environmental Policy Act Regulations require the Department to develop and integrate new policy and practices into its permitting work. While the Department currently has the Office of Environmental and Policy Compliance dedicated to coordinating NEPA practice and implementation across the agency, this is only one piece of the permitting coordination required. To realize the full opportunity for transformational infrastructure deployment at the pace and scale required demands that Interior have a new leadership position dedicated to improving coordination among bureaus involved in permitting, supporting integration of new NEPA practices into project approvals, and driving performance analysis utilizing data derived from project tracking tools.

Program Overview

The Executive Direction Program Element consists of the Secretary of the Interior’s Immediate Office, the Secretary’s staff offices, and Assistant Secretary Offices described below.

The Secretary of the Interior is the Administration’s leading policy maker and spokesperson for the conservation and management of our Nation’s public natural and cultural resources; the provision of scientific and other information about resources; the development of energy production on Federal lands and waters to support energy security; and honoring special responsibilities and commitments to American Indians, Alaska Natives, and affiliated Island communities.

The Department has a significant presence on the land and in the stewardship of the public’s natural and cultural resources. Interior’s bureaus and offices manage more than 480 million surface acres, 700 million subsurface acres, 760 million acres of submerged land in five national monuments and have

jurisdiction over more than 3.2 billion acres of the Outer Continental Shelf. Interior manages lands, subsurface rights, and offshore areas that produce approximately 18 percent of the Nation's energy as well as a significant portion of the Nation's renewable energy-generating capacity; is the largest supplier and manager of water in the 17 Western States; and provides services to American Indians and Alaska Natives from the 574 federally recognized Tribes in the 48 contiguous States and Alaska. Interior operates and manages 429 national park units, 570 national wildlife refuges, and 71 national fish hatcheries. Department programs operate from 2,400 locations with nearly 70,000 employees and more than 165,000 volunteers.

The Secretary's Immediate Office consists of the Secretary, Deputy Secretary, and a staff of experienced senior officials who provide overall policy direction and coordination for the Department's major initiatives. This staff is responsible for coordination of major multi-bureau and multi-agency program issues, such as upholding our trust responsibility to Tribes, conservation, climate resilience, energy development, infrastructure, land and water stewardship, recreation, and other high-profile initiatives.

Senior staff members in the Office of the Secretary are responsible for coordination and communication with the Congress, governors, Tribal organizations, county commissioners, and local elected officials. They work closely with organizations to find ways to resolve issues through cooperation and partnerships. In addition, the office maintains working relationships with external constituent and non-governmental groups nationwide.

The Office of the Secretary also manages information, outreach, and the development of strategies to address major policy issues of importance to the President and the Congress. Through staff offices, described below, the Secretary guides the legislative, budget, and policy agenda for the Department; sets the policies and practices for coordination and communication with States, local entities, and external partners; provides the priorities and strategies for operation of the eleven bureaus and multiple offices in the Department; and provides the direction and leadership for ethical conduct, program effectiveness, and efficiency.

Secretary of the Interior's Staff Offices:

The Office of Executive Secretariat and Regulatory Affairs serves as the Department of the Interior's principal office that oversees and manages 1) executive correspondence, 2) regulatory affairs, 3) Departmental directives, 4) committee management, 5) document production management, and 6) the Freedom of Information Act requests for the Office of the Secretary. The Office has varied responsibilities in each of these areas.

The Office of Congressional and Legislative Affairs discharges the duties of the Secretary of the Interior to implement the Department's congressional and legislative policies and priorities. The Office serves as the Department of the Interior's primary liaison with Congressional Committees and individual Members of Congress, the White House, and other Federal agencies to communicate the Department's views on congressional and legislative matters and to provide for an effective interchange of information. The Office coordinates meetings with and briefings for Members of Congress and congressional staff and works with other Interior offices and bureaus to provide responses to congressional inquiries and requests for information, including oversight requests. The Office is responsible for the preparation of Departmental witnesses, the preparation and confirmation of Departmental nominees, the development of

legislation, and the review and analysis of all legislative matters affecting Interior and its bureaus. This includes the development and coordination of the Department's views on proposed legislation; testimony; reports; Congressional correspondence; responses to post-hearing questions; and any other communication of the Department's views on legislative and other congressional matters.

The Office of Communications (OCO) serves as the trusted voice of the Department of the Interior — delivering timely, accurate, and vital information to the American people, Interior employees, members of the news media, and a variety of stakeholders. OCO oversees all public-facing communications for the Department, including press engagement and digital media (web, video production, and social media), as well as internal communications from the Office of the Secretary to Interior employees. The office provides strategic guidance and coordination for all major announcements from the Department, bureaus, and offices to facilitate transparency, accessibility, and open government. OCO is working to modernize the Department's digital services to provide the public with information that is in plain language, accessible, and user-centric. OCO supports employee engagement and works to ensure employees receive timely and accurate information. OCO maintains an intranet site to keep Interior employees informed, bringing them closer to the Department's mission and helping them succeed. OCO brings together communicators from across the Department to synchronize messages and share resources. The office serves as the keystone in telling the Interior story — highlighting important programs and the work being done for the benefit of all Americans.

The Office of Intergovernmental and External Affairs (OIEA) strengthens relationships between State and local partners and external stakeholders with the Office of the Secretary. The Office also serves as liaison for governmental and non-governmental partners in communicating with Interior's offices and the bureaus.

Assistant Secretary Offices:

The Office of the Assistant Secretary for Land and Minerals Management (AS-LMM) oversees the Bureau of Land Management (BLM), the Bureau of Ocean Energy Management (BOEM), the Bureau of Safety and Environmental Enforcement (BSEE), and the Office of Surface Mining Reclamation and Enforcement (OSMRE). The AS-LMM develops policies concerning public land management, resource use, and regulatory oversight and enforcement, and promotes their effective implementation by BLM, BOEM, BSEE, and OSMRE. Major objectives include:

- Identifying steps to accelerate responsible development of renewable energy on public lands and waters.
- Maximizing the effectiveness of program operations of the land and minerals management bureaus as they work to conserve 30% of our lands and waters by the year 2030.
- Serving as the primary Interior Department focal point for policy and regulatory development and coordination for national onshore and offshore minerals management activities, renewable and conventional resource development, public lands management, and the restoration of mined areas and abandoned mine lands, all with a focus on centering equity and environmental justice.

- Promoting the establishment of and adherence to appropriate program goals for assigned functions by making investments and program adjustments to support the Administration's goal of creating millions of good-paying union jobs to tackle the challenges of the changing climate.
- Strengthening the government-to-government relationship with sovereign Tribal nations and fostering appropriate consultation and coordination with all affected parties on assigned programs.

The Office of the Assistant Secretary for Water and Science (AS-WS) implements Interior policy and provides oversight for the projects and programs of the Bureau of Reclamation, the U.S. Geological Survey (USGS), and the Central Utah Project Completion Act Office (CUPCA), ensuring the management of reliable water supplies, generation of hydropower, and provision of sound science. Major objectives include:

- Coordinating and providing leadership on water resources management and delivery.
- Serving as the Interior Department's focal point for national policy on water, hydropower, and science issues.
- Providing leadership on water supply conflicts and increasing sustainable water supplies.
- Coordinating science support for natural resource managers and decision-makers.
- Maximizing the effectiveness of program operations of the bureaus.
- Ensuring program goals are identified and results are measured against the Interior objectives they support.
- Ensuring appropriate and meaningful consultation, communication, and coordination with all affected parties in program and policy development and implementation.

The Office of the Assistant Secretary for Fish and Wildlife and Parks (AS-FWP) provides overall policy direction to the National Park Service (NPS), the United States Fish and Wildlife Service (FWS), and the Office of Everglades Restoration Initiatives on the development and implementation of complex priorities. The objective is to ensure the conservation and public enjoyment of natural, cultural, and biological resources while balancing public needs and recognizing key partners, including States, Territories, Tribes, and other stakeholders. The AS-FWP has the lead responsibility within the Federal government for ensuring the protection and stewardship of lands and waters within the national park and wildlife refuge systems; preservation of cultural resources; and conservation of Federal trust species of fish, wildlife, and plants and their habitats, including those listed as endangered or threatened under the Endangered Species Act. This responsibility entails a careful balancing of differing needs and viewpoints. The AS-FWP's decisions are guided by Administration policy, the National Park Service Organic Act, the Endangered Species Act, the Fish and Wildlife Coordination Act, and the Refuge Administration Act, among others.

The AS-FWP is responsible for developing and implementing policies to ensure the protection and accessibility of the many natural, cultural, and biological resources throughout the Nation. Major objectives include:

- Promoting the visitor experience at parks and refuges by providing quality facilities and recreational and educational opportunities.
- Expanding public access, including fishing and hunting, to Federal lands for all to enjoy, experience, and use.
- Enhancing conservation and recovery of fish and wildlife and their habitats and working cooperatively with others to promote and manage healthy ecosystems on non-Federal lands.
- Sustaining fish and wildlife populations, including endangered and threatened species, migratory birds, and certain marine mammals.
- Prioritizing private and public sector partnerships and cooperative efforts with State, local, and Tribal governments; private landowners; and non-government organizations to achieve conservation objectives.
- Providing innovative mechanisms and incentives to conserve endangered species and enhance the effectiveness of conservation measures.
- Protecting, restoring, and maintaining natural and cultural park resources.
- Coordinating the protection of fish, wildlife, and park equities in large watersheds within national park and national refuge areas.

The Office of the Assistant Secretary for Indian Affairs (AS-IA) promotes the policy of Tribal self-determination, maintains the Federal trust obligation to Indians, and ensures the Bureau of Indian Affairs (BIA), the Bureau of Indian Education (BIE), and the Bureau of Trust Funds Administration (BTFA) are effective and accountable for results. Within the parameters established by Congress and the Executive Branch, the primary responsibilities of the AS-IA are to advise the Secretary on American Indian and Alaska Native (AIAN) policy issues, communicate policy, and oversee the programs of BIA, BIE, and BTFA. Major objectives include:

- Advising the Secretary on AIAN policy issues.
- Providing leadership in consultations with Tribes and serving as the Departmental official for intra- and inter-departmental coordination and liaison within the Executive branch on AIAN matters.
- Oversight of policy and economic development programs, including the Office of Self Governance, Office of Indian Gaming, Office of Indian Energy and Economic Development, and Office of Federal Acknowledgment.
- Directing centralized administration, information resources, asset management, and other organizational support services.
- Providing centralized services to BIA and BIE which enable managers responsible for managing Indian trust assets, providing Tribal services, and educating Indian children to focus on program and service delivery to Tribal communities.

The Office of the Assistant Secretary for Insular, International and Ocean Affairs (formerly Insular and International Affairs) (AS-IIOA) carries out the Department's responsibilities regarding the U.S. territories; the freely associated states (FAS); international technical engagement; and the coordination of ocean, Great Lakes, and coastal activities. The AS-IIOA oversees the Office of Insular Affairs, the Office

of International Affairs, and the Ocean, Great Lakes, and Coastal Program; promotes the economic, social, and political development of the U.S.-affiliated insular areas; and coordinates engagement on the Department's responsibilities that extend beyond the borders of the United States. The AS-IIOA discharges the duties of the Secretary with regard to the administration of laws, functions, responsibilities, and authorities related to U.S.-affiliated insular areas, as well as all related financial and administrative matters vested in the Secretary by the President and the Congress.

Office of Insular Affairs (OIA): The AS-IIOA, through OIA, carries out the duties of the Secretary with regard to the administration of laws, functions, responsibilities, and authorities related to the U.S. territories and the sovereign FAS, as well as all financial and administrative matters vested in the Secretary by the President and the Congress. The U.S. territories under the AS-IIOA's purview include American Samoa, the Commonwealth of the Northern Mariana Islands (CNMI), Guam, and the U.S. Virgin Islands (USVI). Residents of these U.S. territories are U.S. citizens or nationals. The OIA, works to improve quality of life in the aforementioned insular areas as well as administers and oversees Federal assistance to the sovereign FAS: the Federated States of Micronesia (FSM), the Republic of the Marshall Islands (RMI), and the Republic of Palau (Palau). Information on the Office of Insular Affairs is presented in a stand-alone Congressional Justification.

Office of International Affairs (INT): The AS-IIOA, through INT, supports the Secretary and other senior officials on Interior's international relations of strategic importance, in coordination with the Department of State and the White House. INT coordinates with international counterparts to support the DOI mission on management and protection of resources, wildlife, watersheds, and landscapes; preparation for and response to natural disasters; scientific research; and addressing the priorities of Indigenous peoples. Major objectives and activities include:

- Representing Interior in interagency deliberations on international issues impacting natural and cultural resource management and Indigenous matters and serving as a central point of contact for other Federal agencies and foreign governments.
- Supporting U.S. foreign policy objectives that affect Interior's mission, including fulfillment of Congressional mandates and U.S. treaty obligations related to resource conservation, energy resource development, and indigenous peoples.
- Maintaining long-term direct relationships with foreign counterparts in Ministries managing Environment, Energy, Water, Natural Resources, Science and Technology, Culture, Tourism, and Indigenous Affairs programs.
- Providing valuable institutional knowledge and subject matter expertise on Interior's international mission for Department of State and USAID officials who rotate every two to three years from one posting to the next.
- Advancing international cooperation in conflict zones and sensitive areas where biologists, geologists, dam safety engineers, and resource managers work well together on technical matters despite geopolitical differences.
- Approval and oversight of foreign travel for all Interior employees and processing of official passport and visa transactions in coordination with the Department of State and foreign embassies.

- Management of the International Technical Assistance Program, utilizing reimbursable funding from other U.S. agencies or international organizations to field multi-bureau teams in the full range of DOI expertise for government-to-government technical exchanges with foreign countries and collaboration with on the ground partners.

Ocean, Great Lakes, and Coastal Program (OGLCP): The AS-IIOA, through OGLCP, coordinates the Department's ocean, Great Lakes, and coastal activities, which provides tremendous economic, cultural, recreational, and biological value to the Nation, including over 35,000 miles of coastline, 268 coastal and island National Parks and National Wildlife Refuges, and billions of acres of mineral and renewable energy resources on the outer continental shelf. Major objectives include:

- Upholding DOI's stewardship responsibilities and responding to ever-growing threats and complex changes to the ocean, Great Lakes, and coastal resources through increased understanding, conservation, responsible use, and collaborative science-based management.
- Coordinating and collaborating with DOI's offices and bureaus to carry out the Department's stewardship role.
- Leading and coordinating interagency efforts to develop and implement national ocean policy goals and objectives.
- Leading efforts to develop policy, program implementation, and collaboration among bureaus to support interagency initiatives and mandates, including the activities of the U.S. Coral Reef Task Force (USCRTF) and implementing the new 5-year strategic plan for the USCRTF.
- Supporting Administration guidance on implementation of a national ocean policy through participation and leadership on the Ocean Policy Committee and various subcommittees.
- Developing, editing, and publishing four NEWSWAVE Newsletters.
- Planning and hosting two USCRTF meetings per calendar year, one of which is to be held in a coral reef jurisdiction.
- Participating in opportunities for external engagement, including working with the National Marine Sanctuary Foundation to plan the annual Capitol Hill Ocean Week.

The Office of the Assistant Secretary – Policy, Management and Budget (AS-PMB) is responsible for providing overall policy direction, leadership, guidance, and assistance on a broad range of management and operational issues that directly affect the Interior Department's ability to fulfill its mission. The AS-PMB is designated as a successor, following the Deputy Secretary and the Solicitor, to perform the duties of the Secretary. The AS-PMB serves in a number of statutorily designated positions and is the agency's Chief Financial Officer, Chief Acquisition Officer, and Chief Performance Officer. The AS-PMB provides direction and oversight of the Department's information resources management and information technology programs and has responsibility for major operational components that support Interior-wide functions, including the Interior Business Center, Appraisal and Valuation Services Office, Office of Aviation Services, Natural Resource Damage Assessment and Restoration program, Central Hazardous Materials Fund, Great American Outdoors Act Program Management Office, the Bipartisan Infrastructure Law Program Management Office, and the Payments in Lieu of Taxes program. The AS-PMB also provides direction and oversight for the Office of Diversity, Inclusion and Civil Rights with the

responsibility to assure a more diverse, inclusive, and equitable workplace. The AS-PMB coordinates Emergency Response Management across the Department. The AS-PMB hosts the National Invasive Species Council (NISC) – Secretariat on behalf of the Secretaries and Administrators of the 13 Departments and Agencies that comprise the NISC. The AS-PMB oversees the Wildland Fire program in coordination with the three land management bureaus (Bureau of Land Management, U.S. Fish and Wildlife Service, and National Park Service) and the Bureau of Indian Affairs. In addition, AS-PMB oversees the Office of Natural Resources Revenue collection and disbursement of energy and mineral revenues from State, Tribal, and Federal lands. The AS-PMB plays a pivotal role in the stewardship of Interior’s fiscal resources, leading budget formulation and execution as well as financial reporting and annual audit activities and is a service provider for the Interior Department for several administrative-oriented functions. Major objectives include:

- Promulgating policies, processes, and tools to implement priorities, leading the development of long-term strategies to optimize mission and administrative services.
- Empowering and supporting bureau-level, regional and field-based reforms to improve service delivery.
- Providing cross-cutting policy development and analysis to guide programs requiring Departmental attention due to their national concern, budgetary significance, legislative requirements, precedent-setting nature, or issues crossing bureau or office lines.
- Coordinating information, outreach, and the development of strategies to address major policy issues of importance to the Secretary, Office of Management and Budget, and Appropriations Committees.
- Coordinating the development of the strategic plan, agency priority goals, annual performance plans, and quarterly performance reviews, and expanding the use of performance-based information for effective decision-making.
- Advancing management reforms among Interior bureaus and offices to ensure standardization and cohesion across the Department and maximize resource sharing. Ensuring Departmental compliance with legislative and regulatory requirements related to annual appropriations bills and Interior-wide functions such as performance, finance, environmental compliance, acquisition, financial assistance, property management, budget, human resources, information technology, general management, administration, and civil rights, diversity, and inclusion.

Program Performance Estimates

The President’s budget continues to focus on addressing the Nation’s challenges, the changing demographics of a population that is more urban and diverse and technologically advanced, and management challenges and conflicts that impact land, water, wildlife, and Tribal communities. The Executive Direction program element will provide strategic and accountable leadership to guide the efforts of DOI’s offices and bureaus to achieve Administration and Secretarial goals through ensuring cost-effective operations and customer-centric service; facilitating cooperation and collaboration across DOI organizations and Federal and non-Federal partners; ensuring a workplace environment that is safe and conducive to employee productivity and conflict resolution; and holding individuals at all levels

accountable for their actions. In addition, the program element will provide policy direction to support the following Department goals:

- Provide strategic leadership to effectively implement the Bipartisan Infrastructure Law and the Inflation Reduction Act to address longstanding needs in Interior programs and the Nation’s infrastructure, reduce emissions, secure environmental justice, and develop a robust and sustainable clean energy economy.
- Continue to rebuild core functions and capacities within Interior.
- Advance science across the Department and better incorporate scientific information into programmatic decisions.
- Strengthen climate resilience and conservation partnerships. Practice science-driven conservation and land stewardship, working together with private landowners and local communities to conserve and restore 30 percent of the Nation’s lands and water by 2030.
- Manage DOI water storage and delivery to resolve conflicts and expand capacity.
- Inform land use planning processes, especially for public access. Foster partnerships to achieve balanced stewardship and use of public lands.
- Ensure energy and economic security for America, access to mineral resources, ensure the public receives fair market value for resources, and recover costs where appropriate. Promote the use of renewable energy.
- Focus timber programs on the “healthy forests” lifecycle and manage grazing resources.
- Expand hunting, fishing, and other recreation on DOI lands and waters, and enhance public satisfaction at DOI sites.
- Invest in jobs and the environmental quality of energy communities across the country.
- Promote racial justice and equity in underserved communities.
- Support Tribal self-determination, self-governance, and sovereignty, and fulfill fiduciary trust obligations.
- Strengthen economic and health capacities in the U.S. territories and support the renewal of the U.S. Compacts of Free Association with the freely associated states, which continues long-standing relationships with the governments and people of the freely associated states and represent the U.S. commitment to a free and open Indo-Pacific.
- Ensure emergency preparedness and DOI law enforcement staffing to address public safety risks, support the security of our southern border, manage wildland fire to reduce risk and improve ecosystem and community resilience, and provide science to safeguard communities against natural hazards.
- Align DOI organizational structure and workforce to improve partnership engagement and mission delivery, reduce administrative and regulatory burdens, prioritize DOI infrastructure needs, and reduce the deferred maintenance backlog.
- Promote shared services across the Department to improve the efficiency and effectiveness of a wide variety of shared services.

Examples of Executive Direction supporting DOI's goals include:

- Promote well-being and improve quality of life in the insular areas through the application of financial assistance, including collaborative investments in healthcare facilities and services, and economic development.
- Co-lead, in partnership with the Attorney General of the United States, the Joint Commission on the Not Invisible Act to reduce violent crime against American Indians and Alaska Natives.
- Co-Chair the White House Council on Native American Affairs as it advances work on key issues such as climate change, Tribal homelands and treaties, economic development, energy and infrastructure, health, education, public safety and justice, and international Indigenous issues.
- Participate in the 21st Urban Waters Federal Partnership (UWFP), a coalition of fifteen Federal agencies working cooperatively to support river restoration, recreation, and economic development in mostly underserved communities in locations across the country.
- Support efforts to enhance sustainable renewable hydropower generation at existing Federal facilities and to develop new environmentally sustainable, low-impact hydropower generation capability.
- Continue to support collaborative programs working towards habitat restoration and improvements for endangered, threatened, and critical species throughout their range.
- Lead crosscutting science efforts within the Department to assure integration of science support with resource management decisions, such as planning for climate and extreme weather resiliency. Continue to support improved understanding and management of climate change impacts by providing data and research related to climate change.
- Support youth corps programs, which draw on America's strength to work together to revitalize public lands, infrastructure, communities, and create jobs.
- Support the transition to zero emissions vehicles and prioritize environmental reviews on clean energy projects.
- Launch Interior working groups to share information and build awareness of the linkage between natural habitats and wildlife and zoonotic diseases impacting human health.
- Partner with State and USAID to conduct technical exchanges with foreign counterparts on climate mitigation, adaptation, and resilience efforts, particularly with Indigenous and island communities.
- Assist Tribes, upon request, to repatriate cultural heritage from foreign countries, exchange best practices with foreign counterparts, and work with other Federal agencies to explore options for improving U.S. government capabilities to support international repatriation.
- Facilitate collaboration across Federal agencies to make coordinated science-based policy and management decisions to ensure sustainable use and balanced stewardship of the ocean, Great Lakes, and coastal areas of the U.S.

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Activity: Leadership and Administration
Program Element: Policy Analysis and Compliance

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	10,193	10,193	+261	+0	-1,082	9,372	-821
FTE	39	43	+0	+0	+0	43	+0

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+489	0
Improve Economic Modeling and Analysis	+65	0
Native Hawaiian Relations Office Rent	+40	0
NATIVE Act Grants	-1,176	0
Native Hawaiian Homelands Recovery Act	-500	0
TOTAL Program Changes	-1,082	+0

The 2025 Budget Request for Policy Analysis and Compliance is \$9,372,000 and 43 FTE, a program change of -\$1,082,000 and 0 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$489,000 / 0 FTE) - The 2025 budget includes important investments in programs which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$489,000 for Policy Analysis and Compliance which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Improve Economic Modeling and Analysis (+\$65,000 / 0 FTE) – The budget request includes an increase of +\$65,000 for economic modeling software needed to estimate economic impacts of DOI activities and inform decision-making. The applications allow the Department to estimate the impacts of the Great American Outdoors Act, energy development, and recreation, and are a key tool for preparing other regular economic analyses for the Department. Further, this investment will help the Department support new legal and Administration directives such as the Evidence Act and related policies to integrate quality evidence from rigorous program evaluations, monitoring activities, and other studies and analyses into budget, management, programmatic, regulatory, and policy decisions. Economic analyses are one

part of implementing the Evidence Act and conducting program evaluations, and this investment will improve DOI's data management and statistical capacity.

Native Hawaiian Office Rent (+\$40,000 / +0 FTE) – The budget includes funding the Office is required to pay for office space in the Prince Kuhio Federal Building for Native Hawaiian Relations Office staff located in Hawai'i.

Congressionally Directed Spending [NATIVE Act Grants] (\$1,176,000 / 0 FTE)

The 2025 budget does not include Congressionally Directed Spending for NATIVE Act grants included in the 2023 Enacted bill and 2024 Annualized CR level in order to advance the Administration's priorities.

Congressionally Directed Spending [Hawaiian Homelands Recovery Act] (\$500,000 / 0 FTE)

The 2025 budget does not include Congressionally Directed Spending for Hawaiian Homelands Recovery activities included in the 2023 Enacted bill and 2024 Annualized CR level in order to advance the Administration's priorities.

Program Overview

The Policy Analysis and Compliance Program Element includes AS-PMB offices which provide leadership and management of Departmentwide programs that support environmental compliance as well as the response, clean up, assessment, and restoration of lands and trust resources damaged by hazardous substance releases and oil spills. They also perform policy analysis, economic analysis, and program coordination across the Department of the Interior bureaus and offices, along with oversight of the United States' responsibilities for the Native Hawaiian Community.

The following offices, described below, support the AS-PMB Policy Analysis and Compliance mission area:

Office of Environmental Policy and Compliance (OEPC)

The Office of Environmental Policy and Compliance (OEPC) develops and reviews policy to ensure Department compliance with the National Environmental Policy Act (NEPA), executive orders, and regulations, and reviews environmental and natural resource aspects of non-Interior projects. OEPC issues guidance, establishes reporting requirements and conducts environmental audits to ensure Departmentwide environmental stewardship, sustainability, and compliance. OEPC manages the Department's resource planning, response and recovery from oil and hazardous material spills; and serves as the National coordinator to protect and recover natural and cultural resources and historic properties from natural disasters. The Office develops policies related to the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and manages the Department's Central Hazardous Materials Fund (CHF) to clean up contaminated sites on Interior lands. OEPC also manages the Department's Abandoned Hardrock Mine Reclamation (AHMR) Program to address physical safety and contaminant-related risks at abandoned non-coal mine lands on Federal, State, and Tribal lands. The AHMR is financed through the Energy Community Revitalization Program (ECRP) discretionary appropriation account. Information on the CHF and AHMR programs can be found in the

Departmentwide Programs section of this budget justification. The Office's work is accomplished by its staff in Washington, DC, and eight offices located in Albuquerque, NM; Anchorage, AK; Atlanta, GA; Boston, MA; Denver, CO; Sacramento, CA; Philadelphia, PA; and Portland, OR.

The OEPC coordinates a unified Departmental voice on environmental issues that involve multiple bureaus, agencies, departments, and governments; provides environmental technical assistance to bureaus and Departmental senior leadership; and facilitates integration of policy and management of environmental requirements and initiatives that affect Interior lands, resources, and programs.

Workload Indicators for Departmental and Inter-Bureau Coordination

	2023 Actual	2024 Estimate	2025 Estimate
Interior Environmental Impact Statements milestone documentation reviewed	20	30	35
Non-Interior projects and policies reviewed	593	625	650
Required compliance reports prepared and submitted	5	5	5
IT Environmental Systems managed	2	2	2
Natural Disaster Mission Assignments received and/or managed	24	25	25
Natural Resources Conservation Achievement Awards selected	8	10	10
Oil spill and hazardous substance release notifications and reports received and reviewed	10,000+	10,000+	10,000+

Office activities include:

- Leading the Department's NEPA initiatives, developing policies and guidance to implement the Administration and Department's NEPA priorities, including Executive Order 13990 and infrastructure projects, and permitting initiatives.
- Leading the Department's Environmental Justice (EJ) initiative to center EJ perspectives in the Department's decisions and policies.
- Leading, tracking, and reporting the Department's progress on sustainability and environmental compliance through the Department's environmental management system (EMS), the Strategic Sustainability Performance Plan (SSPP), and on the OMB Sustainability/Energy Scorecard. The Office promotes institutional changes at Interior to advance sustainable practices for new and existing buildings, electronics stewardship, and EMSs that reduce greenhouse gas emissions, minimize solid waste, and institutionalize reporting and accounting practices.

- Monitoring the environmental compliance status with the DOI bureaus. When the U.S. Environmental Protection Agency (EPA) or environmental auditors identify compliance issues in facilities, OEPC works with the bureau to seek ways to bring the facility into compliance.
- Coordinating with the Department of Defense and Army Corps of Engineers to ensure appropriate cleanup of Formerly Used Defense Sites (FUDS) and other Military Legacy sites, many of which involve unexploded ordnance (UXO) and other munitions. OEPC also coordinates Federal Hazardous Waste Docket listings with USEPA and Defense-Related Uranium Mines (DRUM) site cleanup with the Department of Energy.
- Serving as the Department's Coordinator for Emergency Support Function (ESF) #11 (Protection of natural and cultural resources and historic properties) under USDA, who is the overall interagency coordinator of ESF #11. OEPC provides support to States, Tribes, and Territories in responding to and addressing natural and cultural resource impacts leading up to, and immediately following, Emergency Declarations and/or Presidential Disaster Declarations. In 2023, OEPC received five ESF #11 Mission Assignments from FEMA, and coordinated DOI support and information sharing for disaster response in the following locations: Alabama, California, Florida, Georgia, Guam, Hawaii, Louisiana, Missouri, Northern Mariana Islands, Puerto Rico, South Dakota, and Vermont, including providing assistance to the Rosebud Sioux Tribe and the Soboba Band of Luiseno Indians.
- Serving as the National Coordinator for the Natural and Cultural Resources Recovery Support Function (NCR RSF), OEPC directs the integration of Federal assets and capabilities to help State, Tribal, Territorial, and local governments, and non-profit communities address long-term environmental and cultural resource recovery needs after large-scale and catastrophic disaster incidents. In 2023, OEPC oversaw and coordinated 19 activations and/or deployments of inter-agency personnel to support disaster recovery operations. These activations and deployments assisted disaster recovery operations in 14 States (Alabama, Alaska, Arkansas, California, Louisiana, Florida, Georgia, Hawaii, Kentucky, Mississippi, New Mexico, Oregon, Tennessee, and Vermont), two Territories (Guam and Puerto Rico), and for three Tribes (Karuk Tribe, Yurok Tribe, and Hoopa Valley Tribe)
- Representing the Department and participating in the National Oil and Hazardous Substances Pollution Contingency Plan (NCP) activities of the National Response Team (NRT), thirteen Regional Response Teams (RRTs), and the U.S./Mexico and U.S./Canada Joint Response Teams (JRTs).
- Training staff from DOI, other Federal and State agencies, and Tribes on inland oil spill and hazardous substance release preparedness and response through the development and delivery of instructional courses, workshops, and tabletop exercises. The training, workshops, and exercises are supported by DOI's Inland Oil Spill Preparedness Program (IOSPP), which OEPC leads along with the DOI's Office of Restoration and Damage Assessment.

Office of Policy Analysis (PPA)

The PPA provides policy analysis, economic analysis, and program coordination across the Department of the Interior bureaus and offices, and with other Federal agency partners on issues and programs related to Interior's mission. The Office performs analyses of environmental, natural resource, and economic

issues such as those involving public lands management, climate change impacts, economic development on Tribal lands, energy production, mineral leasing, water resources policy, and invasive species management. The Office reviews program plans, legislation, regulations, and testimony, and contributes to policy development and program coordination. PPA also supports reviews of the Department's organization and management. A substantial part of PPA work analyzes the effects of natural and cultural resource policies and regulations, and the relationship between the economy, environment, resource use, Indian trust responsibilities, regulations, and management – especially issues that cross bureau mission responsibilities and have interagency or intergovernmental implications.

PPA supports quantitative and qualitative analysis of key Administration and Department priorities, including tackling the climate crisis and addressing racial inequity. Office activities include:

- Climate Change Coordination – Coordinating climate change activities with the Department's bureaus and offices.
 - DOI Climate Change Action Plan – Coordinating the development and implementation of the Department's Climate Action Plan (CAP) and updates, as required by Executive Order 14008, *Tackling the Climate Crisis at Home and Abroad*. The Department's CAP describes efforts to expand climate adaptation and ecosystem resilience among all the Department's land management agencies.
 - Climate Policy – To ensure the Department has the policies needed to accommodate climate change in our operations, leading the coordination of policy revisions as directed by Secretarial Order 3399. These include policies on Indigenous Knowledge, adaptive management, landscape-level planning, and related topics.
- DOI Economic Reporting and Analyses – Leading the preparation of the Department's regular economic reporting on the employment and economic contributions of Interior's activities. This includes analyses of specific programs, such as those funded under GAOA, the Bipartisan Infrastructure Law (BIL) and Inflation Reduction Act (IRA), and others. PPA organizes the annual DOI Economics Training Workshop, convenes the DOI Economics Community of Practice to discuss Interior's current economics needs, and organizes approaches to meet the needs of economists across the Department.
- Ecosystem Restoration – Leading the implementation of ecosystem restoration programs funded through the Bipartisan Infrastructure Law (BIL) and Inflation Reduction Act (IRA). This includes convening, coordinating, and working closely with DOI bureaus who use or are establishing programs for programs ranging from grants for non-Federal restoration efforts to multi-bureau and multi-partner invasive species eradication and control programs.
- Wildland Fire – Assisting the Office of Wildland Fire (OWF) in economic and policy analyses to advance the Department's and interagency wildland fire goals. This includes developing metrics related to fuels treatment activities, estimating the costs of wildland fire and benefits of early investment, evaluating policy and budget options, and similar activities.
- Evidence and Statistics – Leading efforts to ensure statistics and evidence are part of policy and program analysis and decision-making across the Department and its bureaus and offices. The Department's Statistical Official, funded through the Working Capital Fund Appropriation, is based in PPA and is responsible for establishing statistical policy and developing the statistical

capacity for evidence-building for DOI. This also includes economic analyses as part of evidence-building for standing DOI programs as well as special programs such as those supported through the BIL and IRA. More information on evidence and statistics activities can be found within the Departmentwide Programs section of this budget justification.

- Regulatory Matters – Assisting bureaus with economic analysis associated with regulations. Assisting the Department on matters related to Executive Order 12866, Regulatory Planning and Review.
- Recreation – Leading the preparation of the Federal Lands Recreation Enhancement Act (FLREA) Report to Congress. The report provides financial, economic, and visitation statistics on the program and discusses projects completed using those funds for the previous three years. PPA conducts research and analysis with recreation managers in Interior bureaus and other agencies (e.g., USDA Forest Service, U.S. Army Corps of Engineers, and NOAA). PPA works with the Great American Outdoors Act (GAOA) Program Management Office to develop metrics for selecting and reporting on projects completed using GAOA funding.
- Natural Resources Damages – Providing economic analysis to case teams assessing injury to natural resources and planning restoration projects. This includes policy and economic analysis in support of the Office of Restoration and Damage Assessment generally.
- Technology Transfer – Leading the development of the Annual Report on Technology Transfer to Congress. PPA coordinates the Departmental Working Group on Technology Transfer to align technology transfer activities and provide training and information on instruments to advance technology transfer. The Office also maintains the Department’s technology transfer website.
- Invasive Species – Coordinating implementation of the Department of the Interior 2021-2025 Invasive Species Strategic Plan, developed pursuant to the John D. Dingell, Jr. Conservation, Management and Recreation Act. This includes promoting climate adaptation strategies and engagement with Tribes and Indigenous communities and advancing strategies for collaboration, prevention, early detection and rapid response, control and eradication, and data management.

Office of Native Hawaiian Relations (NHR)

The NHR advances the Secretary of the Interior’s initiatives administering the United States’ relationship with the Native Hawaiian Community. The Native Hawaiian Community is one of the Nation’s largest Native American communities, and the United States’ special political and trust relationship with the NHC is largely administered by the Department of the Interior. The NHR also discharges the Secretary’s responsibilities designated under the Hawaiian Homes Commission Act (HHCA), State of Hawai’i Admission Act, and the Hawaiian Home Lands Recovery Act (HHLRA). In 1921, the United States enacted the HHCA to set aside approximately 200,000 acres of former crown lands for homesteading by qualified members of the Native Hawaiian Community. The United States intended the designated Trust lands would promote Native Hawaiians returning to their lands to facilitate self-sufficiency and cultural preservation. In 1995, Congress passed the HHLRA, which clarifies the Department’s role in administering the Federal laws governing the Trust. Beneficiaries of the HHCA continue to seek the Department’s oversight to ensure a healthy Hawaiian Home Lands Trust. The Department seeks to support the Native Hawaiian Community’s exercise of self-determination to address its significant

challenges in economic development, educational achievement, health, home ownership and safe and adequate housing, climate adaptation, and overcoming social and political dislocation.

Office activities include:

- Kapapahuliau Native Hawaiian Climate Resilience & Adaptation Program (P.L. 117-169) – The goal of the Office’s Kapapahuliau program is to enhance the ability of the Native Hawaiian Community to navigate the effects of climate change in ways that maintain the integrity and identity of the Native Hawaiian people while also maintaining and enhancing their capacity for coping, adaptation, and transformation. In FY 2024, the office published a notice of Federal funding opportunity of \$20 million for implementation of section 80002 of P.L. 117-169 with an applications deadline of February 29, 2024.
- Cadastral Boundary Survey of the Hawaiian Home Lands Trust – During the Trust’s 100 year history, records confirm the misappropriation of its limited land base set aside for the rehabilitation of members of the Native Hawaiian Community. In 1995, Congress required the Secretary of the Interior to conduct a cadastral boundary survey of the approximately 200,000-acre trust to allow for proper management and protection of these lands (total project cost is projected at \$40 million). For fiscal years 2023, Congress allocated \$500K for this purpose. These funds are being used to conduct Federal cadastral surveys of Trust lands on the island of Hawai‘i (Keaukaha and Kealakehe Homesteads (approximately 450 Native Hawaiian families reside on these Trust lands)), complete the Waimānalo Homestead survey on the island of O‘ahu, and to continue development of a Trust Land Information System. The Trust Land Information System development is particularly important because there is currently no local, State, or Federal centralized location for all Trust land boundary surveys, title of origin, or other historical Trust land documents. The survey work is done in partnership with the Bureau of Land Management California Cadastral Survey Office.
- Oversight of Land Exchanges Involving Trust Lands – The Secretary is required to approve or disapprove all land exchanges involving Trust lands. Currently, NHR is processing a land exchange involving a Trust land parcel on O‘ahu sought by the City and County of Honolulu for their light rail system maintenance facility.
- Administration of the Native Hawaiian Community International Traditional Knowledge Project (Project) – This Project promotes the sharing among the Native Hawaiian Community and other indigenous communities in the Pacific of traditional knowledge, indigenous ingenuity, and contemporary approaches to stewardship, resilience, and adaptation of their respective lands, waters, and natural and cultural resources and practices in the face of climate change and the expanding threat of invasive species.
- Promoting and Maintaining the Department’s Native Hawaiian Organizations (NHO) and Homestead and Beneficiary Associations (HBA) Lists – These lists assist Federal agencies in obtaining input from the Native Hawaiian Community when required under Federal law and provide a powerful tool for creating and implementing policies that address the responsibilities of the United States and the needs of the Native Hawaiian Community. The Department, Advisory Council on Historic Preservation (ACHP), Department of Defense, and other Federal agencies use

the Department's NHO and HBA lists as their standard for beginning their consultations with the Native Hawaiian Community.

- Integrating the Principle and Practice of Consultation with the NHC – Leading the Department's efforts in promoting the principle and best practices of consulting with the NHC when required under current Federal law as well as when decision-making significantly affects NHC resources, rights, or lands, NHR developed and published its Standard Operating Procedures for Consultation with the NHC. In FY 2023, NHR also published a draft policy for consultation with the NHC and guidance for proper usage of the Hawaiian language in Federal documents. NHR expects both documents to be finalized in FY 2024.
- Informing and Empowering Historic Preservation – As part of its mission to preserve Native Hawaiian Community natural and cultural resources, the Office continues to support an in person and online training program for NHOs and the Native Hawaiian Community to better inform them about Section 106 and how to meaningfully engage in consultation to preserve historic properties during Federal undertakings in Hawai'i. The online training was developed in partnership with the ACHP and the Historic Hawaii Foundation.
- Providing Guidance to Federal Agencies on International Repatriation – NHR contributed to intra- and inter-departmental efforts to define parameters for the United States' involvement in the repatriation of Native Hawaiian Community cultural items from foreign entities where no previous guidance existed. The purpose of the Reference Guide for International Repatriation of Native American Cultural Items, of which NHR was one of the main authors, is to provide guidance to U.S. Government Officials when they receive a request from an Indian Tribe or Native Hawaiian organization official to assist in the recovery of a Native American cultural item from a foreign government, private institution, or individual located outside of the United States. The Guide helps the responsible agency frame its repatriation effort by defining the laws applicable to that specific effort. Between FY 2022 and the first quarter of FY 2024, the Office assisted in the repatriation of nearly 100 sets of Native Hawaiian remains from five different foreign countries.
- Administration of the NATIVE Act Grant Program – For FY 2023, Congress appropriated \$1.176 million to implement the NATIVE Act Grant Program to empower NHOs to showcase the heritage, places, foods, traditions, history and continuing vitality of the Native Hawaiian Community; identify and enhance or maintain traditions and cultural features that are important to sustain the distinctiveness of the Native Hawaiian Community; and provide for authentic and respectful visitor experiences in Hawai'i. These grants and subsequent actions by NHOs are also expected to facilitate job creation, stimulate economic activity, and contribute to elevating living standards within the Native Hawaiian Community. In FY 2023 the NHR distributed \$1 million in NATIVE Act grants to the Native Hawaiian Community.

Program Performance Estimates

The President's budget continues efforts under the direction of the AS-PMB, to provide leadership and direction for the President's initiatives, to continue high quality Departmentwide services, and to ensure

transparency and good government. The Policy Analysis and Compliance program element will provide strategic and accountable leadership to guide the efforts of DOI's offices and bureaus to achieve Presidential and Secretarial goals through ensuring cost-effective operations and customer-centric service; facilitating cooperation and collaboration across DOI organizations and Federal and non-Federal partners; ensuring a workplace environment that is safe and conducive to employee productivity and conflict resolution; and holding individuals at all levels accountable for their actions.

The program element will contribute to the reduction of administrative and regulatory burden by:

- Evaluating and improving the net benefits of regulatory reform initiatives and policies, and identifying regulations for repeal, replacement, or modification.
- Improving the transparency and timeliness of the infrastructure permitting process.
- Building capacity across DOI to use evidence in policymaking to improve the effectiveness, efficiency, and equity of outcomes.
- Continuing efforts to modernize NEPA processes and make them more efficient.

The program element will foster partnerships to achieve balanced stewardship and use of public lands including:

- Developing analyses to address invasive plant, animal, and pathogen threats to the Nation's health, economy, and biodiversity.
- Supporting ecosystem restoration and resilience to ensure the public, the environment, and the economy benefit from conserving 30 percent of America's lands and waters by 2030 in support of America the Beautiful.
- Providing analyses of the policy and economic impacts of DOI activities so that people, communities, and organizations benefit from information made available for land and resource management.
- Providing coordination and integration of efforts to ensure habitats and ecosystems are protected through appropriate co-stewardship and use of Indigenous Knowledge.
- Supporting policy and economic analyses that ensure DOI enables programs and opportunities that advance Tribal sovereignty.
- Providing coordination and support to DOI bureaus and Federal-on-Scene Coordinators for oil spill responses.

The program element will support Departmental and National emergency preparedness, response, and recovery from natural disasters. This will be achieved by managing the Department's ESF-11 and NCR RSF Programs and commitment to support States, Tribes, and Territories in responding to and recovering from natural and cultural resource damage following a disaster, including managing Federal Emergency Management Agency mission assignments for the Department.

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Activity: Leadership and Administration
Program Element: Budget, Finance, Performance, and Acquisition

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	20,636	20,636	+566	+0	+3,887	25,089	+4,453
FTE	83	85	+0	+0	+9	94	+9

Summary of Program Changes

Request Component:	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+1,035	0
Improve Audit and Internal Controls Management	+300	+1
Energy Revenue Estimation	+227	+1
Zero Emission Vehicle Integrator and Fleet Management	+257	+1
Improve Interior Museum Program	+331	+1
Advance NAGPRA Coordination	+250	+1
Improve Grants Management Policy and Oversight	+260	+1
Build America, Buy America Implementation	+1,000	+2
Strengthen Enterprise Risk Management	+227	+1
TOTAL Program Changes	+3,887	+9

The 2025 Budget Request for Budget, Finance, Performance, and Acquisition (BFPA) is \$25,089,000 and 94 FTE, a program change of +\$3,887,000 and +9 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$1,035,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$1.0 million for BFPA which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Improve Audit and Internal Controls Management (+\$300,000 / +1 FTE) – The budget request includes an increase of +\$300,000 for the Office of Financial Management to address internal control concerns identified in previous Financial Statement Auditor’s Notice of Findings and Recommendations regarding Monitoring and Risk Assessment. The request provides funding for oversight and additional

audit follow-up capacity in the Audit Management (AM) and Internal Control and Evaluation (ICE) Divisions. The position will address Departmental level risks and visibility associated with Inspector General Audits (IGs) and Government Accountability Office (GAO) recommendations. These new requirements necessitate that DOI take a closer look at internal control processes and address these concerns. The position will be dedicated to increasing data analytics capacity associated with audit and financial reporting.

Energy Revenue Estimation (+\$227,000 / +1 FTE) – The budget request includes \$227,000 and one FTE for the Office of Budget to expand workforce capacity on energy estimation and reporting for the Department. This budget analyst position will focus on energy revenues and provide the critical workforce capacity and knowledge base required to successfully manage and address the growing sphere of energy activities and energy revenue estimation. This position will develop, track, and ensure coordinated formulation and reporting of Department-wide energy receipts and estimated energy revenues in the Department’s budget materials, in keeping with the Department's commitment to preserving our Nation's natural resources.

The Office of Budget is funded for only one revenue analyst and the need for a second revenue analyst with a focus on energy is acute. Oil, gas, mineral, renewable energy, and other receipts generated \$18.24 billion in Federal revenues for the Department of the Interior in FY 2023. The accurate estimation of Federal revenues relies on the analyst’s ability to accurately track, interpret, apply, and estimate the impact of more than 100 complex statutes governing Federal revenue collection and distribution. The Department requires an additional dedicated budget analyst with experience in energy to successfully project estimated multi-year streams of revenues, coordinate with and support bureau/office revenue staffs, and develop budget materials which will be released to the public. The position supports both budget formulation and execution reporting and works across all Office of Budget divisions, the relevant Land and Minerals bureaus/offices (BLM/BOEM/BSEE/ONRR), OMB, OCL, and other Federal agencies.

Zero Emission Vehicle Integrator and Fleet Management (+\$257,000 / +1 FTE) – The budget includes funding for the Department’s Zero Emission Vehicle (ZEV) integration and fleet management. This funding will support coordination of vehicle fleet lifecycle replacement, fleet requirements analysis, charging infrastructure planning and deployment, and fleet capabilities assessments. Funding this capability will continue Interior’s efforts to right-size its fleet post-pandemic and replace vehicles with more efficient, mission capable, zero emissions vehicles (ZEV) at the right locations and with the right vehicle mix to deliver DOI’s missions. DOI’s fleet planning efforts will continue to ensure ZEVs are integrated into the overall fleet plan, prioritize locations and appropriate missions for deployment. Additionally, this capability will assist smaller DOI bureaus with adapting electric vehicle support equipment planning and deployment to address installation requirements which vary by geographic region. Finally, this funding provides DOI and its smaller bureaus with the necessary support to coordinate fleet lifecycle replacement with infrastructure deployment.

Improve Interior Museum Program (+\$331,000 / +1 FTE) – The budget includes an increase of +\$331,000 for Interior’s Museum Program (IMP) to provide policy, guidance, training, and technical support for the Department’s bureaus and offices that together manage over 75 million museum objects in

over 2,000 locations nationwide and abroad. The IMP was established to address key deficiencies identified in a 1990 Office of the Inspector General audit finding a Departmentwide weakness in accountability for artwork and artifacts. Initially a partnership developed between the Office of Acquisition and Property Management (PAM) having property policy oversight, and NPS, with the museum expertise. Management of the IMP transitioned to PAM, and included a position and operations funded through NPS. The budget proposes to fund the IMP within the OS budget. With this FTE and operational support, the IMP will deliver technical assistance, training, and internal networking tools for bureaus, offices, and partners working with museum collections. Activities include:

- Advancing the “Discovering DOI Museum Collections” initiative in support of the DOI Strategic Plan and the OPEN Government Data Act to increase the amount of information about museum collections discoverable online by 25% by 2027, thus substantially increasing public access to museum collections.
- Strengthening core competencies across the field through online and classroom training, and a networking/coaching/mentoring program designed to address workforce trends of decreased staffing levels, increased generalization, and turnover rates due to seasonal and term positions.
- Piloting innovative, field-initiated solutions with broader potential, such as remote monitoring of museum spaces to record and transmit environmental data replacing labor intensive, time-consuming work by up to 75%, making on-demand, real-time data available for emergency responses as well as tracking gradual trends that risk significant damage to museum objects.
- Addressing equity and justice in museum practices in accordance with E.O. 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*, and through a policy framework to engage with communities whose heritage is represented in the collections and/or have been underserved by museum programs, ensure access, address biases, and build partnership for stewardship of this collective patrimony aligning and implementing the Department’s policy objectives codified in the Department Manual chapters on indigenous knowledge and co-stewardship.

Advance NAGPRA Coordination (+\$250,000 / +1 FTE) – The budget request includes an increase of +\$250,000 to coordinate the Department’s priority efforts to address the rights and interests of Native Americans to cultural property held by the Department, and for expediting return of ancestors and cultural items under the Native American Graves Protection and Repatriation Act (NAGPRA). This focus addresses GAO Report (GAO-22-105685): *Native American Issues: Federal Agency Efforts and Challenges Repatriating Cultural Items* and OIG FY 2022 Challenge Area(s): *Delivering Core Services, Responsibility to Native Americans*.

Federal NAGPRA regulations (43 CFR 10) provide a systematic process for returning Tribal artifacts to Native American and Alaska Native Tribes and Native Hawaiian organizations. On December 6, 2023, the Department announced a final rule effective on January 12, 2024, to revise regulations that implement NAGPRA. The final rule strengthens the authority and role of Tribes and Native Hawaiian Organizations in the repatriation process; eliminates the category “culturally unidentifiable human remains” and resets the requirements for cultural affiliation to better align the regulations with congressional intent; requires museums and Federal agencies to consult and update inventories of human remains and associated funerary objects within five years of this final rule; and increases transparency and reporting of holdings and collections.

Across DOI more than 14,000 sets of Native American ancestors have been inventoried in museum collections and thousands of funerary objects, sacred objects, and objects of cultural patrimony. Two thousand of those ancestors have not yet been repatriated from collections and more human remains and cultural items are expected to be located for which DOI bureaus and offices are responsible. This is the legacy from over a century of excavations on Federal and Indian lands housed in non-Federal museums and universities, through more than 3,000 permits, as well as unauthorized excavations. With the FTE and operation support, PAM will coordinate and support implementation of the Department's NAGPRA action plan and related efforts including:

- Leadership, oversight, and coordination of results-driven approaches to NAGPRA compliance within the Department to accelerate repatriation, emphasize Tribal consultation, promote these responsibilities with line officers, establish accountability, and track progress. Facilitating collaborative projects, secure training and expertise, compile collections and permit information, and establish tools to build capacity for resilient program operations and sustain focus until 100% of claimed ancestors and cultural items are repatriated.
- Issuing the first-ever Department-wide policies specific to bureau and office compliance responsibilities and requirements for Native American human remains, cultural items, and other tangible cultural property, including a framework to respectfully address new discoveries of Native American human remains and cultural items found on DOI lands.
- Assisting in developing the Department's program to implement the *Stop Trafficking in Objects of Patrimony Act* (STOP Act), which establishes an export certification program for items subject to NAGPRA and the Archaeological Resources Protection Act (ARPA), as well systems to facilitate voluntary repatriation of Native American tangible cultural heritage.

Improve Grants Management Policy and Oversight (+\$260,000 / +1 FTE) – The budget request includes +\$260,000 to improve the Department's grants management policy and oversight activities. The Office of Grants Management provides Department-level policy and oversight for Financial Assistance and Grant programs. The Department administers three hundred ten (310) grants and direct payment programs. The position will coordinate PGM administrative programs, policies, and procedures supporting PGM operations and management of DOI's financial assistance programs. The position will prepare, manage, and coordinate PGM programs and processes, integrate key national and program goals and priorities into program operations, administer complex Inter-agency Agreements and Intra-agency Agreements which fund the operation, maintenance, and enhancement of DOI's Grants Management System, GrantSolutions, and manage performance by the shared-service provider (Health and Human Services).

Build America, Buy America Implementation (+\$1,000,000 / +2 FTE) - The 2025 budget request includes an increase of +\$1.0 million and two FTE for the Office of Grants Management (PGM) to hire Federal staff and fund contract support services to perform market research required to comply with Made in America legislation requirements including the Build America, Buy America Act (BABA/Buy America Preference). The Department is working to improve our capability to implement Made in America requirements, including those under the IJJA/Bipartisan Infrastructure Law (BIL) and the Inflation Reduction Act (IRA), that advance the President's industrial priorities that require domestic products and materials for DOI contracts and financial assistance funded infrastructure projects. The

budget increase will establish the capability of the PGM and the PAM offices for the first time to provide independent Departmentwide market research support to determine the availability of domestically manufactured products and materials for contracts and assistance agreements and identify areas to engage the Made in America Office (MIAO) and Manufacturing Extension Partnership (MEP) as directed by Executive Order (EO) 14005, *Ensuring the Future Is Made in All of America by All of America's Workers*.

The Department is seeing an annual increase in the number of procurements and financial assistance funded infrastructure projects subject to Made in America laws, including BABA. Existing data sources for financial assistance awards and construction contracts fail to capture sourcing of materials and exceptions to Made in America laws. The budget increase will provide resources dedicated to domestic/foreign sourcing market research that allow the Department to fill this gap in furtherance of the objectives of Made in America laws and EO 14005. The demand for Made in America educational resources for government and stakeholder use is great. The proposed additional staffing will significantly increase PGM's ability to develop materials to be used to educate Federal financial assistance recipients about Made in America/BABA through enhanced policy guidance, online support tools, webinars, and trainings.

The issuance of the new BABA regulation 2 CFR Part 184 and OMB guidance in M-24-02 in October 2023 directs project and product level waivers that require extensive market research to validate the unavailability of products and materials to determine whether a waiver is warranted. As a result, in 2024 and beyond DOI will experience a substantial increase in the number of individual project level/product specific waivers requiring greater agency-level scrutiny of market research into domestic availability prior to posting for public comment. PGM and our bureau financial assistance colleagues will require technically capable consultant support to provide Department directed market research as well as to validate recipient research under current and projected workloads as the number of overall waivers continues to multiply.

The 2025 budget request for staff and contract resources will also improve the Department's ability to develop and process waivers more efficiently. The additional (2) FTE will increase the capacity of the Department to leverage and participate in multi-agency efforts to reduce waivers and improve identifying and utilizing more domestically available products. This includes the request for information (RFI)/data sharing of product availability and source information through dashboards/online tools, development of general applicability waivers for unavailable products, and efforts to promote domestic production to gap-fill the market for unavailable products. The Department is currently collaborating with the Environmental Protection Agency (EPA) on a multi-agency RFI to determine market availability of water infrastructure products including pumps, automated meters, etc. that will be compiled for shared use by agency recipients and contractors. Additionally, the Department is reducing the number of individual agency waivers by developing a single AMI smart water meter waiver for multi-agency use through a collaborative effort led by EPA. In order to leverage our Made in America efforts to improve compliance and reduce the need for waivers DOI will require the requested additional staffing and contractor support.

The 2025 budget request is necessary for the Department to achieve baseline BABA compliance and to further the Made in America legislation requirements and have the capacity to engage with other agencies

to share resources and collaborate effectively. The budget request will provide in-house expertise and support procurements to support a growing BABA waiver workload and increase our ability to identify domestically sourced manufactured products and construction materials for DOI infrastructure projects supported through procurements and financial assistance. This request leverages DOI bureaus and offices, contractors and recipients, and external agency resources to a) reduce the number of waivers required; b) conduct and evaluate market research on products and materials; and c) engage with industry and stakeholders to support increased domestic production, where relevant.

Strengthen Enterprise Risk Management (+\$227,000 / +1 FTE) – The budget request includes \$227,000 to accelerate implementation of the Department-wide Enterprise Risk Management (ERM) program and implement a system-wide tool for risk identification, measurement, documenting treatments, assessing effectiveness of risk treatments, and strengthening Interior’s efforts in risk-based planning and budgeting. The funding will support the cross-Departmental coordination necessary to develop a governance model and standards/protocols for accessing, managing, sharing, and protecting risk data. The funding will also enable the implementation of a unified ERM management system across the Department that allows leaders and program managers to track and assess risk and related activities at both the individual DOI unit (bureau/office) and whole-DOI level, facilitate complex analyses, better identify, and treat multi-stakeholder risks, and identify and resolve unintended impacts.

Core responsibilities of the ERM analyst will include cross-Department training, assisting with complex analyses, and integrating risk into other evidence-related work, including performance management and program/project management, evaluation, foundational research, and data governance—all of which are both indicators for identifying risk and the basis of many risk treatments (i.e., monitoring and control, avoidance). The ERM analyst will better serve Interior’s leaders through regular consultation for risk register monitoring and updating, identifying and addressing emerging risks and treatments, reviewing annual assessments, and converting risk information into actionable plans.

Program Overview

The Budget, Finance, Performance and Acquisition Program Element includes AS-PMB offices responsible for leadership and strategic guidance in the Department’s budget, finance, acquisition, financial assistance, performance, grants, and small business development programs.

The following offices, described below, support the AS-PMB Budget, Finance, Performance, and Acquisition mission area:

Office of Budget (POB)

The POB manages the Interior Department’s budgetary resources directing the formulation, presentation, justification, and execution of the budget. The Office ensures the development and implementation of effective programs, from a budgetary perspective, and ensures Interior’s budget is consistent with the laws governing Interior’s programs, the Federal budget, and with Administration policies. The Office

serves as the Department's liaison to the Appropriations Committees and the Office of Management and Budget.

The POB performs the following functions:

- **Budget Formulation** — The Office directs and manages the process of assessing resource needs for the budget year considering program performance goals and accomplishments, Administration and Secretarial priorities, policy guidance, legislative direction and requirements, and overall spending targets and limitations for mandatory and discretionary portions of the Federal budget.
- **Budget Presentation** — The Office presents the Secretary's annual budget request to OMB and guides the completion of bureau submissions, defends the budget request by responding to OMB requests for additional information and conducting detailed briefings, and coordinates the Secretary's response to OMB decisions provided in passback through the appeals process and during negotiations of final budget decisions.
- **Budget Justification** — The Office justifies Interior's portion of the President's annual budget request to the Appropriations Subcommittees and other Congressional offices and external groups. The Office publishes a budget highlights book, *The Interior Budget in Brief*, to assist the Appropriations Committees and the public in understanding the details of the President's budget request for the Department's programs.
- **Budget Execution** — The Office directs the apportionment and allocation of funding provided to bureaus and activities. The Office monitors the execution of the budget by the bureaus in accordance with Congressional direction and legal mandates, OMB guidance, and Secretarial policies. The Office provides expert guidance to the Secretary, senior officials, and bureaus in the development of supplemental budget requests, reprogramming actions and reorganizations, deferrals, rescissions, and in the review of major programmatic and policy documents originating both internally and externally to Interior.
- **Departmental Operations** — The Office formulates, presents, and executes budgets for the Office of the Secretary, evaluates budgetary needs, and allocates funds to offices and activities. The Office manages the Department's Working Capital Fund, a revolving business fund, which finances centralized services and programs for the Department's components and the Interior Franchise Fund.

Office activities include:

- Provided expert guidance, support and analysis in the formulation, presentation, justification, and execution of the 2023 and 2024 budgets and responded to OMB and the Appropriations Subcommittees.
- Completed the Department's 2024 President's Budget, including *The Interior Budget in Brief*, and review of nineteen Congressional Justifications. Supported the Secretary, Department Leadership, and Bureau Directors at hearings on the President's budget. Coordinated responses to questions for the record, capability, and effect statements for appropriations subcommittees, and analyzed Congressional action.

- Supported the Departmentwide Chief Information Officer and Budget Officer Joint Certification Process to address the Federal Information Technology Acquisition Reform Act (FITARA) legislation providing the CIO with a significant role in the budget formulation process.
- Continued refinement of an enhanced minerals revenue modeling and reporting tool.
- Managed the Federal shared service budget formulation system across the Department, executing the Department's end-to-end budget cycle using the Budget Formulation and Execution Manager (BFEM) in preparation for the sunset of BFEM in 2025 and planned the transition of the Department's budget formulation system of record.
- Supported the development and improvement of the capital planning and investment control process designed to improve the management of IT and capital investments for 2023 and 2024, prioritized 2025 budget formulation, and monitored current IT systems.
- Led the monitoring, reporting, and budget development for the Department's Working Capital Fund. The Office continued one-on-one meetings with bureaus and offices to review 2024 and 2025 central and direct bills, and made improvements with the WCF Consortium, improving overall communication, efficiency, and effectiveness.
- Continued documentation of new and established business processes supporting funds control and management and established internal controls to support knowledge management and institutional transfer.
- Provided expertise and coordination to enable Departmentwide reporting capabilities for the Bipartisan Infrastructure Law, Inflation Reduction Act, and other Supplemental and Emergency Appropriations. Continued to coordinate updates to financial data to support Digital Accountability and Transparency Act of 2014 (DATA Act) reporting requirements.
- Managed the PILT program; in 2023, the Office calculated annual payments and issued \$579.2 million to more than 1,900 counties and local governments.

Office of Financial Management (PFM)

The PFM provides leadership for the Department of the Interior in improving financial management, internal controls, and improved reporting capability. The PFM provides direction, planning, and coordination for financial policy, procedures, reporting, systems, analysis, and audit follow-up. The PFM provides the necessary leadership to continue to improve the effective and efficient use of DOI's resources, provides timely and accurate information for stakeholders and program managers, and responds to citizens' needs.

The PFM performs the following functions:

- **Financial Reporting** – The PFM is the lead on preparing and submitting interim financial statements by ensuring Departmental compliance with the laws and regulations related to the preparation of Departmental financial information, which includes the Chief Financial Officers Act of 1990, Statements of Federal Financial Accounting Standards (SFFAS), the Federal Financial Management Improvement Act (FFMIA), the Government Performance and Results Act (GPRA), the U.S. Standard General Ledger (USSGL), the Treasury Financial Manual (TFM)

as well as the Office of Management and Budget (OMB) Bulletins and Circulars. The Office delivers the annual financial statement closing package through the Department of the Treasury's (Treasury) Government-wide Financial Reporting System (GFRS), as required by the CFO Act and GPRA. The Office works with DOI bureaus, Treasury, and other external partner agencies to resolve inter-governmental differences.

- **Audit Management** – The PFM is responsible for ensuring consistent organization-wide oversight and accountability across DOI with regards to compliance with the full scope of Office of Management and Budget (OMB) Circular A-50 Audit Follow-Up, the Chief Financial Officers (CFO) Act of 1990 (Public Law 101-576), Single Audit (previously known as the OMB Circular A-133 Audit), and the Department's Conference Expense Management process. The PFM provides guidance and governance through associated policies and frameworks for the DOI.
- **Internal Control and Evaluation** – The PFM has oversight for the Department's annual assurance statement, responsible for performing internal control evaluations and assessments department-wide, fraud awareness and training, and issuing guidance in support of the Department's Internal Control Program. The PFM also monitors compliance with the Federal Managers' Financial Integrity Act (FMFIA), Office of Management (OMB) Circular A-123, Management's Responsibility for Internal Control, Payment Integrity Information Act (PIIA), Statement of Federal Financial Accounting Standards 49 (Public- Private Partnerships), and the Department's Donation policy (374 DM 6).
- **Departmental Offices Finance** – The PFM is responsible for providing accounting guidance, expertise, reporting, and oversight functions to Department Offices components to ensure financial data and subsequent financial statement reporting are accurate, timely, and in compliance with applicable Federal Accounting Standards Advisory Board, OMB, Treasury, and GAO standards. The Office performs data validations, reviews, analysis, and reconciliations, provides CFO audit support, and actively participates in support of the Department's consolidated internal control and financial reporting processes.
- **Financial Policy and Operations** – PFM is responsible for leading the preparation of the Department's Agency Financial Report (AFR) as well as coordinating and maintaining financial policy, and other operational policy throughout the agency. This includes reviewing and updating policy from the Federal Accounting Standards Advisory Board (FASAB), OMB, Department of the Treasury, and for Departmentwide decision-making and management, as well as participating in various workgroups to ensure the interests of DOI are addressed. The PFM also manages and coordinates Travel and Relocation Data for DOI and is responsible for asset and debt management policy functions; maximizing the use of electronic media for communicating policies, processing receipts and disbursements; and developing and prescribing financial policies, including but not limited to procedures related to cash management and accountability, pay administration and Treasury collections. The PFM manages and coordinates the travel and relocation program for Departmental offices, as well as the entire policy for the Agency and the Department's Partnership and Donation programs.
- **Financial Systems and Data Analytics** – The PFM is responsible for oversight of the financial management systems through the identification and implementation of system controls that ensure the accuracy of the financial data being reported to OMB, Treasury, and for Departmentwide decision making and management. PFM leads Departmentwide workgroups to

ensure the interests of DOI are addressed and enforced. PFM monitors financial performance through the collection of financial performance data, data analysis, and the development of risk assessment dashboards and visualizations. PFM is responsible for developing templates, alternative and interactive reporting, and automation.

Office activities include:

- The Department received its 27th consecutive unmodified audit opinion.
- Promoted a strong internal control environment by working with the bureaus and offices to test internal controls over financial reporting and operations to ensure accurate reporting and the efficiency and effectiveness of programs. This work ensures compliance with the requirements of the Federal Managers Financial Integrity Act and the Federal Financial Management Improvement Act.
- Produced data visualizations that improve access to information for decision making by leveraging the Financial and Business Management System and analysis of FBMS data.
- Improved processes by automating data to reduce manual time spent and the risk of error.
- Completed the FY 2023 Agency Financial Report on schedule.
- Ensured compliance with Executive Order 13250, *Reducing Improper Payments and Eliminating Waste in Federal Programs*, and Appendix C to OMB Circular No. A-123, *Requirements for Effective Estimation and Remediation of Improper Payments*, by working with OMB on the Departmental Sampling and Estimation Methodology and Treasury on implementing Do Not Pay requirements.
- Managed the FY 2023 Governmentwide Financial Reporting System reporting process period for DOI used by Treasury to compile the Governmentwide financial statement before the due date.
- Continued to improve the reconciliation of intra-Department and intra-government activity to ensure accurate DOI and Government-wide reporting and to reduce material differences.
- Coordinated with the Department's bureaus and offices to close 148 of 148 (100%) of OIG and GAO audit recommendations. Validated the FY 2023 Audit Follow-up Goal base for data integrity to meet the GAO-IC Act (Public Law 115-414) reporting requirement.
- Developed the Department's Corrective Action Plan (CAP) policy and Root Cause Analysis (RCA) framework to ensure consideration of appropriate criteria.
- Distributed 51 single audit reports to grantor bureaus and monitored timeliness of management decisions.
- Implemented the Digital Accountability and Transparency Act of 2014 (DATA Act) Control Plan as required in the revised Appendix A to OMB Circular No. A-123 and continued implementation of the Fraud Reduction and Data Analytics Act.

Office of Acquisition and Property Management (PAM)

The PAM coordinates Department-wide implementation of Federal policy for procurement and provides executive leadership to Interior's acquisition workforce. It also oversees and directs implementation of

policies on governance and accountability for real property and personal property, including fleet and museum property management. The Office directs activities in other essential areas including space and housing management, energy efficiency, water conservation, renewable energy programs, capital planning for real and personal property assets, and motor vehicle fleet management. Other activities include promoting the use of electronic commerce and automated systems for all business functions under its purview.

The PAM performs the following functions:

- **Acquisition** – The Office develops policies and guidance affecting all Interior bureaus and offices, collectively responsible for a volume of over 51,000 procurement transactions totaling approximately \$5.4 billion, excluding purchase card activity. PAM oversees the Department’s Charge Card Program with over \$814 million in purchase, travel, and fleet card transactions annually. PAM develops Purchase, Travel, and Fleet Card program policies and training for program participants. PAM also implements an internal controls program to prevent fraud, abuse and misuse of contract authority and charge cards.
- **Asset Management** – The Office provides technical assistance, oversight and develops and implements Departmental policy regarding the management and accountability of Government-owned real and personal property, fleet, leased space, and employee quarters. Additionally, PAM develops and implements Departmental policy and provides technical assistance to ensure DOI bureaus and offices comply with asset management principles, related sustainability and climate resiliency requirements, in law and directives, that integrate resilience into infrastructure program and project planning, design and implementation. PAM’s diverse programs are responsible for activities affecting the entire lifecycle for over 43,000 buildings, 90,000 structures, and 30,000 vehicles.
- **Cultural Resources and Museum Collections** – The Office coordinates policies for management of the DOI’s cultural resource and museum collection portfolios through the Federal Preservation Officer and the Interior Museum Program. The Interior Museum Program provides policy direction, technical assistance, professional development, and data management support for bureaus and offices that together manage over 75 million objects in over 2,000 locations nationwide and abroad. PAM oversees the DOI Museum in the Stewart Lee Udall Building which includes its collection of 8,000 objects and curation of the Office of the Secretary Fine Arts Collections, and the Departmentwide Interior Museum Collections Database Systems, both funded through the Working Capital Fund Central Bill. PAM also provides management oversight of the Indian Arts and Crafts Board, which is presented in the Management Services section of this congressional justification.
- **Automated Systems** – The Office plans, coordinates, develops, implements, and operates Departmentwide automated systems including procurement, museum collections, and facility and property management functions. Provides leadership, oversight, and coordination to streamline and standardize IT systems, including the legacy Interior Museum Collections Management Systems and second-generation Museum Collections Management System, a facility maintenance and management business roadmap, and Department-wide asset management systems.

Office activities include:

- Continued development of strategies to streamline Interior’s procurement processes through improved technology; implemented best practices to simplify the acquisition process for customers, improve outcomes and promote volume purchasing; established a Department-wide approach for recruiting, training and succession planning for Interior’s acquisition workforce; enhanced governance between DOI acquisition leadership and bureaus; and advanced category management principles to promote more strategic approaches to acquire goods and services across the Department.
- Advanced the Department’s successful suspension and debarment (S&D) program and continued leadership of the Interagency Suspension and Debarment Committee, which has earned Interior recognition as a civilian leader in the debarment field. Provided S&D expertise to assist U.S. negotiations and efforts by the Organisation for Economic Cooperation and Development and the Indo-Pacific Economic Framework for Prosperity (IPEF) to address corruption. Provided recommendations and expertise to update S&D provisions under the Federal Acquisition Regulation. Developed virtual training for DOI award officials to include fraud awareness, ethics, supply chain risks, and administrative remedies. Developed a case management system to track and record suspensions, debarments, and administrative agreements.
- Developed the Department’s Enterprise Space Strategy to “right size” Interior’s administrative space; led implementation of the strategy by facilitating focused space planning efforts in administrative centric operating locations; and aligning space reduction efforts with the Department’s Capital Plan submission.
- Advanced Administration priorities to address climate change through development of the DOI fleet Zero Emissions Vehicle Strategic Plan, including continued progress to “right size” Interior’s fleet, coordinating Department-wide installation of ZEV charging infrastructure, and continued commitment to providing cost savings through increased efficiency of the fleet management program.
- Authored the DOI Buildings Strategic Plan and Carbon-Pollution Free Strategic Plan in support of Administration goals to reduce greenhouse gas emissions from Federal facilities.
- Developed the Department’s Vision for Asset Management to transform Interior’s asset management programs that emphasizes lowest lifecycle investment, cost-effective modernization, resilience to climate change, and sustainability opportunities to support Interior’s highest priority assets.
- Developed new policy to improve consistency in measuring, tracking and reporting deferred maintenance and repair requirements, as well as other, more critical investments such as preventative, cyclic, and recurring maintenance, and asset life-extending work such as restoration/renewal investments.
- Maintained the use of enterprise tools, metrics, procedures, and processes to improve real property program implementation, real property program management data collection, and reporting systems and processes, e.g., the Financial and Business Management System and Federal Real Property Profile. Promoted the use of modern technology to leverage portfolio data and employ the use of visualization tools to inform investment decisions.

- Led the announcement, review, selection, and presentation of the Secretary of the Interior’s Historic Preservation Awards.
- Enhances performance for the Department’s Strategic Performance Goal 2.1.3, to facilitate access to museum collections by the public, descendant and local communities, scientists, and other researchers through virtual exhibitions, immersive digital experiences, and online archival finding aids and scientific data aggregate systems.
- Developed policy and guidance for critical museum practices, including standards for acquiring new collections and clarifying authorities for retaining or conveying collections, as well as consolidating collections within facilities to ensure onsite-expertise for preservation and access while employing economies of scale for cost-savings.
- Provided leadership and oversight for programs and projects with departmentwide benefit and financed through the Department’s Working Capital Fund:
 - Launched and managed the Next-Generation Museum Collections Management System, a cloud-based solution that will meet IT security requirements and modern management needs scheduled to go into production in FY 2025.
 - Enhanced the Departmental Museum, including a new gallery that will feature exhibitions of collections from across the Department on themes and topics unique and relevant to DOI’s history, mission, and activities.

Office of Small and Disadvantaged Business Utilization (OSDBU)

The OSDBU oversees and implements all policies, regulations, and procedures affecting the Department of the Interior’s small and disadvantaged business programs in accordance with the Department’s identified priorities. These programs focus on small and disadvantaged businesses, women-owned small businesses, service-disabled veteran-owned small businesses, and historically under-utilized businesses. The OSDBU leadership framework and responsibilities are governed by the Small Business Act, as amended in 1978, and the Federal Acquisition Regulation. Specific economic development efforts mandated by Congress and supported by the President form the basis of the Office’s activities, including providing assistance and guidance to small businesses. Consistent with Departmental goals, the Office raises awareness within the small business community of available contracting opportunities and services.

The OSDBU performs the following functions:

- **Small Business Program Policy and Counseling** – The OSDBU develops and implements Departmental policy, managing programs and initiatives that are related to Section 8 and 15 of the Small Business Act and other Small Business Programs. This includes appointment of small business specialists, overseeing the Annual Acquisition Forecast, advising and supporting bureau contract planning, reviewing planned acquisitions for small business participation, and providing executive linkages across DOI, Government, and Small Business Industries.
- **Small Business Advocacy and Education** – The OSDBU fosters use of small and disadvantaged businesses as Federal contractors and increases small business community awareness of DOI contracting opportunities. This includes hosting industry days, matchmaking events and

educational seminars, attending small business events to promote DOI opportunities, counseling small businesses on doing business with DOI, and interfacing with Federal partners and councils including the Small Business Administration, the OSDBU Director's Council and the Small Business Procurement Advisory Council (SBPAC).

- **Small Business Performance** – The OSDBU ensures a fair portion of total DOI purchases and contracts are awarded to small businesses, working with the Small Business Administration to establish annual DOI small business contracting performance goals, monitoring and reporting small business utilization throughout the year to Departmental leadership, and meeting reporting requirements set forth by law, regulations, and policy.

Office activities include:

- Provided leadership on behalf of the Department for small business concerns and ensured small business goals were promoted and achieved. The Department exceeded all prime contracting goals for small businesses, small and disadvantaged businesses, women-owned small businesses, service-disabled veteran-owned small businesses, and historically under-utilized businesses in 2023, awarding more than 60% of its contract award dollars in 2023 to small businesses totaling more than \$3 billion and exceeding the DOI goal of 49.37%.
- Provided leadership, advice and counseling to bureau and office leadership and procurement staff to ensure that socio-economic goals are promoted and achieved. Promoted innovative contracting approaches to engage small and disadvantaged firms.
- Reviewed more than \$11 billion in solicitations in 2023 ensuring DOI's continued commitment to the small business program.
- Published the FY 2024 Forecast of Contract Opportunities, a compilation of contracting opportunities that small and disadvantaged firms may be able to perform, as required by the Small Business Act.
- Conducted development, implemented, and participated in outreach programs aimed at heightening the awareness of the small business community to the contracting opportunities available within DOI and provided in-house training on small business concerns per requirements of the Small Business Act.
- Conducted data tracking and monitoring of small business subcontracting participation and performance through the use of the Electronic Subcontracting Reporting System (eSRS).

Office of Grants Management (PGM)

The PGM was established in 2019 to elevate focus and attention within the Department to revolutionize the effective administration of financial assistance with improvements in efficiency, transparency, and taxpayer accountability. The PGM is responsible for all non-acquisition policy aspects of Department-wide functions related to grants, cooperative agreements, loans, and direct payments; and supports government-wide grants initiatives and related automated systems. The Office develops policies and guidance affecting all Interior bureaus and offices, collectively responsible for over 300 different financial assistance programs. Grant and payment program administered by DOI provide \$7.1 billion in value added, economic contributions of \$11.3 billion, and supported the employment of approximately 94,000 jobs. The PGM provides executive-level leadership and direction, program evaluation and oversight, and

coordinates the development and implementation of Departmental policy and guidance. The PGM also provides advocacy and support for bureau programs and operations.

The PGM performs the following functions:

- Develops and implements regulations, policy, and technical guidance related to the Department's financial assistance programs, and coordinates Departmentwide implementation of Government-wide initiatives in the financial assistance areas.
- Serves as Interior's liaison for all financial assistance-related matters with the Office of Management and Budget and inter-agency forums to establish and coordinate Governmentwide policies and procedures in the Office's functional area.
- Administers the Department of the Interior Certification for Financial Assistance Program, certifying that all financial assistance professionals throughout the Department possess the proper training and experience requirements to effectively conduct the financial assistance business of the Department.
- Establishes and implements performance measures and internal controls.
- Manages Departmentwide access and input into Government-wide data collection systems.
- Manages the Implementation and operational processing of Build America Buy America Act waivers, including extensive technical assistance to DOI bureau and office staff and consultation with the Made in America Office.

Office activities include:

- Administration of the end-to-end grants management platform, GrantSolutions, to greatly enhance efficiencies and transparency in business processes and reporting. GrantSolutions continues to assist with streamlining many current financial assistance management tasks through automation, standardization, and transparency. GrantSolutions creates a single system where funding applicants, Federal staff, and award recipients can perform and monitor the status of their respective financial assistance management activities.
- Supporting the Department's implementation of the Bipartisan Infrastructure Law and the Inflation Reduction Act, providing expert financial assistance advice and assisting BIL programs to develop assistance strategies that support effective execution of BIL and IRA goals and activities.
- Through quarterly Financial Assistance Webinars and an annual DOI Financial Assistance Symposium, PGM provides continuous training opportunities for the DOI financial assistance workforce. Since the inception of these training opportunities in 2022, PGM has provided training to over 900 professional staff.
- Provided leadership in support of equity Executive Orders to provide outreach to Minority Serving Institutions and developed dashboards on financial assistance and contract funding to Minority Serving Institutions which have been touted by the White House Office of Science and Technology Policy as an agency best practice.

Office of Planning and Performance Management (PPP)

The PPP provides leadership, guidance, and consulting services throughout the Department of the Interior on strategic planning, performance assessment and reporting, risk management, program evaluations, evidence policy/procedures, and organizational processes. Its goals are to increase programmatic effectiveness and efficiency, inform and enable future planning, decision making and budget formulation, and ensure transparency and accountability of government programs and services.

The PPP consults across the Department to enable and build a culture of acquiring and using evidence to support continuous improvement, capacity, and planning for internal and external drivers. The Office works with Interior's leaders to address Administration and Congressional priorities and directives by assisting organizations in clarifying and establishing goals and strategies, identifying needs for acquiring evidence, and how to use evidence to monitor progress and assess outcomes (i.e. performance measurement or program evaluations). The Office helps bureaus and offices use evidence for planning work, allocating resources, and developing customer- and user-focused programs and activities. The PPP provides expertise, training, tools, and services that help bureaus and offices build public confidence and trust in the Department.

The Office contains the functions of the Deputy Performance Improvement Officer; established under Executive Order 13450; Evaluation Officer, established by the Foundation for Evidence-Based Policymaking Act of 2018 (Evidence Act); Chief Risk Officer, in compliance with OMB Circular A-123; and Deputy Program Management Improvement Officer, established under the Program Management Improvement Accountability Act of 2016 (PMIAA).

The PPP performs the following functions:

- Leading the development of Interior's integrated Strategic Plan and associated Annual Performance Plan & Report. The Office works across bureaus and offices to develop and use Agency Priority Goals to demonstrate Interior's achievements. The PPP conducts Quarterly Status Reviews and annual Strategic Reviews with Departmental leadership. All of these activities ensure compliance with the Government Performance and Results Modernization Act (GPRMA).
- Developing the Quadrennial Learning Agenda (and updates), Capacity Assessment, and Annual Evaluation Plans as required by the Foundations for Evidence-Based Policymaking Act of 2018. In this role, the Office works collaboratively across the Department to identify, develop, and use evidence to support achievement of the Department's mission and promote evidence-based decision making. The Office is building overall evidence and evaluation capacity across Interior through an integrated planning and learning cycle in which the Learning Agenda supports evidence building in the pursuit of goals in the Agency Strategic Plan and Annual Evaluation Plan. This helps leaders make informed decisions based on effectiveness in achieving goals, equity, process rigor, and continuous learning from understanding the causes and severity of unintended impacts.
- Establishing and implementing all aspects of OMB Circular A-123, Management's Responsibility for Enterprise Risk Management (ERM) and Internal Control, dated July 15, 2016, in creating a Department-wide risk profile, and collaborating with bureaus and offices to ensure their risk

treatments support the risk profile. The Office consults with bureaus and offices to establish risk tolerance and how to identify and apply risk treatments (i.e., monitoring and control, transference, avoidance, retention), and ensures emerging risks are addressed. The Office is also responsible for ensuring that risks and risk treatments are included in development of the Department's Strategic Plan and annual Strategic Review.

- Implementing PMIAA across the Department to maximize the efficiency and effectiveness of program and project management and conducting annual portfolio (cross-cutting outcomes/workstreams) reviews as a part of the annual strategic review. Develops a DOI program inventory and identifies program managers for each program. Develops Program Management policy and a Playbook to elevate the management of programs across the Department.
- Growing the Department's capacity and integration of Customer Experience (CX) standards and practices into existing work and new initiatives. The PPP collaborates with the Office of the Chief Information Officer (OCIO) to identify burden and requirements of public users in accessing Interior's digital information, services, and benefits. The Office consults across the Department to help managers understand the "customer journey", develop evidence for process streamlining and improvement, and assess impacts of improved delivery. The Department is also growing capacity for CX improvement for in-person engagement, as well as digital, experiences.

Office activities include:

- Coordinated the updates of the Departmentwide FY 2023 Annual Performance Report and the FY 2024-2025 Annual Performance Plan which presents the goals and strategies across the Department and includes performance measures to track and demonstrate progress on achieving Administration priorities and Departmental goals. Worked across bureaus and offices to strengthen performance reporting and identify and fill gaps in the performance framework.
- Led the Departmental Program/Project Management Community of Practice for knowledge sharing and communication to leverage tools and resources and to engage with other program and project managers for the effective accomplishment of their duties and improvement. Initiated the first annual portfolio review to improve cross-Departmental performance and outcomes.
- Concluded reporting for FY 2022-2023 Agency Priority Goals and worked across bureaus and offices to identify and develop FY 2024-2025 integrated Agency Priority Goals that focus leadership attention on achieving ambitious but achievable goals. New Agency Priority Goals focus on: cleaning up legacy pollution (with contributions from the Office of Surface Mining Reclamation and Enforcement and the Orphan Wells Program Office); completing environmental and technical reviews of construction and operations plans for commercial offshore wind projects (with contributions from the Bureau of Ocean Energy Management and the Bureau of Safety and Environmental Enforcement); and improving Water Conservation and Resilience in the western United States (contributions from the Bureau of Reclamation). PPP works with bureaus and offices to lead quarterly status updates and briefings with senior leadership, and report quarterly and annual results.
- Led the Enterprise Risk Management program to successful completion of the Department's first risk register and risk profile. The PPP leads an Enterprise Risk Management Community of Practice across the Department to better share information and maintain bureau and Department-

wide risk registers, address new and emerging risks and threats, assess effectiveness of risk treatments, and strengthen a culture of risk-based planning.

- Consulted with bureaus and offices in overall articulation of goals and outcomes, strategy, performance, evaluation, risk management, data analysis, using data to achieve mission objectives, and evidence-informed storytelling. Partnered with bureaus and offices to structure evidence and establish foundations to better assess outcomes from the Infrastructure Investment and Jobs Act and the Inflation Reduction Act. Collaborated with the Office of Surface Mining Reclamation and Enforcement, and Orphan Wells Program Office on addressing legacy pollution; Bureau of Land Management on critical minerals permitting, and numerous others.
- Coordinated Evidence Act implementation across the Department and updated Learning Agenda priorities, evidence-building plans, finalized and published the Department-wide policy for evaluation, and continued growing Interior's capacity for conducting evidence-building and evaluations. Led numerous trainings and workshops, consulted on topical strategic plans, developed performance framework approaches from diversity and equity to environmental restoration, created and consulted on maturity models for self-assessments, and growing organizational adoption of proven practices.

Program Performance Estimates

The President's budget continues efforts under the direction of the AS-PMB, to provide leadership and direction for the President's initiatives, to continue high-quality Departmentwide services, and to ensure transparency and good government. The Budget, Finance, Performance and Acquisition program element will provide strategic and accountable leadership to guide the efforts of DOI's offices and bureaus to achieve Presidential and Secretarial goals by ensuring cost-effective operations and customer-centric service; facilitating cooperation and collaboration across DOI organizations and Federal and non-Federal partners; ensuring a workplace environment that is safe and conducive to employee productivity and conflict resolution; and holding individuals at all levels accountable for their actions.

The program element will help prioritize DOI Infrastructure requirements and advance sustainability goals by working with bureaus to:

- Reduce Energy Use Intensity by 26% by 2030.
- Acquire 100% of Light Duty Vehicles as Zero Emission Vehicles by 2027.
- Maintain critical DOI infrastructure and facilities to ensure effective operations and service delivery.
- Maintain 60% occupancy in office buildings great than 75,000 SF.

The program element will support the alignment of the organizational structure and workforce to improve partnership engagement and mission delivery by:

- Developing and delivering an executable budget that supports Administration and Secretarial priorities.
- Partnering with OCIO to improve and automate reporting of IT investments.

- Effectively managing the Department's Annual Financial Report, maintaining DOI's achievement of clean audit opinions.
- Supporting Departmental compliance with DATA Act and budget execution reporting.
- Monitoring Departmental response and completion of audit recommendations and findings which will result in improved service delivery. Ensuring responses to GAO reports are accurate and submitted timely.
- Developing financial reporting package metrics that identify strengths and weaknesses in existing process and proposed solutions.
- Coordinating the publication of the Department's Annual Performance Plan and Report (APP&R), Agency Priority Goals (APG), and Annual Evaluation Plan.
- Refining the enterprise risk profile and implementing mitigations to reduce the risk to achieving the Department's goals and objectives.
- Improving the management of the Department's Financial Assistance Program through development of tools, internal control measures, focused training and utilization of GrantSolutions, a Departmentwide grants management system.
- Streamlining the contracting process across all bureaus and offices to ensure better mission outcomes and avoid redundant costs.
- Implementing a standard, DOI-wide portal for purchasing products through a single market provider to reduce DOI costs, increase transparency into what DOI is buying, and improve internal controls.
- Implementing the use of Robotic Process Automation to improve the efficiency of contract administration processes.
- Completing the first multi-bureau agreement with a repository holding DOI museum collections, finalizing this pilot project and establishing a template and framework to streamline coordination between DOI and the museums and universities holding bureau collections.
- Issuing new museum collections policies on standards for access and use, updating policies for assessing facilities holding collections in coordination with asset management, and refining policies addressing documentation and preservation requirements, drawing from field experiences to bring clarity and consistency to requirements and guidance for managing museum collections.
- Launching the Museum Collection Management System (MCMS), which consolidates over 300 individual museum collection databases into a single cloud instance that meets modern IT security, Federal management, and professional museum standards.

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Activity: Leadership and Administration
Program Element: Human Capital, Equity, and Strategic Development

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	8,862	8,862	+268	+0	+1,864	10,994	+2,132
FTE	38	44	+0	+0	+4	48	+4

Summary of Program Changes

Request Component:	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+491	0
Improve Senior Executive Service On-Boarding	+11	0
Virtual Accountability, Compliance, and Evaluation (VACE) Portal	+55	0
EEO Complaint Tracking and Reporting Automation	+162	0
Improve OS Equal Employment Opportunity Adjudication and Compliance	+495	+2
Youth Coordination	+320	+1
Public/Private Partnerships Coordination	+330	+1
TOTAL Program Changes	+1,864	+4

The 2025 Budget Request for Human Capital, Equity, and Strategic Development is \$10,994,000 and 48 FTE, a program change of +\$1,864,000 and +4 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$491,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$491,000 for Human Capital, Equity, and Strategic Development which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Improve Senior Executive Service On-Boarding (+\$11,000 / 0 FTE) – The budget request includes an increase of +\$11,000 for the Office of Human Capital to sponsor SES orientation sessions and provide consistent, comprehensive packages to on-boarding career SES employees which include key information on important programs, such as performance management, pay, leave and benefits, and Departmental organizational charts. The orientation session will also allow offices to brief new employees on important

topics such as ethics. This will enable the Department to on-board career SES members in a manner consistent with proper protocols and ensure all career SES members receive consistent employment and ethics information.

Virtual Accountability, Compliance, and Evaluation (VACE) Portal (+\$55,000 / 0 FTE) – The 2025 budget request includes an increase of +\$55,000 for the OHC to provide Departmental bureau human resources programs the tool to conduct regulatory audits from any geographic location through a web-based platform. The implementation of the VACE portal will transform the Department’s Accountability program to the future state of having the capacity to establish an electronic tracking platform that creates uniform audit processes and reporting. The utilization of VACE will reduce the amount of time it takes to conduct audit reviews to approximately 30 days which would result in significant program efficiencies and will enable evidence-based decision making to improve compliance and service delivery.

EEO Complaint Tracking and Reporting Automation (+\$162,000 / 0 FTE) – The budget request includes an increase of +\$162,000 to allow the Office of Diversity, Inclusion, and Civil Rights (ODICR) to continue the implementation of DOI’s automated tracking systems for EEO complaints, expand system access to incorporate external Public Civil Rights claims, and automate annual reporting of complaints, (e.g., MD-715 reporting to the EEOC), which in turn will provide a single platform to facilitate the work of ODICR. The program increase will allow ODICR to transition from testing and debugging toward operations and maintenance. Adding these new features will increase the efficiency of complaints processing and report generation within DOI, helping to ensure the Department has access to real-time reporting and is able to meet Administration and Secretarial requirements. Through these investments, ODICR plans to enhance customer service, improve the efficiency of complaints reporting and analysis, and lower costs for the Department.

Improve OS Equal Employment Opportunity Adjudication and Compliance (+\$495,000 / +2 FTE) – The budget request includes an increase of +\$495,000 to address OS EEO adjudication and Affirmative Employment Program (AEP) requirements within the ODICR. Hiring both the OS EEO Director and the AEP Manager will bring OS in compliance with EEOC resource requirements identified in a January 2021 program evaluation and simultaneously support the development of a DEIA culture in the OS. The addition of an OS EEO Director will mitigate conflicts which may arise during the EEO appeals process. OS does not have an AEP manager and the addition of this position will assist DOI leadership in developing blueprints and strategies designed to improve employment opportunities; provide statistical and analytical data that can be used for informed decision-making and adaptive goal setting; and provide recommendations to remove barriers to EEO, diversity, and inclusion.

Youth Coordination (+\$320,000 / +1 FTE) - The Department requests an increase of +\$320,000 for a Youth Coordinator to provide Departmentwide leadership, coordination, direction, and technical assistance on programs engaging, educating, and employing youth and young adults at the Department of the Interior. The coordinator will:

- establish consistent standards, policies, and procedures for youth programs.
- identify opportunities to market youth programs in various venues to attract participation.
- coordinate with other Departments to work across the Federal government.

- lead DOI's youth council which brings together all the youth coordinator leads to address cross-cutting issues and provides a forum to leverage resources.
- provide technical advice and guidance to bureau youth program managers and assist bureaus to develop messaging and recruitment strategies.

Public/Private Partnerships Coordination (+\$330,000 / +1 FTE) - The budget request includes an increase of \$330,000 and a DOI Partnerships Coordinator to provide Departmentwide leadership, activation, and policy oversight on philanthropic and strategic partnerships that leverage Federal resources, enhance DOI programs, connect communities to resources and tools, and assist DOI in fulfilling its mission to the American public. The coordinator will:

- create and activate a strategic plan that facilitates philanthropic partnerships, leverages Federal investments, and creates a partnership-focused community of practice across all bureaus.
- ensure that policies, donation authorities, and appropriate agreements are implemented consistently across all bureaus.
- design and execute on public-private partnerships that create a return on investment for funders.
- coordinate with bureau foundations to maximize the impact of donations, avoid duplication, and create sustainable outcomes.
- develop and deploy an impact storytelling communications program that demonstrates the measurable results of donor investments across all bureaus.

Program Overview

The Human Capital, Equity, and Strategic Development Program Element includes AS-PMB offices responsible for the coordination of Department-wide human capital, employee training and development, employee health and safety, equal employment opportunity, federally assisted and conducted special emphasis, and affirmative employment activities and programs.

The following offices, described below, support the Human Capital and Strategic Development mission area:

Office of Human Capital (OHC)

The OHC is the corporate human capital office and partner leading the Department's enterprise – wide Human Resource strategic planning efforts by providing policies, solutions, oversight, and guidance to further the Department's overall mission. The Office has Departmentwide responsibility for implementation of directives from Congress, the President, Federal Judiciary, U.S. Office of Personnel Management, Office of Management and Budget, Merit Systems Protection Board, Office of Special Counsel, and the Federal Labor Relations Authority, among others. The OHC is also the liaison with these organizations and other agencies concerning human resources management and coordinates closely with the Chief Human Capital Officers' Council. The OHC interprets laws, executive orders, rules, and regulations, and provides technical and professional assistance, advice, and guidance to the Secretary and the bureaus. The OHC also provides critical assistance to the bureau Human Capital Officers and HR Directors to assist them in operationalizing human capital planning and HR operations throughout the Department.

In close collaboration with the Office of the Solicitor and ODICR, OHC ensures hiring practices are fair and free from unlawful discrimination and adhere to the Merit System Principles to attract highly skilled and diverse applicants. The OHC also provides managers with the tools for creating inclusive workplaces that are best places to work for all employees by improving employee accountability and engagement, and to ensure the Department recruits, retains, and rewards a high performing and diverse workforce.

Office activities include:

- Provided critical narratives and workforce data analytics to inform the Department's Strategic Plan and strategies to maximize employee performance.
- Drafted the Department's Human Capital Operations Plan which demonstrates how human capital actions and initiatives support the Department's strategic goals and program return on investment.
- Supported and implemented policies and training curriculum to address anti-harassment efforts and to improve civil treatment for all employees while increasing accountability expectations for supervisors to properly implement policy directives in a timely and professional manner.
- Continued working with the Human Capital offices to improve the performance management process, leverage the use of DOI Talent, and develop performance management assessment tools.
- Promoted and innovated our talent management strategies across the employee lifecycle to better meet the Department's strategic goals, Federal government management agendas and initiatives, and transitioned societal demographics, enabling the Department to better compete for, attract, hire, and retain our Nation's best diverse talent in order to build a highly skilled, 21st century workforce capable of meeting the Department's mission.
- Implemented statistical workforce analytics to evaluate impacts of human capital programs and efforts to close skills gaps and identify technologies to design DOI career paths to make them more employee friendly and intuitive to use.
- Continued to partner with the ODICR, Office of Occupational Health, and Office of the Chief Information Officer, to assist in reducing costs associated with workers' compensation and accommodation complaints through the promotion of accessible and safe work environments for all employees.
- Monitored and tracked to close skills gaps in mission critical science, technology, engineering, and mathematics (STEM) occupations engaged in oil and gas activities.
- Enhanced employee engagement impact and communication through the synthesis of the Federal Employee Viewpoint survey data and are building internal webpages to communicate to employees how leaders have used the data toward workplace improvements.
- Addressing the Department's challenges in workplace culture and harassment.
- Conducted employee accountability workshops and partnered with the Office of Solicitor to train employment attorneys and HR professionals on a range of employment law matters, including how to implement and adhere to the requirements of workforce reform executive orders.
- Implemented a Department-level communication strategy to enhance employee engagement, provided human capital information to decision-makers, branded DOI to highly skilled candidates, and shared knowledge across the employee lifecycle.

- Expanded Career Pathing to leverage and make publicly available data to enable users to understand career progression opportunities within and across career paths, giving them a sense of what they need to acquire in order to advance their careers via our public website.

Office of Diversity, Inclusion and Civil Rights (ODICR)

The Departmental ODICR has primary responsibilities, to include, but not limited to, leading the administration of the Department towards becoming a model workplace by implementation of and adherence to its regulatory required affirmative employment, equal employment opportunity and public civil rights programs. The Office is responsible for designing, developing, and recommending DOI-wide equity, diversity, inclusion strategies, policies and programs that align with and contribute directly to the DOI's mission and strategic goals and ensures compliance with all Federal laws, regulations, and orders. The ODICR is responsible for establishing the direction and priorities of the DOI's Civil Rights and Diversity and Inclusion programs to achieve maximum results, and in deciding and recommending actions to achieve the best results throughout DOI. As the Departmental civil rights, diversity, and inclusion office, ODICR provides advisory recommendations including DOI-wide goals and objectives, and action plans designed to eliminate the underlying causes of problems. The Office works collaboratively with internal and external stakeholders to address systemic equal employment opportunity problems and advance equity, diversity, and inclusion as core values of the DOI and its strategic human capital objectives.

ODICR accomplishes this by:

- Partnering with Departmental internal and external stakeholders to promote external civil rights compliance – i.e., anti-discrimination in institutions that receive Federally-assisted funding from the DOI and accessibility to the DOI's public lands and parks.
- Providing leadership and partnering with Departmental offices on the establishment and implementation of workplace policies and practices to promote Equal Employment Opportunity, assuring employees and applicants are protected from discrimination, including harassment and retaliation, and have equitable access to all terms, benefits, and conditions of employment.
- Providing consultation and technical assistance to Departmental offices on equity, diversity, and inclusion, including, but not limited to training; coordination of education and cultural/sensitivity awareness programs and solutions to enhance workplace relationships and resolve conflict.
- Providing leadership and partnering with Departmental offices on the establishment and implementation of workplace policies and practices to support equity, diversity, and inclusion, which helps the DOI recruit, empower, engage, and retain the best talent.
- Providing data and analytics to assess the organizational health of the DOI through evaluation of its personnel policies, practices, and procedures to inform solutions to continue to establish and maintain the DOI as a model agency for equal employment opportunity.

Division portfolio areas include Office of the Secretary informal and formal complaints processing; issuance of Departmental final agency decisions; legal sufficiency reviews of procedural dismissal; policy development; consulting and advisory services; affirmative employment and special emphasis programs; workforce training and awareness; and public civil rights.

ODICR is organized into three Divisions:

Affirmative Employment Programs/Proactive Prevention and Outreach Division (AEP): AEP enhances employment opportunities for all employees and applicants for employment. Strategic priorities include: 1) assisting DOI leadership in developing blueprints and strategies designed to improve employment and advancement opportunities for all employees; 2) providing DOI leadership with a comprehensive suite of statistical and analytical data that can be used to drive informed decision making and allow for adaptive goal setting; 3) leading national barrier analysis teams through comprehensive organizational assessments on an annual basis; and 4) providing recommendations to effectively remove barriers to equal employment opportunity, diversity, and inclusion.

Adjudication, Compliance and Equity Division (ACE): ACE provides oversight over the Bureau EEO complaints programs and adjudicates employment discrimination complaints filed against DOI by current DOI employees, former DOI employees, and applicants pursuant to the Federal laws prohibiting discrimination enforced by the U.S. Equal Employment Opportunity Commission (EEOC), and the EEOC's regulations, guidance, and management directives. Strategic priorities include: 1) providing technical assistance and policy guidance to DOI bureaus on all legal, administrative, and procedural matters concerning employment discrimination complaints; 2) drafting and timely issuing final decisions and ensuring agency compliance with final decisions and orders; 3) providing training to DOI employees, managers, and supervisors on their rights and responsibilities under applicable Federal sector equal employment opportunity laws; and 4) ensuring that DOI meets its reporting and training requirements under the Notification and Federal Employee Antidiscrimination and Retaliation (No FEAR) Act of 2002 and the Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints (EEOC Form 462).

Public Civil Rights Division (PCR): PCR ensures the Department, its bureaus, and recipients of DOI's Federal financial assistance programs and activities comply with their public civil rights obligations. PCR provides guidance and direction on all matters concerning public civil rights, and ensures effectiveness and consistency by the Department and its bureaus and offices in processing discrimination complaints and conducting compliance reviews governed by Federal public civil rights laws and regulations against discrimination in programs, activities, and services that are federally conducted, receive Federal financial assistance, or are covered by Title II of the Americans with Disabilities Act (ADA). Strategic priorities include 1) timely processing of complaints from members of the public; 2) conducting PCR compliance reviews of bureaus and recipients of Federal financial assistance; and 3) providing guidance, training, and technical assistance on PCR matters.

The ODICR contributes to the Department's mission success by developing collaborative partnerships with bureaus and offices to ensure the workplace is safe, fair, and open; reflective of the Nation at all levels and all occupations; accepting of individual voices and differences; and that all employees are treated with dignity and respect and feel valued, motivated, and empowered to maximize their potential. The ODICR includes the Office of the Secretary, Equal Opportunity Office, which provides the full range of EEO Services, including EEO Counseling, complaints processing, training, and outreach for employees of the Office of the Secretary, to include the Assistant Secretaries, Office of Inspector General, Office of the Solicitor, Interior Business Center, and Office of Natural Resources Revenue (ONRR).

Office activities include:

- Reviewed, evaluated, and monitored the performance of the Department's bureaus and offices in carrying out their responsibilities under the laws, Executive Orders, regulations, and Departmental directives pertaining to affirmative employment, civil rights, equal opportunity, and equal access.
- Custodian of all official EEO complaint records, managed the EEO complaints processing and reporting system and public civil rights complaints processing system, ensured that files are maintained and disposed of consistent with EEOC regulations and guidelines, the Privacy Act, and Federal regulations for records retention.
- Provided Departmentwide certification training to all EEO complaint processing staff (to include permanent and collateral staff) to ensure uniform and consistent training, messaging, and dissemination of EEO-related materials.
- Transparent dissemination of EEO-related information and improve the utility of electronic complaint filing tools.
- Provided proactive consultation services with Departmental offices and bureaus to highlight updates in EEO case law in support of prevention practices that decrease complaint filings.
- Supported and implemented policies and training curriculum to address anti-harassment efforts and improve civil treatment for all employees while increasing accountability expectations for supervisors to properly implement policy directives in a timely and professional manner.
- Partnered with stakeholders within and outside the Department to promote external civil rights compliance and accessibility to the Department's public lands and parks and efforts in support of the Department's Equity Action Plan.
- Evaluated workplace policies and practices to help the Department recruit, empower, engage, and retain the best talent and ensure employees and applicants are protected from discrimination and have equal access to terms, benefits, and conditions of employment.
- Partnered with the OHC, Solicitor, and the Office of Collaborative Action and Dispute Resolution, to provide consultation and technical assistance to Departmental offices on EEO, diversity, and inclusion. This includes guidance, training, and coordination of education and cultural/sensitivity awareness programs to enhance workplace relationships, prevent and eliminate harassment, and resolve conflict.
- Prepared reports, data, and analytics as required by laws, regulations, and Congress to determine patterns, practices, and trends associated with EEO complaints and to assess the organizational health of the Department through evaluation of its personnel policies, practices, and procedures to inform solutions to continue to establish and maintain the Department as a model agency for equal employment opportunity.

Office of Employee Development (OED)

The OED is responsible for coordination and strategic management of Departmental training and development to ensure the workforce has the capability and competency to accomplish Departmental

missions. The Office also has responsibility to implement continuous learning as part of workforce management, knowledge sharing and development, incorporating learning and knowledge sharing into management practice, and evaluating the effectiveness of training and development across the Department. The Office has Departmentwide responsibility for the implementation of training and organizational development directives from the Office of Management and Budget and the Office of Personnel Management. The Office is also the liaison with these organizations and other agencies concerning workforce development. The Office interprets laws, executive orders, rules, regulations, and provides technical and professional consultation to the Secretary and the bureaus.

This Office works collaboratively with Interior bureaus and offices engaged in functional and specific training. OED focuses on ensuring training is consistent with Departmental policy by utilizing effective and relevant adult learning approaches. The Office leads the Department in providing the vision, policies, and practices to best prepare the workforce with skills to accomplish the Department's mission, including re-skilling and upskilling to better align the workforce to future mission objectives. This entails utilization of a competency-based human resource management system that clearly identifies the skills, knowledge, abilities, and behaviors required of all employees and enhances knowledge management capacity. This Office leads the identification, validation, and implementation of a competency-based system across the Department. The program helps with succession planning through leadership, career and professional, and workforce development. This system allows the Office to work in collaboration with the Office of Human Capital to support an employee life-cycle approach to learning and development. Additional information on the OED is also presented in the Working Capital Fund section of this Congressional Justification.

Office activities include:

- Collaborated with the information technology, acquisition, and program management communities to develop a departmental competency profile for these groups while building competency profiles for Departmental mission-critical occupations.
- Utilized competency profiles to assess the workforce and use the data to establish benchmarks and inform improvement strategies for workforce planning and overall development opportunities.
- Implemented an effective and efficient mandatory training strategy across the Department that reduces costs, training time, provides practical learning, and influences organizational behaviors and practices.
- Advanced consistent leadership and supervisory training that supports succession and workforce planning efforts across the Department.
- Increased employee engagement through enhancements to the learning ecosystem, which includes shared training events, enhanced knowledge sharing, and integration of continuous learning throughout the employee lifecycle.
- Expanded training offerings to support employee's working in hybrid or virtual work environments. Course offerings include skills for building and leading virtual and remote teams.

Program Performance Estimates

The President's budget continues efforts under the direction of the AS-PMB, to provide leadership and direction for the President's initiatives, to continue high quality Department-wide services, and to ensure transparency and good government. The Human Capital, Equity and Strategic Development program element will provide strategic and accountable leadership to guide the efforts of DOI's offices and bureaus to achieve Administration and Secretarial goals through ensuring cost-effective operations and customer-centric service; facilitating cooperation and collaboration across DOI organizations and Federal and non-Federal partners; ensuring a workplace environment that is safe and conducive to employee productivity and conflict resolution; and holding individuals at all levels accountable for their actions.

Interior is taking steps across the Department to expand equity, diversity, and inclusion beyond day-to-day management policies to incorporate this concept into the delivery of DOI's missions. This commitment is consistent with the Administration's all-of-government approach to advance equity, civil rights, racial justice, and equal opportunity. The Department seeks to ensure that everyone—no matter their background or ZIP Code—can enjoy the benefits of Interior's mission programs. The Department is committed to maintaining a diverse workforce that reflects the public we serve and sustaining an equitable and inclusive workplace environment. In 2022, the Department published its first [Equity Action Plan](#), which was then updated in 2024. The Plan outlines efforts to advance equity through all DOI operations, remove barriers to equal opportunity, and deliver resources and benefits equitably to the public. The Equity Action Plan remains a key part of Interior's efforts to implement [Executive Order 13985](#), Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, and [Executive Order 14091](#), Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, which calls on Federal agencies to advance equity by identifying and addressing barriers to equal opportunity that underserved communities may face as a result of some government policies and programs.

The program element will also improve strategic hiring, placement, and retention efforts to ensure mission-critical service delivery through data driven processes and increased employee engagement efforts including:

- Leveraging automation to improve employee performance and training opportunities.
- Leveraging technology to improve HR recruitment operations and provide hiring managers the tools needed to hire quality candidates.
- Examining additional data to determine if operational efficiencies can be gained while minimizing redundancies under the current organizational design.
- Launching several successive iterations of a Departmentwide career pathing tool to allow Interior to attract, retain, and expand opportunities for DOI employees across the Department.
- Leveraging technology to enable DOI employees and the public to understand career progression opportunities within and across career paths.
- Providing in-person bystander intervention and intergenerational sensitivity training to DOI employees.

- Increasing the employee engagement index for DOI in the Federal Employee Viewpoint Survey to 72%.
- Improving DOI's ranking among large agencies in the Partnership for Public Services' Best Places to Work report to 5th. (DOI is currently ranked number 9th)
- Identifying concrete strategies and hiring tactics to drive continuous increases in qualified and hired applicants from historically underrepresented groups and enable employees to fully contribute to achieving DOI missions.

Activity: Leadership and Administration
Program Element: Public Safety, Resource Protection and Emergency Services

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	4,198	4,198	+97	+0	+486	4,781	+583
FTE	17	16	+0	+0	+1	17	+1

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+191	0
Law Enforcement Mental Health and Wellness Coordinator	+295	+1
TOTAL Program Changes	+486	+1

The 2025 Budget Request for Public Safety, Resource Protection and Emergency Services is \$4,781,000 and 17 FTE, a program change of +\$486,000 and +1 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$191,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$191,000 for Public Safety, Resource Protection and Emergency Services which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Law Enforcement Mental Health and Wellness Coordinator (+\$295,000 / +1 FTE) - The budget includes an increase of \$295,000 for a DOI Law Enforcement Mental Health and Wellness (MHW) Coordinator to work with Department, Office, and Bureau leadership, human resources, occupational safety and health, supervisors, and other stakeholders to develop and implement resources, education, and support for Department law enforcement personnel health and safety. This position supports the DOI Law Enforcement Task Force recommendation that the Department proactively support the mental health, wellness, and resiliency of all DOI law enforcement officers from recruitment to retirement. Healthy law enforcement officers have effective interactions with the public and make sound operational decisions in the performance of their duties which positively impact the public's view of DOI law enforcement. Data

indicates that dedicating a full-time employee to these programs increases access and promotes a greater likelihood that resources are available and utilized. Law enforcement across the country has seen a rise in mental health cases/issues and suicides over the last 5-10 years. Appropriate services are not readily available to help law enforcement employees in need. In December 2020, the Office of Law Enforcement and Security initiated the DOI Mental Health and Wellness Charter for DOI Law Enforcement Programs. With support from Bureau Directors of Law Enforcement, the MHW coordination group has identified the need for a full-time employee to build and maintain the MHW program for the Department.

On July 7, 2021, Interior Secretary Haaland issued a memorandum establishing a Law Enforcement Task Force to develop meaningful solutions to assist law enforcement and communities in strengthening trust and collaboration and to identify opportunities for improvement in DOI's law enforcement programs. One of the three focus areas of the task force is ensuring supportive resources are available for officer mental health, wellness, and safety. Through the research, outreach, and analysis conducted by the task force (e.g., DOI law enforcement officer survey, questionnaires, cooperating agency surveys, Federal Register Notice) and the evidence gathered during these activities, recommendations in the focus area of officer wellness will include targeted support, collaboration, and investments needed in addition to a full-time MHW program coordinator for law enforcement.

This MHW coordinator will further support the objectives and commitments in the Department's workforce strategy in the 2022-2026 Strategic Plan, which includes safeguarding the wellness, safety, and mental health of our workers. Executive Order 14074, *Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety*, dated May 25, 2022, supports dedicated resources for officer wellness. Upon publication of the Attorney General report for Section 4 of the EO, Supporting Officer Wellness... "the heads of all Federal Law Enforcement Agencies (LEAs) shall assess their own practices and policies for Federal officer wellness and develop and implement changes as appropriate...". The MHW coordinator position will strengthen the Department's efforts to support law enforcement officer wellness and aligns with the EO.

Many employee assistance resources (EAP, HR, Medical Services) do not have the specialized or cultural competence to understand the unique nature of the violent and traumatic incidents that law enforcement, first responders, and support staff often encounter. The law enforcement community has additional and different needs than other employees, particularly considering the continuous exposure to critical and traumatic incidents that occur in the performance of their duties. Providing services exceeding the capabilities of traditional employee support services has been proven to improve outcomes for law enforcement employees using them. Moreover, specialized support services are used more often and by more significant numbers of law enforcement officers. A holistic and consistent approach is necessary to address these issues and break down the barriers for officers seeking assistance.

The addition of this position makes specific, accountable resources available to serve as a mental health and wellness coordinator and subject matter expert to conduct research and analysis of the mental health and wellness resources currently available through the Department and its bureaus. Working with all appropriate stakeholders the MHW coordinator will conduct a gap analysis to determine needs, best practices, and necessary services for employees that ultimately help reduce mental stress, addiction, traumatic stress, long-term physical and mental illness, and suicide.

Program Overview

The Public Safety, Resource Protection and Emergency Services Program Element includes AS-PMB offices responsible for leadership and strategic guidance in four primary areas: law enforcement; emergency management; aviation; and borderlands coordination. These offices manage Departmental efforts to coordinate with the Department of Homeland Security (DHS) on border activities impacting Interior equities, including natural and cultural resources; lead the Department's efforts to plan for, prevent, protect against, and recover from natural disasters and human-caused incidents; support aviation needs; co-lead efforts to leverage resources and improve field communications within the Department; and preserve the safety and security of employees and visitors.

The following offices and program, described below, support the AS-PMB Public Safety, Resource Protection and Emergency Services mission area:

Office of Law Enforcement and Security (OLES)

The OLES is responsible for providing management and leadership in the law enforcement, security, and intelligence program areas. Primary functions of the office include updating, creating, and ensuring bureau compliance with Department policy, DHS guidance, Presidential Directives, Secretarial Orders in law enforcement, national security, and intelligence, as well as directing oversight of the security function at the Stewart Lee Udall Building. The Office provides coordination and management leadership to facilitate a successful and focused Departmental law enforcement, security, and intelligence program capable of providing the key business principles of customer service, accountability to the public, transparency, efficient and effective management, modernization, and integration. Additional information on the OLES is presented in the Working Capital Fund section of this Congressional Justification.

Interior provides stewardship of some of the Nation's most recognizable critical infrastructure. Officers from various bureaus protect against illegal activities on its more than 480 million acres of public lands. In addition to protecting approximately 70,000 employees, 160,000 volunteers, 1.9 million Indian Country citizens, and more than 561 million visitors to Interior-managed lands annually, Interior's law enforcement officers protect natural, cultural, and heritage resources, and critical facilities in every State. Interior manages approximately one-fifth of the land in the U.S., including lands adjacent to the international borders of Canada and Mexico. This requires extensive coordination with DHS, U.S. Customs and Border Protection (CBP), and with each bureau that has land adjacent to or near either border.

Considering the continuing foreign and domestic terrorist threats, a number of Department assets continue to be closely monitored as they are potential targets identified by Federal entities including the Department of Justice and DHS.

Office activities include:

- Managing a Board of Advisors, which consists of the Bureau Directors of Law Enforcement and Security, to ensure a unified, strategic direction that supports the priorities of the bureaus and the Department.

- Managing the development and implementation of a new enterprise Law Enforcement Records Management System (LE RMS) and the transition and sunset of the legacy records management system (Incident Management and Reporting System (IMARS)).
- Facilitating security assessments and related updates at Department facilities including critical dams, National Monuments and icons, and completing National Monuments and Icons Sector Specific Plans as required by DHS.
- Coordinating Interior’s Emergency Support Function–13 (ESF-13) program including a surge response capability.
- Improving enforcement efforts related to drug cultivation on public lands and maintaining effective liaison with the White House Office of National Drug Control Policy, Public Lands Drug Control Committee, and various High Intensity Drug Trafficking Area (HIDTA) programs.
- Ensuring access to classified information and systems for those Department employees with appropriate clearances.
- Staffing the National Joint Terrorism Task Force, thereby ensuring situational awareness of threats and investigations having a potential impact on Interior personnel, visitors, and assets.
- Developing all aspects of the Insider Threat Program in compliance with Executive Order 13587.
- Managing a Victim Assistance Program in compliance with Executive Order 13903, the National Action Plan, the Not Invisible Act, and Savanna’s Act.
- Enhancing public trust and public safety in compliance with Executive Order 14074.
- Enhancing Interior’s border coordination along the northern and southwest borders and coordinating with CBP on the Secure Border Initiative.
- Ensuring a Trusted Workforce in the recruiting, hiring, and retaining of employees and contractors via its Personnel Security program.
- Participating on DOI’s Law Enforcement Task Force to improve officer safety and wellness through training, staffing, and policy enhancements.

DOI Law Enforcement Task Force

On July 7, 2021, Interior Secretary Haaland issued a memorandum establishing a Law Enforcement Task Force (LETF) to implement the highest standards for protecting the public and provide necessary policy guidance, resources, and training to agency personnel within the DOI. The LETF is responsible for implementing the Secretary’s vision of utilizing an equity lens and evidence-based decision making to review and identify opportunities for improvement in law enforcement programs of the National Park Service, U.S. Fish and Wildlife Service, Bureau of Land Management, Bureau of Indian Affairs, and Bureau of Reclamation. The LETF focused on ways to (1) strengthen trust in our law enforcement programs; (2) ensure appropriated policy and oversight is implemented; and (3) ensure supportive resources are available for officer mental health, wellness, and safety.

The LETF engaged in significant internal and external outreach efforts to ensure the broadest possible perspective on issues related to law enforcement within DOI. Stakeholder input was gathered through the following strategies:

Internal Stakeholder Input

- Survey of DOI Law Enforcement Officers – 1,488 or 46% of LE officers responded.
- Survey of All Bureau Directors of Law Enforcement and subject matter experts.
- Survey of Land Managers Supervising Law Enforcement programs – 87 responses from 4 Bureaus.

External Stakeholder Input

- Federal Register Notice – 22 public comments received.
- 12 Public Listening Sessions – 158 participants.
- Public Satisfaction Survey – 60 responses received.
- Survey of Cooperating Law Enforcement Agencies – 50 responses received.

The Department released a new report in which the LETF makes twelve overarching recommendations for improvement in building and maintaining public trust, supporting officer mental health, wellness, and safety, and increasing law enforcement program effectiveness are identified. The recommendations build on the Department's progress to develop law enforcement policies that advance transparent and accountable policing practices. The report is available at the following link: [Law Enforcement Task Force: Aspiration to Action \(doi.gov\)](#)

Office of Emergency Management (OEM)

The OEM provides a central capability to coordinate and manage large-scale disasters and other emergency incidents or disruptions of normal operations that impact Interior personnel, lands, offices, infrastructure, resources, and trust responsibilities. The Interior Operations Center provides Department leadership 24/7/365 situational awareness and timely information about such activities impacting the Department. Additionally, the Office manages the Department's Continuity of Operations and Continuity of Government Programs. OEM plans, participates in, and delivers test, training, and exercise activities to DOI personnel and coordinates the same with the interagency. OEM manages the all-hazards incident management qualifications and certification system for department employees. OEM subject matter experts participate in interagency working and advisory groups and contribute to the development of relevant policy. Additional information on the OEM is presented in the Working Capital Fund section of this Congressional Justification.

Office of Aviation Services (OAS)

The OAS was established by the Secretary of the Interior in 1973 to raise safety standards, increase efficiency, and promote the economical operation of aircraft activities in the Department of the Interior. Employing experienced aviation professionals, the OAS plays a critical role in enabling the DOI bureaus to deploy annually in field and fire year operations with safe and mission-ready aircraft through a certification and inspection process and personnel in support of their missions. OAS also enables the Department to meet its legal and regulatory requirements as a Public Aircraft Operation. The OAS manages, through the Office of the Secretary Working Capital Fund, a fleet of approximately 575 Government-owned crewed and uncrewed aircraft and assures the safety and mission readiness of 1,042 commercially contracted aircraft. Other functions of the aviation program include development and delivery of aviation safety training for a diverse student base i.e., search and rescue, law enforcement,

resource management, scientists, fire personnel and pilots; program evaluations of bureau aviation programs; and investigating aircraft mishaps involving Department aviation operations. Much of the Department's flight activity involves unique and potentially hazardous missions such as law enforcement, aerial firefighting, low-level wildlife surveys, search and rescue, aerial capture, eradication and tagging of animals, placement of scientific personnel and instruments in remote locations, and transport of Interior inspectors to offshore oil platforms. The primary functions of the OAS include Program Oversight, Policy and Planning, Fleet Management, Aviation Safety Program Management, and inter/intra-agency coordination and collaboration. Additional information on the OAS is presented in the Working Capital Fund section of this Congressional Justification.

Office activities include:

- Working toward achieving the goal of zero aircraft accidents. This was achieved in 2023.
- Development of technical specifications for DOI contracted aircraft.
- Supporting over 180,000 student hours of aviation training.

Interagency Borderland Coordinator and Field Communications Program Manager

Funded through the immediate office of the Assistant Secretary, Policy, Management, and Budget, the Program Manager provides critical Departmental oversight and extensive coordination, collaboration, and communication for activities related to areas adjacent to international borders where the Interior manages lands or has interests, and which includes conservation of natural and cultural resources. The Program Manager is responsible for working with all affected DOI bureaus and offices to implement policy regarding environmental and cultural compliance law, regulation, and policy as it relates to border infrastructure, security operations, and access to and across border adjacent Interior lands. In this capacity, the Program Manager facilitates coordination, collaboration, and communication on matters related to borderlands between DOI and other Federal agencies, including the DHS, U.S. Department of Agriculture/U.S. Forest Service, and U.S. Army Corps of Engineers. Additionally, the Program Manager leads efforts to improve field communications within DOI, including working with the Office of the Chief Information Officer and other Federal Departments to leverage resources for field communication programs. Information on DOI Field Communications activities can be found in the Departmentwide Programs section of this budget justification.

Program Performance Estimates

The President's budget continues efforts under the direction of the AS-PMB, to provide leadership and direction for the President's initiatives, to continue high quality Departmentwide services, and to ensure transparency and good government. The Public Safety, Resource Protection and Emergency Services program element will provide strategic and accountable leadership to guide the efforts of DOI's offices and bureaus to achieve Presidential and Secretarial goals through ensuring cost-effective operations and customer-centric service; facilitating cooperation and collaboration across DOI organizations and Federal and non-Federal partners; ensuring a workplace environment that is safe and conducive to employee productivity and conflict resolution; and holding individuals at all levels accountable for their actions.

The program element will ensure emergency preparedness, law enforcement and aviation activities address public safety risks by:

- Collaborating with DOI's law enforcement community to increase the number of bureaus with a current law enforcement staffing plan.
- Providing training and oversight on law enforcement policy to provide a safe environment for visitors and other users of our lands and facilities.
- Supporting the five National Planning Frameworks (Protection, Prevention, Mitigation, Response, and Recovery) and their related five Federal Interagency Operational Plans, the National Incident Management System, and the National Oil and Hazardous Substances Pollution Contingency Plan while continuing the Department's mission to protect natural and cultural resources.
- Partnering with Federal, State, Tribal, and local law enforcement agencies working in proximity to each other to address critical issues and participating in local Border Management Task Force meetings, interagency training, and law enforcement specific operations.

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Activity: Leadership and Administration
Program Element: Technology and Business Services

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	4,136	4,136	+91	+0	+1,554	5,781	+1,645
FTE	21	15	+0	+0	+7	22	+7

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+168	0
Increase Alternative Dispute Resolution Capacity	+1,386	+7
TOTAL Program Changes	+1,554	+7

The 2025 Budget Request for Technology and Business Services is \$5,781,000 and 22 FTE, a program change of +\$1,554,000 and +7 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$168,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$168,000 for Technology and Business Services which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Increase Alternative Dispute Resolution Capacity (+\$1,386,000 / +7 FTE): The budget request includes an increase of \$1,386,000 for the Office of Collaborative Action and Dispute Resolution (CADR). CADR continues to experience increased demand from bureaus and offices for confidential, neutral third-party assistance to support dialogue and conflict resolution processes related to a range of workplace concerns, including diversity, equity, inclusion, and accessibility, as well as matters related to the Department's natural and cultural resource missions, including environmental justice and efforts to consult and engage with Tribal nations more effectively. The increase is driven in part by recent societal changes around diversity and equity that affect the Interior workplace, management of public lands and cultural resources, and leadership recognition that these concerns should be addressed in a collaborative, inclusive way. The increase will help CADR meet the increased need for facilitated dialogues, mediation

of disputes, leadership and conflict coaching, conflict management training, and related activities. CADR's involvement results in significant cost savings for the Department through early collaboration and conflict management opportunities that lead to reduced litigation costs and increased productivity.

In the Interior workplace, CADR's organizational ombuds provide a confidential, safe space for employees to discuss concerns and explore resolution options at the lowest possible level. Each CADR ombuds already serves the largest average number of clients in any Federal agency and is individually assigned a much larger percentage of the Interior population compared with their peers in other Federal agencies. Without additional support, the ombuds will be unable to meet the increased need for mediation of workplace issues, conflict coaching of leadership, facilitation of dialogues on ways to make the workplace more inclusive and expand diversity through recruitment and assist in the resolution of equity concerns. As the lead for EEO complaints Alternative Dispute Resolution (ADR), CADR will use the additional resources to review the current program and identify and implement necessary improvements to increase awareness and election of ADR for EEO complaints.

Environmental Collaboration and Conflict Resolution (ECCR) dialogues around equity, inclusion, environmental justice, and Tribal consultation and engagement are among the most challenging that Interior and its bureaus face. CADR is uniquely positioned as an expert neutral resource to assist with collaboration and dispute resolution in these areas. However, additional resources are required to meet the increased demand from Interior and bureau clients for assistance in engaging under-represented stakeholders and ensuring inclusive collaboration on matters such as interpretation of historic sites, preserving cultural and sacred sites on the land, ways to give voice to historic injustices that occurred on Interior managed lands or as a part of Federal policy and the associated ongoing and/or historical trauma connected to these events, providing infrastructure to underserved communities, and environmental justice in the context of climate change. In 2025, CADR expects additional requests to support Tribal engagement, including consultation and indigenous environmental justice, to support the Administration's renewed emphasis on strengthening nation-to-nation relationships and Interior's Tribal Consultation policy that encourages bureaus and offices to consult with CADR.

Training Interior and bureau employees in collaboration and conflict management is a cost-effective means of increasing their capacity to successfully navigate and address opportunities and challenges in the workplace and with external stakeholders. The increase will enable CADR to develop and present advanced trainings for the workforce that focus on resilience-oriented, trauma-informed, and culturally integrated conflict management practice. Training will specifically address topics such as interests, identity, emotions, and power dynamics and offer trainees tools in conflict analysis and strategies for transforming conflict situations in the workplace. Another advanced training would focus on employee engagement and collaboration with underserved or under-represented communities. Finally, the additional resources will allow CADR to expand its offering of leadership coaching in individual and group settings, to help managers more effectively prevent and manage conflict in an increasingly diverse workplace.

Program Overview

The Technology and Business Services Program Element includes AS-PMB offices responsible for leadership and strategic guidance for the Department's information technology (IT) infrastructure and

business operations including administration and oversight of facility management, information resource management, real estate valuations, administrative hearings and appeals, conflict management and resolution, and the Interior Business Center shared services.

The following offices, described below, support the AS-PMB Technology and Business Services mission area:

Office of the Chief Information Officer (OCIO)

The OCIO provides vision and leadership to Departmental offices and bureaus in all areas of information management and technology. The OCIO's *Information Management and Technology (IMT) Strategic Plan 2024-2029* articulates a vision to guide and deliver technology and information resources to mission programs and the public. The goals identified in the Plan include enhancing customer service, minimizing redundancies, using data to drive decision-making, improving IT investment transparency, and integrating cybersecurity and privacy while lowering IT costs to the Department. To achieve these goals the OCIO applies modern IT tools, approaches, systems, and products, enabling transparency and accessibility of information and services to Interior employees and the public.

Consistent with the Plan, the OCIO provides oversight and governance across the Department for IT security and operations, privacy and risk management, IT capital planning, geospatial programs, and information and records management, among others. It is also responsible for Departmentwide IT services including security operations, telecommunications, customer support, hosting, and end user services. The OCIO dedicates 1.3 FTE to ensure Departmental compliance with the Paperwork Reduction Act by continually seeking opportunities to reduce burden on the public, including reduction efforts associated with implementation of E.O. 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government. Consistent with the Administration's *American Rescue Plan*, the OCIO also leads the Department's efforts to modernize Federal information technology to protect against future cyber attacks.

The OCIO reports to the Secretary with administrative oversight and support from the AS-PMB and carries out these functions with the assistance and collaboration of bureaus and offices, and DOI Policy, Management, and Budget partner offices, including the BIO, POB, PAM, PPP, and PFM.

The primary authorities for the mission and function of the organization include the: E-Government Act (E-GOV); Clinger-Cohen Act of 1996; Federal Information Security Modernization Act of 2014 (FISMA); Telecommunications Act; Paperwork Reduction Act; Government Paperwork Elimination Act; Federal Records Act (as amended); Communication Act; Privacy Act; Intelligence Reform and Terrorism Prevention Act (IRTRA); National Defense Authorization Act of 2014; Federal Information Technology Acquisition Reform Act (FITARA); Evidence Act; Open Data Act; Geospatial Data Act; OMB Memorandum M-09-02 Information Technology Management Structure and Framework; OMB Memorandum M-15-14 Management and Oversight of Information Technology, and IT-related Presidential Orders.

Office activities include:

- Continuing implementation of the FITARA, utilizing it as a driver to strengthen IMT governance, including providing review and approval for IT investments, systems acquisition, key IT position hiring, and performance management.
- Improving visibility into the risk, strategy, performance, and budget of Interior's IT investments.
- Continuing the transition of all voice services from existing providers to a new vendor as part of GSA's Enterprise Infrastructure Services (EIS) contract. This multi-year effort will allow DOI to reduce costs, modernize technology, and support bureau and office mission areas.
- Implementing a Zero Trust strategy in response to Office of Management and Budget (OMB) directive M-22-09; Moving the U.S. Government Toward Zero Trust (ZT) Cybersecurity Principles. A ZT model will:
 - Ensure users and devices can safely connect to the internet.
 - Provide secure application access for employees and partners.
 - Reduce complexity and save IT resources.
- Conducting IT systems (including cloud) Privacy Act training to hundreds of targeted individuals across the Department. This updated recurring training curriculum reduces review backlog and gaps in Privacy Impact Assessment (PIA) submittals and strengthens workforce skills.
- Leading efforts to modernize Federal information technology to protect against future cyber attacks by continuing to operationalize Continuous Diagnostics and Mitigation (CDM) solutions and designing and implementing an enterprise level Security Incident and Event Management (SIEM) system.

Office of the Secretary Assistant Chief Information Officer (ACIO)

The OS ACIO is the primary organization responsible for providing technical oversight and coordination within and across the Departmental offices. The Departmental Offices have over 3,000 employees with 96 information technology (IT) applications, including 9 High Value Assets (HVAs), 11 major investments, and 46 non-major investments, 11 standard investments, and 6 funding transfer investments. Historically, offices managed their own information management, technology programs, and investments and had their own internal governance structure. Despite the exceptionally high number of systems, technology spend and complexity, the offices managed with extremely limited support, oversight, and nascent governance. To better meet the requirements of the FITARA and the Department's FITARA Implementation Plan, the ACIO was established in 2020 to provide the technology-related oversight activities of the offices. The ACIO is included in Departmental office leadership meetings, is closely involved in issues that include a technology component, and ensures cybersecurity, capital planning and privacy data matters are recognized and addressed in the Departmental Offices.

Office activities include:

- Reviewing email, mobile device, desktop computing, data center network and other technology services and making recommendations to offices and OCIO for improvements to those services.
- Coordinating cybersecurity activities, including assessment and authorization of IT systems, security documentation, monitoring, and security remediation activities.
- Coordinating and providing capital planning support.

- Coordinating privacy documents and support.
- Reviewing and certifying annual statements related to IT investments and current and future acquisition activities.
- In coordination with OCIO, ensuring a fully developed records management process in the Departmental Offices.
- Providing information, input, and recommendations relevant to the Departmental Offices in response to DOI-wide activities to support FITARA.
- Reviewing IT related billing and service agreements funded through the Working Capital Fund and making recommendations to voting members of the Working Capital Fund Consortium.

Office of Collaborative Action and Dispute Resolution (CADR)

As the Department's independent Alternative Dispute Resolution (ADR) office, CADR leads Interior's efforts to work collaboratively to prevent, manage and resolve conflict, and ensure that Interior bureaus and offices are trusted, produce sustainable decisions, and carry out their missions more efficiently. Consistent with the Administrative Dispute Resolution Act of 1996, the Negotiated Rulemaking Act of 1996, the Contracts Dispute Act of 1978, the Memorandum on Environmental Collaboration and Conflict Resolution issued by the Office of Management and Budget and the Council on Environmental Quality, and Equal Employment Opportunity Commission regulations, the Department's collaboration, conflict management and ADR policies, programs, and procedures encourage effective conflict management, collaborative problem-solving, and dispute resolution to improve the efficiency and effectiveness of program operations.

The goal of the Office is to provide leadership and establish effective conflict management and collaboration policies and practices as well as to ensure access to expert neutral assistance and service delivery to support bureaus and offices in carrying out the Department's missions. These efforts, including timely access to self-help tools, trusted assistance, and clear and consistent policies and guidance, ensure the Department has the skills, tools, and resources to work collaboratively, manage conflict, and resolve disputes. CADR provides Departmentwide leadership and coordination to achieve four primary objectives: establish and implement Departmentwide policies and procedures; provide education and training to develop conflict management and collaboration competencies; ensure timely access to expert impartial assistance; and track and evaluate results for continuous improvement.

CADR provides impartial process design and process assistance to further major Departmental initiatives and Secretarial priorities including impartial and independent facilitation services for Interior organizations undergoing significant transitions – including the requirement for increased in-person presence in Federal buildings – as well as other conflict management and dispute resolution assistance. Bureaus and offices also continue to turn to CADR for neutral and confidential assistance with the most challenging issues they face related to diversity, equity, inclusion, and access, as well as environmental justice and Tribal consultation and engagement. This results in significant cost avoidance for the Department through early collaboration and conflict management opportunities leading to reduced litigation costs and increased productivity. In addition, CADR leads and coordinates training for employees on conflict management and communication skills.

Interior Business Center (IBC) and Office of Facilities and Administrative Services (OFAS)

The IBC and OFAS are service providers within the OS Working Capital Fund. The IBC delivers administrative and business services to Interior's eleven bureaus and multiple offices, and more than 135 other Federal agencies. The OFAS is responsible for the operations and maintenance of the Stewart Lee Udall building in Washington, D.C. Information on the IBC and OFAS services is presented in the Working Capital Fund section of this Congressional Justification.

Program Performance Estimates

The budget continues efforts to provide high quality Departmentwide services, and to ensure transparency and good government. The Technology and Business Services program element will provide strategic and accountable leadership to guide the efforts of DOI's offices and bureaus to achieve Presidential and Secretarial goals through ensuring cost-effective operations and customer-centric service; facilitating cooperation and collaboration across DOI organizations and Federal and non-Federal partners; ensuring a workplace environment that is safe and conducive to employee productivity and conflict resolution; and holding individuals at all levels accountable for their actions.

The program element will provide additional neutral and independent ADR capacity within CADR to support increased Departmentwide demand for collaboration and conflict management and further all Strategic Goals in the Department's FY 2022-2026 Strategic Plan. Specific needs to be addressed include:

- Supporting the early, low-cost resolution of workplace concerns, including harassment allegations, by providing all employees with zero-barrier access to a neutral, confidential, independent, and informal organizational ombuds. Employees trust CADR ombuds to help them with the most sensitive and complex issues they encounter, including many matters that would otherwise be unaddressed or result in administrative actions or litigation because they do not have a straightforward solution. CADR ombuds will assist all bureaus and offices in identifying patterns and trends in workplace issues and considering improvements to promote a healthy, inclusive, and efficient work environment.
- Reducing the cost and time associated with administrative litigation by offering mediation to disputing parties in natural resource, cultural resource, and Tribal matters. Expert mediators will assist the government and external parties in seeking constructive solutions to complex issues and the process helps contribute to a reduction in litigation.
- Providing technical assistance for negotiated rulemaking efforts, developing case studies on the Department's negotiated rulemaking efforts upon completion, and maintaining and updating the negotiated rulemaking guidance based on findings and results.
- Designing and delivering annual Departmentwide collaboration and dispute resolution training, including ADR training for managers and supervisors required under EEOC MD-110.
- Conducting systematic tracking and evaluation of the Department's use of collaborative problem-solving and dispute resolution processes. Reporting on data collected and recommending improvements to the Department's use of conflict management processes to address internal and external conflicts and disputes.

The program element will also prioritize DOI infrastructure and technology needs including:

- Providing dependable and efficient information technology.
- Maintaining DOI's Federal Information Technology Acquisition Reform Act compliance.
- Continuing to implement robust IT portfolio management capability across DOI, including analytics, strategic planning, and data quality and assurance activities. This will enable data driven decision-making and increase IT spending accountability.
- Managing the implementation of the Department of Homeland Security Continuous Diagnostics and Mitigation capabilities resulting in automated network monitoring, real-time analysis of critical security-related information, and enhanced risk-based decision-making.
- Consolidating and relocating data centers, generating cost avoidance through greater energy efficiency and lower rental costs, in compliance with DOI and OMB strategies for consolidating data centers.
- Implementing Executive Order 14028, *Improving the Nation's Cybersecurity* requirements by accelerating use of cloud technology, implementing a sustainable and cost effective ZT approach.
- Defining metrics for measuring progress against the DOI ZT Strategy and develop ZT technical standards in partnership with bureaus and offices.
- Establishing a data management program to improve Interior's data management practices, including organizing high-quality data to inform policy decisions, seeking public input, and analyzing programs' impact on diversity and inclusion.
- Transitioning DOI's IT network to the General Service Administration's (GSA) Enterprise Infrastructure Solutions (EIS) contract. The new contract improves DOI's ability to incorporate emerging technologies and provide greater flexibility to address unique agency needs.
- Enabling DOI employees to easily connect to DOI's network, bureau resources, and local printers at any DOI location, while keeping internal networks secure from non-DOI managed devices.

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Activity: Leadership and Administration
Program Element: Central Services

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	38,073	38,073	+3,688	+0	+5,910	47,671	+9,598
FTE	0	0	+0	+0	+0	0	+0

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+430	0
ZEV Charging Stations for the Udall/Main Interior Building	+100	0
OPM Hiring Experience Group (DOI Contribution)	+132	0
GSA Technology Transformation Services (DOI Contribution)	+328	0
Mandatory IT Security Requirements	+2,935	0
Central Administrative Operations Escalation	+1,985	0
TOTAL Program Changes	+5,910	0

The 2025 Budget Request for Central Services is \$47,671,000 and 0 FTE, a program change of +\$5,910,000 and +0 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$430,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$430,000 for Central Services, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Zero Emission Vehicle Charging Stations/Infrastructure for the Udall/Main Interior Building (+\$100,000 / 0 FTE) – The budget request includes \$100,000 to fund additional charging stations for DOI’s ZEV fleet vehicles located at DOI’s main interior building. The Department continues to work to accelerate the adoption of ZEVs into bureau fleets including the planning and deployment of necessary charging infrastructure and motor pool support. The program increase will assess the electrical capacity

in the Main Interior Building is sufficient to support the ZEV charging equipment and make necessary upgrades to ensure optimal availability and use of the charging infrastructure for fleet vehicles.

OPM Hiring Experience Group (DOI Contribution) (+\$132,000 / 0 FTE) – The budget request includes \$132,000 to fund DOI’s agency contribution for OPM’s Hiring Experience (HX) group to improve the hiring experience by using innovative assessment practices, pooled hiring actions, and leveraging data and lessons learned to drive effective hiring policies and strategies. The HX group is dedicated to providing technical resources, supporting Talent Teams, and coordinating pooled hiring actions. This group will scale up the use of shared hiring certificates across agencies, allowing multiple program offices within an agency to hire from the same shortlist of qualified candidates. The expansion of shared certificates will help DOI speed up the time-to-hire, streamline the hiring process for HR specialists, applicants and managers and reduce the frustration of qualified applicants having to apply to similar job positions repeatedly.

GSA Technology Transformation Services (DOI Contribution) (+\$328,000 / 0 FTE) – The budget request includes \$328,000 to fund DOI’s agency contribution to the General Services Administration in support of a new Technology Transformation Services reimbursable program in alignment with the recently authorized section 753 of the division E - Financial Services and General Government Appropriations Act, 2023. The 2025 budget will reflect the transition of GSA’s FedRAMP program currently funded by GSA appropriations to an agency contribution model where agencies will reimburse GSA’s costs for operating the program.

Mandatory IT Security Requirements (+\$2,935,000 / 0 FTE) - The request includes \$3.0 million to fund cost escalation associated with growing Information Technology Security requirements for OS systems. The recent focus on IT modernization and strengthening DOI’s cybersecurity posture has resulted in significant increases in IT security costs for OS systems that support the DOI enterprise. An estimated 95 OS systems, many of which are used across DOI, must enable full application-level Multi-Factor Authentication (MFA), or implement an MFA-proxy solution. As DOI strengthens its cybersecurity posture and implements more robust IT security standards and protocols, OS costs for implementing and maintaining these improvements results in increased pricing for systems hosting and security agreements. OS has also seen a significant increase in desktop requirements resulting from increased cybersecurity needs. Overall, IT operations and cybersecurity costs for OS have increased by more than 200% since 2017.

Central Administrative Operations Escalation (+\$1,985,000 / 0 FTE) - The budget includes an increase of +\$2.0 million to fund anticipated increases to OS centralized administrative services and contracts which includes human resources, personnel security and employee relations; finance and accounting; and acquisition services. Central Services supports all offices funded by Departmental Operations and provides a single activity for general overhead support costs and centrally managed programs. Central Services support covers administrative expense items that are not practical to distribute to the various offices in the Office of the Secretary. The program increase reflects cost escalation consistent with inflation and annual pay raises for administrative services such as human resources, personnel security, acquisitions, and accounting support employed on annual service agreements and contracts.

Program Overview

The Central Services Program Element supports all offices funded by this appropriation and provides a single activity for general overhead support costs and centrally managed programs. Central Services support covers administrative expense items that are not practical to distribute to the various offices in the Office of the Secretary. Examples of this type of cost include:

- Rental payments to the General Services Administration and security costs to the Department of Homeland Security.
- Reimbursement to the Department of Labor for worker's compensation and unemployment compensation paid to current and former Office of the Secretary employees funded by the Office of the Secretary–Departmental Operations appropriation.
- Communications costs, such as Federal Telecommunications System and postage.
- Services provided to the Office of the Secretary which are financed through the Working Capital Fund, including guard services, financial management, payroll services, internal mail service, procurement and property management, and information technology services.
- Personnel services and background investigations procured from BSEE and the Department of Defense.

Also funded in this activity are discretionary, centrally managed programs including:

- Equipment replacement.
- Extraordinary, unplanned costs including lump sum leave payments, complaint investigations, settlements, and attorney's fees.
- Employee performance and cash awards.

Program Performance Estimates

Continued seamless operation of essential building management and administration support services that are transparent to Interior employees and clients and central to accomplishment of the Department's mission will continue uninterrupted through fiscal years 2024 and 2025.

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Activity: Management Services
Program Element: Office of Hearings and Appeals

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	8,528	8,528	+212	+0	+613	9,353	+825
FTE	25	32	+0	+0	+0	32	+0

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+416	0
Zero Trust IT Cybersecurity and E-Filing System O&M	+197	0
TOTAL Program Changes	+613	0

The 2025 Budget Request for Office of Hearings and Appeals (OHA) is \$9,353,000 and 32 FTE, a program change of +\$613,000 and +0 FTE from the 2024 Annualized CR level.

Justification of Program Change

Baseline Capacity (2024 Fixed Costs) (+\$416,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$416,000 for OHA, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Zero Trust IT Cybersecurity and E-Filing Docket Management System O&M (+\$197,000 / 0 FTE) -

The 2025 budget request includes an additional +\$197,000 for OHA to comply with IT Cybersecurity requirements under the Federal Information Technology Acquisition Reform Act (FITARA), Information Management Technology (IMT) High Level Planning Objectives (HLPO), and Zero Trust Architecture. Funding will be used to conduct ongoing cybersecurity scans for OHA's systems and to maintain the Authority to Operate (ATO) for the e-filing and case docket management system. OHA has made substantial investments to provide e-filing options for parties seeking a hearing or appeal of a DOI decision and for DOI bureaus who appear before OHA as well as to replace a case docket management system (DMS) that was on a legacy IT platform. The new system modernizes the legacy DMS and also provides e-filing capabilities for internal parties and external stakeholders, advancing the Secretary's priorities on improving the customer experience and better engagement with the public as well as

addressing IT and data security vulnerabilities. The budget request also includes funding required in FY 2025 for anticipated growth in annual license and operations and maintenance costs of this mission-critical E-Filing and Case Docket Management System.

Program Overview

OHA exercises the delegated authority of the Secretary for conducting hearings and considering and deciding administrative appeals within the jurisdiction of DOI. The President's budget advances OHA's furtherance of Administration and Departmental priorities by 1) Incorporating sustainable practices into daily operations; 2) Supporting Diversity, Equity, Inclusion, and Accessibility; and 3) Advancing environmental justice through its support of OHA's ongoing improvements to the hearings and appeals processes at DOI.

OHA's administrative hearings and appeals have a direct impact on and provide important benefits to both the external parties and stakeholders who are affected by a DOI or bureau decision as well as the DOI and its bureaus that issued the decisions. For external parties, and stakeholders affected by DOI decisions, OHA affords administrative due process by providing an impartial forum and independent review of bureau decisions. Without an avenue to provide administrative due process, persons challenging bureau decisions would have to go directly to the Federal court system, which is costly and poses additional challenges, particularly for pro-se litigants.

OHA fulfills the Secretary's trust responsibility with respect to the probate of Indian trust estates and the disposition of other matters involving Indian trust assets. OHA plays an important role in the decision-making process for DOI bureaus, fostering confidence in DOI actions by developing a consistent body of administrative precedent construing applicable statutes and regulations and by providing legal guidance and promoting uniformity of bureau decision-making. OHA review ensures DOI has an opportunity to correct its own administrative errors, final agency decisions are consistent with law, and Federal courts have fully developed records on which to base judicial review of agency actions if the decisions are subsequently challenged in Federal court. The process promotes negotiated solutions to disputes involving bureau decisions.

The bureaus whose decisions come before OHA for hearing or appeal include those made by the Bureau of Land Management, Office of Natural Resources Revenue, Bureau of Indian Affairs, Bureau of Ocean Energy Management, Bureau of Safety and Energy Enforcement, Office of Surface Mining Reclamation and Enforcement, and Bureau of Indian Education. The decisions rendered by the Director or by the boards of appeal are generally final for DOI. Because of its role in the adjudication of DOI decisions that impact external parties and stakeholders, OHA is entrusted with safeguarding sensitive data. The President's budget supports ongoing cybersecurity efforts to protect OHA systems as well as upgrade legacy systems to address potential vulnerabilities. Modernized systems such as e-filing and case docket management systems are critical to data security.

OHA employs Administrative Judges, Administrative Law Judges (ALJs), and Indian Probate Judges (IPJs) in its two hearings divisions and two permanent boards of appeal. In addition to the Director's office, OHA is comprised of four units which are located in seven office locations. Staffing levels at OHA and workload fluctuations within bureaus whose decisions come before OHA affect case receipts

and productivity which in turn impact the external parties and litigants impacted by the DOI bureau decision as well as the bureaus. Historical data indicates that an increase in the number of trained judges available to render decisions increases cases concluded, reduces case backlogs, and reduces the average age of cases thereby positively affecting DOI's engagement with the public and the attendant customer experience.

Director's Office — The Director's Office provides management oversight and administrative support to the entire organization. In addition, the Director's Office decides appeals to the Secretary that do not fall within the appellate review jurisdiction of OHA's established appeals boards. The Director may appoint OHA judges or attorneys to conduct hearings or to sit on ad hoc boards of appeal. Ad Hoc Boards of Appeal decide various categories of appeals from bureau and office decisions that do not lie within the jurisdiction of standing appeals boards. These include certain debt collection matters, waivers of overpayments to Departmental employees, property board of survey determinations, government quarters rental rate adjustments, Uniform Relocation Assistance Act payments, and acreage limitation determinations under the Reclamation Reform Act. The Director also appoints appropriate hearings officials and establishes procedures for matters not covered by one of the OHA Units. The Director also has authority to assume jurisdiction over matters before an OHA appeals board and review OHA appeals board decisions.

Interior Board of Indian Appeals — The Interior Board of Indian Appeals (IBIA) provides appellate review of decisions made by Departmental officials involving Indian matters. The IBIA has the authority to consider the following types of cases:

- Appeals from a variety of decisions rendered by BIA officials, including but not limited to decisions regarding the use of Indian trust lands (e.g., lease approval, enforcement, cancellation, and rental rate adjustment); the use of mineral resources; conveyances of rights-of-way on Indian lands; land sales, exchanges, or other encumbrances; trespass; taking land into trust; and disputes over the recognition of Tribal officials for government-to-government relations between the Department and a Tribe;
- Appeals from Indian probate decisions of administrative law judges and Indian probate judges in OHA's Probate Hearings Division;
- Appeals from White Earth Reservation Land Settlement Act heirship determinations of an OHA judge in a Hearings Division;
- Appeals from decisions of agency officials and administrative law judges in cases under the Indian Self-Determination and Education Assistance Act; and
- Other appeals as provided by regulation or matters referred to IBIA by the Secretary, the Assistant Secretary, or the Director of OHA.

Interior Board of Land Appeals (IBLA) — The IBLA provides appellate review of a wide variety of decisions made by Departmental officials relating to the use and disposition of public lands and their resources, mineral resources in certain acquired lands, mineral and energy resources on the Outer Continental Shelf, and the conduct of surface coal mining under the Surface Mining Control and Reclamation Act. The IBLA has the authority to consider the following types of cases:

- Appeals from a variety of decisions of the BLM, including but not limited to decisions regarding mining, grazing, energy development, royalty management, timber harvesting, wildfire management, recreation, wild horse and burro management, cadastral surveys, Alaska land conveyances, rights of way, land exchanges, and trespass actions;
- Appeals from decisions of the ONRR and the Deputy Assistant Secretary - Natural Resources Revenue regarding royalty management;
- Appeals from decisions of the BOEM and the BSEE regarding offshore mineral and energy leasing and operations;
- Appeals from decisions of the BIA regarding minerals management on Indian lands;
- Appeals from decisions of the OSMRE regarding surface coal mining operations; and
- Appeals from decisions of ALJs in OHA's DCHD.

Departmental Cases Hearings Division (DCHD) — The DCHD serves as the DOI's administrative trial court for cases involving lands and resources under DOI's jurisdiction. Through formal hearings conducted by ALJs under the Administrative Procedure Act (APA), DCHD decides grazing appeals, civil penalties involving oil and gas resources, civil penalties under various wildlife and resource protection laws, surface coal mining cases, certain cases involving the ISDA, disputed issues of material fact involving conditions and prescriptions in hydropower licenses, and contest proceedings related to mining claims, Alaska Native allotment applications, and other interests in Federal lands. DCHD also conducts hearings on other matters upon request from a bureau or office, an OHA appeals board, or the Director. Examples include adjudications pertaining to oil and gas leases, rights-of-way, and alleged trespasses on Federal lands. In addition, the ALJs conduct hearings referred to DCHD as part of the Assistant Secretary-Indian Affairs' Federal acknowledgment program.

White Earth Reservation Land Settlement (WELSA) Cases — Judges in OHA's Hearings Divisions also render heirship determinations for eligibility to receive compensation under the WELSA statute.

Probate Hearings Division (PHD) — The PHD serves as DOI's administrative trial court for Indian probate cases. Through formal hearings conducted by administrative law judges and Indian probate judges, PHD determines the rightful heirs and devisees of decedents who owned trust or restricted property. PHD determines the validity of wills, decides what claims against the estate will be allowed, and orders distribution of the trust property to those entitled to receive it.

Program Performance Estimates

The President's budget continues OHA efforts to further advance Administration and Departmental priorities through its support of OHA's ongoing improvements to the hearings and appeals processes. For external parties and stakeholders affected by decisions by DOI bureaus and who are seeking hearings or appeals of those decisions as well as the DOI bureaus that issued the decisions, OHA's modernization efforts will have impacts that improve the customer experience, better safeguard data through continued IT cybersecurity scans and upgrades of legacy systems and improve OHA's case productivity.

The program element provides for continued work on:

- Providing due process to external parties and stakeholders affected by DOI bureau decisions through administrative hearings and appeals.
- Continuing to provide electronic filing options to external parties and stakeholders as well as DOI bureaus, improving customer service and protection of sensitive data, and reliably making security upgrades to the system.
- Improving data security through the replacement of legacy IT systems including a comprehensive case docket management system,
- Continuing IT cybersecurity scans and fulfilling Zero Trust objectives on OHA systems.
- Improving sustainability by modernizing the processes by moving toward electronic alternatives rather than print and mail delivery options.
- Finalizing comprehensive efforts to modernize OHA’s hearings and appeals regulations, making the process more accessible and understandable to parties impacted by a DOI decision, including those without legal counsel.
- Expanding the use of video hearings provide opportunity for those parties who do not have the resources or are not physically able to travel, to request hearings.
- Fulfilling OHA’s primary mission of adjudicating cases and addressing case backlogs within staffing levels of Judges, Attorneys, and legal support staff:

Staffing levels in OHA and workload fluctuations within bureaus whose decisions come before OHA affect case receipts and productivity. The number of Judges, Attorneys, and Legal staff is directly related to the number of cases that may be concluded each year. Predictable and steady staffing results in decreases in case backlogs and the amount of time parties await an OHA final decision.

The Director’s Office historically received around 60 cases per year. Policy changes that became effective in FY 2019 as well as impacts from the pandemic resulted in fewer cases received during the last few years. In FY 2024 and FY 2025, the number of cases concluded is projected to increase as less time will be diverted to the development of OHA’s e-filing and case docket management system and OHA’s regulatory revisions.

The Director’s Office past and projected caseload is as follows:

DIR Workload	2023	2024	2025
Received	42	40	40
Concluded	6	30	55
End of Year (pending)	86	96	81

In FY 2023, IBIA dedicated significant Judge and attorney resources to special projects such as the development of OHA’s e-filing and case docket management system and OHA’s regulatory revisions. The number of cases concluded is projected to increase over time in FY 2024 and FY 2025 due to a full complement of judges as well as less time being diverted to those special projects. Case receipts which dipped during the pandemic have not yet returned to historical levels and are projected to slightly increase.

The IBIA's past and projected caseload is as follows:

IBIA Workload	2023	2024	2025
Received	38	50	50
Concluded	44	70	90
End of Year (pending)	163	143	103

IBLA's FY 2023 case conclusions reflect the fluctuation of judge vacancies. OHA filled the Chief Administrative Judge position during the third quarter of FY 2023 and a staff Administrative Judge during the first quarter of FY 2024. With an increase in staff and conclusion of special projects such as the development of the e-filing and case docket management system and OHA's regulatory revisions, the number of cases concluded is projected to increase in FY 2024 and into FY 2025. IBLA continues to have several Administrative Judge vacancies, so the number of cases concluded and the average age of cases in backlog has increased steadily and is projected to remain very high through FY 2025. The IBLA's past and projected caseload is as follows:

IBLA Workload	2023	2024	2025
Received	222	250	250
Concluded	178	250	300
End of Year (pending)	504	504	454

The DCHD had only one Administrative Law Judge since the second quarter of FY 2023 until OHA filled two staff ALJ vacancies during the second quarter of FY 2024. With the onboarding and training of new judges and the conclusion of special projects, the number of cases concluded is expected to increase gradually throughout FY 2024 and FY 2025. Case receipts have been down from historical averages but are steadily increasing. In FY 2024 and 2025, case receipts are projected to increase slightly. The DCHD's past and projected caseload is as follows:

DCHD Cases	2023	2024	2025
Received	56	70	70
Concluded	68	70	85
End of Year (pending)	224	224	209

The number of WELSA cases received and concluded has returned to historical levels after dipping substantially during the pandemic. The WELSA past and projected caseload is as follows:

WELSA Cases	2023	2024	2025
Received	190	200	200
Concluded	190	200	250
End of Year (pending)	145	145	95

The Probate Hearings Division is funded through an allocation from the Bureau of Trust Fund Administration in FY 2023 and proposed for transfer to the Bureau of Indian Affairs in FY 2024 and again in FY 2025 going forward. During FY 2023, the number of cases concluded by PHD dropped significantly due to a number of factors diverting PHD employees from casework. This included moving probate case management from a legacy tracking system to BIA's Trust Asset and Accounting Management System (TAAMs) which required PHD employees to work on the migration of historical and current files needed for case adjudication to TAAMS, user training, and rollout activities. In 2023, PHD also invested staff time and resources to reduce its footprint in three office locations in an effort to reduce outyear space obligations. This included managing the buildout of office space as well as moving and/or consolidating offices. Despite the diversion of staff resources, PHD successfully reduced the average age of cases by prioritizing the closure of old cases using Term time limited appointments. With the completion of the TAAMs migration in 2023 and use of Term positions, case conclusions are projected to significantly increase in FY 2024. In FY 2025, the Term appointments will end, and case conclusions will return to a normal rate under the current budget level.

Probate Hearings	2023	2024	2025
Received	3,562	3,500	3,500
Concluded	2,173	3,500	2,750
End of Year (pending)	4,703	4,703	5,453

In addition to case adjudication, other office activities include:

- Providing expert guidance, support, and analysis for the development of a comprehensive electronic filing and case docket management system.
- Promulgating regulatory changes to modernize OHA practice, improve communication and service to stakeholders, and improve efficiency and effectiveness of hearings and appeals.
- Initiating improvements that benefit DOI bureaus and external stakeholders and improve efficiency by allowing for use of existing electronic processes where possible.
- Conducting outreach through presentations to stakeholders providing information about the hearings and appeals process in DOI.
- Implementing measures to increase staff efficiency across field offices to improve continuity of work.
- Reducing OHA's footprint in three OHA field offices and achieving reductions in rental costs.
- Actively managing IT contracts to ensure compatibility with DOI IT systems and security requirements; exploring alternatives to meet mission requirements; migrating IT systems and managing compatibility of IT assets.
- Coordinating with other offices which share workload with OHA to better ensure case backlogs may be fully addressed.

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Activity: Management Services
Program Element: Appraisal and Valuation Services Office

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Office of the Secretary, Departmental Operations (Discretionary Authority)							
Indian Country Appraisals							
(\$000)	14,295	14,295	+357	+0	+667	15,319	+1,024
FTE	63	59	+0	+0	+0	59	+0
Permanent Appropriation* (Land and Water Conservation Fund)							
Federal Lands Appraisals							
(\$000)	19,000	19,000	+0	+0	+0	19,000	+0
FTE	84	80	+0	+0	+0	80	+0
Total (Discretionary and Permanent Authority)							
(\$000)	33,295	33,295	+357	+0	+667	34,319	+1,024
FTE	147	139	+0	+0	+0	139	+0

*Starting in FY 2021, LWCF funding became available as mandatory budget authority. All FY 2023, FY 2024, and FY 2025 LWCF funding is subject to a sequestration reduction of -5.7% which by law, is applied during the year of execution uniformly across all programs.

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+667	0
TOTAL Program Changes	+667	0

The 2025 Discretionary Budget Request for the Appraisal and Valuation Services Office (AVSO) is \$15,319,000 and 59 FTE, a program change of +\$667,000 and +0 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$667,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$667,000 for AVSO, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Program Overview

The AVSO provides credible, timely, and efficient valuation services to assist the Department in fulfilling its fiduciary trust responsibilities for Tribes and beneficiaries in Trust and Restricted fee real property transactions and ensuring the public trust in Federal real property transactions. Appraisals are required by multiple laws, regulations, and Department and bureau policies. A separate appraisal organization was first created by Secretarial Order 3251, November 12, 2003, to ensure appraiser independence, accountability, high standards, appropriate training, and oversight of Departmental appraisal functions. AVSO, in its current configuration, was created as the Department's single appraisal organization by Secretarial Order 3363, March 18, 2018. This consolidation brought together two appraisal and valuation entities – the Office of Valuation Services (OVS) and the Office of Appraisal Services (OAS). OAS was previously a part of the former Office of the Special Trustee for American Indians (OST) and functioned effectively to serve Indian Country. The Office of Valuation Services (OVS) was originally established as the “Appraisal Services Directorate” in November 2003, when real property appraisal functions were reformed in the Department, resulting in consolidation of the Federal lands appraisal function into a single office independent of the realty function. To preserve the independence and integrity of the appraisal function, appraisers were moved from the Bureau of Land Management (BLM), Bureau of Reclamation (USBR), U.S. Fish and Wildlife Service (FWS), and the National Park Service (NPS) and assigned to OVS. From 2003 through 2018, the OVS provided valuation oversight to OAS, and supported the valuation program of the Land Buy Back Program for Tribal Nations through the OVS Division of Minerals Evaluation. The successful Land Buy Back program sunset in November of 2022.

Valuation services provided to the Department's bureaus and offices are diverse and include real property appraisals, appraisal reviews, evaluation of mineral potential, area-wide minerals evaluations, concession valuations, and consultations on property value and real property. These valuation services are required for land acquisition, disposal, exchange, probate settlement and may include a variety of real property interests such as mineral and water rights, rights of way, partial interests in lands such as conservation or flowage easements, improvements, crops, and crop damage, and determination of fair market rent or other compensation due for the use of Federal or Indian lands.

AVSO staff are sought out for the expertise in valuation playing a key role in providing advice and technical assistance to Department's Office of the Inspector General, Congress, and other Federal agencies outside the Department. AVSO provides input on proposed legislation, regulations, and policy to preserve public trust as it relates to valuation.

AVSO operates two primary valuation programs in support of Departmental priorities which are funded by two different funding sources. Indian Country appraisals are funded from general fund appropriations and Federal land appraisal activities are primarily funded from the Land and Water Conservation Fund. Additional programs financed by other sources of funds include the Migratory Bird Conservation Fund, the Refuge Revenue Sharing Program within the U. S. Fish and Wildlife Service, and the Bureau of Reclamation appraisal program.

Indian Country Appraisals

The AVSO Indian land appraisal program provides real property appraisal services to American Indian Tribes and Alaska Natives through the Bureau of Indian Affairs (BIA), Office of Hearing and Appeals (OHA), Office of the Solicitor, Eastern Oklahoma (SOL, EO), and Tribes under Public Law 93-638 Tribal/Consortium Appraisal Programs. AVSO appraises trust and restricted fee lands created by the treaties, Spanish Land Grants, Presidential Executive Orders, and the Dawes Allotment Act of 1887. AVSO provides various types of valuation services to Indian Country including appraisal, appraisal review, and consulting services in support of varied land acquisition, disposal, exchange, trespass, leasing, probate, partitions, rights of way and permitting activities. All appraisals and appraisal reviews are completed in accordance with the Uniform Standards of Professional Appraisal Practice (USPAP), and if applicable, the Uniform Appraisal Standards for Federal Land Acquisitions (UASFLA).

All AVSO staff completing appraisals or appraisal reviews in Indian Country require licensure at the Certified General level in at least one State or territory and all GS-13 and above appraisers or review appraisers are required to maintain a professional appraisal designation compliant with Departmental policy (602 DM 1).

Federal Land Appraisals – Land and Water Conservation Fund (LWCF)

Client bureaus for AVSO related to the LWCF program are the Bureau of Land Management (BLM), National Park Service (NPS), and the U.S. Fish and Wildlife Service (FWS). Valuation operations in support of AVSO's Federal land client bureaus are primarily funded through the Land and Water Conservation Fund (LWCF). The passage of the Great American Outdoors Act (GAOA) is historic legislation and its financial commitment to conservation and recreation for future generations brings substantial change to AVSO's operations necessary to carry out the Department's important missions related to its stewardship of America's national treasures. One significant portion of GAOA amended the authorization for the LWCF (54 U.S.C 200303) to provide full and permanent funding for the program. The law provides for a deposit of \$900 million into the LWCF each fiscal year, which is available the next fiscal year to support the purposes of the program.

The Department of the Interior's LWCF programs include:

- Land Acquisition programs in the Bureau of Land Management, Fish and Wildlife Service, and National Park Service
- Appraisal and Valuation Services
- Tribal LWCF Land Acquisition (proposed)
- National Park Service
 - State Conservation Grants
 - Outdoor Recreation Legacy Grants
 - American Battlefield Protection Program
- Fish and Wildlife Service
 - Cooperative Endangered Species Conservation Fund grants
 - Highlands Conservation Act

AVSO provides valuation services in support of bureau programs conducting realty actions related to LWCF. Property types appraised by AVSO in support of these programs include recreational, agricultural, commercial, industrial, and residential. Appraisal reviews for Federal land acquisition, which are an inherently governmental function, are performed by AVSO to ensure all appraisal results are supported and compliant with the Uniform Appraisal Standards for Federal Land Acquisitions (UASFLA), commonly known as the “Yellow Book” and the Uniform Standards of Professional Appraisal Practice (USPAP). When a non-Federal entity receives financial assistance for land acquisition through the Department’s programs, AVSO provides oversight and compliance at the request of the program and helps to ensure the Department’s financial assistance programs are complying with the Financial Assistance Interior Regulation (FAIR) (2 CFR 1402) which AVSO helped to develop. This regulation ensures the same UASFLA appraisal standards are applied when Federal funds are used for direct acquisition of real property interests by the United States or whether it is a federally funded acquisition using grant dollars from one of DOI’s programs. This ensures consistency in valuation and helps to uphold public trust.

The Federal Land Appraisal division also provides appraisal services to the Bureau of Reclamation (USBR), which is funded through the Department’s Working Capital Fund (WCF). Additional information on these appraisal services is presented in the Working Capital Fund section of this Congressional Justification.

All Federal Lands valuation-related positions require licensure (Certified General Appraiser) in at least one State and all GS-13 and above Appraisers or Review Appraisers are required to maintain a professional appraisal designation compliant with Departmental policy (602 DM 1).

Improving Client Appraisal and Valuation Services Data Management

Federal Land appraisal and valuation requests are submitted through the Appraisal Valuation Information System (AVIS), which is a cloud-based platform that allows real-time monitoring of case status and robust reporting options to keep clients well informed of the status of their valuation assignments. AVSO completed the consolidation and integration of Indian Country valuation requests into the AVIS platform. The integration of these valuation requests provides Indian Country clients the same access to real-time case status and robust reporting options for better coordination between AVSO appraisers and the Indian appraisal clients.

Program Performance Estimates

Indian Country Appraisals

In FY 2023, AVSO completed 4,175 Indian Trust Property cases containing 49,425 acres with an aggregate value of over \$106.8 million. AVSO anticipates the number of completed Trust Property cases will increase in 2024 and 2025 as more mass appraisals are completed in support of that Bureau of Indian Affairs’s Division of Trust Land Consolidation. Also, AVSO anticipates an increase in need for Rights-of-Way appraisals in Indian Country due to the multiple Middle Mile projects extending broadband to underserved communities. These communities are often in or around Reservations. Most Indian

appraisal cases are not for acquisition of real property by the United States and are not required to comply with the UASFLA or Yellow Book. Indian appraisals are required to comply with the USPAP which applies to all licensed appraisers within the United States and establishes ethical and performance standards to promote and maintain public trust.

Appraisal volume has been an ongoing challenge within Indian Country, both in the Tribe/Consortium appraisal programs and the appraisals on Indian Trust property performed by AVSO. In FY 2023, AVSO requested and received additional funds specifically to support Self-Governance activities by Tribes/Consortiums authorized by P.L. 93-638 and overseen by AVSO. The 2024 budget continues to fully fund Tribe/Consortium appraisal programs and allows AVSO to improve capacity to benefit both Tribe/Consortium appraisal programs and Indian Trust appraisal operations conducted through BIA.

AVSO is also taking several steps to identify areas for improvement specific to Indian appraisals and increase its flexibility and efficiency across its portfolio. By utilizing regulatory flexibilities afforded by Indian Country regulations, AVSO is working to identify areas where formal appraisals may not be necessary and other valuation tools can be used to meet the regulatory requirements. An example of this is the determination of compensation for Rights-of-Way over Indian lands granted pursuant to regulations found at 25 CFR 169. This regulation allows for the use of “market analysis, appraisal, or other appropriate valuation methods” to determine the compensation for the right-of-way. AVSO has used Reservation-wide market analysis in high-demand areas to provide a right-of-way schedule that can be used in lieu of appraisals while maintaining compliance with the regulations and ensuring the Department’s Trust responsibilities are met. There may be other areas of realty practice in Indian Country that can use alternative valuation methods when they are compliant with relevant law, regulation, and policy. In collaboration with the Office of the Solicitor and the BIA, AVSO is reviewing regulations to identify additional opportunities to use alternative valuation methods that will maximize the efficiency of AVSO’s Indian Country operations.

Federal Lands Appraisals – Land and Water Conservation Fund

In FY 2023, the AVSO completed more than 327 Federal land valuation cases representing approximately 150,000 acres with an aggregate value of over \$700 million. Approximately 65% of Federal land appraisals require compliance with the UASFLA or the Yellow Book. The Yellow Book was first published in 1971 to provide implementation guidance to all Federal agencies for the requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (“Uniform Act”). These standards, which are supplemental to USPAP, include specific requirements for appraisals supporting acquisitions or real property interests by the United States. Compliance with both standards is required when agencies make determination of just compensation for the acquisition of private property for public use. With the passage of GAOA and full funding of the LWCF, AVSO anticipates an increase in the number of requests for valuation services in FY 2024 and FY 2025 over the numbers of appraisals in FY 2023. The complexity of many of these cases requires a high level of expertise within AVSO to meet this expected surge.

Another area AVSO will address is the need for legal appraisal instructions issued by Department Solicitors. The UASFLA or the Yellow Book’s most recent publication (2016) includes multiple areas

where legal instructions are required for many appraisals conducted pursuant to GAOA/LWCF funded acquisitions and exchanges. In FY 2023, AVSO funded a dedicated Attorney-Advisor position to support an increase in legal instructions for valuation services requests. Because of a larger than expected amount of legal instructions, AVSO is funding a request for a second dedicated Attorney-Advisor position within the Office of the Solicitor. Both assigned advisors will ensure appraisals comply with the requirements of the Uniform Act regulations and the companion appraisal standards for Federal acquisitions contained in UASFLA.

AVSO Organizational Efforts – Increased Staffing and Collaboration

Staffing to meet current and anticipated increases in demand remains a challenge. The pool of appraisers to recruit from has decreased over the last decade and continues to remain static with no increase in the number of appraisers entering the profession. This is a profession-wide problem with a limited number of qualified applicants due to an aging appraisal profession with 66% of appraisers over the age of 55 and 31% over the age of 65. These numbers contrast with only 10% of appraisers being between the age of 30 and 45.

In addition to the special pay efforts, AVSO has partnered with the Registered Apprenticeship Program within the Department of Labor and established a new Department of the Interior Appraisal Apprentice Program to bring new appraisers into the profession and into government service. The Program was designed with a specific focus on increasing the diversity of appraisers through recruiting targeted at Historic Black Colleges and Universities (HBCUs), Tribal Colleges and Universities (TCUs), and other Minority Serving Institutions (MSIs). AVSO's apprenticeship program was cited as a model by the Property Appraisal and Valuation Equity (PAVE) Task Force appointed by President Biden and has taken the next step in recognition by our participation in the Department of Labor's ApprenticeshipUSA.gov program.

Lack of staff has a direct impact on the timely delivery of appraisals to clients and improvement in the timeliness of service remains a top goal for AVSO as it continues to fill vacant appraisal positions. Since the creation of AVSO by Secretarial Order 3363 in March of 2018, AVSO saw a decrease in appraisal staff of 17% which resulted in increased delivery times to our clients. The implementation of the special pay rate in 2022 has enabled AVSO to increase staff numbers and AVSO continues to focus on training and efficiency to improve delivery times.

While other factors affect delivery time such as increased periods of performance in contracted appraisals, lack of adequate staffing was a key driver in increased delivery time. To become more efficient in operations, AVSO also undertook a staff rebalancing effort which better aligns our staff with our client needs. At the heart of this effort is the recruitment and hiring of three Regional Directors. These positions are focused on client relationships at the regional and field level as well as managing valuation activities to support all clients while minimizing organizational silos that hamper efficiency and flexibility. To further demonstrate a renewed focus on client service, AVSO filled a position in January 2023 to focus on client relationships and monitoring AVSO's valuation program and metrics. This position is a key part of AVSO's overall commitment to client service in support of the Department's priorities.

To better communicate with client bureaus, AVSO has undertaken a series of quarterly client-focused meetings to work with bureau partners to identify areas in both organizations that can reduce the time necessary to complete appraisals and to help identify systemic issues across all client bureaus. These meetings have been essential in ensuring AVSO and the client bureaus work together to maximize the impact of the GAOA/LWCF funds. By taking these steps to identify efficiencies and solutions to common problems, AVSO hopes to further reduce the time necessary to complete appraisal assignments.

The AVSO continues to participate in an Appraisal Working Group along with bureau realty offices and has spearheaded leading multiple sub-working groups to strengthen working relationships and partnerships between AVSO and the bureau realty offices and to identify, explore, and pursue land acquisition efficiency opportunities. More information on the Appraisal Working Group can be found in the Great American Outdoors Act chapter of this budget justification.

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Activity: Management Services
Program Element: USBM Worker's Compensation

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	286	286	+0	+0	-105	181	-105
FTE	0	0	+0	+0	+0	0	+0

Summary of Program Changes

Request Component	(\$000)	FTE
USBM Worker's Compensation	-105	0
TOTAL Program Changes	-105	0

The 2025 Budget Request for USBM Worker's Compensation is \$181,000 and 0 FTE, a program change of -\$105,000 and 0 FTE from the 2024 Annualized CR level.

Justification of Program Change

USBM Worker's Compensation (-\$105,000 / 0 FTE) – The 2025 budget reflects a reduction of -\$105,000 to the 2025 Worker's Compensation payments for former U.S. Bureau of Mines employees. The 2025 estimate is now \$181,000.

Program Overview

This activity funds worker's compensation payments for former U.S. Bureau of Mines employees. The activity was added to the Office of the Secretary—Departmental Operations appropriation in the 1997 Omnibus Appropriations Act.

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Activity: Management Services
Program Element: Indian Arts and Crafts Board

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Departmental Operations							
(\$000)	1,806	1,806	+58	+0	+115	1,979	+173
FTE	10	12	+0	+0	+0	12	+0
Permanent Appropriation (Revenue from Museum Fees)							
(\$000)	38	20	+0	+0	+0	20	+0
FTE	0	0	+0	+0	+0	0	+0
Total							
(\$000)	1,844	1,826	+58	+0	+115	1,999	+173
FTE	10	12	+0	+0	+0	12	+0

Summary of Program Changes

Request Component	(\$000)	FTE
Baseline Capacity (2024 Fixed Costs)	+115	0
TOTAL Program Changes	+115	0

The 2025 Discretionary Budget Request for the Indian Arts and Crafts Board (IACB) is \$1,979,000 and 12 FTE, a program change of +\$115,000 and 0 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Baseline Capacity (2024 Fixed Costs) (+\$115,000 / 0 FTE) - The 2025 budget includes important investments in programs needed which help strengthen America to be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill the OS mission. The budget includes \$115,000 for IACB, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request in combination with the FY 2025 fixed costs amounts are needed to meet the must pay operational requirements without impacting program activities.

Program Overview

The IACB is responsible for the implementation and enforcement of the Indian Arts and Crafts Act (IACA). The IACA contains both criminal and civil provisions to combat counterfeit activity in the American Indian and Alaska Native (Indian) arts and crafts market, including the influx of mass-produced

and imported counterfeit Indian art and craftwork. The IACB operates three museums in Indian Country dedicated to the promotion, integrity, and preservation of authentic Indian art and culture. As other key components of its mission, IACB promotes the economic development of Indians through their creative work; expands the market for authentic Indian art and craftwork; and increases participation of Indians in fine arts and crafts businesses and assists emerging artists' entry into the market. The sale of Indian art and craftwork by individual Indian producers, businesses, and Tribal-run operations, as well as other members of the overall Indian arts market, exceeds \$1.5 billion a year.

The IACB's activities are not duplicated in either the Federal or private sector. Its five-member Board of Commissioners serves without compensation, is appointed by the Secretary of the Interior, and determines the IACB's policies. A small portion of program costs is absorbed through user fees, generated from nominal seasonal museum entry fees, leases, and licensing. The activities of the IACB support Departmental goals for promoting self-determination and economic self-sufficiency of, and law enforcement protections for, the federally recognized Tribes, Indians, and their communities.

The top priority of the IACB is enforcement of the criminal and civil provisions of the IACA, which was enacted in response to growing sales of counterfeit Indian art and craft products misrepresented as produced by Indians. The IACA is a truth-in-advertising law that prohibits the marketing of products as Indian made, when such products are not made by Indians as defined by the IACA. It is intended to protect Indian artists and artisans, businesses, Tribes, and consumers; protect Indian cultural heritage; and promote economic self-reliance.

The IACB operates the Southern Plains Indian Museum located in Anadarko, Oklahoma; the Sioux Indian Museum in Rapid City, South Dakota; and the Museum of the Plains Indian in Browning, Montana. The museums house and exhibit extensive historic and contemporary collections of Plains Indian art. The museums also showcase the work of up-and-coming contemporary Indian artists from across the country through changing exhibitions to provide entrepreneurial opportunities to Indian artists.

The IACB and its museums provide Indian artists access to Indian art markets nationwide, enhance the economic vitality of Indian communities, educate consumers about the importance and inherent value of authentic Indian art, inform consumers and Indian artists about their protections under the IACA, and bring the Indian arts community together to celebrate and preserve their rich cultural heritage.

Program Performance Estimates

In FY 2023 the IACB, through work with the U.S. Fish and Wildlife Service Office of Law Enforcement's (FWS) Indian Arts and Crafts Act Enforcement Unit, yielded significant successes, including the IACA indictments and convictions in the cases of K. C. Kowalis, J. V. Van Dyke, L. A. Rath, and most notably the two-year prison sentence for C. Rodrigo. The IACB staff worked with the FWS on multiple other IACA cases nationwide.

The IACB collaborated with the U.S. Patent and Trademark Office (USPTO) on the production of an Intellectual Property Rights Protections for Indian Artists Fact Sheet and to organize and present a webinar series to education Indian artists about the IACA and their other rights and protections.

The IACB's collaborative work continued with the Federal Trade Commission's Regional Offices in California, Texas, and Washington State to education Indian artists, businesses, and the overall Indian art market, as well as consumers, about the IACA and Federal Trade Commission Act protections at IACB hosted outreach booths at key Indian art markets.

Additionally, the IACB worked consumer education and outreach booths at major Indian art and craft markets and related venues throughout FY 2023, including the Annual Alaska Federation of Natives Conference, National Congress of American Indian Mid-Year Conference, Eiteljorg Museum's Indian Art Market and Festival, Heard Museum Indian Fair and Market, and Santa Fe Indian Market. The IACB also provided presentations on the IACA at the Annual Turquoise Summit and Navajo Nation Economic Summit, as well as IACA refresher courses requested by staff at the Southwestern Association for Indian Arts and Eiteljorg Museum. The IACB also reached over 1 million consumers through targeted advertising campaigns across the contiguous United States and Alaska, to educate consumers and the Indian arts industry about the protections under and importance of compliance with the IACA.

The IACB completed an upgrade of its online *Source Directory of American Indian and Alaska Native Owned and Operated Arts and Crafts Businesses* to enhance the appearance and appeal of the individual business listings, allowing for easier searchability for consumers, and simultaneously increased the number of new Indian art business entries.

The IACB's Museums held over 13 special exhibitions promoting authentic Indian artists and art. The Museums also held over 25 cultural enrichment activities supporting their local and regional Indian communities.

During FY 2024, the IACB diligently continues its law enforcement work with the FWS Indian Arts and Crafts Act Enforcement Unit, which undertakes comprehensive IACA investigations and enforcement in conjunction with the IACB staff. This collaboration, with an expanded IACB/FWS IACA Investigative Unit of Special Agents dedicated to IACA enforcement, continues to exponentially strengthen the IACB's ability to address counterfeit Indian art and craftwork.

The IACB continues its existing collaborations with other Federal law enforcement agencies, such as the Federal Trade Commission and various key State Attorneys General, to protect Indian artists and consumers. The IACB continues its work with the USPTO to promote trademarks, certification marks, and other forms of intellectual property rights protections (IP), such as copyrights, through workshops and webinars to assist Indian artists, businesses, and Tribes increase their fair share of and profits from the national Indian arts market. Through participation in key Indian art markets and other venues, the IACB distributes the revised IACB/USPTO IP Fact Sheet and works with Indian artists to strengthen protections for their creative work.

During 2024, the IACB continues to participate in key Indian art markets and related events to raise the visibility of the IACA, promote compliance and enforcement of IACA, and to field complaints of potential violations of IACA. Simultaneously, the IACB concentrates on connecting Indian artists to consumers, growing Indians' fair share of the Indian art market nationwide, helping to create new and

more robust Indian art entrepreneurship, and enhancing consumers' confidence in the integrity and inherent value of the authentic Indian art market.

In keeping with the Administration's priorities to strengthen Tribal sovereignty, promote *Buy American*, and address economic disparities in underserved communities, during FY 2025 the IACB will –

- Continue its robust law enforcement work with the U.S. Fish and Wildlife Service's Indian Arts and Crafts Act Enforcement Unit, which undertakes comprehensive IACA investigations and enforcement in conjunction with the IACB staff. This collaboration, with an expanded IACB/FWS IACA Investigative Unit of Special Agents dedicated to IACA enforcement, continues to exponentially strengthen the IACB's ability to address counterfeit Indian art and craftwork. This enforcement work includes addressing the onslaught of overseas knockoffs, which undermine Indian economies, self-determination, cultural heritage, and the future of Indian art and craftwork as an original American treasure. In collaboration with the FWS, the IACB will continue to build upon its multi-state and international law enforcement actions to respond to IACA violations, which have culminated in numerous successful indictments, convictions, and sentencing.
- Continue its existing collaborations with other Federal law enforcement agencies, such as the Federal Trade Commission and various key State Attorneys General, to protect Indian artists and consumers.
- Expand upon its work to educate and collaborate with Tribes and Tribal affiliated organizations, the Indian arts and crafts industry, tourist bureaus, cultural institutions, and consumers nationwide to increase awareness about the IACA's protections, requirements, and prohibitions to encourage the broadest possible compliance.
- Work with the U.S. Patent and Trademark Office to develop new programs to promote trademarks, certification marks, and other forms of intellectual property rights protections, such as copyrights, through workshops and webinars to assist Indian artists, businesses, and Tribes increase their fair share of and profits from the national Indian arts market. These efforts will include branding initiatives to promote the creation and registration of certification marks by Tribes and Tribal arts marketing organizations to promote the authentic artistic works of their members. As the use of IP protections in Indian Country expands, there will be an increase in the public recognition, value, and reliance on products marketed as authentic Indian art.
- Update IACB consumer education and protection publications, including the IACA/Office of the Arizona State Attorney General and the IACA/Office of the New Mexico State Attorney General to include Arizona IACA and New Mexico IACA brochures to educate Indian artists about their rights and protections under IACA and the Arizona and New Mexico State laws.
- Continue to refine, update, and expand its services and programs in support of Indian artists, businesses, and Tribes. This will include the IACB's online and in-person contemporary Indian artist exhibitions at its three museums, Indian artist demonstrations, training, and cultural

workshops, and related marketing presentations. These efforts will also include expansion of ongoing IACB collaborations, for example, with the National Park Service to enhance and grow the purchase and sale of authentic Indian art and craftwork by concessions within national parks, with the National Endowment for the Arts to identify and support underserved Indian communities, and with the U.S. Department of Commerce's International Trade Administration to promote the sale of authentic Indian art to overseas markets.

- Participate in key Indian art markets and related events to raise the visibility of the IACA, promote compliance and enforcement of IACA, and to field complaints of potential violations of IACA. Simultaneously, the IACB will concentrate on connecting Indian artists to consumers, growing Indians' fair share of the Indian art market nationwide, helping to create new and more robust Indian art entrepreneurship, and enhancing consumers' confidence in the integrity and inherent value of the authentic Indian art market.

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BIL Ecosystem Restoration

DEPARTMENT OF THE INTERIOR

OFFICE OF THE SECRETARY

Ecosystem Restoration Bipartisan Infrastructure Law

FY 2025 Annual Spend Plan

Introduction

President Biden signed the Bipartisan Infrastructure Law on November 15, 2021, providing a once-in-a-generation investment in the Nation’s infrastructure and economic competitiveness. This landmark investment will rebuild America’s critical infrastructure, tackle the climate crisis, advance environmental justice, and drive the creation of good-paying union jobs. By addressing long-overdue improvements and strengthening our resilience to the changing climate, this investment in our communities across the country will grow the economy sustainably and equitably so everyone gets ahead for decades to come.

The Office of the Secretary submits this annual spend plan for FY 2025, which outlines the Department’s proposal for obligating funds made available under Title VIII, Section 40804, Ecosystem Restoration. DOI will invest Ecosystem Restoration (ER) funds strategically, justly, and efficiently to improve the functioning, resilience, connectivity, and ecological adaptability of ecosystems; support Tribal climate resilience and restore culturally important lands; boost local economies and put Americans to work; strengthen partnerships with States, Tribes, Territories, and other stakeholders—all guided by science and best practices for effective restoration.

Program Summary

The BIL provides a total of \$905 million to the Office of the Secretary for the DOI appropriated portions of Title VIII, Section 40804, Ecosystem Restoration, shown in Table 1. Funding is provided as emergency appropriations and is available for obligation until expended, with specific amounts made available for the period of fiscal years 2022-2026. Funds are available for obligation as follows: \$337 million in FY 2022; and \$142 million annually in FY 2023, 2024, 2025, and 2026. Section 40804(b) identifies ten ER Activities¹ (Table 1), with some having split funding with the U.S. Department of Agriculture (USDA) and others having USDA-only funding but with required DOI coordination and involvement. One Activity is USDA-only and requires no DOI involvement.

¹ BIL Section 40804 (b) refers to the ten paragraphs listing funding purposes as “Activities.”

Of the ten Activities, there are seven Activities for which funds are appropriated to DOI. There also is funding for a Working Capital Fund to support the requirements of contracts to Restore Ecological Health on Federal Lands (Activity 1). Note that these funds are to be shared with USDA.

The Section 40804 appropriation requires one-half percent (0.5%) of its funds to be directly transferred to the Inspector General, by FY allocation, for oversight. Additionally, up to three percent (3%) of the amounts made available in each FY may be obligated for “salaries, expenses, and administration” that are not programmatic in nature.

Section 40804(c) requires submission of a list of projects to be funded by the contracts authorized within Activity 1a. The project list is to include a detailed description of each project and an estimate of its cost, including salaries and expenses, and must be submitted to Congress no later than ninety days before the end of each FY for the subsequent year’s planned spending.

Table 1. Descriptions and total amounts enacted in BIL ER (Section 40804) by Activity FY 2022-2026

Description by Activity	Ecosystem Restoration Program	Total Enacted Amounts (\$000)*
Activity 1a	Contracts & Agreements for Restoration on Federal Lands	\$50,000
Activity 1b	Working Capital Fund	\$100,000
Activity 2	Good Neighbor Agreements with States and Tribes	\$40,000
Activity 3**	Coordination with USDA on Wood Products Infrastructure	-
Activity 4	Grants for Voluntary Restoration	\$400,000
Activity 5**	Grants to States and Tribes for Temporary Water Crossings	-
Activity 6	Invasive Species	\$100,000
Activity 7	Resilient Recreation Sites	\$45,000
Activity 8	Revegetation of Mined Lands	\$100,000
Activity 9	National Revegetation Strategy	\$70,000
Activity 10**	Coordination with USDA for Landscape Scale, Aquatic-focused Restoration	-
Total		\$905,000

* Funds are available for obligation as follows: \$337 million in FY 2022; \$142 million annually in FY 2023, 2024, 2025, and 2026; 0.5% of each year’s allocation shall be transferred to OIG; maximum 3% of total allowable for salaries, expenses, and administration, not specified by Activity.

**All funds for these Activities appropriated to USDA; no funds available for DOI.

The Office of the Secretary focused on the highest funding levels in FY 2023 and FY 2024 to allow time for planning and standing up a new program and then advancing urgent efforts to combat elevated drought, wildland fire, and flood risk, among other exigent conservation challenges. The program plans to use FY 2025 allocations to build on those investments as well as support additional strategic planning and collaborative identification of ecosystem restoration and resilience priorities with input from and engagement with fellow agencies, States, Tribes, Territorial governments, and other critical stakeholders.

Obligations in FY 2025 will support both new project starts and also obligations of funds allocated in the previous fiscal year for continuing projects. It is anticipated that obligations will continue through FY 2027.

Anticipated funding allocations by Activity generally reflect each Activity's percentage of the total Ecosystem Restoration program funding. Allocations for Activity 1b are difficult to estimate given the Working Capital Fund is shared with USDA and the intended purpose is for unforeseen contract changes. Actual and estimated Activity-level amounts, for FYs 2022-2023, 2024, 2025, and remaining outyears are shown in Table 2.

Table 2. BIL Ecosystem Restoration Program – Actual or Estimated Allocation by Activity

Activity	FY 2022-FY 2023 Total Actuals	FY 2024 Estimate	FY 2025 Estimate	Remaining Outyears Estimate	Total
Activity 1a: Contracts & Agreements for Restoration on Federal Lands	\$16,056,000	\$10,984,483	\$10,750,000	\$10,459,517	\$48,250,000
Activity 1b: Working Capital Fund	\$ -	\$20,000,000	\$20,000,000	\$56,500,000	\$96,500,000
Activity 2: Good Neighbor Agreements with States and Tribes	\$12,495,995	\$10,000,000	\$9,500,000	\$6,604,005	\$38,600,000
Activity 4: Grants for Voluntary Restoration	\$191,500,000	\$103,500,000	\$42,500,000	\$48,500,000	\$386,000,000
Activity 6: Invasive Species	\$31,869,853	\$25,000,000	\$20,500,000	\$19,130,147	\$96,500,000
Activity 7: Resilient Recreation Sites	\$16,017,505	\$12,000,000	\$9,050,000	\$6,357,495	\$43,425,000
Activity 8: Revegetation of Mined Lands	\$35,568,667	\$30,000,000	\$19,700,000	\$11,231,333	\$96,500,000
Activity 9: National Revegetation Strategy	\$31,394,155	\$16,500,000	\$10,600,000	\$9,055,845	\$67,550,000
Directed Transfer to OIG	\$2,395,000	\$710,000	\$710,000	\$710,000	\$4,525,000
3% Administrative Overhead	\$9,314,867	\$6,975,182	\$4,657,575	\$6,202,376	\$27,150,000
Total Allocations:	\$346,612,042	\$235,669,665	\$147,967,575	\$174,750,718	\$905,000,000

Ecosystem Restoration Program (ERP)-wide Efforts and AccomplishmentsFY 2023 Efforts and Accomplishments

- To improve the allocation decision-making process, ERP reviewed the previous funding process with ERWG members and ER staff and made strategic adjustments.
 - For FY 2023 allocation planning, improvements included allowing for multi-year funding commitments, increasing coordination with and equity for Tribal communities by funding a Tribal restoration coordinator through the Office of the Assistant Secretary – Indian Affairs, and standing up eight Keystone Initiative (KI) Teams focused on landscape-level restoration to be led by a new KI Team coordinator.
 - Keystone Initiatives were identified and selected by the Ecosystem Restoration Working Group following the ERP guiding principles to fund strategic and evidence-based ecosystem restoration and conservation planning and actions that: 1) are robust, resilient, and durable into the future, 2) create tangible and measurable improvement in biodiversity and ecosystem functioning at landscape scales, and 3) provide just and equitable benefits to communities and people. KIs currently include: 1) prevent Hawaiian forest bird extinction, 2) rehabilitate and realign salt marsh on the Atlantic Coast, 3) defend and grow sagebrush core ecosystems, 4) build and expand drought restoration in the Klamath Basin, 5) restore salmon habitat in the Arctic-Yukon-Kuskokwim basins, 6) restore grasslands for bison, birds, and pollinators, 7) improve human and environmental health in Appalachia, 8) implement the National Seed Strategy, and 9) implement the national Early Detection and Rapid Response framework for invasive species. The KI Teams comprise subject matter experts from across DOI bureaus focused on these restoration and ecosystem challenges.
 - For FY 2024 allocation planning, improvements included greater coordination with other DOI BIL programs, development of more transparent and criterion-specific project rating process, and the incorporation of KI Team reviews into the allocation decision process to facilitate cross-bureau, landscape-level coordinated restoration. Specific criterion for prioritizing projects included whether the project was prioritized by a KI Team, benefitted underserved communities, was coordinated with other BIL programs or bureaus, followed or contributed to an existing landscape-level conservation or restoration guiding plan, and incorporated or contributed to a monitoring and evaluation plan.
 - ERP continued to meet the goal of directing a minimum of 60% of all ER funding toward landscape-level restoration by focusing on projects within the KIs.
- To ensure financial tracking accuracy, ERP coordinated with all bureaus to finalize Master Data Governance protocols and tracking. The ERP also implemented a quarterly financial reporting system wherein the bureaus monitor and respond to obligation rates and targets to monitor whether projects are progressing in a timely manner.
- To better incorporate evidence-based decision making, ERP developed a draft framework for objectives and measures linked to the program's stated purpose. The framework consists of three sections: implementation, output, and outcomes measures.

FY 2024 Planned Activities and Milestones

- To forward program goals and build on previous investments, ERP will complete the FY 2024 funding decision-making and allocation process within the first quarter.
- To improve communication and analysis of restoration efforts both within and outside of the Department, ERP will collect more finely resolved location data for projects. This includes collection of one-to-many locations for projects with multiple efforts. In addition, ERP will collect a summary of each project's planned outputs as quantified by acres, miles, or other appropriate units of measure.
- To better incorporate evidence-based decision making and forward Departmental learning, ERP will assess performance in achieving implementation and output objectives as part of a broader program assessment in FY 2024. The assessment is planned to be scoped and completed in FY 2024. It is anticipated that the assessment will include a summary of project outcomes and an assessment of program implementation methods and where they were successful or could be improved to better achieve restoration goals.
- To allow for advanced planning for projects, additional FY 2025 and FY 2026 planned investments for all Activities are anticipated to be approved in spring/summer of 2024.

FY 2025 Planned Activities and Milestones

- To develop the Department's skills in longer-term performance monitoring for restoration impact, ERP will initiate a proof-of-concept approach for cross-bureau restoration outcomes and impacts monitoring in coordination and cooperation with U.S. Geological Survey (USGS) and other DOI land management bureaus.

Contracts & Agreements for Restoration on Federal Lands (Activity 1)

This Activity provides funding for contracts to perform ecological restoration in an area that contributes to ecological health at the landscape-level (a restoration area of at least 10,000 acres) on Federal land. The law specifically allows for the use of stewardship contracts, which allows for the value of forest products harvested during restoration work to cover part of the cost of that work. Salaries and expenses for preparing these contracts may also be funded through this activity. The BIL creates an activity-specific Working Capital Fund to pay for unplanned contract requirements such as cancellation and termination costs, to be shared with USDA.

FY 2023 Efforts and Accomplishments

- Allocated \$16 million to DOI bureaus for implementing projects including to restore ecological health, including: conducted prescribed burns and thinning to reduce fire hazard, reduce Tribal forest resource loss, and improve habitat for threatened and endangered species including supporting the downlisting of the Stephen's kangaroo rat from endangered to threatened; supported seabed and coral restoration and building resilient coastal systems by restoring salt marsh and stabilizing coastal dunes and other natural structures; improved grasslands habitats for pollinators and game species; improved fish passage and freshwater availability for wildlife, including the installation of beaver dam analogs; and managed invasive plant and fish species throughout the Nation.
- Established a process with USDA for operation and sharing of the Working Capital Fund.

- Focused planned funding for projects that benefitted ecological health in Keystone Initiative areas and other non-KI areas based on bureau prioritization of most pressing restoration needs within larger restoration landscapes, such as special status species habitat areas, Wildlife Management Districts and National Wildlife Refuges, Wetland Management Districts, National Parks, and Tribal Reservations.

FY 2024 Planned Activities and Milestones

- ERP anticipates allocating nearly \$11 million for projects including to restore wetlands and grasslands in collaborations with Tribes; improve habitat for migratory birds and other threatened and endangered species; manage freshwater systems for improved drought resilience, including reconnecting floodplains; manage invasive species; and reduce fire risk.

FY 2025 Planned Activities and Milestones

- ERP anticipates allocating \$10.7 million for projects including to collaborate with Tribes to restore grasslands and forestlands and create native seed banks for use by Tribal buffalo programs; conduct cultural resource surveys prior to sage grouse habitat restoration efforts; re-establish floodplain connectivity and improve drought resilience; and other projects to improve habitat and manage invasives species.

Good Neighbor Agreements with States and Tribes (Activity 2)

This Activity provides \$40,000,000 to DOI to provide to States and Tribes to implement restoration on Federal lands, pursuant to Good Neighbor Authority (16 U.S.C. 2113a) and the Tribal Forest Protection Act. Funds may be available via agreements or contracts for “authorized restoration services,” which include forest, rangeland, and watershed restoration services. “Good Neighbor Agreements” are cooperative agreements or contracts entered between the Federal government and a State, county, or Tribe to carry out authorized restoration services, allowing the US Forest Service and DOI’s Bureau of Land Management (BLM) to collaborate with these groups to plan and execute cross-jurisdictional restoration work.

FY 2023 Efforts and Accomplishments

- Allocated \$7.1 million to the BLM and identified an additional \$2.4 million in planned outyear project funding to protect important fish species and habitat, repair damages from fire, and improve management of federally protected plants through the collection and study of native pollinators.
- With the new BIL ER Good Neighbor Agreement funding, BLM increased the number of agreements with States and Tribes, including establishing new agreements with Oregon/Washington Youth Conservation Corps, a historic agreement to pool wildfire prevention efforts with CAL FIRE, and opening calls for new agreements in Colorado, Montana, the Dakotas, and Alaska.

FY 2024 Planned Activities and Milestones

- ERP anticipates allocating \$10 million for Good Neighbor efforts.
- BLM will finalize establishment of new Good Neighbor Agreements requested in FY 2023.
- To build relationships with Tribal partners, the ER-funded Tribal Coordinator will continue to work with BLM to expand opportunities for Good Neighbor Agreements.

FY 2025 Planned Activities and Milestones

- ERP anticipates allocating \$9.5 million for Good Neighbor efforts.

Grants for Voluntary Restoration (Activity 4)

This Activity funds existing or new grant programs to allow restoration projects on private or public lands. Proposed projects will be voluntarily determined by grant proponents, and grant awards should prioritize activities that are “cross-boundary”. Grants are most likely to be awarded to projects selected, proposed, and undertaken by States, Tribes, and US territories on lands that cross Federal and non-federal boundaries. The law requires non-federal matching funds but does not provide specific guidelines.

FY 2023 Efforts and Accomplishments

- Allocated \$115 million to DOI bureaus to support two efforts:
 - To support cultural and ecological systems in Alaska, funded grants planned for Native community co-stewardship of salmon habitat.
 - To support voluntary restoration led by States, Tribes, and other partners, supported the American the Beautiful Challenge (AtBC).
 - For Round 1 of funding, 37 projects were selected and announced for awards totaling \$78.3M. Of those projects, 21 were initiated in FY 2023, with the remaining grants through the environmental compliance or revision review process in FY 2024.
 - For Round 2, the National Fish and Wildlife Federation (NFWF) released an RFP on March 1, 2023, with program priorities were refined to focus on benefiting at-risk species, expanding habitat connectivity, strengthening ecosystem and community resilience, expanding community access to nature, engaging local communities, supporting tribally led conservation priorities including co-stewardship and greater incorporation of Indigenous Knowledges, and contributing to the economy. The AtBC program received 359 pre-proposals for DOI funded categories; 137 pre-proposals were invited to provide full proposals.

FY 2024 Planned Activities and Milestones

- At the beginning of FY 2024, Secretary Haaland approved 55 grant recipients to receive \$121.5 million in funding, leveraging \$70 million in matching contributions. The total investment in these projects is \$191 million. Over 40 percent of the FY 2024 selections are Tribal recipients and 3 percent are territories. Forty-two of the 55 projects selected engage with underserved communities and contribute to Justice40 goals.
- A third round of AtBC grant RFP is planned for March 2024.
- ERP anticipates allocating approximately \$1 million for grants to States, Tribes, or territories via DOI bureau programs.

FY 2025 Planned Activities and Milestones

- ERP anticipates supporting approximately \$40 million in grants through the AtBC program.
- ERP anticipates allocating approximately \$1 million for grants to States, Tribes, or territories via DOI bureau programs.

Invasive Species (Activity 6)

The Activity provides funding for the prevention, detection, and eradication of invasive species. BIL funding for invasive species afforded an opportunity to advance coordinated efforts on strategic projects that were national in scope as well as place-based prevention, detection, and eradication projects that have a high likelihood for success. This funding enabled bureaus and offices, partners, and stakeholders to undertake transformational approaches to accomplish coordinated outcomes that may not otherwise be achieved. BIL investments have initiated processes and advanced actions that can provide long-term benefits for invasive species management in the U.S.

FY 2023 Efforts and Accomplishments

- Allocated \$13.4 million to DOI bureaus, and identified an additional \$11.9 million in planned outyear project funding aligned with the same priorities above from FY 2022, with two additional specific additional foci:
 - To prevent the establishment, spread, and harm caused by new invasive species, funded building the underlying architecture to advance a National Early Detection and Rapid Response (EDRR) Framework. This included establishing the first ever Rapid Response Fund for Aquatic Invasive Species to expedite on-the-ground actions to safeguard aquatic systems from the damaging effects of invasive species. It also included enhancing tools supporting the cutting-edge use of environmental DNA and other data sharing and information systems to strengthen detection surveillance and rapid response activities.
 - To support bureau place-based priorities with a new emphasis on investments in Keystone Initiative efforts, funded integrated invasive species management projects in Appalachia, Grasslands, Sagebrush, and Salt Marsh. Also made substantial investments in developing critical science and application of Incompatible Insect Technique to prevent the imminent extinction of Hawaiian Forest Birds at risk from avian malaria.

FY 2024 Planned Activities and Milestones

- ERP anticipates allocating \$25 million for invasive species management, with continued substantial investment in the National EDRR Framework, including partnering with the Native American Fish and Wildlife Society to increase EDRR capacity on Tribal lands, funding Wild Spotter citizen-science programs to engage the public in detecting invasive species, and a coordinated national effort to increase early invasive species detection surveillance at invasion hotspots.

FY 2025 Planned Activities and Milestones

- ERP anticipates allocating \$20.5 million for invasives species management, with continued substantial investment in the National EDRR Framework.

Resilient Recreation Sites (Activity 7)

This Activity provides funding to restore, prepare or adapt recreation sites on Federal land, including Indian forests and rangeland. The law includes specific funding set-asides for sites that have experienced or are likely to experience visitation and use beyond their carrying capacity; the law also specifically excludes projects that are considered deferred maintenance or have been identified for funding under the National Parks and Public Land Legacy Restoration Fund. DOI expects this Activity to serve, in large part, as an expansion and extension of existing work in relation to recreation sites.

FY 2023 Efforts and Accomplishments

- Allocated \$7.7 million to DOI bureaus, and identified an additional \$6.1 million in planned outyear project funding to support resilient recreation efforts, including: improved data-driven decision making by funding USGS projects developing tools to prioritize trail improvements that ensure resilient recreation access and increase the resilience of the surrounding ecosystems from heavy recreational use – the tools have been used by the National Park Service and over 50 State and local recreation agencies; funded multiple projects on BLM lands including developing a plan for 38 miles of mountain bike optimized trails in Nevada and new trail facilities in Utah which resulted in a new mountain bike race being established; increased accessibility for disabled visitors at over 15 BLM and National Park Service (NPS) locations with new ramps, parking spaces, and other services; and expanded outdoor education and watchable wildlife opportunities by investing in new wildlife watching areas in previously underserved communities including nine Tribal recreation sites or areas of Tribal cultural importance.

FY 2024 Planned Activities and Milestones

- ERP anticipates allocating \$12 million for projects that include increased fishing access, investments in National Parks, restoration of coral and oyster beds to both support marine recreation and coastal storm resilience, improved BLM campsites, and funding opportunities for tribally prioritized recreational needs.

FY 2025 Planned Activities and Milestones

- ERP anticipates allocating \$9 million for resilient recreation projects.

Revegetation of Mined Lands (Activity 8)

This Activity provides funding to restore native vegetation and mitigate environmental hazards on mined lands, both Federal and non-federal. The law does not specifically prescribe a program or other mechanism for distributing these funds. Accordingly, DOI expects the funding to serve as an expansion or extension of existing DOI work in mine reclamation, mitigation, and restoration, with a particular focus on restoring native vegetation, which would involve the National Seed Strategy.

FY 2023 Efforts and Accomplishments

- Allocated \$17.1 million to DOI bureaus, and identified an additional \$10.5 million in planned outyear project funding for projects that included investments in USGS-developed Decision Support Tools for mined land assessments, in coordination with the Federal Mining Dialog working group, investments in reducing mine hazards in Appalachian National Parks, reducing mining hazards and revegetating areas at the Rocky Flats National Wildlife Refuge, restoring placer mined locations in Alaska, and restoring mined lands for sage grouse habitat in the Dakotas and Arizona.

FY 2024 Planned Activities and Milestones

- ERP anticipates allocating \$30 million for projects including funding opportunity for tribally-prioritized mined site revegetation, a multi-million dollar investment restoring previously mined BLM lands in the Yukon River watershed, coordination with the Hoopa Valley Tribe to revegetate former gravel mines in the Klamath Basin, and additional multi-million dollar investments on

previously mined lands on National Wildlife Reserves in Arizona, Missouri, Oklahoma and elsewhere, as well as reducing hazards from abandoned oil and gas wells on National Park lands, including in Texas and West Virginia.

FY 2025 Planned Activities and Milestones

- ERP anticipates allocating nearly \$20 million for reducing hazards and revegetating previously mined lands.

National Revegetation Strategy (Activity 9)

This Activity provides funding for a nation-wide revegetation effort, including implementation of the National Seed Strategy (NSS). The NSS is designed to foster interagency collaboration to ensure the availability of native, locally adapted, and cost-effective seed which is critical for restoration of resilient ecosystems. The NSS involves Bureau of Indian Affairs (BIA), BLM, Fish and Wildlife Service (FWS), NPS, and USGS for DOI. The projects funded by DOI also support the application of those seeds for emergently needed revegetation on Federal and non-federal land to support ecosystem restoration, adaptation, and resilience.

FY 2023 Efforts and Accomplishments

- Allocated \$18.4 million to DOI bureaus, and identified an additional \$9 million in planned outyear project funding, including:
 - Made substantial investments in grassland revegetation efforts with an emphasis on supporting pollinators and studying the most effective treatments for restoring the mixed and tallgrass prairie of the Central U.S.
 - To restore cultural and ecological systems in the grasslands and throughout the US, funded projects wherein Tribal communities will use wild bison herds as a nature-based grasslands ecosystem restoration and revegetation approach, with primary architectural design of co-stewardship projects led by the ER-funded Tribal Coordinator. Projects also included nineteen additional Indigenously led or partnered projects for revegetation on Tribal or neighboring lands.
 - To support revegetation of territorial lands, funded six projects addressing capacity building and on the ground restoration.
 - To ensure native seed resources are available for restoration efforts and to coordinate strategic investments across DOI bureaus, stood up the National Seed Strategy Keystone Initiative Team, collaboratively led by BLM and FWS, and continued investment in implementing the strategy, including investing in coordinator staffing for Seeds of Success program and plant restoration ecologists, greatly expanding the Seeds of Success program for seed collection and propagation, expanding the seed banking network, and building out capacity for seed cleaning and processing facilities. Approximately 30 percent of allocations were targeted for the NSS.

FY 2024 Planned Activities and Milestones

- ERP anticipates allocating \$16.5 million for projects, including targeting approximately 30% of funding for projects that advance the NSS, including continuing to build capacity through botanical, seed, and IDIQ contracting specialist term staffing and infrastructure and seed bank upgrades. The remainder of the projects will build from these investments, with a particular focus on using native

seeds to revegetate sage lands and grasslands, which will also be supported by bison and migrating game species programs that benefit natural grassland soils and systems.

FY 2025 Planned Activities and Milestones

- ERP anticipates allocating \$10.6 million for NSS and revegetation projects.

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Energy Leasing Receipts

2025 PERFORMANCE BUDGET REQUEST

Energy Leasing Receipts

This chapter provides information about energy receipts collected and disbursed by the Department of the Interior, primarily through the Office of Natural Resources Revenue (ONRR). The Bureau of Land Management (BLM) manages collections for some onshore fossil energy (oil, gas, and coal) activity, and onshore renewable energy activity which are reported in the BLM Congressional justification.¹ This chapter primarily presents information on ONRR-managed revenues and amounts may differ from the *Receipts by Source* Appendix (G) of the Department's *Budget in Brief*, which includes receipts from all revenue sources managed by Interior. This chapter of the budget is organized by the Congressionally authorized distribution of the receipts as follows:

Permanent Appropriations: This section refers specifically to energy leasing receipts generated from onshore Federal lands and from certain offshore energy leasing activities, which are available for expenditure without the need for additional appropriation (or “permanently appropriated”) for making payments to States and local governments. Receipts subject to permanent appropriations are a subset of the larger “Energy Leasing Receipts” discussion.

Energy Leasing Receipts: This section comprehensively discusses both onshore and offshore receipts, how they are distributed, and provides updated estimated receipts available as of the President's 2025 budget submission to Congress. Consistent with the underlying Congressional authorization, funds are deposited in permanent appropriation accounts, or in the General Fund of the U.S. Treasury, and various special fund accounts with spending from those accounts requiring specific appropriation by Congress. Estimated energy leasing receipts in the 2025 budget include offshore conventional and renewable energy activity associated with planned lease sales and reflect policies directed in the *Inflation Reduction Act* (P.L. 117-169).

Additional Information Regarding Estimated Receipts: This section includes additional receipt estimates and assumptions used in formulating the estimates. These charts provide additional context supporting the first two sections.

PERMANENT APPROPRIATIONS

The permanent appropriations administered by the Department provide for the distribution of energy leasing receipts collected from the sale, lease, or development of energy resources located on onshore Federal lands and certain offshore areas. The receipts for these payments are derived from bonuses, rents, royalties, and other revenues, including late payment interest, collected from Federal energy leases. ONRR distributes these funds in accordance with various laws that specify the basis for and timing of payments.

Note ¹ BLM managed collections are also reflected in Appendix G of the Interior Budget in Brief.

Table 1 shows the actual and estimated payments for the budget year for certain permanent appropriations. These amounts represent the payments from each of the Treasury accounts that correspond to the permanent appropriations. Fiscal year estimates for payments are based on estimated receipts for each source type (oil, gas, coal, etc.) and the appropriate distribution percentages for each land category as specified in the applicable statutes. The authorizations for these permanent appropriations are further described in the narrative following Table 1.

Table 1: Permanent Appropriations^{1/}

(in thousands of dollars)

Appropriation	State Share	2023 Actual	2024 Estimate	2025 Estimate	Change From 2024
Mineral Leasing Act Payments to States [5003] ^{2/ 3/}	50%	4,266,416	3,756,620	3,699,931	-56,689
National Petroleum Reserve - Alaska [5045]	50%	33,503	31,079	30,632	-447
National Forest Fund Payments to States [5243]	25%	6,959	7,223	7,208	-14
Payments to States from Lands Acquired for Flood Control, Navigation, and Allied Purposes. [5248]	75%	54,753	34,873	34,815	-58
ANWR Leasing Revenues, Alaska Share [5488] ^{4/}	50%	104	3,949	1,150	-2,799
Qualified OCS Revenues to Gulf Producing States (GOMESA) [5535] ^{5/}	37.5% subject to annual cap	353,211	353,625	353,625	0
Subtotal, Payments to States	--	4,714,946	4,187,369	4,127,361	-60,007
Geothermal, Payments to Counties [5574]	25%	6,153	5,639	5,738	+99
Total Permanent Appropriations	--	4,721,099	4,193,008	4,133,099	-59,908

^{1/} May contain differences due to rounding.

^{2/} Subject to Net Receipts Sharing by Public Law 113-67. See Note 3.

^{3/} MLA includes South Half of the Red River payments (65 STAT. 252), late disbursement interest payments (30 U.S.C. § 1721), Geothermal Payments to States (30 U.S.C. § 191a, 1019), and payments from State Select Lands (43 U.S.C. § 852).

^{4/} Amount for ANWR leasing receipts in 2023 is the previously unavailable amount from 2022. The next ANWR lease sale is assumed in 2024.

^{5/} P.L. 109-432, 120 STAT. 3004 section 105(a) and 120 STAT. 3006 section 105(f) provides that qualified revenues are to be split 50/50 between the General Fund and special accounts. For most qualified OCS revenues, the maximum allocation to the special accounts is subject to a cap of \$500 million annually. Of the special account totals, 75 percent is paid to select Coastal States and local governments and 25 percent is deposited in the LWCF.

Distribution Statutes for Permanent Appropriations

Under the Mineral Leasing Act (MLA), as amended (30 U.S.C. § 191), States receive 50 percent of the net revenues² resulting from the leasing of energy resources on Federal public domain lands within their borders. Alaska is the exception, receiving a 90 percent share of receipts from MLA Federal energy leasing in that State. Separate statutes cover revenue sharing payments from the National Petroleum

Note ² Revenue sharing is from net receipts, after making the required two percent payment deduction from gross receipts under P.L. 113-67 (deduction intended to partially cover Federal program administration costs).

Reserve-Alaska and the 1002 Area of the Arctic National Wildlife Refuge, which provide Alaska a 50 percent State share.

State Select Lands are administered by the Federal government for the purpose of supporting public schools. These lands result from provisions in the enabling act for each of the public-land States admitted into the Union since 1802. States receive 90 percent of State Select Lands energy revenues under the provisions of 43 U.S.C. § 852, except for Alaska which receives 100 percent. These amounts are included in the Mineral Leasing Act payment totals in Table 1.

The Mineral Leasing Act for Acquired Lands, 30 U.S.C. § 355, provides for the distribution of leasing receipts from acquired lands [lands in Federal ownership that were obtained by the government through purchase, condemnation, gift or by exchange]. These receipts are shared with States in accordance with the specific land category shown below:

- For acquired National Forest lands, States receive 25 percent of all energy leasing revenues, the same percentage as other Forest receipts distributed under 16 U.S.C. § 499. This payment is to be used for the benefit of public schools and public roads of the county or counties in which the National Forest is located.
- For acquired Flood Control lands, States receive 75 percent of all energy leasing revenues, the same percentage as other receipts distributed under 33 U.S.C. 701(c)(3). These funds are to be expended for the benefit of the public schools, roads, and flood control expenses of the county or counties in which the lands are located.

Under P.L. 105-83, for the National Petroleum Reserve-Alaska (NPR-A), Alaska receives 50 percent of the NPR-A revenue receipts. Collections from the 1002 Area of the North Slope - Alaska are disbursed 50 percent to Alaska (*Account 5003*) and 50 percent to the General Fund of the U.S. Treasury. Payments under these separate statutes are not subject to the net receipts sharing deduction, which only applies to Mineral Leasing Act revenues.

Table 2 on the following page provides information on payments to States for energy leasing receipts based on the permanent appropriations authorized in the Mineral Leasing Act, State Select Land provisions, and the Mineral Leasing Act for Acquired Lands.

Table 2: Energy Revenue Payments To States ^{1/2/}
(in thousands of dollars)

States	2023 Actual	2024 Estimate	2025 Estimate
Alabama	1,016	894	881
Alaska	43,557	42,171	38,800
Arkansas	1,113	979	965
California	45,869	40,348	39,745
Colorado	153,243	134,795	132,781
Florida	1	1	1
Idaho	5,126	4,509	4,441
Illinois	88	78	77
Kansas	675	594	585
Kentucky	122	107	106
Louisiana	17,296	15,214	14,986
Michigan	92	81	79
Minnesota	3	2	2
Mississippi	368	324	319
Missouri	1,927	1,695	1,670
Montana	36,180	31,824	31,349
Nebraska	21	19	18
Nevada	7,895	6,944	6,841
New Mexico	2,933,953	2,580,748	2,542,198
North Dakota	132,657	116,687	114,944
Ohio	565	497	490
Oklahoma	5,117	4,501	4,433
Oregon	45	39	39
Pennsylvania	6	5	5
South Carolina	1	1	1
South Dakota	424	373	367
Texas	9,882	8,692	8,562
Utah	123,633	108,749	107,125
Virginia	48	42	41
West Virginia	264	232	229
Wyoming	832,864	732,599	721,656
Total	4,354,051	3,833,744	3,773,736

^{1/} Payments include Mineral Leasing Associated Payments; National Petroleum Reserve – Alaska; National Forest Fund Payments to States; Payments to States from Lands Acquired for Flood Control, Navigation and Allied Purposes; estimated receipts from lease sales in Area 1002 split 50/50 with Alaska; royalty payments to Oklahoma; and late interest payments. Payments in all years above are reduced by the Net Receipts Sharing provision made permanent in the Bipartisan Budget Act of 2013, except for receipts from leasing activity in Area 1002 set out in the Tax Cuts and Jobs Act of 2017 (P.L. 115-97, sec. 20001) and activity in the National Petroleum Reserve - Alaska set out in 42 U.S.C. § 6508. Amounts in all years reflect payments after sequestration adjustments required by the Budget Control Act of 2011. All years exclude payments made to Coastal States and counties under Section 8(g) of the Outer Continental Shelf Lands Act and the Gulf of Mexico Energy Security Act of 2006; BLM Rights of Way Payments; and Geothermal Revenue Sharing Payments to Counties under the Energy Policy Act of 2005.

^{2/} May contain differences due to rounding.

The Gulf of Mexico Energy Security Act of 2006 (GOMESA, P.L. 109-432) opened specific areas in the Gulf of Mexico for offshore oil and gas leasing. The Act provides that 50 percent of revenues from these open areas (termed “qualified OCS revenues”) be disbursed to four Gulf of Mexico oil and gas producing States (Alabama, Louisiana, Mississippi, and Texas) and their Coastal Political Subdivisions (CPSs) and to the Land and Water Conservation Fund (LWCF). The Act includes specific provisions for allocation during fiscal years 2007 - 2016, Phase 1.

Beginning in 2017, the Act made additional revenue available from any new leases signed after enactment in the current program areas of the Gulf, Phase 2. The revenue generated from Phase 2 is shared in the same percentages (37.5 percent to Gulf States and their CPSs and 12.5 percent to LWCF) as the newly opened areas in Phase 1. This additional revenue sharing from Phase 2 is subject to a cap of \$500.0 million per year (from 2017 - 2019 and 2022 - 2055) and is paid out the following year after collection. Receipts collected above this cap are deposited in the Treasury. The National Park Service (NPS) currently administers GOMESA funds allocated to LWCF State grants by law.

Table 3 provides information on the GOMESA payments to States, counties, and parishes.

Table 3: Payments to Gulf Producing States under GOMESA 2006^{1/2/}
(in thousands of dollars)

	2023 Actual	2024 Estimate	2025 Estimate
ALABAMA	39,799	39,845	39,845
BALDWIN COUNTY ALABAMA	4,664	4,670	4,670
MOBILE COUNTY ALABAMA	5,285	5,292	5,292
LOUISIANA	124,929	125,075	125,075
ASSUMPTION PARISH LOUISIANA	1,024	1,026	1,026
LIVINGSTON PARISH LOUISIANA	1,324	1,325	1,325
CALCASIEU PARISH LOUISIANA	1,690	1,692	1,692
CAMERON PARISH LOUISIANA	2,093	2,096	2,096
IBERIA PARISH LOUISIANA	1,615	1,618	1,618
JEFFERSON PARISH LOUISIANA	2,535	2,539	2,539
LAFOURCHE PARISH LOUISIANA	1,611	1,613	1,613
ORLEANS PARISH LOUISIANA	2,221	2,224	2,224
PLAQUEMINES PARISH LOUISIANA	3,052	3,055	3,055
ST. BERNARD PARISH LOUISIANA	1,491	1,493	1,493
ST. CHARLES PARISH LOUISIANA	1,098	1,099	1,099
ST. JAMES PARISH LOUISIANA	957	958	958
ST. JOHN THE BAPTIST PARISH LOUISIANA	1,025	1,026	1,026
ST. MARTIN PARISH LOUISIANA	1,152	1,153	1,153
ST. MARY PARISH LOUISIANA	1,340	1,341	1,341
ST. TAMMANY PARISH LOUISIANA	1,769	1,771	1,771
TANGIPAHOA PARISH LOUISIANA	1,269	1,270	1,270
TERREBONNE PARISH LOUISIANA	2,356	2,359	2,359
VERMILION PARISH LOUISIANA	1,610	1,612	1,612
MISSISSIPPI	41,471	41,519	41,519
HANCOCK COUNTY MISSISSIPPI	1,964	1,966	1,966
HARRISON COUNTY MISSISSIPPI	4,082	4,087	4,087
JACKSON COUNTY MISSISSIPPI	4,321	4,326	4,326
TEXAS	76,371	76,460	76,460
ARANSAS TEXAS	772	773	773
BRAZORIA TEXAS	1,281	1,284	1,284
CALHOUN TEXAS	1,033	1,034	1,034
CAMERON TEXAS	1,087	1,088	1,088
CHAMBERS TEXAS	659	660	660
GALVESTON TEXAS	1,681	1,683	1,683
HARRIS TEXAS	3,782	3,786	3,786
JACKSON TEXAS	497	497	497
JEFFERSON TEXAS	1,265	1,266	1,266
KENEDY TEXAS	1,068	1,069	1,069
KLEBERG TEXAS	768	768	768
MATAGORDA TEXAS	1,472	1,474	1,474
NUECES TEXAS	999	1,000	1,000
ORANGE TEXAS	627	628	628
REFUGIO TEXAS	476	476	476
SAN PATRICIO TEXAS	498	499	499
VICTORIA TEXAS	511	513	513
WILLACY TEXAS	617	617	617
TOTAL	353,211	353,625	353,625

^{1/} Payments shown in the above table reflect individual payments made to States, counties and parishes. State payment totals are separate from payments made to the counties and parishes. Payments are disbursed to the States in the year after receipts are deposited to Treasury. Amounts in all years reflect payments after sequestration adjustments required by the Budget Control Act of 2011.

^{2/} May contain differences due to rounding.

Under Section 8(g) of the OCS Lands Act, payments are made to Coastal States for 27 percent of OCS collections within the 8(g) zone, which is the area approximately three miles seaward from the State/Federal boundary. Table 4 provides information on the 8(g) payments to Coastal States.

Table 4: Payments to Coastal States under OCSLA Section 8(g): ^{1/}
(in thousands of dollars)

	2023 Actual	2024 Estimate	2025 Estimate
ALABAMA	1,729	2,397	2,306
ALASKA	1,255	1,740	1,675
CALIFORNIA	803	1,113	1,071
FLORIDA	2	2	2
LOUISIANA	3,791	5,256	5,059
MISSISSIPPI	376	521	501
TEXAS	2,929	4,061	3,908
TOTAL	10,885	15,090	14,522

^{1/} May contain differences due to rounding.

The Energy Policy Act of 2005 (P.L. 109-58) authorizes the allocation of revenues collected from geothermal energy production to be split between the Federal Government (25 percent), and payments to States (50 percent) and counties (25 percent) where the leased lands or geothermal resources were located.

ENERGY LEASING RECEIPTS

Energy leasing receipts are derived from royalties, rents, bonuses, and other revenues, including minimum royalties, late payment interest, settlement payments, gas storage fees, estimated royalty payments, and recoupments. ONRR is responsible for the collection of all energy leasing receipts from OCS lands and most revenues from Federal onshore and Indian lands. The disposition of these collections is determined by statute. The 2025 budget also includes receipt estimates for offshore renewable energy activity in this section. Onshore renewable energy revenue is managed by the Bureau of Land Management and is reported separately from the amounts managed and reported by ONRR.

Legislation also determines how receipts are classified for budgetary purposes. Energy leasing receipts are classified as offsetting receipts because they arise from business-type transactions with the public versus governmental receipts that arise from the government's power to tax or fine. Offsetting receipts are further defined as: 1) proprietary receipts, which offset Department of the Interior budget authority and outlays; and 2) undistributed proprietary receipts, which offset total Federal budget authority and outlays as a bottom-line adjustment.

On August 16, 2022, President Biden signed the *Inflation Reduction Act*, a historic law that includes investments and policy direction supporting energy security and resilience to climate change. Combined with the *Bipartisan Infrastructure Law*, these two initiatives invest in and incentivize growth in the energy sector and related new technologies. Provisions in the *Inflation Reduction Act* have directly affected estimates for energy leasing receipts by adjusting rental and royalty rates, providing specific direction for lease sales, and expanding leasing from renewable energy sources. Specific policy direction for the Department of the Interior includes the following:

1. Authorizes the Secretary to grant leases, easements, and rights of way pursuant to the Outer Continental Shelf Land Act for offshore wind leases in areas in the Gulf of Mexico, South Atlantic and the Straits of Florida, and the Mid-Atlantic previously withdrawn for oil and gas leasing by two Presidential memoranda.
2. Applies the Outer Continental Shelf Land Act to the Territories of the U.S. and further defines "State" to include: the Commonwealth of Puerto Rico; Guam; American Samoa; the U.S. Virgin Islands; and the Commonwealth of the Northern Mariana Islands. Further, the Act requires the Secretary to issue an initial call for information and nominations for proposed lease sales in the defined areas by September 30, 2025, and sets conditions for conducting wind lease sales in the economic zones in the identified "States".
3. Amends the Outer Continental Shelf Land Act to change onshore oil and gas royalty rates from "not less than 12 1/2 per centum" to "not less than 16 2/3 percent, but not more than 18 3/4 percent" for ten years after enactment, and "not less than 16 2/3 thereafter," which will increase estimates for offshore rents and bonuses.
4. Modernizes the Mineral Leasing Act by increasing onshore oil and gas royalty rates from 12 1/2 percent to 16 2/3 percent and increasing the royalty rate for reinstated leases from 16 2/3 percent to 20 percent; increasing onshore fossil fuel rental rates from \$1.50 per acre to \$3 per acre during the first two years, \$5 per acre for the next six years, and \$15 per acre thereafter, and increasing the rental rate for reinstated leases from \$10 to \$20 per acre; and increasing onshore oil and gas minimum bids from \$2 per acre to \$10 per acre.

5. Further modernizes the Mineral Leasing Act by establishing a new Expression of Interest Fee for submissions of interest in leasing land available for exploration and development of oil or gas. The fee rate is set at \$5 per acre for the area covered by the expression of interest in the law and the Secretary is directed to adjust the amount at least every four years, for inflation.
6. Amends the Mineral Leasing Act to allow the Secretary to call for an additional round of competitive bidding for leases for which no bid is accepted or received, or the land for which a lease terminates, expires, is cancelled, or is relinquished.
7. Amends the Mineral Leasing Act to set minimum levels for bond, surety, or other financial arrangements which are considered insufficient.
8. Requires that all leases issued after the date of enactment be assessed royalties for gas produced from Federal land and on the Outer Continental Shelf to include all gas consumed or lost by venting, flaring, or negligent releases through equipment during upstream operations.
9. Directs the following oil and gas lease sales: 257 Gulf of Mexico (November 17, 2021), 258 Cook Inlet (December 30, 2022), 259 Gulf of Mexico (March 29, 2023), and 261 Gulf of Mexico (December 20, 2023).
10. Directs that the Secretary may not issue rights of way for wind/solar development on Federal land unless an onshore quarterly oil and gas lease sale has been held 120 days before the date of the rights of way issuance for wind or solar energy development and that certain acreage minimums must be met for both onshore and offshore renewable leasing.

Distribution of Energy Leasing Receipts

The distribution of energy leasing receipts is broken down into two broad categories, receipts derived from onshore and offshore lands. In both cases, prior to distribution, the receipts are deposited into a holding or suspense account until the accounting system has identified the payments by the following three criteria:

- Source type (oil and gas, coal, renewable energy, other royalties, etc.);
- Land category (acquired forest, public domain, OCS, etc.); and
- Location (State or county to determine applicable share).

This identification process takes approximately one month if payors have filed their reports correctly.

Table 5 shows the estimated energy leasing receipts for both onshore and offshore commodities. Fiscal year estimates for receipts are based on estimated receipts for each source type (oil, gas, coal, etc.) across Interior's energy receipt portfolio.

Table 5: Energy Leasing Receipts by Commodity Source ^{1/}
(in thousands of dollars)

	2024 Estimate	2025 Estimate	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
Onshore Energy Leasing						
Onshore Rents and Bonuses						
Oil and Gas ^{2/}	92,106	84,685	83,150	84,218	82,546	80,870
Coal	4,328	1,044	1,043	4,700	8,430	12,236
Geothermal	1,969	1,969	1,969	1,969	1,970	1,969
All Other	292	293	293	293	292	292
Subtotal, Rents and Bonuses	98,697	87,990	86,455	91,180	93,238	95,368
Onshore Royalties						
Oil and Gas ^{3/}	7,006,087	6,995,808	6,977,230	7,288,383	7,650,433	7,992,901
Coal	560,225	518,596	461,440	413,657	386,697	364,909
Geothermal	14,828	15,246	15,663	16,080	16,497	16,914
All Other	55,212	55,212	55,212	55,212	55,212	55,213
Subtotal, Royalties	7,636,352	7,584,862	7,509,546	7,773,331	8,108,840	8,429,937
Total, Onshore Receipts ^{3/}	7,735,050	7,672,852	7,596,001	7,864,511	8,202,078	8,525,305
Outer Continental Shelf (OCS)						
Oil and Gas Rents and Bonuses	420,864	26,923	414,349	25,491	406,258	22,057
Oil and Gas Royalties	7,755,495	7,463,996	7,384,033	7,897,216	7,977,882	8,143,769
Renewable Energy Rents and Bonuses	254,381	311,087	472,427	11,729	457,603	13,137
Renewable Energy Operations	2,794	7,513	14,621	24,119	32,282	44,079
Total, OCS Receipts	8,433,535	7,809,519	8,285,430	7,958,555	8,874,025	8,223,042
TOTAL, ENERGY RECEIPTS ^{4/}	16,168,585	15,482,371	15,881,431	15,823,066	17,076,103	16,748,347

^{1/} Amounts reflect receipts reported by the Office of Natural Resources Revenue and do not include amounts reported by other Interior Bureaus. Outer Continental Shelf (OCS) receipts include Offsetting Collections.

^{2/} Reflects the estimated rents and bonuses from lease sales in Area 1002 as outlined in P.L. 115-97 sec. 20001.

^{3/} Amounts on "Federal Onshore Royalty Estimates" (Table 10) are raw onshore data and differ from the "Energy Leasing Receipts by Commodity Source" (Table 5). The oil and gas estimates in the "Energy Leasing Receipts by Commodity Source" table include a reduction for Forest Service, Acquired National Grasslands and other collections.

^{4/} Amounts do not include estimates for the Environmental Improvement and Restoration Fund (Account 5425.2) or small amounts from non-ONRR accounts that contribute to oil & gas energy receipts. Small discrepancies may occur due to rounding.

Many of the commodity estimates in Table 5 reflect a consistent trend over the six-year display. For those commodities with irregular estimates in a particular year or years, the following narrative provides context and additional background on specific assumptions that impact the estimates:

- **Onshore & Offshore (OCS) Oil & Gas Royalties:** Estimates reflect normal revenue streams with year-to-year increases driven primarily by routine updates to pricing and production assumptions, inclusive of IRA-directed royalty rates. Pricing assumptions for oil decrease between 2024 and 2026 then show a steady upward trend beginning in 2027 (see table 12). The estimates reflect this same pattern.
- **Onshore Coal Rents & Bonuses:** Estimates decrease in 2025 and 2026 due to fewer coal lease sales. The increase in receipts from 2027-2029 reflect estimated bonuses from anticipated leasing activity.

- **OCS Oil & Gas Rents & Bonuses:** Estimates decrease in 2025, 2027, and 2029 under the published National OCS Oil and Gas Leasing Program for 2024-2029. There are no planned lease sales and associated bonuses in those years.
- **OCS Renewable Energy Rents & Bonuses:** Estimates decrease in 2027 and 2029 under the published National OCS Oil and Gas Leasing Program for 2024-2029. There are no planned lease sales and associated bonuses in those years.
- **OCS Renewable Energy Operations:** Estimates increase through the budget window as additional renewable wind energy projects begin operations.

Table 6 reflects an expanded view of the first two columns of Table 5, displaying the change from the current year estimates to the budget year estimate. A brief explanation of the key budget year change drivers and assumptions is also included for context.

Table 6: Changes in Energy Leasing Receipts from Current Year to Budget Year

(in thousands of dollars)

	2024 Estimate	2025 Estimate	2024-2025 Change	Explanation
Onshore Energy Leasing				
Onshore Rents and Bonuses				
Oil and Gas	92,106	84,685	(7,421)	Reflects lower rental estimates in 2025 for oil & gas.
Coal	4,328	1,044	(3,284)	Reflects lower bonuses associated with fewer coal lease sales.
Geothermal	1,969	1,969	-	
All Other	292	293	1	
Subtotal, Rents and Bonuses	98,697	87,990	(10,707)	
Onshore Royalties				
Oil and Gas	7,006,087	6,995,808	(10,279)	Reflects decreased effective price assumptions for oil between 2024-2025.
Coal	560,225	518,596	(41,629)	Reflects decreases in estimated production.
Geothermal	14,828	15,246	418	
All Other	55,212	55,212	-	
Subtotal, Royalties	7,636,352	7,584,862	(51,490)	
Total, Onshore Receipts	7,735,050	7,672,852	(62,198)	
Outer Continental Shelf (OCS)				
Oil and Gas Rents and Bonuses	420,864	26,923	(393,941)	Reflects estimates aligned with the proposed National OCS Oil and Gas Leasing Program for 2024-2029, released in September 2023.
Oil and Gas Royalties	7,755,495	7,463,996	(291,499)	Reflects decreased effective price assumptions for oil between 2024-2025.
Renewable Energy Rents and Bonuses	254,381	311,087	56,706	Reflects higher bonus estimates in 2025 based on planned lease sales.
Renewable Energy Operations	2,794	7,513	4,719	Reflects receipts from additional renewable projects coming online.
Total, OCS Receipts	8,433,535	7,809,519	(624,016)	
TOTAL, ENERGY RECEIPTS	16,168,585	15,482,371	(686,214)	

After payments are fully identified in the suspense account, they are immediately redirected into the appropriate receipt accounts based on land category and source type. Table 7 reflects the receipt account-level display of the commodity estimates in Table 5, with minor variances for rounding.

Table 7: Energy Leasing Receipts by Account ^{1/2/}
(in thousands of dollars)

	2024 Estimate	2025 Estimate	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate	
Onshore Energy Leasing Receipts							
1811.00	Rent and Bonuses from Land Leases for Resource Exploration and Extraction, Agriculture and Interior	11,655	11,214	11,158	10,723	10,961	11,146
2025.00	Arctic National Wildlife Refuge [ANWR] Oil & Gas Leasing Revenues, Federal Share ^{3/}	4,188	966	966	966	966	966
2039.00	Royalties on Natural Resources, Not Otherwise Classified, Interior ^{4/}	868,617	862,539	853,643	926,484	1,008,000	1,099,335
5000.24	Royalties on Natural Resources, Reclamation Fund	3,033,160	3,011,291	2,981,436	3,043,928	3,134,123	3,207,307
5003.00	Receipts from Mineral Leasing, Public and Acquired Military Lands (Act February 25, 1920 and December 17, 1981, as Amended), ONRR ^{4/}	3,725,191	3,698,394	3,661,496	3,738,537	3,847,561	3,935,506
5045.10	Receipts from Oil and Gas Leases, NPRA, ONRR, Interior	32,958	32,484	31,792	85,544	140,944	210,588
5134.00	Moneys Due Oklahoma from Royalties, Oil and Gas, South Half of Red River, ONRR, Interior	10	10	10	10	10	10
5243.10	National Forest Fund, Payments to States, ONRR	7,659	7,644	7,629	7,764	7,930	8,066
5248.10	Receipts from Leases of Lands Acquired for Flood Control Navigation and Allied Purposes, ONRR	36,981	36,920	36,828	37,916	39,263	40,355
5488.10	Arctic National Wildlife Refuge [ANWR] Rent, Royalties and Bonuses [Alaska Share] ^{3/}	4,188	966	966	966	966	966
5573.10	Rent from Mineral Leases, Permit Processing Fund, BLM	4,833	4,677	4,190	5,646	5,143	4,684
5574.10	Geothermal Lease Revenues, County share, ONRR	5,606	5,745	5,884	6,023	6,163	6,302
5576.10	Leases from Naval Petroleum Reserve Numbered 2 Lands	5	5	5	5	50	76
Subtotal, Onshore Receipts		7,735,050	7,672,852	7,596,001	7,864,511	8,202,078	8,525,304
Outer Continental Shelf (OCS) Receipts							
1820.00	Rent and Bonuses on OCS Lands, Interior	-	-	-	-	-	-
2020.00	Royalties on OCS Lands, Interior	6,883,534	6,259,519	6,735,430	6,408,555	7,324,025	6,673,042
5005.70	LWCF, Rent Receipts OCS Lands, NPS	314,932	174,657	529,700	-	510,743	-
5005.80	LWCF, Royalties Receipts OCS, NPS	585,068	725,343	370,300	900,000	389,258	900,000
5535.10	OCS Rents and Bonuses, State Share from Certain Gulf of Mexico Leases, ONRR ^{5/}	157,735	10,015	155,307	9,551	152,339	8,264
5535.20	OCS Royalties, State Share from Certain Gulf of Mexico Leases, ONRR ^{5/}	217,265	364,985	219,693	365,449	222,661	366,737
5005.90	OCS Rents and Bonuses, LWCF share from certain leases ^{5/}	52,578	3,338	51,769	3,184	50,780	2,755
5005.01	OCS Royalties, LWCF Share from Certain Leases, NPS ^{5/}	72,422	121,662	73,231	121,816	74,220	122,246
5140.10	Historic Preservation Fund, Receipts, OCS Lands [R&B]	150,000	150,000	150,000	24,485	150,000	24,176
5140.20	Historic Preservation Fund, Receipts, OCS Lands [Royalties]	-	-	-	125,515	-	125,824
Subtotal, OCS Receipts		8,433,534	7,809,519	8,285,430	7,958,555	8,874,025	8,223,042
TOTAL, ENERGY RECEIPTS ^{6/7/}		16,168,584	15,482,371	15,881,431	15,823,066	17,076,103	16,748,346

^{1/} Amounts do not reflect sequestration adjustments required by the Budget Control Act of 2011.

^{2/} Accounts 5573 and 5576 are reported as part of the Department's Energy Leasing Receipt estimates but are administered by the Bureau of Land Management.

^{3/} Accounts 2025 and 5488 reflect the estimated rents and bonuses from lease sales in Area 1002 as outlined in P.L. 115-97 sec. 20001. The next ANWR lease sale is assumed in 2024.

^{4/} Accounts 2039 and 5003 reflect the Net Receipts Sharing provision made permanent in the Bipartisan Budget Act of 2013.

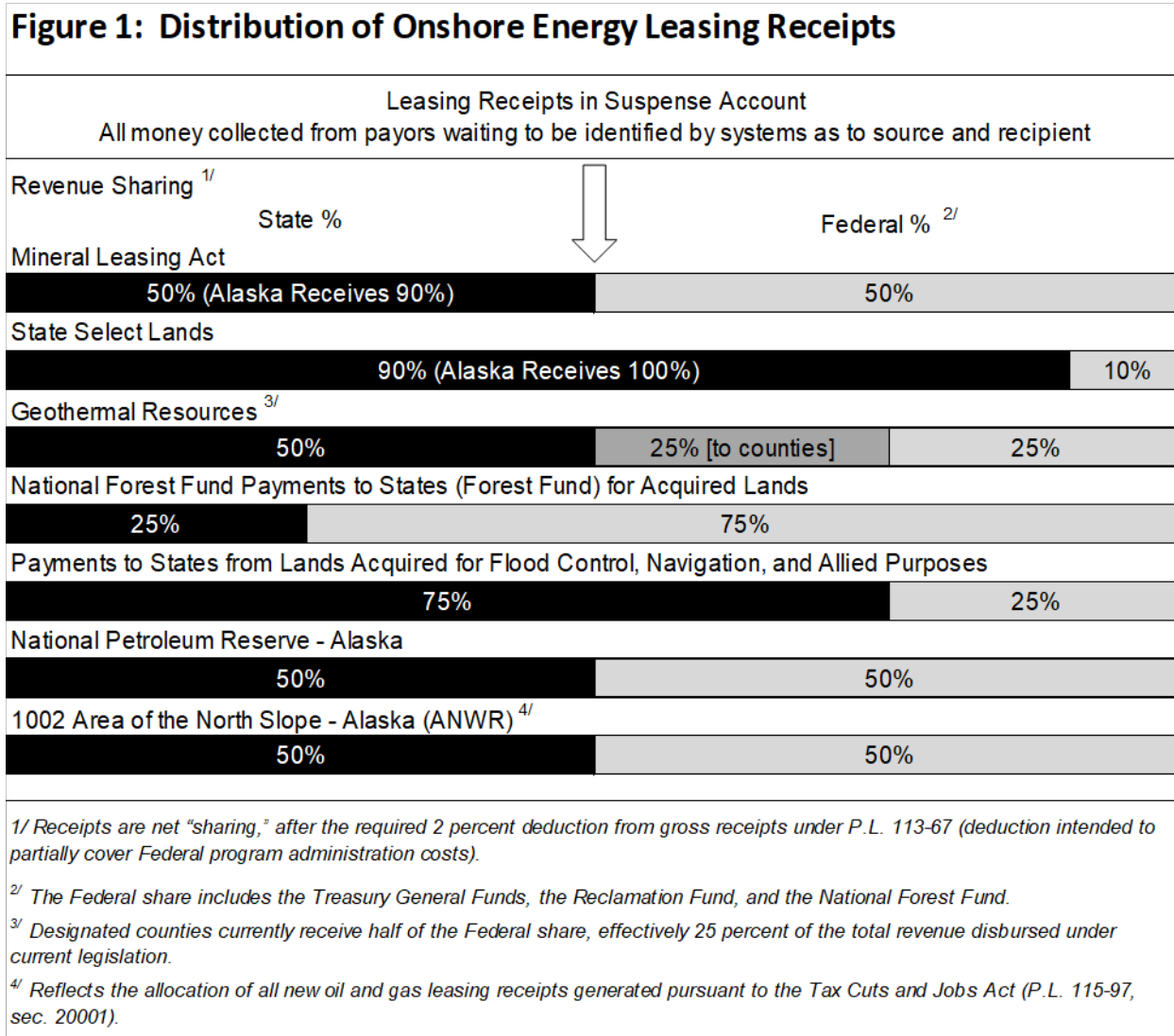
^{5/} Accounts 5535.1, 5535.2, 5005.9, 5005.1 reflect receipts authorized by the GOMESA Act of 2006 (P.L. 109-432).

^{6/} Estimates are subject to change; small discrepancies may occur due to rounding.

^{7/} Includes anticipated renewable energy receipts in 2024 through 2029.

Onshore Energy Leasing Receipts

Figure 1 displays the distribution process for onshore energy leasing receipts, the statutory recipients and sharing percentages.



Collections from public domain lands leased under Mineral Leasing Act (MLA) authority are disbursed 50 percent to the States (*Account 5003*) except for Alaska, 40 percent to the Reclamation Fund (*Account 5000.24*) for western water projects, and 10 percent to the General Fund of the U.S. Treasury³. Alaska receives 90 percent of mineral leasing receipts for Mineral Leasing Act lands.

Note ³ For all onshore leases, the U.S. Treasury General Fund share is deposited into one of two accounts depending on whether the collections are from rents and bonuses (*Account 1811*) or from royalties (*Account 2039*).

Collections from State Select Lands are disbursed 90 percent to the States (*Account 5003*) and 10 percent to the General Fund of the U.S. Treasury. Alaska receives 100 percent of mineral leasing receipts from State Select Lands.

Collections from geothermal production are currently disbursed 50 percent to the States (*Account 5003*), 25 percent to the county (*Account 5574*) and 25 percent to the General Fund of the U.S. Treasury.

The Energy Policy Act of 1992, *P.L. 102-486*, requires the Secretary of the Interior to disburse monthly to States all energy leasing payments authorized by Section 6 of the Mineral Leasing Act for Acquired Lands to States. Therefore, the Department distributes the following:

- Collections from National Forest Lands, transferring 75 percent to the U.S. Forest Service (*Account 12-5008.1*) and 25 percent to the States (*Account 5243.1*).
- Collections from lands acquired for flood control, navigation, and allied purposes, transferring 25 percent of the total to the General Fund of the U.S. Treasury and 75 percent to the States (*Account 5248.1*).

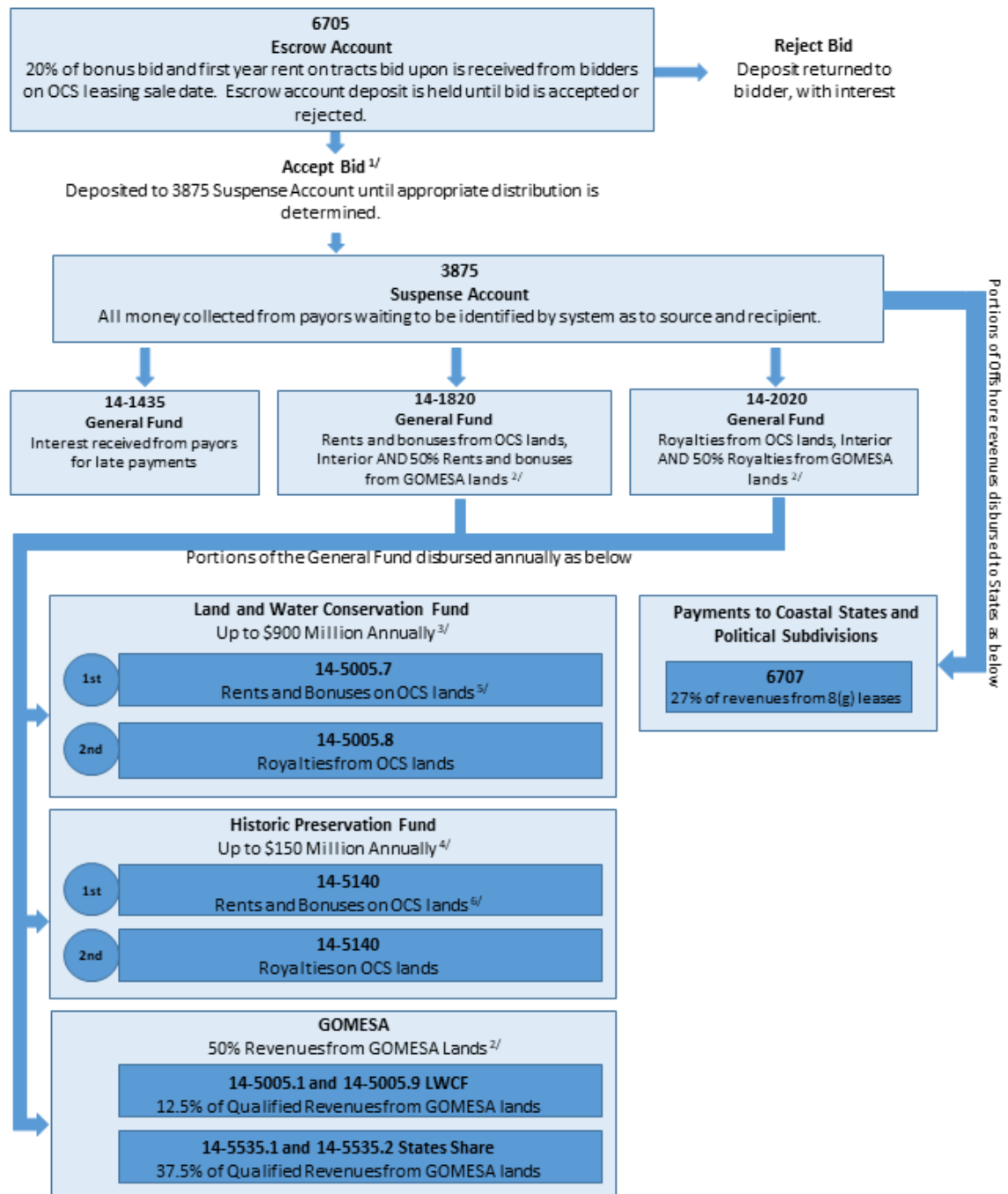
Collections from the National Petroleum Reserve in Alaska are disbursed 50 percent to Alaska (*Account 5045*) and 50 percent to the General Fund of the U.S. Treasury.

Collections from the 1002 Area of the North Slope - Alaska are disbursed 50 percent to Alaska (*Account 5003*) and 50 percent to the General Fund of the U.S. Treasury.

Offshore (OCS Lands) Energy Leasing Receipts

After distinguishing payments by source type, land category, and location, the receipts derived from OCS lands are deposited into accounts according to revenue source, with any interest for late payments, rents and bonuses, or royalties. Figure 2 provides a visual representation of the distribution of offshore energy leasing receipts, including receipts from renewable energy leases.

Figure 2: Distribution of Offshore (OCS Lands) Mineral Leasing Receipts



^{1/} 11 days after the bid is accepted, the remaining 80% is due.

^{2/} "GOMESA lands" refers to lands generating "Qualified Outer Continental Shelf Revenues" as defined by the Gulf of Mexico Energy Security Act of 2006. Revenue sharing is capped at \$500 million annually for qualified revenues from GOMESA lands in Phase II leasing. Section 20002 of the Tax Cuts and Jobs Act, P.L. 115-97, increased the cap for Phase 2 payments to States (75%) and LWCF GOMESA (25%) for FY 2020 and 2021 to \$650 million combined. The increased revenue payments would be made in 2021 and 2022 if sufficient revenues are collected from applicable oil and gas leases.

^{3/} Permanent authorization to deposit up to \$900 million in the LWCF is in the John D. Dingell Jr. Conservation, Management and Recreation Act (P.L. 116-9) of 2019.

^{4/} National Park Service Centennial Act, P.L. 114-289, extended authorization to deposit \$150 million in HPF through FY 2023 under 54 U.S.C. 303102.

^{5/} If there are insufficient rents and bonuses to cover the \$900 million transfer, the balance is transferred from royalties (14-2020) to 14-5005.8.

^{6/} If there are insufficient rents and bonuses to cover the \$150 million transfer, the balance is transferred from royalties (14-2020) to 14-5140.

To bid on an OCS lease tract offered for sale, a bidder must submit an upfront cash deposit equal to one-fifth of the entire proposed bid. The deposit flows into *Escrow Account 6705* and accrues interest until the Department determines that the proposed bonus is at least equal to the fair market value of the tract. This evaluation process takes approximately 90 days.

If the bid is rejected, the one-fifth deposit, plus interest, is returned to the bidder. If accepted, the one-fifth deposit, the remaining four-fifths of the bonus payment, and the first year's rent are deposited into *Account 3875* pending system processing and posting to the lease account. The Federal portion of OCS receipts is deposited into *Account 1820* for rents and bonuses, and *Account 2020* for royalty payments once production begins. Certain OCS revenues are shared with States and are disbursed in accordance with Section 8(g) of the OCSLA and GOMESA as follows:

- 27 percent of 8(g) revenues are disbursed to States (*Account 6707*).
- 37.5 percent of GOMESA qualified revenues are disbursed to States and coastal political subdivisions (*Account 5535*), subject to the payment cap noted previously.

OCS receipts are the main funding source of the statutorily required \$900.0 million annual deposit into the Land and Water Conservation Fund (LWCF) under 54 U.S.C. 2003. LWCF deposits coming from OCS receipts are reduced by other required deposits from motorboat fuels taxes and surplus property sales. The LWCF continues to receive an additional 12.5 percent of qualified OCS revenues under GOMESA as a permanent mandatory appropriation for State LWCF Grants. LWCF funding is allocated each fiscal year for Federal land acquisition and State and local grant programs for the purposes of resource conservation and the encouragement of outdoor recreation into accounts assigned to the Department of the Interior and the Department of Agriculture, U.S. Forest Service.

OCS receipts also provide \$150.0 million in funding for the Historic Preservation Fund (*Account 5140*). Accounting procedures require payments to the Fund be made from OCS rents and bonuses, with any further needed payments made from OCS royalties. Both Funds are assigned to the National Park Service.

For fiscal years 2021 through 2025, the Great American Outdoors Act (GAOA) (P.L. 116-152) authorizes up to \$1.9 billion annually to be deposited in the National Parks and Public Land Legacy Fund (LRF) for projects that reduce deferred maintenance. The annual deposit to LRF is calculated based on 50 percent of energy development receipts from oil, gas, coal, alternative, or renewable energy on Federal land and water credited, covered, or deposited as miscellaneous receipts under Federal law in the preceding year. Of the annual funding, 70 percent is allocated to the National Park Service, 5 percent is allocated to the U.S. Fish and Wildlife Service, 5 percent is allocated to the Bureau of Land Management, 5 percent is allocated to the Bureau of Indian Education, and the remaining 15 percent is allocated to the U.S. Forest Service within the Department of Agriculture. GAOA allocations are not displayed in the tables or accounts in this chapter as the amounts are not directly derived from Energy Leasing Receipts. Additional information can be found in the GAOA section of this congressional justification.

ADDITIONAL INFORMATION REGARDING ESTIMATED RECEIPTS

The following charts include additional information providing context and assumptions for the estimated onshore and offshore energy leasing receipts shown earlier:

- Table 8: Offshore Renewable Energy Receipt Estimates
- Table 9: OCS Oil & Gas Rents and Bonuses
- Table 10: Federal Onshore Royalty Estimates
- Table 11: Federal Offshore Royalty Estimates
- Table 12: Oil, Gas and Coal Pricing in the 2025 President's Budget

Table 8: Offshore Renewable Energy Receipt Estimates ^{1/}
(in thousands of dollars)

	2024 Estimate	2025 Estimate	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
Rentals	8,781	10,837	12,302	11,729	13,478	13,137
Bonuses	245,600	300,250	460,125	0	444,125	0
Operations	2,794	7,513	14,621	24,119	32,282	44,079
TOTAL	257,176	318,600	487,048	35,848	489,885	57,216

1/ The estimates include renewable energy lease sales currently in different phases of pre-sale planning: Mid-Atlantic [2024], Oregon [2025] and Gulf of Maine [2025]. Also included are estimates for ten additional tentatively scheduled lease sales through 2029.

Table 9: OCS Oil & Gas Rents and Bonuses ^{1/ 2/}
(in thousands of dollars)

Lease Sale Area	Sale #	2024 Estimate	2025 Estimate	Sale #	2026 Estimate	2027 Estimate	Sale #	2028 Estimate	2029 Estimate
GOM Lease Sale Bonus (High Bid)	261	390,927	0	262	384,197	0	263	378,682	0
LESS 8(g) to States		-15,090	-14,522		-14,367	-15,366		-15,523	-15,846
Rent		29,938	26,922		30,152	25,491		27,576	22,057
TOTAL		405,775	12,400		399,982	10,125		390,735	6,211
Rent - Subject to GOMESA ^{3/}		29,699	26,706		29,955	25,470		27,555	22,036
Bonus - Subject to GOMESA ^{3/}		390,927	0		384,197	0		378,682	0

1/ The receipt estimates reflected in this table correlate with the proposed National OCS Oil and Gas Leasing Program for 2024-2029.

2/ Rent estimates are subject to change based on cost recoveries recouped on an annual basis and totals are net of BOEM and BSEE offsetting collections. Small discrepancies may occur due to rounding.

3/ Amounts shown as 'Subject to GOMESA' are for display purposes only. These represent the estimated amounts of rents and bonuses subject to GOMESA from the total receipt estimate.

Table 10: Federal Onshore Royalty Estimates ^{1/}
(in millions of volume and dollars)

	2024 Estimate	2025 Estimate	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
Oil						
Oil Volume (MMBbl)	492.87	497.68	503.69	506.90	511.71	510.51
OMB Price/Bbl (in whole \$s)	\$81.96	\$74.89	\$72.60	\$74.28	\$75.98	\$77.73
Royalty Rate	0.123	0.124	0.125	0.126	0.127	0.128
Oil Royalties (\$M)	\$4,987	\$4,637	\$4,583	\$4,754	\$4,946	\$5,085
Subtotal Oil Royalties (\$M)	\$4,987	\$4,637	\$4,583	\$4,754	\$4,946	\$5,085
Gas						
Natural Gas Volume (tcf)	2,388.32	2,392.48	2,418.83	2,407.05	2,416.75	2,428.54
OMB Price/Mcf (in whole \$s)	\$5.65	\$6.50	\$6.52	\$6.64	\$6.79	\$6.93
Royalty Rate	0.119	0.120	0.121	0.122	0.123	0.124
Gas Royalties (\$M)	\$1,896	\$2,212	\$2,208	\$2,321	\$2,460	\$2,637
Subtotal Natural Gas Royalties (\$M)	\$1,896	\$2,212	\$2,208	\$2,321	\$2,460	\$2,637
CO2 Royalties (\$M)	\$68	\$72	\$79	\$85	\$92	\$98
Gas Plant Products (\$M)	\$322	\$343	\$373	\$402	\$436	\$465
Subtotal Gas Royalties (\$M)	\$2,286	\$2,627	\$2,660	\$2,807	\$2,988	\$3,199
Total, Oil & Gas Royalties (\$M)						
	\$7,273	\$7,263	\$7,243	\$7,562	\$7,934	\$8,284
Coal Royalties (\$M)						
	\$560	\$519	\$461	\$414	\$387	\$365
Geothermal Royalties (\$M)						
	\$15	\$15	\$16	\$16	\$16	\$17
All Other Royalties (\$M)						
	\$65	\$65	\$65	\$65	\$65	\$65
TOTAL ONSHORE ROYALTIES (\$M) ^{2/}	\$7,913	\$7,862	\$7,785	\$8,057	\$8,402	\$8,731

^{1/} Amounts on "Federal Onshore Royalty Estimates" (Table 10) are raw onshore data and differ from the "Energy Leasing Receipts by Commodity Source" (Table 5). The oil and gas estimates in the "Energy Leasing Receipts by Commodity Source" table include a reduction for Forest Service, Acquired National Grasslands and other collections.

^{2/} Estimates are subject to change; small discrepancies may occur due to rounding.

Table 11: Federal Offshore Royalty Estimates ^{1/}
(in millions of dollars)

	2024 Estimate	2025 Estimate	2026 Estimate	2027 Estimate	2028 Estimate	2029 Estimate
Oil (Million Barrels)						
Alaska	0	0	0	0	0	3
POCS	3	2	2	12	11	10
<i>Total GOM</i>	735	749	748	753	729	709
<i>Royalty Free Production (Deep Water) ^{2/}</i>	80	70	64	56	49	42
<i>GOM Royalty Production</i>	655	679	685	696	679	667
Total OCS Royalty Production	658	681	687	709	691	680
Royalty Rate	0.14	0.14	0.14	0.14	0.14	0.15
OMB Price/Bbl	\$82.97	\$75.82	\$73.51	\$75.28	\$77.08	\$78.93
Subtotal Oil Royalties	\$7,545.26	\$7,211.20	\$7,120.05	\$7,607.46	\$7,679.09	\$7,835.48
Gas (Billion Cubic Feet)						
POCS	2	2	2	28	26	23
<i>Total GOM</i>	527	531	535	531	524	518
<i>Royalty Free Production (Deep & Shallow Water Gas)</i>	51	45	40	37	33	30
<i>Royalty Free Production (Deep Water) ^{2/}</i>	47	41	36	33	29	26
<i>Royalty Free Production (Deep Gas)</i>	4	4	4	4	4	4
GOM Royalty Production	476	486	495	494	490	488
Total Royalty Production	478	488	497	522	517	511
Royalty Rate	0.13	0.13	0.13	0.13	0.14	0.14
OMB Price/Mcf	\$3.64	\$4.19	\$4.20	\$4.28	\$4.38	\$4.47
Subtotal Gas Royalties	\$219.69	\$261.69	\$272.71	\$299.49	\$308.68	\$318.50
NET FEDERAL OCS OIL AND GAS ROYALTIES ^{3/}	\$7,764.95	\$7,472.88	\$7,392.76	\$7,906.95	\$7,987.77	\$8,153.98

^{1/} Amounts are raw offshore data and differ from the "Energy Leasing Receipts by Commodity Source" (Table 5) since the "Energy Leasing Receipts by Commodity Source" table includes Settlements but does not reflect OCSLA Section 8(g) or receipts from Renewable Energy.

^{2/} Royalty Free Production is Gulf of Mexico (GOM) production which is not subject to royalties because of deepwater royalty relief and shallow water deep gas royalty relief. Royalty relief price thresholds are expected to be exceeded (royalties due) in all forecast years for all deepwater royalty relief oil except for production up to a lease's royalty suspension volume from Deep Water Royalty Relief Act leases sold from 1996 through 2000 for which price thresholds were not in effect.

^{3/} Small discrepancies may occur due to rounding.

Table 12: Oil, Gas & Coal Pricing in the 2025 President's Budget

FY:	Oil	Natural Gas	Coal ^{2/}
	Refiners' Acquisition Cost (RAC) Average (\$) per barrel	Henry Hub (\$/mcf) ^{1/}	(\$/sh. ton)
2023	\$78.41	\$3.24	\$56.07
2024	\$82.97	\$3.51	\$56.81
2025	\$75.82	\$4.04	\$58.14
2026	\$73.51	\$4.05	\$59.36
2027	\$75.28	\$4.13	\$60.60
2028	\$77.08	\$4.22	\$61.87
2029	\$78.93	\$4.31	\$63.16
2030	\$80.82	\$4.40	\$64.48
2031	\$82.76	\$4.49	\$65.83
2032	\$84.75	\$4.58	\$67.21
2033	\$86.79	\$4.68	\$68.62
2034	\$88.87	\$4.78	\$70.06

^{1/} The natural gas "wellhead" series was discontinued by the U.S. Energy Information Administration in December 2012, "henry hub" is the alternative.

^{2/} All estimates are from OMB economic assumptions, which BOEM uses and BLM modifies. The OMB values for coal are a national average whereas approximately 80% of coal produced from federal land is from the Powder River Basin (WY and MT). This coal has a current royalty basis value of about \$15 per ton.

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Other Appropriations

DEPARTMENT OF THE INTERIOR

OFFICE OF THE SECRETARY

Take Pride in America Gifts and Bequests

Appropriation Summary Statement

Public Law 101-628 established the Gifts and Bequest trust fund account for the Take Pride in America program within the Department of the Interior. The purpose of this program is to encourage public awareness, stewardship, and conservation of public lands, facilities, and resources. The Secretary may solicit, accept, hold, administer, invest, and use gifts and bequests to further these purposes.

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DEPARTMENT OF THE INTERIOR

OFFICE OF THE SECRETARY

Nonrecurring Expenses Fund

Proposed Language

Sec. 121 There is hereby established in the Treasury of the United States a fund to be known as the Department of the Interior Nonrecurring Expenses Fund (the Fund): Provided, That unobligated balances of expired discretionary funds appropriated for this or any succeeding fiscal year from the general fund of the Treasury to the Department of the Interior by this or any other Act may be transferred (not later than the end of the fifth fiscal year after the last fiscal year for which such funds are available for the purposes for which appropriated) into the Fund: Provided further, That amounts deposited in the Fund shall be available until expended, and in addition to such other funds as may be available, for information and business technology system modernization and facilities infrastructure improvements and associated administrative expenses, including nonrecurring maintenance, necessary for the operation of the Department or its bureaus, subject to approval by the Office of Management and Budget: Provided further, That amounts in the Fund may be obligated only after the Committees on Appropriations of the House of Representatives and the Senate are notified at least 15 days in advance of the planned use of funds.

Purpose

Under Sec. 121 of the Title I General Provisions, the Department requests Congress authorize a Nonrecurring Expenses Fund (NEF) to support nonrecurring critical information technology and infrastructure project investments. This is similar to NEFs established in the Departments of Health and Human Services, Agriculture, and Commerce.

With the authority to establish an NEF, instead of funds canceling and returning to the Treasury when they expire at the end of five years, Interior would be able to use the funds for the limited purposes included in the legislation: information and business technology system modernization and facilities infrastructure improvements and associated administrative expenses, including nonrecurring maintenance. The NEF will allow the Department to transfer unobligated balances from expired discretionary accounts to a no-year account established for the NEF rather than cancel the funds in the source account. When funds expire and are no longer available for new obligations, they remain available as unexpended balances for five fiscal years to pay obligations incurred prior to the account's expiration and make adjustments previously unrecorded or under-recorded. Once this has occurred, the NEF authority would allow Interior to repurpose these funds for the authorized purposes.

Interior requests the use of the NEF to support nonrecurring, high-priority information technology projects such as those needed for system modernization, as well as other critical infrastructure projects that may require significant one-time investments. These types of projects are frequently identified outside of the budget cycle, especially if they are time sensitive, are difficult to accommodate within available appropriations and, if requested as part of the annual budget, are often underfunded in regular appropriations. Creating a NEF will simplify the budget process and address critical emergent needs

without negatively impacting operations. The NEF will enable DOI to fund critical or emergency requirements, which often do not coincide with the budget formulation process, are difficult to forecast, and would otherwise require the Department to reprogram current funds from other priorities or defer addressing the requirement until funds are available. The Department will continue to make routine investments in operations and capital improvements through existing direct and mandatory appropriations.

Governance

The Department is committed to developing a formal governance structure and policy, which will provide operating principles, decision criteria, and a management control framework. This oversight ensures that projects will support the Department's strategic goals and initiatives. Representatives from the Office of the Assistant Secretary for Policy, Management and Budget and the Office of the Chief Information Officer will work jointly to develop a charter and governance structure for the NEF. Additionally, the obligation of funds is subject to approval by the Office of Management and Budget as well as advance notification to the Committees on Appropriations of the House of Representatives and t

Payments in Lieu of Taxes

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriations Language Sheet

Appropriation: Payments in Lieu of Taxes

For necessary expenses for payments authorized by chapter 69 of title 31, United States Code, \$482,383,000.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118–15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriations Language Citations

Appropriation: Payments in Lieu of Taxes

Appropriations language and citations:

1. **For necessary expenses for payments authorized by Chapter 69 of title 31, United States Code, \$482,383,000.**

31 U.S.C. 69

The U.S. Code authorizes the Secretary of the Interior to make a payment for each fiscal year to each unit of general local government in which entitlement land is located as set forth in chapter.

The Department requests \$482,383,000 for the FY 2025 PILT appropriation.

Note: The Department is proposing to amend current appropriations language to increase the cap on PILT funding available for administration of the PILT program from \$400,000 to \$550,000. The cap has not been increased since FY 1981. PILT administration authority is provided within the administrative provisions of the Departmental Operations appropriation, therefore, the increase to the cap will be addressed within Departmental Operations appropriations language.

Departmentwide Programs - Payments in Lieu of Taxes
Budget At A Glance
(Dollars in Thousands)

Appropriation: Payments in Lieu of Taxes	2023 Actual	2024 Annual. CR	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request
Payments in Lieu of Taxes	579,150	635,000	+0	+0	-152,617	482,383
PILT Payments					[-152,617]	
TOTAL, PAYMENTS IN LIEU OF TAXES	579,150	635,000	+0	+0	-152,617	482,383

Summary of Requirements for Departmentwide Programs
(Dollars in Thousands)

PAYMENTS IN LIEU OF TAXES	2023 Actual Amount	2023 Actual FTE	2024 Annual. CR Amount	2024 Annual. CR FTE	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-) Amount	Program Changes (+/-) FTE	2025 Request Amount	2025 Request FTE	Change from 2024 Annual. CR (+/-) Amount
Payments in Lieu of Taxes	579,150	1	635,000	2	+0	+0	-152,617	+0	482,383	2	-152,617
TOTAL, PILT	579,150	1	635,000	2	+0	+0	-152,617	+0	482,383	2	-152,617

Activity: **Payments in Lieu of Taxes**

Account	2023 Actual*	2024 Annual. CR*	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Payments in Lieu of Taxes							
(\$000)	579,150	635,000	0	0	-152,617	482,383	-152,617
FTE	1	2	0	0	0	2	0

* The 2023 PILT program was appropriated as Mandatory authority providing funding at the full statutory authorized payment level.

Summary of Program Changes

Request Component	(\$000)	FTE
PILT Payments	-152,617	0

The 2025 Discretionary Budget Request for PILT is \$482,383,000 and 2 FTE, a program change of -\$152,617,000 and 0 FTE from the 2024 Annualized CR level.

Program Overview

Payments in Lieu of Taxes are Federal payments to local governments that help offset lost property taxes due to the existence of nontaxable Federal lands within their jurisdictions. The program is based on the concept that local governments incur costs associated with maintaining infrastructure on Federal lands but are unable to collect taxes on these lands. The payments are made to local governments in lieu of tax revenues and supplement other Federal land receipts shared with local governments. Unlike other Federal payments that require local governments to use the funds for specified activities, PILT payments may be used for any governmental purpose. These payments support local government services in counties that have significant acreage of Federal lands within their boundaries.

The PILT payments help local governments fund vital services such as firefighting and police protection, construction of public schools and roads, and search-and-rescue operations. In recent years, PILT monies have been used to fund projects to construct county buildings, purchase new police cruisers, and upgrade 9-1-1 emergency services. Since the inception of the PILT program in 1977, nearly \$11.4 billion in payments have been made.

The amount of the payments is determined by codified formulas (31 U.S.C. 6901-07) based primarily on population and the amount of PILT-eligible Federal land within an affected jurisdiction. Certain Federal revenues transferred directly to local governments under other programs – such as income generated from the use of public land for livestock grazing, timber harvests, and mineral receipts – are deducted from the

2023 PILT Payments by State/Territory

State/Territory	2023 Payment	State/Territory	2023 Payment
Alabama	\$1,626,748	Nebraska	\$1,432,503
Alaska	\$35,448,677	Nevada	\$31,196,044
Arizona	\$43,501,616	New Hampshire	\$2,388,055
Arkansas	\$8,293,714	New Jersey	\$128,973
California	\$61,029,530	New Mexico	\$46,699,761
Colorado	\$45,524,696	New York	\$195,047
Connecticut	\$38,184	North Carolina	\$5,372,390
Delaware	\$26,924	North Dakota	\$2,005,848
District of Columbia	\$26,700	Ohio	\$768,263
Florida	\$6,851,280	Oklahoma	\$3,957,417
Georgia	\$3,335,091	Oregon	\$27,161,990
Guam	\$2,934	Pennsylvania	\$1,405,417
Hawaii	\$590,840	Puerto Rico	\$81,221
Idaho	\$38,197,782	Rhode Island	\$0
Illinois	\$1,481,725	South Carolina	\$1,415,632
Indiana	\$757,594	South Dakota	\$8,050,363
Iowa	\$602,533	Tennessee	\$3,073,687
Kansas	\$1,504,869	Texas	\$6,279,499
Kentucky	\$3,211,609	Utah	\$46,208,003
Louisiana	\$1,500,336	Vermont	\$1,185,386
Maine	\$669,984	Virgin Islands	\$45,859
Maryland	\$138,147	Virginia	\$6,498,777
Massachusetts	\$132,226	Washington	\$27,127,978
Michigan	\$5,970,178	West Virginia	\$3,868,229
Minnesota	\$5,434,475	Wisconsin	\$4,183,068
Mississippi	\$2,593,581	Wyoming	\$34,307,901
Missouri	\$4,890,316		
Montana	\$40,330,577	Total	\$578,750,177

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Office of Natural Resources Revenue

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Sheet

Office of Natural Resources Revenue

For necessary expenses for management of the collection and disbursement of royalties, fees, and other mineral revenue proceeds, and for grants and cooperative agreements, as authorized by law, \$175,987,000, to remain available until September 30, 2026; of which \$59,751,000 shall remain available until expended for the purpose of mineral revenue management activities: Provided, That notwithstanding any other provision of law, \$50,000 shall be available for refunds of overpayments in connection with certain Indian leases in which the Secretary of the Interior concurred with the claimed refund due, to pay amounts owed to Indian allottees or tribes, or to correct prior unrecoverable erroneous payments.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118–15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Citations

Appropriation: Office of Natural Resources Revenue

Appropriation language and citations:

1. For necessary expenses for management of the collection and disbursement of royalties, fees, and other mineral revenue proceeds,

This language provides authority to use appropriated funds provided for the Office of the Secretary to carry out the mission of the Office of Natural Resources Revenue (ONRR), including the collection and disbursement of royalties, fees, and other mineral revenue proceeds.

2. and for grants and cooperative agreements, as authorized by law,

This language provides grants and cooperative agreement authority to the Office of the Secretary to carry out mineral revenue collection and management activities such as the State and Tribal Audit Program.

3. \$175,987,000, to remain available until September 30, 2026;

The Department proposes the majority of funding for the Office of Natural Resources Revenue account to remain available until September 30, 2026.

4. of which \$59,751,000 shall remain available until expended for the purpose of mineral revenue management activities:

The Department proposes \$59,751,000 of funding for the Office of Natural Resources Revenue account to continue to partially fund ONRR's mineral revenue management activities with no-year funding. This type of funding allows ONRR a valuable degree of flexibility to support multi-year information management system contracts and State and Tribal cooperative audit agreements.

5. Provided, That notwithstanding any other provision of law, \$50,000 shall be available for refunds of overpayments in connection with certain Indian leases in which the Secretary concurred with the claimed refund due, to pay amounts owed to Indian allottees or tribes, or to correct prior unrecoverable erroneous payments.

The budget request reflects the continuation of ONRR's existing authority within the Office of Natural Resources Revenue account regarding refunds of Indian lease overpayments.

Note: The Department is proposing to amend current appropriations language for ONRR to increase the cap on funds available to correct payments owed to Indian allottees or Tribes, or other unrecoverable erroneous payments from \$15,000 to \$50,000. Similar authority provides up to \$100,000 available for BTFA corrections.

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**Departmentwide Programs – Office of Natural Resources Revenue
Budget at a Glance
(Dollars in Thousands)**

Appropriation: Office of Natural Resources Revenue	2023 Actual	2024 Annual. CR	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request
Natural Resources Revenue 2-Year Fund	105,183	105,183	+1,475	+0	+9,578	116,236
Baseline Capacity - 2024 Fixed Costs					[+5,479]	
Osage Trust Accounting Implementation					[+4,103]	
Natural Resources Revenue No-Year Fund	69,751	69,751	+0	+0	-10,000	59,751
ONRR IT Modernization					[-10,000]	
TOTAL, ONRR	174,934	174,934	+1,475	+0	-422	175,987

Summary of Requirements for Departmentwide Programs
(Dollars in Thousands)

OFFICE OF NATURAL RESOURCES REVENUE	2023 Actual Amount	2023 Actual FTE	2024 Annual. CR Amount	2024 Annual. CR FTE	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-) Amount	Program Changes (+/-) FTE	2025 Request Amount	2025 Request FTE	Change from 2024 Annual. CR (+/-) Amount
Natural Resources Revenue 2-Year Fund	105,183	563	105,183	562	+1,475	+0	+9,578	+25	116,236	587	+11,053
Natural Resources Revenue No-Year Fund	69,751	6	69,751	10	+0	+0	-10,000	+0	59,751	10	-10,000
TOTAL, ONRR	174,934	569	174,934	572	+1,475	+0	-422	+25	175,987	597	+1,053

Office of Natural Resources Revenue

Justification of Fixed Costs

(Dollars In Thousands)

Fixed Cost Changes and Projections	2024 Change	2024 to 2025 change	Description
Change in Paid Days	+382	+0	Total paid days for FY2025 is 261 (2088 hours) which is the same number of days as FY2024. This information is consistent with the published Circular A-11.
Pay Raise	+4,821	+2,828	The President's Budget for 2025 includes one quarter (October-December 2024) of the 5.2% pay raise for 2024 and three quarters (January-September 2025) of the estimated 2.0% pay raise for 2025, as published in the OMB Circular A-11.
Employer Share of Federal Employee Retirement System	+0	+0	The estimates do not reflect increases to the employer contribution for FERS or Law Enforcement FERS for FY2025 in accordance with the published OMB Circular A-11.
Departmental Working Capital Fund	+558	-77	The estimates reflect final decisions of the Working Capital Fund Consortium on the Working Capital Fund central bill.
Worker's Compensation Payments	+8	-107	The amount reflects final chargeback costs of compensating injured employees and dependents of employees who suffer accidental deaths while on duty. This amount reflects the final Workers Compensation bill for 2025 payable to the Department of Labor, Federal Employees Compensation Fund, pursuant to 5 U.S.C. 8147(b) as amended by Public Law 94-273.
Unemployment Compensation	+0	+0	The amount reflects projected changes in the costs of unemployment compensation claims to be paid to the Department of Labor, Federal Employees Compensation Account, in the Unemployment Trust Fund, pursuant to Public Law 96-499. This estimate reflects an applied annual inflation factor of 3.0% to the 5-year average of actuals between 2018-2022.
Rental Payments	-341	-1,169	This estimate reflects the FY 2025 President's Budget 54s as submitted. The amounts reflect changes in the costs payable to General Services Administration (GSA) and others for office and non-office space as estimated by GSA, as well as the rental costs of other currently occupied space. These estimates reflect MIB rent, Security, Federal Reserve Parking, and Operations and Maintenance distributed by bureau and office, based upon OFAS provided MIB occupancy levels. Costs of mandatory office relocations, i.e. relocations in cases where due to external events there is no alternative but to vacate the currently occupied space, are also included.
Baseline Adjustment for O&M Increases		+0	This adjustment captures the associated increase to baseline operations and maintenance requirements resulting from movement out of GSA or direct-leased (commercial) space and into Bureau-owned space. Bureaus often encounter an increase to baseline O&M costs not otherwise captured in fixed costs. This category of funding properly adjusts the baseline fixed cost amount to maintain steady-state funding for these requirements.

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Activity: Office of Natural Resources Revenue

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Office of Natural Resources Revenue							
2 Year Fund	105,183	105,183	+1,475	+0	+9,578	116,236	+11,053
FTE	563	562	+0	+0	+25	587	+25
No Year Fund	69,751	69,751	+0	+0	-10,000	59,751	-10,000
FTE	6	10	+0	+0	+0	10	+0
Total							
(\$000)	174,934	174,934	+1,475	+0	-422	175,987	+1,053
FTE	569	572	+0	+0	+25	597	+25

Summary of Program Changes

Request Component	(\$000)	FTE
Osage Trust Accounting	+\$ 4,103	+25
IT Enhancements	-\$10,000	+0
Baseline Capacity – 2024 Fixed Costs	+\$ 5,475	+0
Total Program Changes	-\$ 422	+25

The 2025 Budget Request for ONRR is \$175,987,000 and 597 FTE, a program change of -\$422,000 and +25 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Osage Trust Accounting Implementation (+\$4,103,000 / +25 FTE) – In 2014, ONRR was first tasked with providing minerals revenue management functions for the Osage Tribe for the Department to comply with a settlement agreement with the Tribe. However, a court delayed, and then the Bureau of Indian Affairs (BIA) withdrew, a final rule intended to shift the Department’s Osage minerals revenue management responsibilities from BIA to ONRR. BIA published a new proposed rule in January 2023, and is working through the final rule in FY 2024. ONRR requests an additional +\$4.1 million and +25 FTE in FY 2025 as part of a multi-phase and multi-year implementation effort to ensure essential collection, disbursement, and compliance functions for Osage mineral revenues.

ONRR’s assumption of the full oil and gas revenue and production reporting and verification program on Osage lands represents a significant increase in ONRR’s workload across its mission activities. Once fully implemented, ONRR expects that taking on Osage properties will increase its Indian-related workload by approximately 50 percent. There are currently 2,900 active leases and 14,500 producing wells on Osage lands, which will increase the number of Indian leases and wells in ONRR’s systems by

46 percent and 62 percent, respectively. Additionally, ONRR expects to provide guidance and training to 230 new production and royalty reporters, a 43 percent increase in the number of Indian reporters. Osage-related workload is likely to continue increasing, as an additional 4,760 wells are expected to be drilled by 2037 on Osage lands.

With its current Osage funding, ONRR is performing limited compliance activities as permitted by existing regulations. ONRR proposes a phased approach to funding and fully carrying out its functions for the Osage Tribe once the final rule is effective. The additional funds requested in 2025 will help ensure ONRR conducts essential collection and disbursement activities for Osage mineral revenues. In addition to continuing current limited compliance activities, this would allow ONRR to perform required functions in 2025, including:

- *Revenue Collection and Disbursement* – Collect mineral revenues and provide disbursement data to the Bureau of Trust Funds Administration (BTFA), including reconciling payments to receivables, invoicing for late payment interest, and processing manual payments. Osage royalties totaled \$46 million in 2023.
- *Production and Royalty Reporting* – Collect, process, and validate monthly production and royalty reports for 2,900 active Osage leases. Includes manually processing reports and forms submitted on paper.
- *Reference Data Management* – Collect and maintain information on property data including leases, companies, and purchasers. All Indian contract activities, including newly issued leases, require manual updates to ONRR’s system.
- *Reporter Guidance* – Develop royalty valuation guidance for Osage leases and provide guidance and training regarding ONRR’s forms and processes to 230 additional reporters and payors, including sessions to educate these new reporters about ONRR’s production and royalty reporting forms and requirements.
- *Enforcement, Appeals, and Support* – Perform enforcement and appeals activities for Osage leases, as ONRR may be responsible for enforcing orders that were issued prior to the implementation date, and assume responsibility for processing Osage-related mineral revenue appeals. This also includes support for production meter verification and risk model efforts.

Transitioning these activities to ONRR will require a significant time investment as ONRR works with Osage stakeholders to shift them to ONRR’s forms and processes. ONRR’s production and royalty forms will be completely new to Osage reporters, and ONRR plans to provide reporter training sessions to assist them. Even so, ONRR expects it will need to respond to questions and investigate and resolve erroneous reporting. Also, BIA’s current processes do not involve enforcement, so ONRR expects to inform and educate affected payors and lessees about ONRR’s enforcement processes.

Once transitioned, ONRR will face other challenges related to Osage properties:

- All Osage reporters (except three) are small, and as such are allowed to submit reports and forms on paper, requiring significant manual effort to process and analyze the customer, production, and royalty data on those paper forms.
- These considerations also apply to the submission of payments, as ONRR expects a significant increase in the submission of paper checks for payment of Osage royalties, increasing the manual

processing of payment and receivable reconciliation activities. In addition, payments received for Indian leases must be deposited within 24 hours of receipt.

- Many ONRR mission functions require research into historical activities and reporting. For Osage leases, all data gathered by BIA prior to the effective date of a final rule will remain with BIA, largely in paper form. ONRR staff will need to request information from BIA, increasing the time involved in performing these activities.
- In addition to BIA's standard leasing activities, unlike all other Tribes, BIA will also perform inspection activities on Osage lands, requiring additional effort from ONRR to collect data from BIA and process it manually.

The 2025 Budget will allow ONRR to implement several essential functions, and to begin assuming the full oil and gas revenue and production reporting and verification program on Osage lands when the proposed regulations are finalized.

Once the regulations are effective, ONRR must perform the essential activities described above. The 2025 Budget is critical to ensuring smooth implementation, including sufficient ONRR staff capacity without interruptions to other mission activities for other Federal and Indian leases. The request will also ensure timely submission of reporting and disbursement of funds to Osage headright owners.

IT Modernization (-\$10,000,000 / -0 FTE) – ONRR is committed to efficiently and effectively implementing its modernized systems in the coming years and has made significant progress in implementing the IT Modernization program. ONRR has made significant progress implementing the IT Modernization program and has determined the funding received for these efforts can be reduced by \$10.0 million beginning in 2025 without significantly impacting the project schedule. ONRR's IT Modernization effort supports EO 14028, *Improving the Nation's Cybersecurity*, by continuing efforts to replace its aging Minerals Revenue Management Support System (MRMSS) with modernized systems. This work will ensure the stability and security of systems that disbursed over \$18 billion in 2023, as well as enhance efficiency and mission delivery.

Baseline Capacity – 2024 Fixed Costs (+\$5,475,000 / -0 FTE) – The 2025 budget includes important investments in programs needed to help strengthen America and be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill ONRR's mission. The budget includes +\$5.5 million for ONRR, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request, in combination with the FY 2025 fixed costs amounts, will allow the program to meet must pay requirements without impacting program activities.

Program Overview

For the benefit of all Americans, ONRR collects, accounts for, and verifies natural resource and energy revenues due to States, American Indians, Alaska Natives, and the U.S. Treasury. In 2023, ONRR disbursed \$18.24 billion to the U.S. Treasury, various State and American Indian accounts, and special use accounts, such as the Reclamation Fund.

Every American benefits from the revenues generated from mineral resources, either directly through payments to American Indian Tribes and Individual Indian Mineral Owners or indirectly through payments to the Historic Preservation Fund, the Reclamation Fund, States, and the General Fund of the U.S. Treasury. ONRR also contributes to the Land and Water Conservation Fund (LWCF), with appropriations made permanent in August 2020 as part of the Great American Outdoors Act (GAOA), and tracks and reports the energy funds available for calculation of the amounts attributable to the National Parks and Public Land Legacy Restoration Fund created under the GAOA.

The beneficiaries of disbursements in 2023 included:

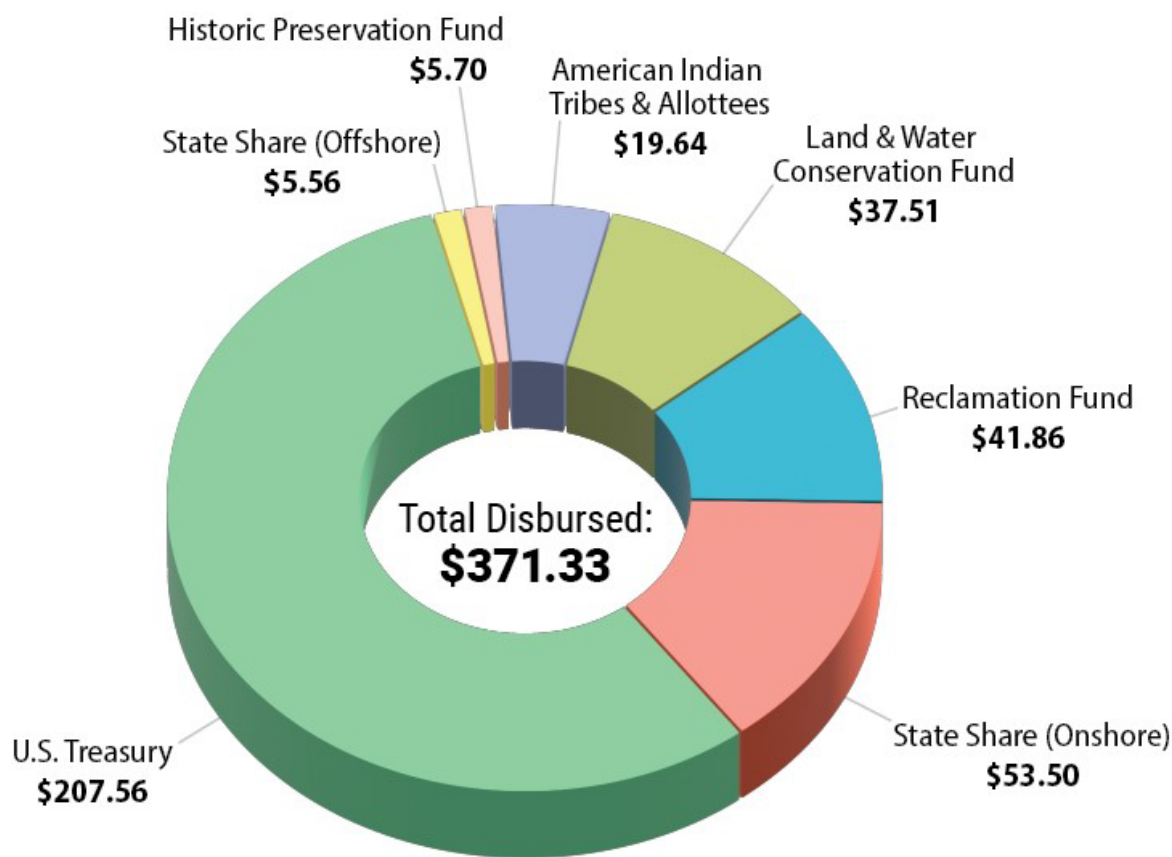
- ***U.S. Taxpayers — \$7.09 Billion***
Mineral leasing revenues are one of the Federal Government’s largest sources of non-tax receipts, funding various government functions and programs through the General Fund of the U.S. Treasury.
- ***States — \$4.72 Billion***
Mineral revenues disbursed to States can be a significant element of a State’s financial resource picture, providing funding for local schools, roads, libraries, public buildings, and general operations, as the States deem necessary.
- ***Western Water Users — \$3.46 Billion***
Mineral revenue receipts support the Bureau of Reclamation’s water resource development and maintenance work in the western United States. Spending from the account is subject to appropriation.
- ***American Indian Tribes and Individual Indian Mineral Owners — \$1.43 Billion***
Monies collected from mineral leases on American Indian lands are distributed regularly to provide direct and tangible benefits to thousands within the American Indian community, often as a major source of primary income.
- ***Conservation and Recreation Programs — \$995 Million***
ONRR transfers revenues annually to the LWCF to be used as a resource for Federal, State, and local governments to help acquire, develop, and improve outdoor recreation areas.
- ***Historic Preservation — \$150 Million***
ONRR annually transfers \$150 million to the National Historic Preservation Fund to help preserve and protect our Nation’s irreplaceable heritage for current and future generations. This fund is administered to help save the historic buildings, neighborhoods, and landscapes that form our communities and enrich our lives.
- ***Other Funds — \$379 Million***
Includes funds directed back to Federal agencies that administer these lands to help cover operational costs. (Included in the cumulative U.S. Treasury disbursement figure in the chart below.)

The Federal government has collected revenues from mineral production on Federal onshore lands since 1920; on American Indian lands since 1925; and on Federal offshore lands since 1953. In 1982, the Federal Oil and Gas Royalty Management Act called upon the Department to establish a comprehensive, consolidated system for the collection, accounting, and disbursement of these revenues. Since that time through 2023, Interior has provided over \$371 billion to Federal, State, and American Indian recipients

through this program. Approximately 56 percent of all annual collections have gone to the General Fund of the U.S. Treasury, 23 percent to special purpose funds, 16 percent to States, and 5 percent to the American Indian community.

Special purpose funds, including the LWCF, the Historic Preservation Fund, and the Reclamation Fund, have received over \$85 billion in ONRR-collected mineral revenues since 1982 as shown in the following figure.

Cumulative Mineral Lease Revenue Disbursement, FY 1982–2023 (dollars in billions)



ONRR was established within the Office of the Secretary under the Assistant Secretary for Policy, Management, and Budget (AS-PMB) on October 1, 2010, as part of the reorganization of the former Minerals Management Service. Placement in AS-PMB positioned ONRR to leverage its revenue-collection expertise to serve a leadership role in Departmentwide collaboration and implementation of key initiatives to provide reasonable assurance the Department is collecting every dollar due.

In support of its mission, ONRR conducts work in three key program areas:

- **Revenue, Reporting, and Compliance Management.** These activities ensure that revenues from Federal and American Indian leases are efficiently, effectively, and accurately collected, accounted for, invested, and disbursed in a timely manner. This program's activities also include support of the Indian Energy Service Center, as well as efforts to ensure timely, complete, and accurate reporting while providing reasonable assurance of company compliance.
- **Audit Management.** These activities ensure the Nation's Federal and American Indian mineral revenues are accurately reported and paid. Federal and American Indian audit and compliance activities represent a large and critical part of the operational strategy to ensure that companies comply with applicable laws, regulations, and lease terms. This program's activities also include administering cooperative agreements with States and American Indian Tribes, Tribal consultations, and investigating and responding to the inquiries of individual Indian mineral interest owners.
- **Research, Enforcement, Guidance, and Appeals.** This program's activities ensure consistency and oversight in compliance case management for a comprehensive compliance strategy, market and geospatial analysis, valuation guidance and determinations, production meter verification, rulemaking, appeals, bankruptcies, litigation support, and enforcement actions.

ONRR relies on effective collaboration with partners, and as such, continues to strengthen its longstanding relationships with other DOI bureaus with interdependent missions. ONRR works in partnership with the Bureau of Indian Affairs (BIA), the Bureau of Land Management (BLM), and the Bureau of Trust Funds Administration (BTFA) to fulfill Interior's Trust and fiduciary responsibilities to American Indian beneficiaries. ONRR is also committed to ensuring an effective, ongoing relationship with the Bureau of Ocean Energy Management (BOEM) and the Bureau of Safety and Environmental Enforcement (BSEE). Additionally, ONRR has strengthened holistic management of oil, gas, and other natural resource revenues by implementing standard operating procedures applicable to all DOI bureaus and offices in the management of Federal and American Indian mineral resource revenues.

To ensure effective controls over program operations and financial management systems that meet the objectives of the Federal Managers' Financial Integrity Act, ONRR conducts assessments consistent with applicable laws and regulations, such as the OMB Circular A-123, *Management's Responsibility for Internal Controls*. The objectives of these assessments are to ensure ONRR programs achieve intended results and follow laws and regulations; verify that resources used are consistent with the mission and protected from fraud, waste, and mismanagement; and ensure reliable and timely information is maintained, reported, and used for decision-making.

The Office of Inspector General (OIG) issued 14 recommendations in its January 2022 audit report, *Better Internal Controls Could Ensure Accuracy of the Office of Natural Resources Revenue's Royalty Reporting and Adjustments* (2020-CR-009). The OIG's objective was to determine to what extent ONRR ensured accurate reporting of Federal mineral royalty obligations when payors or their agents submitted adjustments or refund requests. The OIG's audit focused on adjustments or refunds submitted during fiscal years 2017 through 2019. ONRR implemented five recommendations in FY 2022, and six recommendations in FY 2023. The remaining three recommendations are scheduled to be implemented

in FY 2025 and FY 2026 as part of ONRR's current modernization project, which is a multi-year, multi-phased effort to explore, identify, develop, and implement new technologies that enhance ONRR's ability to perform revenue collection and distribution, disbursement, production and royalty reporting, verification and compliance, and workload management of applicable cases.

In June 2023, the OIG issued two recommendations in its final inspection report, *The U.S. Department of the Interior Does Not Analyze Effective Royalty Rates* (2021-CR-042). The OIG's objective was to determine whether the U.S. Department of the Interior's (DOI's) bureaus perform analyses of effective royalty rates for oil and gas developed offshore and on Federal lands, and if so, conduct its own review of the analyses. The two recommendations relate to calculating effective royalty rates and communicating effective royalty rates to stakeholders and decision makers. ONRR is on track to implement both recommendations by March 31, 2024.

ONRR values the continued oversight received from the Government Accountability Office (GAO), the OIG, and other external organizations. ONRR has consistently received clean opinions on regular peer reviews of audit functions and when independent firms perform annual audits of mineral revenue custodial accounts.

ONRR Strategic Priorities

ONRR exists in a dynamic environment, and since its inception has continuously evolved in response to Congressional mandates and significant energy industry changes. ONRR continues to seek innovative improvements and operational efficiencies to pursue our mission and serve the American people and has been heavily engaged in employee-driven continuous improvement of modernizing its business processes. Currently, ONRR is engaged in several organization-wide priority efforts to support the accomplishment of its mission and vision, including the following:

Modernized Business Processes and Information Technology Systems: In 2024, ONRR will continue modernization efforts through the design and development of new IT systems that will support ONRR's reengineered business processes. These systems will replace the increasingly obsolescent Minerals Revenue Management Support System, ONRR's legacy information system that plays a key role in the collection and disbursement of the Nation's mineral revenues. By breaking down organizational silos, harnessing the collective power of its talented workforce, and developing well-documented requirements, ONRR will leverage the most appropriate and effective technologies available to support its vital mission.

Modernization began in 2019 with the modeling and wholesale reengineering of current business processes. Since then, ONRR completed the development of business and functional requirements to support the redesigned processes within new IT systems and began the design and development of the Data Management Environment and the Customer Relationship Management modules. In 2024, ONRR will complete the data warehouse and the development of the Customer Relationship Management module. Also in 2024, ONRR expects to complete the requirements review and discovery phase of the Financial Management module to begin the software development phase in the next year. This will include prototyping of complex financial processes within the future system to prove out the platform and provide information that will guide development into the next year. The Financial Management module will be the most complex and involved module to be implemented as part of ONRR's technology

modernization efforts, and ONRR is undertaking thorough reviews in 2024 to carefully consider our processes and plan the future systems to provide continued accurate collection and disbursement of revenues. In 2025, ONRR will undertake full software development activities for the transition to the FBMS development environment, using the financial requirements and prototypes developed in 2024. ONRR will define and finalize planning for subsequent phased IT modernization data migration activities.

Unified Compliance Strategy: ONRR’s Compliance Strategy Governance Board is developing an integrated and comprehensive compliance work planning process while leveraging automation within and across ONRR’s compliance programs. This strategy will play a central role in helping ONRR create additional methods and processes to prioritize its work efforts using a meaningful and reliable risk framework.

Data-Driven Organizational Decisions: ONRR will master the use of both internal and external data to make intelligent business decisions, enhancing its risk modeling and data analytics and visualization capabilities, and will use data science to develop additional organizational performance metrics that drive improved planning and results. To facilitate these achievements, ONRR will establish a data management and governance structure that ensures its workforce is data literate; uses data that are findable, accessible, interoperable, and reusable; and enables a robust data ecosystem.

People – The Heart of ONRR: Recognizing that its employees are ONRR’s most valuable resources and its largest financial investment, ONRR will develop a comprehensive approach to addressing its current and future human capital needs, which will establish transparent and consistent processes for 1) assessing the knowledge, skills, and abilities needed across ONRR to meet current mission work and foreseen technological and programmatic changes, 2) enhancing and standardizing the prioritization process to fill vacant positions, and 3) investing in ONRR’s workforce to ensure employees are appropriately challenged, managed, trained, and recognized.



The heart of this approach will focus on diversity, equity, inclusion, and accessibility to ensure these considerations permeate every aspect of ONRR’s culture. ONRR is committed to integrating these values throughout its culture, fostering an environment that is open and accepting of individual differences,

maximizing employee potential, recruiting and retaining a diverse workforce, and ensuring a wide range of perspectives and diverse viewpoints are represented and considered in meaningful ways.

Revenue, Reporting, and Compliance Management

The Federal Oil and Gas Royalty Management Act of 1982, as amended (FOGRMA), requires monthly distribution and disbursement of payments to States and the American Indian community for their share of mineral leasing revenues. The financial management function within ONRR is intended to ensure that collections from Federal and American Indian mineral leases are properly disbursed to the appropriate recipients, including the U.S. Treasury, Federal agencies, 33 States, and 33 American Indian Tribes. In 2023, ONRR disbursed \$18.24 billion, in accordance with legislated formulas, to the U.S. Treasury, various State and American Indian accounts, and special-use accounts such as the Land and Water Conservation Fund.

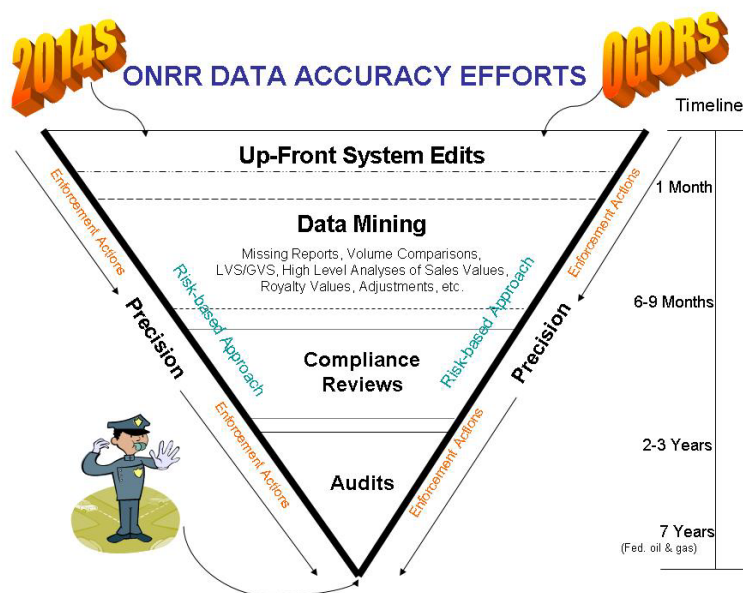
As part of the revenue collection process, ONRR collects annual rental revenues and reporting information on more than 10,500 non-producing Federal leases and monthly royalty revenue and sales reports on more than 36,000 producing onshore and offshore Federal and Indian leases.

Each month, the Data Intake, Solutioning, and Coordination program receives and processes more than 44,000 royalty and production reports, known as Report of Sales and Royalty Remittance, Form ONRR 2014, Oil and Gas Operations Reports (OGORs), and the Solid Minerals Production & Royalty Reporting, Form ONRR-4430 respectively. These reports contain approximately 8.7

million lines of data from approximately 1,700 royalty payors and 2,000 production reporters. ONRR received approximately 99 percent of reporting electronically in 2023. Through this royalty and production reporting, ONRR collects and maintains several forms of primary data, including:

- Property data, such as information on mineral leases, mineral-producing or revenue-paying companies, and commodity purchasers.
- Mineral revenue and production data consisting of monthly-required reports and payments.
- Data related to rents, mineral royalties, and mineral production volumes.
- Market and sales data required for verifying compliance.

To ensure ONRR collects the proper revenues on the Federal and American Indian royalty share, ONRR performs automated processing of royalty and production reports, coordinating reporting and payment



matters with industry, State governments, the American Indian community, and other Federal agencies. Each month, ONRR runs automated and some manual detection processes to identify whether industry is following Federal laws, regulations, and lease terms in their financial reporting.

ONRR assists Alaskan Natives by holding and investing escrow funds for the Native Corporations for land selections. Once land selections are finalized, ONRR disburses escrow amounts, along with interest, and the Corporations assume collection responsibilities. Currently, \$65.6 million remains in escrow awaiting distribution after the remaining land selections are processed.

Receiving proper payments includes ensuring that delinquent invoices are pursued in accordance with the Debt Collection Act. ONRR uses phone calls and demand letters to companies, notices to lessees/operating rights owners, demands to surety, or referrals to the Department of Justice for litigation or to the U.S. Treasury for collection. If required, ONRR writes off uncollectable debt.

In addition to automated upfront system edits, the Compliance Management program performs data mining compliance activities with the goal of cleaning-up reported data so that subsequent compliance activities, such as compliance reviews and audits, can focus on complex and systemic issues. Data mining activities include detecting missing royalty reports, identifying and resolving volume discrepancies, and reviewing all new and revised communitization agreements to verify compliance with allocation schedules. Additionally, the Compliance Management group performs compliance reviews, which provide reasonable assurance that all or part of the royalty equation is paid and reported correctly. By comparing reported data with expected values, analysts can identify variances and quickly resolve errors.

Program Performance Estimates

Timely Revenue Disbursement: ONRR ensures that funds are disbursed to recipients by the end of the month following the month received, per statute. When disbursements are not completed in a timely manner, ONRR must pay late-disbursement interest to States. In 2023, ONRR completed 99.5 percent of disbursements timely, exceeding the 98 percent target. These disbursements included \$4.7 billion to 33 States and \$1.4 billion to the American Indian community from natural resource and energy revenues collected by ONRR on their behalf.

Timely Service to American Indians: To ensure prompt payment of mineral revenues to American Indian Tribes and individual Indian mineral owners (IIMOs), ONRR deposits American Indian revenues into the Bureau of Trust Funds Administration (BTFA) accounts within 24 hours of receipt, where they are invested and subsequently distributed by the BIA to American Indian Tribes and IIMOs. BIA requires Financial Distribution Report information to distribute funds to IIMOs, and ONRR provides this lease distribution data to BIA twice each month. In 2023, ONRR distributed 99.6 percent of revenue data to BIA by the first semi-monthly distribution for the benefit of American Indian Tribes and IIMO recipients, exceeding the 98 percent target.

ONRR coordinates with several Federal agencies through the Federal Partners Groups to address a wide range of issues often associated with increased production on Indian leases, both Tribal and allotted.

ONRR works with the BIA, BLM, BTFA, and the Environmental Protection Agency to address concerns raised by Tribes and IIMOs, and to streamline processes to improve services. The multi-agency Indian Energy Service Center (IESC) currently facilitates the meetings for the following Federal Partners Groups: Fort Berthold, Uintah & Ouray, Oklahoma/Texas/Kansas, Southwest, Navajo, and Rocky Mountain.

ONRR supports the Indian Energy Service Center in its mission to provide a wide suite of services to the BIA central office and regional offices, BLM field and State offices, and BTFA offices. The IESC assists these offices in expediting the leasing, permitting, reporting, and payment of oil and gas royalties on Indian lands. Fundamental to this effort is responsiveness to Trust mineral estate owners (Tribes and IIMOs) and coordination between Federal agencies. The needs of the IESC are dynamic, and ONRR must respond quickly. ONRR provides one dedicated team to the IESC comprised of four experienced Minerals Revenue Specialists (MRS) and a Supervisory MRS to address the contemporaneous issues arising with increased oil and gas production, particularly from the Bakken Formation on the Fort Berthold Reservation.

Financial Accountability: ONRR's financial system has automated internal controls and accounting processes to reconcile subsidiary and control accounts and to ensure proper recording and reporting of revenues. ONRR records financial transactions with an account structure consistent with the U.S. Standard General Ledger (USSGL). ONRR uses the USSGL accounts to prepare external reports to OMB and the U.S. Treasury and to provide financial information for inclusion in the annual consolidated Interior Agency Financial Report.

The Chief Financial Officer's Act requires annual audits of the Department's financial statements that include a thorough review of ONRR's mineral revenue custodial accounts. These audits ensure that ONRR's financial information fairly represents the transactions recorded within the ONRR financial system.

Unmodified Audit Opinion on Mineral Revenue Custodial Accounts: To provide greater assurance of the integrity of financial operations and the accuracy of financial data, ONRR undergoes annual financial audits, including a thorough review of mineral revenue custodial accounts. In November 2023, the Office of Inspector General released the Independent Auditors' Report on the Department of the Interior's Financial Statements for fiscal year 2023, including ONRR's mineral revenue custodial activity and balances. The Department received an unmodified (clean) audit opinion for fiscal year 2023. As a result of the audit, ONRR had no notices of findings and recommendations, or issues noted in the independent auditor's letter to management. Additionally, none of the significant deficiencies or material weakness noted in the audit were related to ONRR's financial operations or reporting.

Data Validation: ONRR continues to reinforce the accuracy of company-reported data by implementing new automated upfront edits and data mining routines. ONRR has several efforts underway to improve the accuracy of company-reported data used to collect and verify royalties, including through business process reengineering and system modernization efforts. ONRR subjects company-reported royalty data to numerous validation checks to help prevent companies from submitting invalid reporting of royalties attributable to erroneous and incomplete data. ONRR provides payor and operator guidance daily to

reinforce accurate reporting and assist industry with resolving outstanding reporting validation errors. To support this effort, during 2023, ONRR executed 30 unique formal Reporter Training sessions accommodating up to 300 industry representatives each.

Production Reporting for Onshore and Offshore Leases: ONRR oversees the timely reporting and processing of OGORs for Federal and American Indian onshore and Federal offshore leases. As with company-reported royalty data, ONRR subjects OGOR reports to numerous edit checks and incorporates additional up-front edits. In addition, the Offshore Production Reporting staff ensures the accuracy of reported offshore production information through ONRR's automated Liquid Verification System (LVS) and Gas Verification System (GVS). The LVS/GVS systems compare company reported OGOR production volumes to third-party pipeline run tickets and third-party gas volume statements supplied by the Bureau of Safety and Environmental Enforcement. ONRR analysts resolve discrepancies between the OGOR and the third-party data sources to ensure that companies accurately report production volumes, the cornerstone for downstream royalty collection efforts. As a result, in 2023 the Data Intake, Solutioning and Coordination group issued 117 Orders to Report and 22 Notices of Non-Compliance to companies who failed to submit an OGOR or to report well-level production, resulting in \$10,872 in civil penalties collected during fiscal year 2023.

Compliance Management: In 2023, Compliance Management analysts closed 1,205 data mining cases and 266 compliance reviews. Through this compliance work, ONRR also ensured substantial compliance for 100 percent of American Indian gas properties within three years for American Indian-specific major portion/index pricing terms.

Audit Management

ONRR's Audit Management program performs audits and compliance reviews to ensure that Federal and Indian mineral revenues are accurately reported and paid by the minerals industry in compliance with applicable statutes, regulations, and lease terms. This directorate's activities also include the administration of cooperative agreements with States and Tribes to conduct compliance activities, as well as performing Tribal outreach and responding to inquiries of individual Indian mineral interest owners.

Audits are one of ONRR's primary means of ensuring compliance from companies that extract and sell natural resources from Federal and American Indian lands. ONRR performs a detailed examination of the companies' documents and corresponding reporting to ONRR. All audits are designed to assess whether royalty payments and other obligations to ONRR are in substantial compliance with applicable lease terms, laws, regulations, and other directives. Audit staff perform audits in accordance with Generally Accepted Government Auditing Standards (GAGAS). GAGAS provides a framework for conducting high quality audits with competence, integrity, objectivity, and independence.

Audit Management performs various types of audits as ONRR deems appropriate for the specific situation. Company audits are performed on one company and its subsidiaries and affiliates and often look at multiple properties. Property audits are performed on specific leases, agreements, fields, or mines and often cover multiple companies. Issue audits are focused on a specific issue and can cover multiple properties and/or companies.

Compliance reviews supplement the audit program and provide reasonable assurance that all or part of the royalty equation is reported and paid correctly. Compliance reviews focus on variations from expected norms and result in resolution of open issues when companies provide requested additional documentation and/or make payments to remove a variance. Audit Management performs a variety of compliance reviews, ranging from payor and property-based assignments to issue focused reviews.

ONRR's authority to audit was created by multiple laws and Secretarial Orders. These include the Federal Oil and Gas Royalty Management Act of 1982 (FOGRMA) and the Federal Oil and Gas Royalty Simplification and Fairness Act of 1996. Court cases, lease terms, statutes, regulations, and administrative guidance are all considered when determining the authority to audit.

Audit Management provides audit coverage on onshore Federal, offshore Federal, and Indian Trust properties, with four distinct program units, each with its own area of focus. The Central Audit Management group has offices located in Denver, Oklahoma City, and Tulsa. While this group performs compliance work on Indian, Federal onshore, and Federal offshore oil and gas leases, the primary focus is on Indian oil and gas mineral revenues where the land is held in trust. Southern Audit Management's office is located in Houston and supports ONRR's mission by verifying compliance for Indian, Federal onshore and Federal offshore oil and gas leases, with the highest concentration on Federal offshore oil and gas mineral revenue compliance. Western Audit Management has offices in Dallas and Denver and performs compliance work on Indian, Federal onshore, and Federal offshore oil and gas leases, as well as solid minerals and geothermal leases.

ONRR's Outreach, Audit Services, and Indian-State Support (OASISS) group focuses on managing and overseeing agreements with States and Indian Tribes to perform audits and other compliance activities. This group also performs Tribal outreach and responds to inquiries. Sections 202 and 205 of the FOGRMA, as amended, authorize the Secretary to develop cooperative and delegated agreements with Tribes and States to carry out certain inspection, auditing, investigation, and enforcement activities for leases in their respective jurisdictions. These States and Indian Tribes (known as the State and Tribal Royalty Audit Committee (STRAC) or 202/205 program) are working partners with ONRR and integral to overall compliance efforts. The States perform audits and compliance reviews on Federal leases within their boundaries, and the Indian Tribes are self-empowered to perform audits and compliance reviews on Tribal mineral royalties within their reservations.

For ONRR, cooperative agreements provide knowledgeable State and Tribal representatives who understand the systems and business processes for collecting, accounting for, and distributing mineral revenues. States and Tribes benefit by developing auditing and compliance skills, increasing knowledge of mineral revenue management, and gaining experience with ONRR's systems, processes, and regulations. This experience, as well as face-to-face contact, enables ONRR and State and Tribal employees to identify and work through issues.

To help fulfill the Secretary of the Interior's Trust responsibility to American Indians, ONRR also conducts Indian outreach activities in Indian Country, such as setting up information booths at community centers, chapter houses, and pow-wows to reach IIMOs. These outreach events enable ONRR to listen to

concerns and suggestions for royalty accounting improvements, answer questions, and identify and resolve mineral-related problems in partnership with the BLM, BIA, and BTFA. ONRR conducts both in person and virtual outreach sessions to reach as many IIMOs as possible. ONRR's goal is to fulfill its Trust responsibilities vigorously and effectively and to foster an ongoing positive working relationship with the American Indian community.

In addition, OASISS has an office located in Farmington, New Mexico at the Federal Indian Minerals Office that provides services for individual Navajo mineral owners regarding oil and gas production in the Four Corners region. This audit team focuses on ensuring the royalties collected for the Navajo mineral owners are in accordance with applicable Federal laws, regulations, and lease terms.

Together with its State and American Indian Tribal partners, ONRR performs both audits and compliance reviews on both targeted and randomly selected companies and properties. Compliance efforts may also focus on gas plants, transportation systems, or other specific issues. Cases can originate from a variety of sources, including: Analytics and Compliance Planning, individual Indian mineral owners, Tribes, and other government agencies. To develop its compliance work plan, ONRR incorporates multiple data sources, including prior-year performance data, cost-per-audit and compliance reviews, current-year targets, and data available on audit and compliance resources, to determine the appropriate mix of audits and compliance reviews.

Program Performance Estimates

Audit and Compliance Reviews: During 2023, Audit Management and its State and Tribal audit partners closed a total of 82 audits and completed 188 compliance reviews.

Delegated and Cooperative Compliance Agreements with States and Tribes: Currently, ONRR has nine State and six Tribal agreements to perform compliance activities for leases in their jurisdictions. ONRR includes its State and Tribal partners' compliance completion statistics in ONRR's performance results.

Communication and Consultation with American Indians: During 2023, ONRR held 182 outreach sessions with American Indian beneficiaries and resolved 8,543 royalty-related inquiries. ONRR has experienced a significant increase in inquiries in recent years.

Peer Review of the ONRR Audit Organization: GAGAS requires an independent peer review of ONRR's audit activities every three years. During 2023, ONRR engaged an independent auditing firm to conduct an external peer review of its audit organization. The peer review examined the period of January 1, 2020, through December 31, 2022. The independent auditor issued a final report in 2023 with a rating of "Pass," the highest possible rating. This is the seventh consecutive peer review rating indicating that ONRR's audit functions are performed in accordance with professional standards. The next peer review will be in 2026. Each of the States and Tribes that are part of STRAC are peer reviewed on a three-year rotating cycle. During 2023, one State (Utah) and one Tribe (Southern Ute) received a peer review. The independent auditor's reports concerning States and Tribes have also concluded in "Pass" ratings with no material weaknesses or findings.

Research, Enforcement, Guidance, and Appeals

ONRR's REGA program provides royalty guidance and training; oversees production risk management efforts; conducts market and geospatial analyses; addresses industry appeals of ONRR orders; drafts and publishes rulemakings and authorizations to collect information; processes Federal Register notices; provides enforcement support to ONRR programs; and provides litigation support to the Office of the Solicitor and Department of Justice (DOJ) attorneys for ONRR-related litigation.

The Enforcement program induces industry compliance with lease terms, statutes, regulations, and ONRR orders by investigating violations and issuing non-compliance and civil penalty notices. ONRR issues civil penalties when companies fail to comply with or knowingly or willfully violate applicable statutes or regulations. Such penalties are authorized by the Federal Oil and Gas Royalty Management Act of 1982. Enforcement teams also serve as ONRR's liaison for outside law enforcement investigations, providing data and arranging access to ONRR systems as required. The Enforcement group's litigation support team performs litigation support activities by assisting the Office of the Solicitor and the DOJ by filing proofs of claims in bankruptcy cases, assuring the collection of bankruptcy payments, preparing the administrative records for Federal court litigation and Director decisions appealed to the Interior Board of Land Appeals, and supporting administrative hearings requested on civil penalties assessed.

ONRR's Royalty Valuation program provides royalty valuation guidance internally to ONRR and our State and Tribal partners, to other government stakeholders including the Office of Inspector General, DOJ, and externally to industry. Royalty Valuation answers specific questions regarding the value of production for royalty purposes, and publishes general guidance such as handbooks, examples, and dear reporter letters. Royalty Valuation also provides training to internal and external stakeholders on basic concepts and emerging issues. Royalty Valuation issues and reviews unbundling cost allocations (UCAs) to segregate deductible transportation and processing costs from non-deductible costs of placing production in marketable condition. These UCAs are used by industry, State audit groups, American Indian Tribal audit groups, and ONRR compliance personnel in their work.

The Research and Analytics (R&A) program's business processes include audit and compliance case management, economic analysis, market research, geographic information system services, risk analysis and modeling of non-compliance, record title and operating rights research, and production risk management. The production risk component of this program is focused on enhancing the Department's oversight of accurate measurement and reporting of production volumes. While the Revenue, Reporting, and Compliance Management group ensures all production data reported to ONRR are timely and accurate, R&A's efforts focus on measurement operations and equipment at the highest risk offshore and onshore facilities. These efforts ensure the Department accounts for all production from Federal offshore leases and Federal and American Indian onshore leases; provide greater assurance of data accuracy; reduce the potential for data manipulation or fraud; and mitigate the risk of production reporting errors. Furthermore, Research and Analytics provides critical record title and operating rights ownership research to ensure reporting and royalty payment liabilities are properly notified and pursued.

ONRR has implemented reimbursable support agreements (RSAs) with BSEE to fund measurement inspections in conjunction with other BSEE inspections on high-risk Gulf of Mexico offshore rigs,

platforms, and production facilities. To support the measurement inspection effort, ONRR's Production Risk Management engineers provide in-depth analyses, verify the accuracy of Oil and Gas Operations Reports, and coordinate workplans with the BSEE offshore measurement inspectors to ensure that inspections are prioritized based on high production volume and other risk factors.

In addition, ONRR has built on the success of its offshore Production Risk Management program by replicating this model for onshore Federal and American Indian lands. In 2022, BLM and ONRR updated its Memorandum of Understanding to support an agile inspection team to address onshore production hot spots, improve accounting for measurement inspections and associated RSA funds, and to develop measurement experts to assist with field-level inspections in BLM.

The Appeals and Regulations program drafts proposed Director decisions or otherwise resolves industry appeals of ONRR, State, and American Indian Tribal orders and demands for payment. The Director decisions analyze, interpret, and apply statutes, regulations, case law, leases, unit and communitization agreements, and guidance documents. In addition, the Appeals group provides guidance within ONRR and for States and American Indian Tribes on complex issues. This group also drafts all new rulemakings and all authorizations for information collection, and processes all notices published to meet the requirements of the Federal Register.

Program Performance Estimates

Enforcement: ONRR has collected \$65.7 million in civil penalties since 1982. In 2023, ONRR issued 109 notices of noncompliance and 32 civil penalties totaling more than \$2.8 million, achieved compliance in 234 enforcement cases, and collected \$1.4 million in civil penalties. Since fiscal year 2001, ONRR has also collected \$55.4 million as a result of bankruptcy cases. In 2023, ONRR timely filed two bankruptcy proofs of claim totaling more than \$624,361, collected \$3.6 million in bankruptcy proceedings, and protected the government's mineral revenue interests in 74 lead active bankruptcy cases.

Royalty Valuation: In 2023, ONRR completed 410 valuation guidance requests from internal and external stakeholders. In addition, Royalty Valuation completed 17 virtual and three in-person training sessions on Federal and Indian royalty value, which included industry as well as State, Tribal, and ONRR personnel. ONRR completed nine complex unbundling review projects and supported 16 audits of transportation and processing allowances. In addition, ONRR supported the OIG and the DOJ by supplying technical expertise in determining single damages in several ongoing false claims cases and settlement cases.

Production Risk Management: Since its inception in 2014 through 2022, BSEE's pilot offshore production Measurement Inspection Unit (MIU) conducted 894 inspections of production meters and other equipment at offshore facilities and 126 inspections at onshore facilities. The production measurement verification team witnessed 345 oil meter provings and 203 gas meter calibrations. These inspections resulted in 1,132 written Incidents of Non-Compliance (INCs). The INCs require companies to address deficiencies discovered by measurement inspectors and to provide greater assurance that the measured royalty volumes are reported correctly. The inspection efforts safeguard the integrity of the

measurement process by requiring companies to measure accurately and in accordance with regulatory requirements, industry standards incorporated by reference, and BSEE measurement approvals.

In 2023, BSEE and ONRR agreed to close the MIU pilot program and expand inspection resources to all BSEE Gulf of Mexico field offices. As a result, inspections have risen from 51 MIU Inspections which resulted in 25 INCs in 2022 to 421 Measurement & Site Security Inspections which resulted in 355 INCs in 2023.

ONRR and BLM continue to expand the onshore production verification program since its inception in 2016. In 2019, the Measurement and Production Team at BLM's National Operations Center expanded inspections to a geographically wide range of onshore production facilities from Alabama to California. Starting in 2019 and rapidly expanding through 2022, ONRR and BLM began deploying a new strategy of employing trained and certified petroleum engineering technicians that were stationed in the vicinity of most high-risk oil and gas production operations. Since 2016, BLM's Measurement and Production Team has conducted inspections of 223 leases/agreements (including 533 production facilities) and issued 729 INCs. Continued collaboration with ONRR's Production Research & Measurement engineers will ensure production volumes run through complex measurement systems are reported correctly and in accordance with BLM approvals and recognized measurement standards.

Appeals: Since 1987, the Department has rendered decisions in appeals involving \$3.0 billion in additional royalties, rentals, liquidated damages, and interest. In 2023, ONRR completed Director decisions or otherwise disposed of 332 appeals of orders and offered guidance on more than 50 matters.

Regulations: In 2023, ONRR published three final rules, one proposed rule, eight information collection renewals, and two notices in the Federal Register.

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Central Hazardous Materials Fund

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Sheet

Central Hazardous Materials Fund

For necessary expenses of the Department of the Interior and any of its component offices and bureaus for the response action, including associated activities, performed pursuant to the Comprehensive Environmental Response, Compensation, and Liability Act (42 U.S.C. 9601 et seq.) (CERCLA), \$10,064,000, to remain available until expended: Provided, That amounts provided under this heading in this or any prior Act shall not be available to fund liabilities or obligations of the United States, or any agency or department thereof, for past or future response actions or costs agreed to pursuant to section 122 of CERCLA or imposed by court order in any action pursuant to CERCLA or other Federal or State environmental law.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118–15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Citations

Appropriation: Central Hazardous Materials Fund

Appropriation language and citations:

1. For necessary expenses of the Department of the Interior and any of its component offices and bureaus for the response action, including associated activities, performed pursuant to the Comprehensive Environmental Response, Compensation, and Liability Act (42 U.S.C. 9601 et seq.), \$10,064,000, to remain available until expended:

42 U.S.C. 9601 et seq.

The Comprehensive Environmental Response, Compensation and Liability Act of 1980 (CERCLA), as amended by the Superfund Amendments and Reauthorization Act (SARA) of 1986, provides for liability, risk assessment, compensation, emergency response, and cleanup (including the clean-up of inactive sites) of hazardous substances. CERCLA requires Federal agencies to address unacceptable risk at sites where hazardous substances threaten to be, or have been released, and provides a consistent methodology whereby responsible parties and Federal agencies perform site characterization and cleanup.

2. Provided, That amounts provided under this heading in this or any prior Act shall not be available to fund liabilities or obligations of the United States, or any agency or department thereof, for past or future response actions or costs agreed to pursuant to section 122 of CERCLA or imposed by court order in any action pursuant to CERCLA or other Federal or State environmental law.

This language prohibits the use of program funding to fulfill CERCLA or court settlements.

Departmentwide Programs - Central Hazardous Materials Fund
Budget At A Glance
(Dollars in Thousands)

Appropriation: Central Hazardous Materials Fund	2023 Actual	2024 Annual. CR	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request
Central Hazardous Materials Fund	10,064	10,064	+140	+0	-140	10,064
Reduction to Clean-up Projects					[-188]	
Agency Baseline Capacity					[48]	
TOTAL, CENTRAL HAZARDOUS MATERIALS FUND	10,064	10,064	140	+0	-140	10,064

Summary of Requirements for Departmentwide Programs
(Dollars in Thousands)

CENTRAL HAZARDOUS MATERIALS FUND	2023 Actual Amount	2023 Actual FTE	2024 Annual. CR Amount	2024 Annual. CR FTE	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-) Amount	Program Changes (+/-) FTE	2025 Request Amount	2025 Request FTE	Change from 2024 Annual. CR (+/-) Amount
Central Hazardous Materials Fund	10,064	3	10,064	4	+140	+0	-140	+0	10,064	4	+0
TOTAL, CENTRAL HAZARDOUS MATERIALS FUND	10,064	3	10,064	4	+140	+0	-140	+0	10,064	4	+0

Central Hazardous Materials Fund

Justification of Fixed Costs

(Dollars In Thousands)

Fixed Cost Changes and Projections	2024 Change	2024 to 2025 change	Description
Change in Paid Days	+3	+0	Total paid days for FY2025 is 261 (2088 hours) which is the same number of days as FY2024. This information is consistent with the published Circular A-11.
Pay Raise	+43	+130	The President's Budget for 2025 includes one quarter (October-December 2024) of the 5.2% pay raise for 2024 and three quarters (January-September 2025) of the estimated 2.0% pay raise for 2025, as published in the OMB Circular A-11.
Employer Share of Federal Employee Retirement System	+0	+0	The estimates do not reflect increases to the employer contribution for FERS or Law Enforcement FERS for FY2025 in accordance with the published OMB Circular A-11.
Departmental Working Capital Fund	+6	-3	The estimates reflect final decisions of the Working Capital Fund Consortium on the Working Capital Fund central bill.
Worker's Compensation Payments	+0	+0	The amount reflects final chargeback costs of compensating injured employees and dependents of employees who suffer accidental deaths while on duty. This amount reflects the final Workers Compensation bill for 2025 payable to the Department of Labor, Federal Employees Compensation Fund, pursuant to 5 U.S.C. 8147(b) as amended by Public Law 94-273.
Unemployment Compensation	+0	+0	The amount reflects projected changes in the costs of unemployment compensation claims to be paid to the Department of Labor, Federal Employees Compensation Account, in the Unemployment Trust Fund, pursuant to Public Law 96-499. This estimate reflects an applied annual inflation factor of 3.0% to the 5-year average of actuals between 2018-2022.
Rental Payments	+0	+13	This estimate reflects the FY 2025 President's Budget 54s as submitted. The amounts reflect changes in the costs payable to General Services Administration (GSA) and others for office and non-office space as estimated by GSA, as well as the rental costs of other currently occupied space. These estimates reflect MIB rent, Security, Federal Reserve Parking, and Operations and Maintenance distributed by bureau and office, based upon OFAS provided MIB occupancy levels. Costs of mandatory office relocations, i.e. relocations in cases where due to external events there is no alternative but to vacate the currently occupied space, are also included.

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Activity: Central Hazardous Materials Fund

Account	2023 Actual	2024 Annual.CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Central Hazardous Materials Fund							
(\$000)	10,064	10,064	+140	+0	-140	10,064	+0
FTE	3	4	+0	+0	+0	4	+0

Summary of Program Changes

Request Component	(\$000)	FTE
Reduction to Clean-up Projects	-188	0
Agency Baseline Capacity	+48	0
TOTAL Program Changes	-140	0

The 2025 Budget Request for CHF is \$10,064,000 and 4 FTE, a program change of -\$140,000 and 0 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Reduction to Clean-Up Projects (-\$188,000 / -0 FTE) – The request includes a reduction of -\$188,000 that, based on the average cost per site funded in FY 2023, will reduce the number of high priority contaminated sites that can be addressed across the Department by one-half of a site. In 2025, the requested funding is anticipated to support cleanup activities at roughly 23 sites. The proposed funding will allow the CHF program to continue work on sites that pose the highest risks to employees, public health and welfare, and the environment. The program will continue to seek the participation of potentially responsible parties to minimize the cleanup costs borne by American taxpayers.

Baseline Capacity – 2024 Fixed Costs (+\$48,000 / +0 FTE) – The 2025 budget includes important investments in programs needed to help strengthen America and be more competitive as the world continues to change. These investments include funding needed to maintain a strong, talented workforce and the must pay requirements needed to continue to fulfill CHF’s mission. The budget includes +\$48,000 million for CHF, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in FY 2024. This request, in combination with the FY 2025 fixed costs amounts, will allow the program to meet must pay requirements without impacting program activities.

Program Overview

The CHF is the Department’s principal source of funds for the cleanup of the most highly contaminated sites located within national parks, national wildlife refuges, and on other Department-managed lands.

CHF sites pose potential risks to employees, public health and welfare, and the environment. These sites require funding and technical expertise that cannot adequately be addressed using available bureau resources. Each year, the CHF program receives several times more in requests than can be funded. The CHF supports the bureaus with the Department's best legal, technical, and project management expertise to address their highest-priority cleanup problems. The CHF funding is only allocated to sites using the cleanup process under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA). CERCLA is also known as the "Superfund" statute.

Executive Order 12580 – Superfund implementation delegated the Department as the "lead agency" for implementing non-emergency CERCLA response actions on Department-managed land. The CHF program authorizes the Department to recover, retain, and use money from the potentially responsible parties (PRPs). The Department also avoids costs by directing and overseeing the response actions performed and funded by the PRPs. Since the CHF was established in 1995, it has received over \$138.4 million in recoveries from PRPs and, as of 2023, has avoided an estimated \$835.6 million in bureau spending through in-kind remediation work performed by PRPs and other parties. The CHF has funded more than 100 projects, and of these funded projects, 45 sites are either in long term monitoring, no longer require funding, or cleanup is complete.

The purposes of the CHF are to:

- Protect public health and the environment on Department-managed lands and facilities.
- Respond to the release and threatened release of hazardous substances in a manner consistent with the National Oil and Hazardous Substances Pollution Contingency Plan and with bureau land use and management plan objectives.
- Pursue wherever possible cost recovery from, or the performance of cleanup work by, parties legally responsible for the contamination of Department-managed land.

Project Selection Criteria — The Department's highest priorities for remediation are identified using four criteria:

1. Risk to human health and the environment;
2. Legal obligations and mitigating potential enforcement actions that could result if action is not taken;
3. Secretarial priorities; and,
4. Mission priorities.

The selection criteria are applied by the Technical Review Committee (TRC) as it conducts its annual review of projects for the purpose of allocating available resources. The TRC is a multi-disciplinary working group comprised of representatives of the Bureau of Land Management (BLM), the Fish and Wildlife Service (FWS), the National Park Service (NPS), the Bureau of Indian Affairs (BIA), the Bureau of Reclamation (BOR), the U.S. Geological Survey (USGS), and the Office of the Secretary, including the Office of Budget and the Office of Environmental Policy and Compliance (OEPC). OEPC provides policy, coordination, and oversight of the CHF, and chairs the TRC.

Program Management — The OEPC manages the CHF to provide:

- Direction, consistency, and coordination of the Department's Central Hazardous Materials Fund program.
- Oversight of contaminated site cleanups, and the subsequent monitoring and maintenance of remedial actions, to achieve timely and protective response actions.
- Optimal and cost-effective use of the Department's remediation resources for the Department's contaminated sites.

Program management activities include CHF financial management oversight and technical support, as well as managing a database that is used to track potentially contaminated sites that might need to be funded by the CHF. This database is also used to identify and quantify the Department's Environmental and Disposal Liability (EDL) which is reported on the Department's financial statements.

Cost Recovery — From the establishment of the CHF in 1995 through 2023, the Department obtained an estimated \$974 million from cost-recoveries and for the performance of work by other parties. During this same period, the Department received approximately \$296 million in annual CHF appropriations. For those sites at which PRPs are identified, the Department has used appropriated dollars to leverage response action or recover costs from PRPs. The amount of cost recoveries the Department receives each year is dependent on several variables, including but not limited to:

- Number of projects with viable PRPs;
- Timing of settlements and other agreements;
- Amount of costs already incurred at a project with an agreement; and,
- Projects in which the Department receives funding in advance for future remediation.

The program received approximately \$4 million in cost recoveries during 2023 which were used to reimburse the Department for remediation costs already incurred and to pay the Department's cost to oversee third party work on Department-managed lands. These funds are used to initiate cleanup at other sites where PRPs do not exist, such as abandoned mines, or to continue remediation work at other projects already underway.

Enforcement activity to recover costs or negotiate the performance of work by PRPs is a multi-year, resource-intensive Departmental priority activity. Often, extensive research must be conducted to identify viable responsible parties. Negotiations with PRPs can be complex, time-consuming, and adversarial. Legal support funded by the CHF includes identifying and researching documentation of response costs, developing legal strategies for cost recovery, coordinating with the Department of Justice, bringing litigation, or negotiating settlements, and providing additional support to the bureaus and the Department in the development and successful prosecution of claims.

Additionally, site-specific collaboration, where legally appropriate, with the Office of Restoration and Damage Assessment enables the Department to speak with one voice in negotiations with PRPs. This unified approach provides an opportunity for PRPs to discharge their obligations for clean-up as well as the restoration of natural resources through a coordinated process.

Program Performance Estimates

Benefits and impacts from CHF funding go beyond protection of human health and the environment. Benefits of cleaning up contaminated sites include increasing access and types of use at public lands that were previously restricted. Types of activities taking place at sites cleaned up by the CHF include, but are not limited to hunting and fishing, wildlife viewing, hiking, biking, as well as off road vehicle use. There are local and nationwide economic impacts from the expenditure of funding at cleanup sites. For example, at the Crab Orchard National Priorities List (NPL) site in Carbondale, IL, 35 percent of the project's expenditures were spent within the local economy which had the complementary effect of adding employment and economic opportunities to this rural community.

The following are three examples of cleanup projects requesting CHF funding in 2024:

1. The Crab Orchard National Wildlife Refuge was established shortly after World War II. The enabling legislation from Congress had four purposes including industrial reuse, agricultural use, recreational use, and wildlife conservation. Past military use and industrial reuse by private companies caused contamination of the land and waters on the Refuge, especially during the early years before modern environmental laws were passed. In 1987, the Environmental Protection Agency (EPA) added 22,000 of the 43,500 acres of the Refuge to the National Priorities List (NPL) under Superfund. The Crab Orchard NPL Site is the Department's only active Federal Facility NPL site. Activities planned in 2024 include the following: a removal action at the Area 7 Pesticides Site, evaluation of the closure of the treatment system for the Polychlorinated Biphenyl (PCB) Operable Unit (OU) Groundwater Plume 1, oversight of the remedial design for the interim remedial action for the PCB OU Groundwater Plume 2, completion of the Additional and Uncharacterized Sites Operable Unit Feasibility Study and issuance of the proposed plan along with hosting public meetings for the plan.
2. The Topock Pacific Gas and Electric (PG&E) Natural Gas Compressor Station located in Topock, CA, released hexavalent chromium and other contaminants to the soil and groundwater during the 1950s through the early 1970s. The site is located along the Colorado River, which supplies water to numerous States, cities, and communities. The California Department of Toxic Substances Control (DTSC) and the Department have been working with PG&E to investigate and develop a strategy to address the contamination. In addition, the Department, as part of its Trust responsibilities, has and will continue to conduct government to government consultation with nine Native American Tribes with ancestral ties to the area. DTSC initiated the groundwater investigation in 1996 and numerous phases of data collection and evaluation have been completed. The final groundwater remedy construction has started and is expected to be completed by 2027. The Department is the lead agency in the Engineering Evaluation/Cost Analysis (EE/CA) Soil Non-Time-Critical Removal Action. PG&E began implementation of the approved action in June 2022. CHF funds are needed for continued groundwater remedy construction oversight, soil remedial activities, and ongoing Tribal consultation.
3. The National Park Service plans to use CHF funds to support cleanup activities at 6 sites in the Washington, DC area along the banks of the Anacostia River. The sites (Anacostia River Sediments, Kenilworth Park Landfill, Oxon Cove Landfill, Poplar Point, Washington Gas & Light, and Watts Branch Sediment Site) are located within the National Capital Parks – East and address historical contamination within the river sediment, on its shores and within the surrounding communities. Many of these

communities are impacted by environmental justice issues. All CHF-funded cleanup activities require community participation. Community input is a key component to remedy selection. At all sites, the goal is to protect human health and the environment and provide as many diverse opportunities as possible for people to enjoy their public lands – especially a National Park complex close to our Nation’s capital.

The CHF will continue to focus on performance and management strategies to improve the use of resources, targeting high risk sites, and seeking innovative methods to streamline the cleanup process. Staff is working with other agencies, such as the EPA and the U.S. Army Corps of Engineers, to benchmark cleanup technologies and seek ways of capitalizing on other agencies’ experiences in cleanup. The CHF is also actively working on strategies to improve internal processes and to manage cleanups. CHF funding supports the economy through contract work at the cleanup sites. The CHF program, by funding remediation at these high-risk sites, is returning contaminated lands to reuse for recreation, hunting, fishing, and other economic uses. The program also improves water quality of adjacent streams and rivers that have been degraded by contaminants and runoff.

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ECRP – AHMR
BIL OWP

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Sheet

Energy Community Revitalization Program

(Including Transfers of Funds)

For necessary expenses of the Department of the Interior to inventory, assess, decommission, reclaim, respond to hazardous substance releases, remediate lands pursuant to section 40704 of Public Law 117–58 (30 U.S.C. 1245), and carry out the purposes of section 349 of the Energy Policy Act of 2005 (42 U.S.C. 15907), as amended, \$7,009,000, to remain available until expended: Provided, That such amount shall be in addition to amounts otherwise available for such purposes: Provided further, That amounts appropriated under this heading are available for program management and oversight of these activities: Provided further, That the Secretary may transfer the funds provided under this heading in this Act to any other account in the Department to carry out such purposes, and may expend such funds directly, or through grants: Provided further, That these amounts are not available to fulfill Comprehensive Environmental Response, Compensation, and Liability Act (42 U.S.C. 9601 et seq.) obligations agreed to in settlement or imposed by a court, whether for payment of funds or for work to be performed.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118–15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Citations

Appropriation: Energy Community Revitalization Program

Appropriation language and citations:

1. For necessary expenses of the Department of the Interior to inventory, assess, decommission, reclaim, respond to hazardous substance releases, remediate lands pursuant to Section 40704 of Public Law 117-58 (30 U.S.C. 1245), and carry out the purposes of Section 349 of the Energy Policy Act of 2005 (42 U.S.C. 15907), as amended, \$7,009,000, to remain available until expended:

This language makes appropriations available for the Department to inventory, assess, decommission, reclaim, respond to hazardous substance releases on, and remediate abandoned hardrock mine land based on conditions including need, public health and safety, potential environmental harm, and other land use priorities. Funding for this program remains available until expended, allowing the Department the flexibility needed to support program operations.

2. Provided, That such amount shall be in addition to amounts otherwise available for such purposes:

This language makes funds available in addition to funds appropriated for the same or similar purpose to Interior components and other Federal agencies.

3. Provided further, That amounts appropriated under this heading are available for program management and oversight of these activities:

This language makes funds available for program management and oversight of the ECRP.

4. Provided further, That the Secretary may transfer the funds provided under this heading in this Act to any other account in the Department to carry out such purposes, and may expend such funds directly, or through grants:

This language authorizes the Secretary of the Interior to transfer funds to any other Department of the Interior account, to transfer funds to the Secretary of Agriculture for eligible hardrock mine projects on National Forest System land, and to expend funds directly or through grants to carry out the purposes of the ECRP.

5. Provided further, That these amounts are not available to fulfill Comprehensive Environmental Response, Compensation, and Liability Act (42 U.S.C. 9601 et seq) obligations agreed to in settlement or imposed by a court, whether for payment of funds or for work to be performed.

Funds may not be used to fulfill obligations under the Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (42 U.S.C. § 9601 *et seq.*) agreed to in a legal settlement or imposed by a court, whether for payment of funds or for work to be performed. This exclusion applies to third party claims against the United States.

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Departmentwide Programs – Energy Community Revitalization Program

Budget At a Glance
(Dollars in Thousands)

	2023 Actual	2024 Annual. CR	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request
Appropriation: Energy Community Revitalization Program						
Abandoned Hardrock Mine Reclamation	5,000	5,000	+9	+0	+2,000	7,009
State Grants	[1,700]	[1,700]	[+0]	[+0]	[+750]	[2,450]
Tribal Grants	[400]	[400]	[+0]	[+0]	[+860]	[1,260]
Federal Program	[2,100]	[2,100]	[+0]	[+0]	[+350]	[2,450]
Program Management	[800]	[800]	[+9]	[+0]	[+40]	[849]
TOTAL, ECRP	5,000	5,000	9	0	2,000	7,009

Summary of Requirements for Departmentwide Programs

(Dollars in Thousands)

ENERGY COMMUNITY REVITALIZATION PROGRAM	2023 Actual Amount	2023 Actual FTE	2024 Annual. CR Amount	2024 Annual. CR FTE	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-) Amount	Program Changes (+/-) FTE	2025 Request Amount	2025 Request FTE	Change from 2024 Annual. CR (+/-) Amount
ABANDONED HARDROCK MINE RECLAMATION	5,000	0	5,000	1	+9	+0	+2,000	+0	7,009	1	+2,009
State Grants	[1,700]	[0]	[1,700]	[0]	[+0]	[+0]	[750]	[+0]	[+2,450]	[0]	[+750]
Tribal Grants	[400]	[0]	[400]	[0]	[+0]	[+0]	[860]	[+0]	[+1,260]	[0]	[+860]
Federal Program	[2,100]	[0]	[2,100]	[0]	[+0]	[+0]	[350]	[+0]	[+2,450]	[0]	[+350]
Program Management	[800]	[0]	[800]	[1]	[+9]	[+0]	[40]	[+0]	[+849]	[1]	[+49]
TOTAL, ECRP w/o SUPPLEMENTAL	5,000	0	5,000	1	+9	+0	+2,000	+0	7,009	1	+2,009
<i>Bipartisan Infrastructure Law (P.L. 117-58)</i>	<i>0</i>	<i>12</i>	<i>0</i>	<i>21</i>	<i>+0</i>	<i>+0</i>	<i>+0</i>	<i>+0</i>	<i>0</i>	<i>29</i>	<i>0</i>
TOTAL, ECRP w/ SUPPLEMENTAL	5,000	12	5,000	22	+9	+0	+2,000	+0	7,009	30	+2,009

Abandoned Hardrock Mine Reclamation

Justification of Fixed Costs

(Dollars In Thousands)

Fixed Cost Changes and Projections	2024 Change	2024 to 2025 change	Description
Change in Paid Days	+0	+0	Total paid days for FY2025 is 261 (2088 hours) which is the same number of days as FY2024. This information is consistent with the published Circular A-11.
Pay Raise	+0	+9	The President's Budget for 2025 includes one quarter (October-December 2024) of the 5.2% pay raise for 2024 and three quarters (January-September 2025) of the estimated 2.0% pay raise for 2025, as published in the OMB Circular A-11.

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Activity: Abandoned Hardrock Mine Reclamation

Account	2023 Actual	2024 Annual. CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Energy Community Revitalization Program							
(\$000)	5,000	5,000	+9	+0	+2,000	7,009	+2,000
FTE	0	1	+0	+0	+0	1	+0

Summary of Program Changes

Request Component	(\$000)	FTE
State Grants	+\$750	0
Tribal Grants	+\$860	0
Federal Program	+\$350	0
Program Management	+\$40	0
Total Program Changes	+2,000	0

The 2025 Budget Request for Abandoned Hardrock Mine Reclamation is \$7,009,000 and 1 FTE, a program change of +\$2,000,000 and +0 FTE from the 2024 Annualized CR level.

Justification of Program Changes

State Grants (\$2,450,000 / 0 FTE - +\$750,000 / +0 FTE) - The budget request includes \$2.5 million to provide grants or cooperative agreements to States impacted by abandoned hardrock (non-coal) mining. The ECRP provides funds when the companies that created these sites have left and are no longer viable to address cleanup and closure and will create jobs in these communities to help repair damage from these legacy activities. Many States are struggling to inventory, assess, and reclaim these old mines, and some States had no hardrock mine database prior to the AHMR program. These grants will assist in States to identify their high-risk sites and address the public health and safety issues. An additional \$750,000 will result in more State capacity to improve mining-related data and the consideration of more costly projects (the current funding cap being considered is \$300,000 per State). Using the average cost under the Federal program, \$750,000 would result in more than 4 additional State projects being funded.

Tribal Grants (\$1,260,000 / 0 FTE - +\$860,000 / +0 FTE) - The budget request includes \$1.3 million to provide grants or cooperative agreements to Tribal communities impacted by abandoned hardrock (non-coal) mines. The program provides resources to Tribes to inventory, assess, reclaim, and/or remediate abandoned hardrock mines on Tribal lands. The program will also provide resources to support grants management capacity within Tribes. Previous budgets for the Tribal program focused on capacity building and data collection (inventory and assessment). Based on the average project cost in the first round of funding, an additional \$860,000 will enable the program to fund an additional 5 mine reclamation projects, in addition to capacity building and data collection.

Federal Program (\$2,450,000 / 0 FTE - +\$350,000 / +0 FTE) - The budget request includes \$2.5 million to provide critical funding to Federal land managers to address the legacy of abandoned hardrock (non-coal) mines scattered across Interior managed lands and US Forest Service lands. The program focuses on inventory, assessment, and prioritization to address the highest risk environmental and physical safety projects on Federal lands. Many of these sites also are associated with cultural and natural resources that need to be evaluated and addressed in a holistic approach. Based on the average project cost in the first round of funding, a budget increase of \$350,000 will enable the program to fund approximately 2 more projects, each of which comprised of multiple physical safety or contaminated features.

Program Management (\$849,000 / 1 FTE - +\$40,000 / +0 FTE) - The budget request includes \$849,000 and 4 FTE to provide program and grants management. The program will develop a Department-level data system to track the number of AMLs across Federal, State, private, and Tribal lands. The ECRP will leverage the success of the Central Hazardous Materials Fund to effectively prioritize and administer the highest risk abandoned hardrock (non-coal) mine sites for cleanup.

Program Overview

The Abandoned Hardrock Mine Reclamation (AHMR) program is designed to support nation-wide hardrock AML reclamation, as authorized in BIL Section 40704. The Office of Environmental Policy and Compliance (OEPC), on behalf of the Secretary, leads Section 40704 activities. The program focuses funding on abandoned hardrock (i.e., non-coal) mine sites. These sites are scattered across the country and impact almost every State. Through grants and cooperative agreements programs, AHMR will provide resources to States and Tribal communities impacted by these abandoned mine sites. AHMR will provide funds when the companies that created these sites have left and are no longer viable to address cleanup and closure and will create jobs in these communities to help repair damage from these legacy activities. These efforts will also improve the environment, restore water quality, and make the community safer for those who live in communities that have historically depended on mining and energy development, while restoring the natural resources and creating recreational opportunities.

In addition, AHMR will provide critical funding to the Interior's land management bureaus in addressing the legacy of abandoned mine sites scattered across the Department's lands. The program will focus on inventory, assessment, and prioritization of these sites to address the highest risk environmental and physical safety sites on Department lands. Many of these sites also are associated with cultural and natural resources that need to be evaluated and addressed in a holistic approach. The program will operate in tandem with BLM's Abandoned Mine Lands program, which is focused specifically on the high volume of abandoned mine sites on BLM lands.

Program Performance Estimates2023 Accomplishments:

In FY 2023, the Department funded AML projects across the Department's land managing bureaus, and the U.S. Forest Service. With the U.S. Geological Survey (USGS), OEPC continued development of a comprehensive database of abandoned mines, publishing in May 2023 a map of over 726,000 AML features nation-wide (13 percent coal-related, 87 percent hardrock). This initial effort resulted from the digitization of topographic maps and will need to be field verified. For that reason, USGS also has begun to compile data from Federal, State, and Tribal agencies to confirm or correct the topographic information. The Department is also developing grant assistance to States and Tribes.

The AHMR 2023 accomplishments and activities include:

- Convened the Department Review Committee comprised of bureau representatives, as well as USDA and USFS.
- Drafted an MOU with USDA/ U.S. Forest Service to facilitate the transfer of AHMR project funds.
- Conducted a data call on Federal projects, finalized a scoring matrix as a tool to prioritize proposals, and recommended 17 projects to receive a total of \$3 million in funding in 2024.
- Coordinated with the Interstate Mining Compact Commission, National Association of Abandoned Mine Land Programs, and the Western States Water Council seeking input and feedback from States.
- Established a State and Tribal Grant program through an assistance listing published in May 2023.
- Hired an AML Program Manager to administer the program.

2024 Planned Activities and Milestones:

Establishment of the State and Tribal Grants programs:

- Create a Catalogue of Federal Domestic Assistance (CFDA) number for the State and Tribal grants programs.
- Develop draft grant guidance and host virtual listening sessions or round table discussions with States and Tribes to receive feedback on the respective program guidance.
- Develop performance metrics and goals, create scoring criteria for evaluating applications, draft a Notice of Federal Opportunity (NOFO), and identify the members of the review panel.
- Develop Tribal training and other technical assistance related to the grants processes.
- Open the grant application period for State AHMR Grants.
- Hold Tribal consultation, finalize Tribal Grant guidance, and open the grant application period.

The Federal Program will address abandoned hardrock mines on Department managed and U.S. Forest Service lands. The program will mirror the Central Hazardous Materials Fund (CHF) operating model which effectively administers the cleanup of hazardous substance releases across Department managed lands.

- Analyze the inventory data and evaluate the best data sources on abandoned mine sites.
- Develop a National AML database to track all AML sites and features on Federal, State, local, private, and Tribal lands.
- Continue the inventory, assessment, and prioritization of abandoned mines.
- Benchmark from the Department's ECRP Orphaned Well program by using the established work group (Department Review Committee) and existing prioritization matrix for AMLs.
- Finalize Federal funding distribution, develop internal control procedures, and monitor performance.
- Based on availability of funds in 2024, release a call memo for new Federal AHMR project nominations.

2025 Planned Activities and Milestones:

- Monitor the use of awarded State and Tribal grant funds, ensuring conformance to award terms and conditions.
- Develop 2025 State and Tribal grant guidance and publish Notices of Funding Opportunity (NOFOs) for the two grant programs.
- Provide technical assistance to States and Tribes in grant administration and technical subject matter.
- Coordinate with the Interstate Mining Compact Commission (IMCC) and the National Association of Abandoned Mine Land Programs (NAAML) to increase AHMR program awareness and identify areas for program improvements.
- Monitor the use of distributed Federal AHMR funds, including implementing Internal Control Reviews (ICRs).
- Issue a Call for 2025 nominations among the Federal Land Management Agencies at DOI and USDA. Convene meetings of the Department Review Committee (DRC) to review nominations and make funding recommendations based on the availability of funds.
- Continue the compilation of an Abandoned Mine Land (AML) database with USGS, covering Federal, Tribal, State, and private AML sites and features.

Orphaned Wells Program

Bipartisan Infrastructure Law (BIL)

FY 2025 Annual Spend Plan

Introduction

President Biden signed the Bipartisan Infrastructure Law (BIL, PL 117-58) on November 15, 2021. Under Section 40601, Methane Infrastructure Reduction, the act authorized the Department of the Interior (Interior) to establish a Federal program to plug, remediate and reclaim orphaned oil and gas wells on Federal lands and create a grant program for States and Tribes to also plug, remediate and reclaim orphaned wells on their lands. This landmark investment will rebuild America's critical infrastructure, tackle the climate crisis, advance environmental justice, and drive the creation of good-paying union jobs. By addressing long overdue improvements and strengthening our resilience to the changing climate, this investment in our communities across the country will grow the economy sustainably and equitably so everyone gets ahead for decades to come.

Interior will receive \$30.6 billion over five years in direct funding through the BIL, including \$4.677 billion to create an Orphaned Wells Site Plugging, Remediation, and Restoration program to support Federal, State, and Tribal efforts to address cleanup needs from orphaned oil and gas wells across the country.

The Orphaned Wells Program adheres to the Administration's implementation priorities to:

- Invest public dollars efficiently, avoid waste, and focus on measurable outcomes for the American people;
- Increase the competitiveness of the economy, including through implementing the Act's Made-in-America requirements and bolstering U.S. manufacturing and supply chains;
- Improve job opportunities for millions of Americans by focusing on high labor standards for these jobs, including prevailing wages and the free and fair chance to join a union;
- Invest public dollars equitably, including through the Justice40 Initiative, which is a government-wide effort toward a goal that 40 percent of the overall benefits from Federal investments in climate and clean energy flow to disadvantaged communities;
- Help combat the crisis of climate change by reducing greenhouse gas emissions; and
- Effectively coordinate with State, local, Tribal, and territorial governments in implementing these critical investments.

Program Summary

The BIL provides a total of \$4.677 billion to the Secretary of the Interior for the programs and activities shown in the table below related to orphaned wells. The Assistant Secretary – Policy, Management, and Budget (AS-PMB) administers the authorized funding categorized as emergency supplemental discretionary appropriations available for obligation until September 30, 2030. The Office of Environmental Policy and Compliance (OEPC) implemented the program on behalf of AS-PMB until Secretarial Order 3409, signed on January 10, 2023, created the Orphaned Wells Program Office

(OWPO) to implement and manage the financial assistance programs and programmatic activities required by Section 40601 of the BIL.

Orphaned Wells Program Bipartisan Infrastructure Funding Enacted Amounts Available (dollars in 000s)	
Program/Activity	Total Available
Federal Program	250,000
State Initial Grants	775,000
State Formula Grants	2,000,000
State Performance Grants	1,500,000
Tribal Grants	150,000
IOGCC Cooperative Agreement	2,000
Administration (up to 3%) -- non-add	[140,310]
Directed Transfer to Office of Inspector General (0.5%) -- non-add	[23,385]
Total	4,677,000

The OWPO has primary responsibility for administration of the \$250 million Federal Program and leads the Energy Community Revitalization Program (ECRP) Technical Working Group (TWG) to prioritize project funding and address technical issues such as methane measurement at the wellhead. Within the overall orphaned wells program, the OWPO also has primary responsibility for administration of \$4.3 billion in grants to States and Tribes and works cooperatively with the Interior Business Center (IBC) and the Office of the Solicitor in implementation of those grants. Multiple other bureaus and offices within Interior provide guidance on contracting, grants management, fund controls, formulas for funding distribution, performance management, and financial reporting.

Orphaned Wells Program Bipartisan Infrastructure Legislation (BIL) Funding by Year of Availability

Enacted Amounts Available (\$000)

Account/Program/Activity	FY 2022	FY 2023	FY 2024	FY 2025	Total
BIL Orphaned Wells Program					
Federal Program					
Orphan Well Federal Program	32,839	63,808	50,000	50,000	196,647
Subtotal, Federal Program	32,839	63,808	50,000	50,000	196,647
Grant Program					
Initial State Grants	560,000	0	15,000	15,000	590,000
State Formula Grants	0	0	658,038	539,591	1,197,629
State Performance Grants	0	0	187,500	375,000	562,500
Tribal Grants	0	39,381	50,000	50,000	139,381
Subtotal, Grant Program	560,000	39,381	910,538	979,591	2,489,510
Other Activities					
IOGCC Cooperative Agreement	0	0	1,930	0	1,930
Administrative (Up to 3%)	9,369	20,000	21,000	21,000	71,369
Office of Inspector General (Direct Transfer)	23,385	0	0	0	23,385
Subtotal, Other Activities	32,754	20,000	22,930	21,000	96,684
Total BIL Orphaned Wells Program	625,593	123,189	983,468	1,050,591	2,782,841

Federal Orphaned Wells Program

The Federal Program addresses orphaned oil and gas wells on Federal lands managed by Interior or the United States Department of Agriculture (USDA). By plugging orphaned wells and reclaiming and restoring orphaned wells sites, Interior will reduce the release of methane and other gases, address surface and groundwater contamination, restore wildlife habitat, and remove abandoned infrastructure littering the landscape. Priority will be given to activities that most expeditiously reduce methane emissions, provide environmental benefits to disadvantaged communities, and create good paying union jobs. Consistent with the intent of the BIL to support energy communities in economic transition and environmental justice communities, guidance will be provided to encourage directing expenditures to local, small business, 8a, and other appropriate vendor categories, as available.

FY 2023 Activities and Accomplishments

- Distributed \$61.5 million to Interior bureaus and the USDA's Forest Service (USFS) to fund a total of 24 orphaned well-site projects.
 - An additional \$2.4 million was distributed to bureaus and the USFS for administrative purposes and is accounted for under the Administrative Funding section later in this document. Together, this provided \$63.8 million to our Federal partners.

- To support the Federal Program, the Bureau of Land Management (BLM) awarded 13 Indefinite Delivery Indefinite Quantity (IDIQ) contracts to create efficient and centralized funding options to address ongoing legacy pollution and safety hazards from orphaned oil and gas wells.
- BLM and the U.S. Fish and Wildlife Service (FWS) plugged a total of 113 orphaned wells as of September 30, 2023, with FY 2022 BIL funding. Based on post-plugging measurements, methane emissions were confirmed to be eliminated for 12 of the wells BLM plugged.
- Made the orphaned well database, which provides information for monitoring approved and funded orphaned wells or projects, available to Federal partners.
- The Bureau of Safety and Environmental Enforcement (BSEE) awarded two five-year contracts in August of 2023 for the decommissioning of nine orphaned wells in the Matagorda Island area offshore Texas.
- Funding activities under the Federal program contributed \$28.4 million to the economy in FY 2023, and an estimated total of 313 jobs supported from this investment¹.
- Issued guidance to Interior bureaus and offices and the USFS on September 1, 2023, to initiate the FY 2024 Federal nomination and funding process.
- Reviewed Interior bureaus and USFS's use of BIL funds (workplans, obligations, and expenditures).

FY 2024 Planned Activities and Milestones

- Complete the nomination process, obtain funding approval, and distribute funds to Interior bureaus and USFS for approved FY 2024 activities. The planned allocation of funds is \$50 million for FY 2024 activities.
- Continue partnership with Interior and USFS offices to enhance the functionality and capability of the Orphaned Wells database to:
 - Inventory both wells and non-plugging activities on Federal land;
 - Improve the internal controls over the inventorying of wells and establish a system of record for approved and funded projects; and
 - Automate key steps in the nomination process.
- Initiate and complete work for approved FY 2022 and FY 2023 well plugging, remediation, and reclamation projects.
- Conduct Federal Program internal control reviews.
- Issue guidance for the FY 2025 nomination and funding process.

FY 2025 Planned Activities

- Complete the nomination process, obtain funding approval, and distribute funds for FY 2025 projects. The allocation of funds for FY 2025 activities is \$50 million based on prior year' activities.
- Monitor the Federal program for performance and update all guidance and direction, as appropriate.
- Conduct financial and internal control reviews.

¹ Based on analysis or estimates using IMPLAN, an economic analysis software application designed to estimate the impacts or "ripple" effects of a given economic activity.

Grant Programs

The OWPO provides grants to States and Tribes to plug, remediate, and reclaim orphaned wells located on State, private, or Tribal lands. Grant recipients may use funds to identify and characterize undocumented wells; remediate soil and restore native species habitat that have been degraded due to the presence of the orphaned wells and associated pipelines, facilities, and infrastructure; remediate land adjacent to orphaned wells; and decommission or remove associated pipelines, facilities, and infrastructure.

State Grant Programs

States will be required to make information regarding the use of the funds available on a public website; measure and track emissions of methane and other gases, and contamination of groundwater or surface water, associated with orphaned wells; and identify and address any disproportionate burden of adverse human health or environmental effects of orphaned wells on communities of color, low-income communities, and Tribal and indigenous communities.

The initial steps for implementing the State Grant Programs are clearly laid out in the BIL. For States, there are opportunities for:

- Initial grants – for capacity building, orphan well inventory/identification and/or augmenting existing well plugging activities (\$748 million).
- Formula grants – distributed to qualifying States based on a formulaic criterion (\$1.9 billion).
- Performance grants – distributed to qualifying States that demonstrate progress in alleviating the likelihood of future wells be orphaned by doing such things as changing laws, revising permitting processes, and strengthening bonding requirements (\$1.4 billion).

In general, all grants will result in contracted cleanup opportunities where the selected contractor will have to comply with Buy American requirements and, when construction contracts are involved, pay prevailing wages pursuant to the Davis-Bacon Act, just as if they were a Federal agency entering into its own contracts. The OWPO coordinates with the Interstate Oil and Gas Compact Commission (IOGCC) and its members to solicit ways to best manage the State Orphaned Wells Grant Programs. The OWPO will continue to review grant guidance and implementation to improve the process and integrity of the various State Grant Programs.

FY 2023 Activities and Accomplishments

- Conducted post-award monitoring procedures of States' Initial grant awards as follows:
 - Reviewed quarterly performance reports submitted by the twenty-six States. Based on States' performance reports for Q1 through Q3, a total of 5,981 wells were plugged on State-owned and private lands, which resulted in an estimated 11,804 metric tons (carbon dioxide equivalent) of methane emission reduced, and 185 acres of habitat restored using initial grants funding. Further, the Department estimated contributions from the \$560 million investment under the Initial State grants will stimulate the economy and support 6,255 jobs.
 - Performed site visits to physically observe or monitor activities reported by States.

- Issued Phase 1 State Formula Grant Guidance² on July 10, 2023, making \$658 million available to 26 States for plugging, reclamation, and decommissioning activities.
- Reviewed grant applications for small-scale initial grants and determined up-to \$15 million in funds will be awarded to eligible States within FY 2024.

FY 2024 Planned Activities and Milestones

- Advance all ongoing BIL-funded orphaned well plugging activities, with a focus on the development and administration of the Performance grant programs.
- Issue a Request for Information (RFI) in the Federal Register to obtain feedback on the design of a Regulatory Improvement Grant program. Incorporate feedback received into the development of final guidance and open an application period.
- Finalize the design of the Matching Grant program, solicit public comments, develop guidance, and open an application period.
- Award the first phase of formula grants and prepare Phase 2 guidance.
- Continue to monitor Initial grants, and award additional small-scale Initial grants if additional applications are received. An estimated \$15 million is available for additional Initial grants in FY 2024.
- Conduct post-award monitoring: review awards' performance reports and accompanying financial reports to verify performance of program and appropriate use of funds.
- Continue to coordinate with the IOGCC on implementation of State program grants.

FY 2025 Planned Activities

- Award grants to eligible States: small-scale Initial grants, Phase 2 formula grants, matching grants, and Regulatory Improvement grants.
- Conduct post-award monitoring: review awards' performance reports and accompanying financial reports to verify performance of program and appropriate use of funds.
- Implement a national database, with a public interface, for State orphaned wells data.

Tribal Grant Programs

The BIL made available \$150 million in grant funding to carry out orphaned well site plugging, remediation and restoration activities on Tribal lands. There are two types of Tribal grants available:

- Program Development grants – to fund the development or administration of a Tribal program to carry out activities associated with plugging, remediating, and/or reclaiming orphaned well sites on an Indian Tribe's trust or restricted lands; and
- Tribal Implementation grants – to fund the plugging, remediation, and reclamation of orphaned well sites on an Indian Tribe's trust or restricted lands.

In addition, for Tribes that do not want to apply for or manage a grant, in-lieu of grant (ILOG) funding is available, and a Tribe may request that Interior plug wells directly on their behalf. Outside of a grant

² Phase 1 State Formula Grant Guidance (07/10/23): <https://www.doi.gov/sites/doi.gov/files/state-formula-grant-guidance-07.07.2023.pdf>

application, Tribes may request technical assistance to support practical and economic solutions to orphaned well issues.

FY 2023 Activities and Accomplishments

- In coordination with the Indian Energy Service Center (IESC) and IBC, conducted Tribal grant guidance and best practices webinars in December 2022, and provided technical assistance through weekly office hours between December 2022 and January 2023.
- Released Phase 1 Tribal grant guidance, making \$50 million in funding available.
- In collaboration with IBC, reviewed initial and revised applications, finalized applications for awards, set-aside \$5 million for in-lieu of grant (ILOG) activities, and in September of 2023, awarded \$39.4 million in Implementation and Development grants to 10 Tribes.

FY 2024 Planned Activities and Milestones

- Issue programmatic and financial management guidance to the IESC for ILOG funding and orphaned wells projects in the second quarter of FY 2024.
- Implement Phase 2 Tribal grants by publishing required grants guidance and opening a Phase 2 application period.
- Begin making awards for Phase 2 Tribal grants.
- Conduct post-award monitoring: review awards' performance reports and accompanying financial reports, to verify performance of program and appropriate use of funds.
- Prepare FY 2025 Phase 3 Tribal grant guidance.

FY 2025 Planned Activities

- Award grants to eligible Tribes.
- Conduct post-award monitoring: review awards' performance reports and accompanying financial reports, to verify performance of program and appropriate use of funds.

Interstate Oil and Gas Compact Commission (IOGCC)

A Memorandum of Understanding among Interior, USDA, the Department of Energy, the Environmental Protection Agency, and the IOGCC was signed on January 14, 2022, establishing the structure of the orphaned well program and reflecting the commitment of the various agencies to work cooperatively in support of the program's objectives. The OWPO anticipates the \$1.9 million in BIL funds will be transferred, as required by the statute, to the IOGCC in FY 2024.

Administrative Funding

The BIL provides up to 3% of the funding for administrative costs to execute the orphaned wells program (\$140 million). This funding is for oversight and administrative costs that cannot be assigned to a specific orphaned well. The OWPO is responsible for overseeing the administrative funding.

Management and oversight to execute program activities may include implementing State and Tribal financial assistance programs, distributing BIL funds to State, Federal, and Tribal program participants, working with mandated (e.g., IOGCC) and other program stakeholders, and overseeing the public accounting and applicable programmatic requirements in Section 40601. The OWPO may use these

funds for staffing needs, contracting outside services, procuring intra-and-interagency services, and other operating costs.

FY 2023 Activities and Accomplishments

- Distributed a total of \$4.1 million to Federal partners to fund Interior bureau and USFS program management activities and for U.S. Geological Survey (USGS) technical support to the OWPO.
- Collaborated with stakeholders to accomplish the following program-wide activities:
 - Initiated an approach to create a comprehensive inventory of orphaned wells across the United States that enables the collection of important data points on State, Federal, and Tribal wells.
 - Standardized a data template or reporting of critical quantitative and qualitative data under the Federal, State, and Tribal programs. A comprehensive collection of information such as well identification and type, pre-and-post plugging methane measurements, habitat restoration, etc. advances and builds on the orphaned wells inventory and addresses statutory reporting requirements.
 - Issued updated Methane Measurement Guidelines in July of 2023 for Federal, State, and Tribal government agencies to use in meeting the reporting requirement for methane emissions reductions.
 - Drafted and submitted the FY 2023 Annual Report to Congress.
 - Implemented post-award monitoring procedures for State and Tribal grants.

FY 2024 Planned Activities and Milestones

- Continue partnership with USGS on the inventorying of orphaned wells and data collection efforts to facilitate analyses of plugging and remediation activities and associated methane emission reduction.
- Partner with the National Academy of Sciences (NAS) to provide Interior with research support and technical expertise (white papers, analyses, etc.) related to well plugging policies, practices, standards, and procedures.
- Draft and submit the Annual Report to Congress.
- Continue monitoring grant progress and developing guidance for new grant offerings in the State Grant Programs and Tribal Grant Programs.

FY 2025 Planned Activities

- Continue to manage and oversee the Orphaned Wells Program.
- Draft and submit the Annual Report to Congress.
- Complete development and initiate use of a comprehensive inventory of orphaned wells across the United States, enabling the collection of important data points on State, Federal, and Tribal wells.

Department of the Interior Inspector General (OIG)

In FY 2022, \$23.385 million in BIL funds was transferred to the OIG for the orphaned wells program. The OWPO engaged with the OIG in FY 2023 to provide program-wide oversight and grant fraud

training to potential State awardees and will also do so with the Tribes in FY 2024. OWPO will continue to partner with the OIG in identifying and mitigating risks and potential fraud as early as possible.

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Working Capital Fund

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Sheet

Working Capital Fund

For the operation and maintenance of a departmental financial and business management system, data management, information technology improvements of general benefit to the Department, cybersecurity, and the consolidation of facilities and operations throughout the Department, \$134,807,000, to remain available until expended: Provided, That none of the funds appropriated in this Act or any other Act may be used to establish reserves in the Working Capital Fund account other than for accrued annual leave and depreciation of equipment without prior notice to the Committees on Appropriations of the House of Representatives and the Senate: Provided further, That the Secretary of the Interior may assess reasonable charges to State local, and tribal government employees for training services provided by the National Indian Program Training Center, other than training related to Public Law 93-638: Provided further, That the Secretary may lease or otherwise provide space and related facilities, equipment, or professional services of the National Indian Program Training Center to State, local and tribal government employees or persons or organizations engaged in cultural, educational, or recreational activities (as defined in section 3306(a) of title 40, United States Code) at the prevailing rate for similar space, facilities, equipment, or services in the vicinity of the National Indian Program Training Center: Provided further, That all funds received pursuant to the two preceding provisos shall be credited to this account, shall be available until expended, and shall be used by the Secretary for necessary expenses of the National Indian Program Training Center: Provided further, That the Secretary may enter into grants and cooperative agreements to support the Office of Natural Resource Revenue's collection and disbursement of royalties, fees, and other mineral revenue proceeds, as authorized by law.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Citations

Appropriation: Working Capital Fund

Appropriation language and citations:

43 U.S.C. 1467 Et seq., the Working Capital Fund Act.

1. For the operation and maintenance of a departmental financial and business management system, data management and information technology improvements of general benefit to the Department, cybersecurity, and the consolidation of facilities and operations throughout the Department, \$134,807,000, to remain available until expended:

This provision establishes the amount and purpose of appropriated funding in the Working Capital Fund. The funds provided are available until expended to ensure flexibility for contracts.

2. Provided, That none of the funds appropriated in this Act or any other Act may be used to establish reserves in the Working Capital Fund account other than for accrued annual leave and depreciation of equipment without prior notice to the Committees on Appropriations of the House of Representatives and the Senate:

This provision clarifies that reserves cannot be established in the Working Capital Fund except those specified without prior notice to the Committees on Appropriations.

3. Provided further, That the Secretary of the Interior may assess reasonable charges to State, local and tribal government employees for training services provided by the National Indian Program Training Center, other than training related to Public Law 93-638: Provided further, That the Secretary may lease or otherwise provide space and related facilities, equipment or professional services of the National Indian Program Training Center to State, local and tribal government employees or persons or organizations engaged in cultural, educational, or recreational activities (as defined in section 3306(a) of title 40, United States Code) at the prevailing rate for similar space, facilities, equipment, or services in the vicinity of the National Indian Program Training Center: Provided further, That all funds received pursuant to the two preceding provisos shall be credited to this account, shall be available until expended, and shall be used by the Secretary for necessary expenses of the National Indian Program Training Center:

This provision allows the Department to recover the costs of providing training to State, local and Tribal government employees at the National Indian Program Training Center, as well as allows the Department

to lease space and recover the costs for professional services and equipment from entities conducting commercial, cultural, or recreational activities at the National Indian Programs Training Center. The National Indian Program Training Center was established in December 2004. The Center is managed and operated by the Office of Strategic Employee and Organizational Development. The Center develops and delivers mission-critical training to employees of Bureau of Indian Affairs, Bureau of Indian Education, and the Bureau of Trust Funds Administration. The Center's goals include establishing partnerships with State, local and Tribal governments to provide educational opportunities supporting Interior's trust responsibilities to American Indians.

4. Provided further, That the Secretary may enter into grants and cooperative agreements to support the Office of Natural Resource Revenue's collection and disbursement of royalties, fees, and other mineral revenue proceeds, as authorized by law.

This language provides authority to enter into grants and cooperative agreements associated with ONRR's minerals revenue collection and management functions, including the State and Tribal Audit Program. This language provides the authority for the Interior Business Center to enter into such agreements necessary to carry out minerals revenue collection and management activities such as the State and Tribal Audit Program.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Sheet

Administrative Provision

There is hereby authorized for acquisition from available resources within the Working Capital Fund, aircraft which may be obtained by donation, purchase, or through available excess surplus property: Provided, That existing aircraft being replaced may be sold, with proceeds derived or trade-in value used to offset the purchase price for the replacement aircraft.

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Appropriation Language Citations

Appropriation: Administrative Provision

Appropriation language and citations:

1. There is hereby authorized for acquisition from available resources within the Working Capital Fund, aircraft which may be obtained by donation, purchase, or through available excess surplus property: Provided, That existing aircraft being replaced may be sold, with proceeds derived or trade-in value used to offset the purchase price for the replacement aircraft.

31 U.S.C. 1341 – 1344

This provision provides for general replacement of aircraft and contingency in case of destruction of aircraft for the Department of the Interior, Office of Aviation Services. The aircraft are acquired to support Interior scientific, resource protection, and especially wildland fire missions.

The use of proceeds derived from the sale of replaced aircraft to partially offset the purchase price of the replacement aircraft is a cost-conscious and economical approach to the perpetuation of fleet operations which are financially managed through the Working Capital Fund.

Donated aircraft includes those that may become available through court-ordered action following aircraft seizure, forfeiture, or abandonment procedures in the course of conducting law enforcement investigations or that may become available for other reasons. Aircraft acquired as a donation will be subject to the same rules and regulations of any Interior aircraft (i.e., A-76 provisions).

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**Departmentwide Programs – Working Capital Fund
Budget At A Glance
(Dollars in Thousands)**

Appropriation: Working Capital Fund Appropriated	2023 Actual	2024 Annual CR	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request
Financial and Business Management System	54,310	54,310	+508	+0	+3,010	57,828
End User Training for New 4HANA Platform					[+529]	
Mandatory Technology Upgrades					[+641]	
Cybersecurity-Zero Trust Architecture					[+3,340]	
S4HANA Migration Transition to O&M					[-1,500]	
Cybersecurity	44,313	44,313	+40	+0	+23,437	67,790
E5 and Microsoft Defender for Endpoint (MDE)					[-243]	
Zero Trust Architecture: Secure Access Service Edge (SASE)					[+5,000]	
Zero Trust Architecture: Log Ingestion, Search, and Retention					[+18,680]	
Artificial Intelligence	0	0	+0	+0	+2,330	2,330
Artificial Intelligence (AI) Enablement and Adoption					[1,437]	
AI Implementation Support to U.S. Digital Services (USDS)					[893]	
Evidence, Evaluation and Open Data Management	2,275	2,275	+47	+0	+3,780	6,102
Open Data Management Capacity					[+50]	
Evidence and Program Evaluation Capacity					[+400]	
Significant Program Evaluations					[+2,600]	
Statistical Official Capacity					[+340]	
Climate and Natural Capital Accounting Support					[+290]	
Justice40 Initiative Reporting and Technical Assistance					[+100]	
Customer Experience	0	0	+0	+0	+190	190
Customer Experience Support Staff					[+190]	
IT Modernization Initiatives	11,300	11,300	+6	+0	-10,739	567
DOI Field Communications Strategic Planning and Coordination	[300]	[300]			[+261]	
Law Enforcement Records Management System	[11,000]	[11,000]			[-11,000]	
TOTAL, WORKING CAPITAL FUND APPROPRIATED	112,198	112,198	+601	+0	22,008	134,807

Summary of Requirements for Departmentwide Programs

(Dollars in Thousands)

WORKING CAPITAL FUND APPROPRIATED	2023 Actual Amount	2023 Actual FTE	2024 Annual. CR Amount	2024 Annual. CR FTE	Fixed Costs (+/-)	Internal Transfers (+/-)	Program Changes (+/-) Amount	Program Changes (+/-) FTE	2025 Request Amount	2025 Request FTE	Change from 2024 Annual. CR (+/-) Amount
Financial and Business Management System	54,310	89	54,310	84	+508	+0	+3,010	+6	57,828	90	+3,518
Cybersecurity	44,313	6	44,313	7	+40	+0	+23,437	+0	67,790	7	+23,477
Artificial Intelligence	0	0	0	0	+0	+0	+2,330	+5	2,330	5	+2,330
Evidence, Evaluation, and Open Data Management	2,275	1	2,275	8	+47	+0	+3,780	+4	6,102	12	+3,827
Customer Experience	0	0	0	0	+0	+0	+190	+1	190	1	+190
IT Modernization Initiatives	11,300	0	11,300	1	+6	+0	-10,739	+1	567	2	-10,733
TOTAL, WORKING CAPITAL FUND APPROPRIATED	112,198	96	112,198	100	+601	+0	+22,008	+17	134,807	117	+22,609

Working Capital Fund (Appropriated)

Justification of Fixed Costs

(Dollars In Thousands)

Fixed Cost Changes and Projections	2024 Change	2024 to 2025 change	Description
Change in Paid Days	+0	+0	Total paid days for FY2025 is 261 (2088 hours) which is the same number of days as FY2024. This information is consistent with the published Circular A-11.
Pay Raise	+0	+575	The President's Budget for 2025 includes one quarter (October-December 2024) of the 5.2% pay raise for 2024 and three quarters (January-September 2025) of the estimated 2.0% pay raise for 2025, as published in the OMB Circular A-11.
Employer Share of Federal Employee Retirement System	+0	+0	The estimates do not reflect increases to the employer contribution for FERS or Law Enforcement FERS for FY2025 in accordance with the published OMB Circular A-11.
Departmental Working Capital Fund	+0	+0	The estimates reflect final decisions of the Working Capital Fund Consortium on the Working Capital Fund central bill.
Worker's Compensation Payments	+0	+0	The amount reflects final chargeback costs of compensating injured employees and dependents of employees who suffer accidental deaths while on duty. This amount reflects the final Workers Compensation bill for 2025 payable to the Department of Labor, Federal Employees Compensation Fund, pursuant to 5 U.S.C. 8147(b) as amended by Public Law 94-273.
Unemployment Compensation	+0	+0	The amount reflects projected changes in the costs of unemployment compensation claims to be paid to the Department of Labor, Federal Employees Compensation Account, in the Unemployment Trust Fund, pursuant to Public Law 96-499. This estimate reflects an applied annual inflation factor of 3.0% to the 5-year average of actuals between 2018-2022.
Rental Payments	+0	+26	This estimate reflects the FY 2025 President's Budget 54s as submitted. The amounts reflect changes in the costs payable to General Services Administration (GSA) and others for office and non-office space as estimated by GSA, as well as the rental costs of other currently occupied space. These estimates reflect MIB rent, Security, Federal Reserve Parking, and Operations and Maintenance distributed by bureau and office, based upon OFAS provided MIB occupancy levels. Costs of mandatory office relocations, i.e. relocations in cases where due to external events there is no alternative but to vacate the currently occupied space, are also included.
Baseline Adjustment for O&M Increases	+0	+0	This adjustment captures the associated increase to baseline operations and maintenance requirements resulting from movement out of GSA or direct-leased (commercial) space and into Bureau-owned space. Bureaus often encounter an increase to baseline O&M costs not otherwise captured in fixed costs. This category of funding properly adjusts the baseline fixed cost amount to maintain steady-state funding for these requirements.

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Activity: Business Integration Office (BIO)

Financial and Business Management System (FBMS)

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Working Capital Fund <i>(appropriation requested)</i>							
(\$000)	54,310	54,310	+508	+0	+3,010	57,828	+3,518
FTE	89	84	+0	+0	+6	90	+6

Summary of Program Changes

Request Component	(\$000)	FTE
End User Training for New 4HANA Platform	+529	+3
Mandatory Technology Upgrades	+641	+0
Cybersecurity-Zero Trust Architecture	+3,340	+3
S4HANA Migration Transition to O&M	-1,500	+0
Total Program Changes	+3,010	+6

The 2024 Budget Request for BIO is \$57,828,000 and 90 FTE, a program change of +\$3,010,000 and +6 FTE from the 2024 Annualized CR.

Justification of Program Changes

End User Training for New 4HANA Platform (+\$529,000 / +3 FTE) – FY 2025 is a meaningful year for FBMS users given the migration to 4HANA and other high priority initiatives and mandates that serve as change catalysts for standardizing business processes. These changes ultimately change the look, feel and function of FBMS and necessitate updates to training material, as well as re-training of FBMS users. Each year the BIO conducts an Operational Assessment and training is consistently identified as a focus area in the survey results. Funding is needed in FY 2025 to support an increase of +3 FTE for change management and training expertise. This investment will prepare all 14,000+ FBMS users, data consumers and stakeholders for system and business process changes, to ensure DOI successfully meets mandatory Federal requirements and continues to support DOI’s mission goals with excellence.

Mandatory Technology Upgrades (+\$641,000 / +0 FTE) – Modernization is a key theme of the Department’s FY 2025 High-Level Planning Objectives (HLPO) for IT assets. Consistent with this focus, the BIO’s FY 2025 request includes funding to begin a phased, critical, fact-of-life upgrade of two core components of FBMS’s SAP software – the front-end enterprise portal, and the integration platform that manages critical FBMS interfaces both within DOI and with agencies outside of DOI. SAP is ending support for these software components and replacing both with a modernized Business Technology Platform (BTP). BTP provides improved security, integration and development components in an environment optimized for modern application development and configuration management, enhanced

data analytics, and seamless integration. The upgrade to BTP avoids obsolescence and protects Interior's investment in FBMS by ensuring the technical currency of the solution, which avoids cost by extending the useful life of the investment. Equally as important, the upgrade also enables usability improvements that users have come to expect from modern, secure systems, and provides capabilities that support the Department's goal to operate using modern application management practices. Funding is requested in FY 2025 to purchase software and contract support for the planning and initial implementation activities for the upgrade to BTP. The upgrade is expected to be a multi-year, phased effort that begins in FY 2025 and completes before the sunset of support for the current solution, currently planned for December 2027.

Cybersecurity-Zero Trust Architecture (+\$3,340,000 / +3 FTE) – DOI's FBMS utilizes SAP as its core software platform for key mission delivery and business services across the Department of the Interior. Modernizing FBMS to strengthen security posture and implement Zero Trust Architecture is a critical ingredient for enabling mission delivery across Interior and advancing key priorities, including compliance with Executive Order (EO) 14028 – "Improving the Nation's Cybersecurity" (issued May 12, 2021). Funding is requested in FY 2025 to continue to implement technology and processes that will strengthen the cybersecurity posture of FBMS and execute a Zero Trust Architecture strategy for FBMS at the application level. Zero Trust Architecture is not a single product, tool, or network. It is a combination of several IT capabilities and pillars that weave together identity protection, devices, network, applications, and data to form the Zero Trust model. These capabilities work together at different levels to establish a secure composite architecture. The funding requested will be used to purchase software, contract services and hosting services to enable improvements such as the following:

- Improved application-level integration with the OCIO Security Information and Event Management (SIEM) solution for monitoring and incident response.
- Securing of highly privileged application, database, and Robotic Process Administration credentials enforcing multi-factor authentication.
- Prevention tools to avoid misuse of privileged credentials through fully auditable activity history; prevention of unauthorized access to sensitive and PII data through the use of field level data masking.
- Improved end to end risk management capabilities to achieve the full range of governance risk and compliance (GRC) proficiency of SAP.
- Data analytics capabilities with the ability to scan large volumes of data in real-time to detect and prevent fraud, waste, and abuse in the Department of the Interior and limit financial losses.
- Secure the cloud tenant to the rigorous standards of OCIO security specifications to shield and protect the DOI network and its connected assets.

Included in this request is an increase of +3 FTE to support cybersecurity and Zero Trust Architecture solution administration, audit/compliance leadership and operational support. It also includes funding to maintain a solution requested in the FY 2024 budget that enables scanning of custom programming code (i.e., software) for security vulnerabilities; real-time tracking and monitoring of users with elevated privileges to prevent misuse; automates continuous monitoring for application layer security; automates tracking of known and emerging vulnerabilities and compliance with required Government Security Technical Implementation Guides (STIGs); and enables continuous monitoring of SAP configuration and access control for real-time awareness of changes and unauthorized access.

Ongoing, outyear operations and maintenance cost for all these cybersecurity improvements and increased FTE is estimated to be \$1,300,000 annually.

S4HANA Migration and Transition to O&M (-\$1,500,000 / +0 FTE) – The multi-year effort to migrate to a modernized, secure platform is scheduled to Go-Live in October 2024. Funding is still required in FY 2025 to ensure successful Go-Live and follow-on activities to include post-go-live enhanced user support (i.e., hypercare), various upgrade activities, and continuing Operations and Maintenance costs. However, these activities do not require the full funding level requested in prior years. The FY 2025 request includes a reduction to S4HANA funding no longer required for the migration.

Program Overview

The FBMS is a single Departmentwide management initiative that replaced the Department's many standalone administrative systems to provide a modernized, fully integrated, enterprise-wide solution. FBMS, managed by the BIO, supports the administrative systems requirements of all Interior bureaus for core accounting, budget execution, acquisition, aspects of financial assistance, real and personal property management, fleet management, travel integration, enterprise information management, and reporting.

FBMS facilitates a common financial and business management approach through standardization and integration. As a result, the Department is positioned to deliver programs and services more efficiently and effectively, with greatly improved internal controls.

Benefits include:

- Enhanced access to, and sharing of, real-time business information that supports effective business decisions for mission delivery across the Department, bureaus, and in the field;
- More timely business reports that facilitate analysis of core financial, acquisition, financial assistance, and property data;
- Retirement of outdated legacy systems that do not comply with current mandates and are no longer supported by their software vendors;
- An improved internal control environment with separation of duties and standardized business practices to support the internal controls;
- Support for the consolidated financial Departmentwide audit with centrally produced information that can be used by the Department, the Office of Inspector General, and an independent auditor;
- Shared expertise across the Department and the bureaus so knowledge can be leveraged across the entire enterprise; and
- Development and adoption of shared approaches for improving reporting and data management, management of tracking and reporting of administrative efficiencies, and value management.

Implementing FBMS across DOI allowed the Department to realize the benefits of a fully integrated business management system and strengthened the integration and communication across the business management communities. The BIO sustains this valuable business management integration while

managing the FBMS investment. The BIO performs all system analysis and project management to deliver, maintain and optimize the business process support tools for the FBMS and closely related systems.

Program Performance Estimates

Since FBMS became fully operational across the Department, efforts have continued to improve, optimize, and leverage this valuable enterprise system. The BIO's FY 2023 accomplishments and activities include:

- *In-memory computing* – The BIO continued the multi-phase effort to migrate to the next generation of technology, in-memory computing. This improvement will enable quick, more complete data analysis to support decision-making. The first phase provided transformational improvement for over 60 transactions, primarily real-time operational reports, greatly increasing the speed and utility of these reports, and across the FBMS application. The second phase of this modernization transformed the FBMS-wide data warehouse, significantly increasing ability to leverage FBMS data and the speed of reports against this data warehouse. The final and most complex phase of the in-memory transition is the migration to 4HANA. This phase of improvements provides improved performance for business processes and transactional data. It also provides for improved report presentation for data analysis. New enhancements in FY23 included creating additional High-performance Analytic Appliance (HANA) Views, which simplify and accelerate reporting. In FY 2023 the BIO completed a major milestone of the S4HANA implementation by successfully passing the Design Review (DR) Quality Gate and officially entering the Realize phase of the project. The effort to deploy S4HANA has been a collaborative effort across DOI; the BIO conducted over 130 workshops with the bureaus and policy offices to confirm requirements for the migration. In FY 2023 the BIO also worked on configuration, development, unit testing, and data cleansing and conversion for the S4HANA instance.
- *Reporting improvements* – The BIO improved DOI's ability to make business decisions at the headquarters, bureau, and program levels by expanding and highlighting reporting and analytics capabilities. These improvements came through the direct creation of analytics products, such as the development of multiple dashboards, and through training efforts that expand capabilities at the bureau and program levels. The BIO also continued to be a leader in the business intelligence space within DOI and the Federal government through continued participation in the Financial Management Standards Committee, SAP Analytics Working Group and presentations to bureau and policy office leadership, DOI's Chief Data Officer, the Office of Management and Budget.
- *Usability improvements* – The BIO implemented several system improvements utilizing a modular, agile deployment approach to deliver value to the user community more rapidly while better managing risk, including internal control improvements such as enhancements to the Payments in Lieu of Taxes solution with new enhancements for Vendor Maintenance functionality and dashboard reporting. The new capabilities implemented in FY 2023, greatly improve the integrity of vendor data and production of annual PILT payment notification letters, which streamlines the notification process and helps avoid errors. The BIO also implemented additional robotics process automations, helping to minimize manual processing time for FBMS

end-users and allowing them more time to focus on the analytical aspects of their positions. Automations implemented in FY 2023 include: Automatic monthly retrieval Assistance Listings data and consolidation into a single, searchable artifact, which greatly increases data integrity and enables efficient DOI-wide listings dissemination for data calls and inquiries.; automated reconciliation of purchase order data between DOI's financial system (FBMS) and a Treasury managed e-Invoicing solution (Invoice Processing Platform) to ensure all invoices match the contract and payment history maintained in FBMS, which is the system of record.; and automated cybersecurity controls to perform verification that an Emergency Privilege Identification was used for the transactions/purpose for which the request was approved. This automation strengthens internal controls to prevent the misuse of emergency privileges within FBMS.

- *Great American Outdoors Act (GAOA)* – The GAOA is historic legislation that provides funding to reduce DOI's deferred maintenance backlog and improve the condition of deteriorating assets. FBMS is the Department's financial and property management record system. Leveraging digital solutions, including FBMS, is an important component of DOI's stewardship of GAOA funding. In FY 2023, the BIO collaborated with the GAOA Program Management Office (PMO) to develop business analytics and data visualizations needed to meet GAOA reporting requirements, including a project map that includes access to site project pictures for GAOA projects.
- *Bipartisan Infrastructure Law (BIL)* – The BIL is historic legislation that provides a financial commitment to invest in our Nation's infrastructure and benefit America's public for the next generation. This investment provides an unprecedented opportunity to rebuild America's roads, bridges, and rails; expand access to clean drinking water; tackle the climate crisis; advance environmental justice; and invest in communities. FBMS and GrantSolutions (GS) are the systems of record for the Department's financial, property, and grant management activities. Leveraging digital solutions, including FBMS and GS, is an important component of DOI's stewardship of BIL funding. In FY 2023 the BIO supported Interior's stewardship of BIL funding through the development of dashboards to assist in the tracking of funding and the implementation of a BIL project map that charts over \$7 Billion in announced funding across 1,400+ projects. This map is used as an authoritative public-facing catalog of DOI's BIL-funded projects.
- *Production operations support* – The BIO provided continuous, quality production support (e.g., system operations and processing, helpdesk support, issue resolution) for approximately 14,000 FBMS users and over 50,000 travel users.
- *Migration to a modernized cloud environment* – In FY 2023, the BIO completed the migration of its current cloud infrastructure to a modern delivery model.
- *Improved the FBMS security environment* – In 2023, the BIO implemented system-wide upgrades to strengthen the cybersecurity posture, reduce risk, and improves the audit stance of FBMS. In FY 2023, the BIO completed procurement and began deployment of a suite of security tools that provide improved security and controls in the following areas: patch and vulnerability management; continuous monitoring of FBMS; monitoring of IT controls including integration with the DOI Security Information and Event Management (SIEM) tool; and demonstrated compliance with security controls. The BIO implemented a tool to scramble Personally Identifiable Information (PII) and initiated a proof of concept for privileged access management. The BIO also participated in the strategic planning sessions for Interior's Zero Trust Architecture

mission to ensure alignment of the FBMS security strategy with DOI requirements for this critical cybersecurity initiative.

2024 and 2025 Planned activities include:

- *System security* – The BIO will continue a multi-year effort to implement technology and processes to strengthen the cybersecurity posture of FBMS and improve audit capabilities. The BIO will complete efforts to achieve required multifactor authentication compliance and also work to purchase software and contract services to strengthen cybersecurity. Planned activities include advancing application-level integration with the OCIO Security Information and Event Management (SIEM) solution for monitoring and incident response; improvements to secure highly privileged credentials, including data masking; implementation of risk management capabilities; data analytics to detect and prevent fraud; and exploration of advanced network security options for the cloud environment. These security improvements are a critical ingredient for enabling mission delivery across Interior and advancing key priorities.
- *In memory computing and usability improvements* – The BIO will complete the complex migration to in-memory computing and modernization of its platform to 4HANA. This new technology will serve as the platform for several meaningful usability improvements, including major changes to the look and feel of the system, back-end table structure changes, increased functionality, and an improved user interface. In FY 2024, the BIO will complete development and testing activities and begin the cutover activities to migrate to 4HANA. Once migration is complete, DOI will begin leveraging the new technology in FY 2025 and beyond to improve business operations and improve usability through improvements to end-user training for 4HANA and other critical initiatives and mandates.
- *Mandatory Technology Upgrade* – In FY 2025, the BIO will begin a phased, critical, fact-of-life upgrade of two core components (enterprise portal and the integration platform) of FBMS’s SAP software to ensure the technical currency and viability of the FBMS solution. FY 2025 activities include planning and initial implementation.
- *Reporting improvements* – The BIO continues to expand DOI’s reporting and analytics capabilities through technological enhancements, direct creation of analytics products that support the mission and operations, and training and user empowerment efforts. Enhancements include upgrades to DOI’s core administrative and business management data reporting tools. The BIO will continue to support the expansion of these technological capabilities.
- *Business Process Improvements* – In-memory adoption is a multi-year effort to improve business transaction processing and reporting and set the stage for larger usability improvements. Building on the successful completion and acceptance of its financial systems roadmap, DOI has initiated business and systems roadmaps in several areas complementary to FBMS. The goal of each of these roadmaps is to create a plan to expand support for the kinds of benefits being realized from FBMS, such as common business and data standards; modern and unified platforms; transparent reporting using modern analytical tools; increased automated controls and information security; and support for Government-wide initiatives (e.g., G-invoicing, ETSNext) across other areas of DOI’s business operations. Roadmap development and refinement will continue to ensure that DOI is maximizing the FBMS investment in support of DOI operations.

- *Grants Management* – The BIO will continue to assist the Office of Grants Management with operations and maintenance of the Department of Health and Human Service’s GrantSolutions Technology platform to improve the management of DOI’s \$5 billion financial assistance portfolio.
- *Great American Outdoors Act (GAOA) and Bipartisan Infrastructure Law (BIL)* - The BIO will continue to support these important programs with modern data solutions, including improvements to public-facing data and building easy-to-use low-code/no-code applications to support data collection, management, and reporting.

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Activity: Cybersecurity

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Working Capital Fund <i>(appropriation requested)</i>							
(\$000)	44,313	44,313	+40	+0	+23,437	67,790	+23,477
FTE	6	7	+0	+0	+0	7	+0

Summary of Program Changes

Request Component	(\$000)	FTE
E5 and Microsoft Defender for Endpoint (MDE)	-243	+0
Zero Trust: Secure Access Service Edge (SASE)	+5,000	+0
Zero Trust: Log Ingestion, Search, and Retention Solution	+18,680	+0
Total Program Changes	+23,437	+0

The 2025 budget request for the OCIO Cybersecurity programs is \$67,790,000 and 7 FTE, a program change of +\$23,437,000 and 0 FTE from 2024 annualized CR.

Justification of Program Changes

E5 and Microsoft Defender for Endpoint - formerly known as Advanced Threat Protection or ATP (-\$243,000 / 0 FTE) - The budget includes a slight funding reduction for E5 and MDE licenses that supports Improving Baseline Cybersecurity Requirements in Pillar One of the National Cybersecurity Strategy. The E5 and MDE licenses leverage the Department’s existing cybersecurity frameworks and provide an enterprise standard for consistently managing cybersecurity threats for all devices, or endpoints (laptops, servers, mobile devices, etc.) at the Department.

This decrease aligns the budget funding with the actual contract award for EMS E5 and MDE license renewal. The previous budget figure was an estimated figure and the total, full year cost will be \$16.237 million, which is less than originally estimated. The licenses must be renewed annually, and the renewals will have a modest escalation going forward. Together, the Microsoft Enterprise Mobility + Security (EMS) E5, and the Microsoft Defender for Endpoint (MDE) licenses have been instrumental in securing Interior’s network.

Zero Trust Secure Access Service Edge (SASE) (+\$5,000,000 / 0 FTE) – The budget includes funding for SASE implementation which focuses on securing access points to meet the required Zero Trust security and performance standards. DOI piloted a SASE solution and determined that it met security and performance requirements outlined by the Department of Homeland Security and the Office of Management and Budget (OMB). The budget increase will fund continued SASE implementation

including the purchase of SASE licenses. SASE supports Modernizing Federal Defenses in Pillar One of the National Cybersecurity Strategy.

A cybersecurity Zero Trust architecture requires all devices and users, regardless of whether they are inside or outside an organization's network, to be authenticated, authorized, and regularly validated before being granted access. SASE provides DOI end-users with secure direct access to IT resources they need access to and only those resources no matter where they reside without a single point of failure or vulnerability risks of technologies like Virtual Private Networking.

The SASE model offers:

- Ultimate flexibility in connectivity and service deployment.
- Improved customer experience with greater flexibility for employees working remotely.
- Reduced complexity for IT staff and "remote" employees alike.
- Greater visibility for end users into connections to DOI IT services and enables correlation of external threats with internal vulnerabilities.
- Increased data protection capabilities through data protection policies enabled within the technology itself.

SASE will advance the Department's implementation of key Zero Trust network goals, such as securing access to data regardless of network location and granting access on a per session basis.

Zero Trust Log Ingestion, Search, and Retention Solution (+\$18,680,000 / 0 FTE) – The budget includes funding for a Log Ingestion, Search, and Retention Solution supporting Modernizing Federal Defenses in Pillar One of the National Cybersecurity Strategy. Every activity in the IT environment, from emails to logins to firewall updates, are considered security events. All events should be logged to track what is happening in the technology landscape. This enables an organization to examine the electronic audit log files of sensitive information for signs of unauthorized activities. This information is invaluable in the detection, investigation, and remediation of cyber threats. Recent cyber events underscore the importance of increased government visibility before, during, and after a cybersecurity incident.

The Office of Management and Budget Memorandum M-21-31, *Improving the Federal Government's Investigative and Remediation Capabilities Related to Cybersecurity Incidents*, requires agencies to plan and implement an enhanced level of data logging.

The Federal Zero Trust strategy identified in M-22-09 reinforces that priority, requiring agencies to meet specific cybersecurity standards and objectives. A key pillar of the strategy is that agencies implement enterprise-wide logging.

The Department has identified a log ingestion, search, and retention solution that will greatly enhance our ability to log data. In turn, the logs will be analyzed through the Enterprise Security Information and Event Management (SIEM) system. The Department already is implementing a SIEM system, which can tie systems together for a comprehensive view of IT security and to protect and mitigate against cyber events. However, it is not able to support all the logging requirements outlined in M-21-31.

Program Overview

Interior operates one of the most distributed, complex IT environments across the Federal government. Cybersecurity funding supports detecting and preventing major cyberattacks by managing technology assets, protecting trusted internet connections, and protecting email. The OCIO uses this funding for hardware, software, and services to detect and respond to cybersecurity attacks, protect against malicious software, analyze IT security risks, and support implementing Zero Trust architecture Departmentwide. The Office of the Chief Information Officer (OCIO) recognizes that outdated IT systems increase security risks and vulnerabilities and is committed to taking decisive actions to prioritize, modernize, and secure IT resources and assets.

OMB issued Memorandum M-23-18, Administration Cybersecurity Priorities for the FY 2025 Budget, which directs agencies to prioritize cybersecurity funding in five cybersecurity effort areas. The Department's 2025 enterprise funding totals \$67,790,000 and is directed toward the following effort areas: 1) Defend Critical Infrastructure; 2) Disrupt and Dismantle Threat Actors; 3) Shape Market Forces to Drive Security and Resilience; 4) Invest in a Resilient Future; and 5) Forge International Partnerships to Pursue Shared Goals.

Program Performance

The Department recognizes that outdated IT systems increase security risks and vulnerabilities and is committed to taking decisive actions to prioritize, modernize, and secure its IT resources and assets. The OCIO will focus on high-priority actions such as:

Continuing to implement a Security Information and Event Management (SIEM) system:

The budget continues the funding necessary to implement a fully operational Security Information and Event Management (SIEM) system. This key enterprise-wide security tool ties systems together for a comprehensive view of IT security and to protect and mitigate against cyber events.

Addressing Zero Trust Strategic Pillars:

- The 2025 budget request funds explicitly tie to:
 - Networks: implementing SASE, which will improve network performance and security regardless of network location. The 2024 budget provides funds that support a SASE pilot.
 - Data: acquiring a Log ingestion tool that will enable the Department to create and then examine the electronic audit log files of confidential information for signs of unauthorized activities. This, in conjunction with the existing SIEM system, will support detection, investigation, and remediation of cyber threats.
 - Data: continuing the sensitive data characterization efforts initiated through the 2023 budget.

Departmentwide Investments for Cyber Activities

The Table below outlines Interior's planned cybersecurity spending across the Department and aligns those investments to the National Institute of Standards and Technology (NIST) Cybersecurity

Framework, including the Administration’s Cybersecurity Priorities defined in OMB Memorandum M-23-18 which do not fit within the NIST framework.

National Institute of Standards and Technology Category	FY 2023 (\$M)	FY 2024 (\$M)	FY 2025 (\$M)
Identify	\$ 88.65	\$ 88.65	\$ 119.15
Protect	\$ 36.86	\$ 36.86	\$ 47.37
Detect	\$ 13.10	\$ 13.10	\$ 13.79
Respond	\$ 4.25	\$ 4.25	\$ 5.16
Recover	\$ 1.69	\$ 1.69	\$ 1.80
Subtotal	\$ 144.55	\$ 144.55	\$ 187.27
Other Cyber Investments			
Human Capital	\$ 0.16	\$ 0.16	\$ 1.17
Sector Risk Management	\$ 16.48	\$ 16.48	\$ 16.24
Grand Total	\$ 161.19	\$ 161.19	\$ 204.68

Activity: Artificial Intelligence

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request	Change from 2024 (+/-)
Working Capital Fund (<i>appropriation requested</i>)							
(\$000)	0	0	+0	+0	+2,330	2,330	+2,330
FTE	0	0	+0	+0	+5	5	+5

Summary of Program Changes

Request Component	(\$000)	FTE
Artificial Intelligence (AI) Enablement and Adoption	+1,437	+5
AI Implementation Support to U.S. Digital Services (USDS)	+893	+0
Total Program Changes	+2,330	+5

The 2025 Budget Request for Artificial Intelligence is \$2,330,000 and 5 FTE, a program change of +\$2,330,000 and +5 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Artificial Intelligence – Artificial Intelligence (AI) and Machine Learning systems, processes and technologies are poised to revolutionize Interior’s mission delivery capabilities. Successfully leveraging these tools in furtherance of our mission to protect natural resources and cultural heritage, fostering, and capitalizing on private sector innovation, and deriving benefits for the American people and the economy requires the development and implementation of an entirely new management framework. Just as there are enormous opportunities offered by these tools, risks are inherent, and we must work to identify and mitigate these risks and empower our organization to fully realize the benefits of AI in a manner that advances equity and inclusion of people and places historically undervalued and underutilized. Maximizing the value of these tools will require training significant segments of DOI’s workforce, developing processes, policies, guardrails, and procedures that advance DOI’s use of AI and protect the rights and safety of local communities and the American people. Funding this requirement ensures that DOI is prepared to use AI to further its mission and target resources where the American people will derive the greatest benefit.

Artificial Intelligence Enablement and Adoption (+\$1,437,000 / +5 FTE) – The FY 2025 request includes funding to hire a Chief Artificial Intelligence Officer (CAIO) and staff an Artificial Intelligence Program Office as directed in Executive Order 14110 (Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence) and according to the draft OMB Memorandum Advancing Governance, Innovation, and Risk Management for Agency Use of Artificial Intelligence, November 1, 2023. The CAIO will be responsible for coordinating the use, promoting innovation, and managing the risks of AI. The CAIO will provide a solid Department-wide foundation for its burgeoning AI program, and that starts

with cataloguing and managing risks from the use of AI that impact human safety and rights. The AI Program Office will support DOI in mitigating these risks and will work to establish monitoring and evaluation processes for AI applications to ensure we achieve intended objectives as outlined in EO 14110 and the draft OMB Memorandum and continue uncovering inherent risks. Part of the monitoring and risk mitigation function will include maintaining an AI use case inventory and prioritizing AI applications that improve DOI's mission delivery to the American people and advance equity. As DOI develops its use case inventory, the AI program will work to enable implementation of AI projects by identifying and removing barriers that hinder innovation and the advancement of our core principles. This will include advocating within DOI and externally to the public on the benefits of risk-mitigated use of AI in service of our mission to protect natural resources and cultural heritage. The AI program will support DOI engagement in AI standards-setting bodies and play a role in shaping consensus standards for the appropriate and beneficial use of AI throughout the Federal government.

At the FY 2025 request level, DOI, through the artificial intelligence program, will plan for future training and development of staff and DOI culture to ensure the success of the AI program and enhance mission delivery through the use of AI. Training and organizational development are the most effective ways to scale AI in an economical, equitable, and responsible manner. AI is relatively new and rapidly expanding as a practical concept. By educating and developing the DOI organization to understand how the advent of AI will change the way we work, organizations will ensure superior implementation with well-aligned, non-duplicative, and high-return AI investments. Through targeted workforce training, DOI can establish a common vocabulary for mission programs to best illustrate their use cases, analyze and mitigate risks, and for the AI governance board to make the most informed risk-based investment decisions. Successful AI implementation will require DOI to identify core skills and competencies in its workforce; develop, implement, monitor, and evaluate training programs; and promote a culture of continuous learning and data literacy. Where implemented successfully, AI will empower the DOI workforce to transition from low-value to high-value work, and the CAIO will assess skills and competencies and retrain segments of its workforce to make this transition. The CAIO will ensure that DOI understands AI and can work together to discuss, plan, and implement AI projects. This will require the CAIO to develop new training modules internally and with industry assistance. Procuring core learning modules at the Department level is the most efficient method and will help ensure the distribution of training and workforce development among the Department's Bureaus and Offices.

AI Implementation Support to U.S. Digital Services (USDS) (+\$893,000 / +0 FTE) – The FY 2025 request includes \$893,000 in funding as part of a government-wide total of \$30 million in agency contributions to the United States Digital Service (USDS). DOI's contribution is based on the size of the DOI IT portfolio and the OCIO will be the program lead. The funding will aid USDS in implementing programs that deliver services and products across the Government that break down agency silos, accelerate hiring for digital services and AI positions, respond rapidly to emerging issues, and consult on technology strategy to build agency capabilities into the future.

Since 2014, the United States Digital Service (USDS) has worked with over 20 Federal agencies to de-risk large-scale or high-priority technical implementations and launches, respond in urgent situations, and help agencies with technology strategy and planning. USDS has demonstrated that the success rate of government digital services is improved when agencies have top technical talent deployed to their

agencies to define strategy and manage contracts, build, and iterate, and leverage rapidly developing technology like AI. This helps agencies deliver more secure, equitable, and effective products and services.

In addition to requesting support in critical situations, agencies have increasingly turned to USDS to build their technical capabilities: to help them attract and hire technical talent to build their own teams with skills and expertise to ensure that tech programs are successfully delivered. In the past year alone, USDS received 150 requests for assistance from Federal agencies.

Program Overview

The AI program will lead the Department in implementing Artificial Intelligence that prioritizes innovation through physical and psychological safety, equity and the advancement of diversity and inclusion, and the identification and mitigation of risks associated with burgeoning technology. The Department sits at the nexus of private sector innovation and the protection of our natural resources and cultural heritage. The successful convergence and manifestation of these two ideas in our lands and communities is critical to the continued success and strength of the American economy and our ability to mitigate the effects of climate change in the coming decades. AI will provide the tools the Department needs to streamline regulatory procedures, foster economic activity, and effectively target resources where they provide the greatest benefit. The AI Program Office will provide the Department with policy, oversight, and coordination over the implementation of Artificial Intelligence with the goal of enabling DOI to innovate alongside our private sector stakeholders, partner with local jurisdictions and communities, and preserve natural resources for all our continued benefit. DOI and its implementation of AI is a small part of the Federal government's collective effort, and DOI intends to proceed with a healthy balance of innovation, speed, compliance, and risk mitigation in line with prevailing Executive Orders and OMB Memoranda.

The Chief Artificial Intelligence Officer (CAIO) and their staff serves the following functions:

- **Strategic Advice and Compliance:** Serves as the Department's accountable AI official and primary consultant to the Department's leadership on AI, supports formal governance, assesses the impact of Congressional action and guides Departmental response, develops strategies, policies, plans with relevant memorandums, and advises on resource allocation and workforce skills needed for ethical and effective AI implementation.
- **Interagency Coordination and Standards Adoption:** Supports the Department's involvement in interagency AI activities, coordinates participation in AI standards-setting bodies, and promotes the adoption of voluntary consensus standards for AI.
- **AI Innovation and Advocacy:** Identifies and prioritizes AI uses to enhance the Department's mission and equity, removes barriers to responsible AI use, and advocates for the benefits of AI within the agency and to the public.
- **Risk Management and Oversight:** Manages a program to identify and manage AI-related risks, oversees compliance with AI risk management requirements, incorporates AI risk management into the Department's Enterprise Risk Management Program, conducts risk assessments, and ensures the agency does not use non-compliant AI applications.

The CAIO serves as the senior official for AI to the Secretary and other senior agency leadership and within DOI's senior decision-making forums and works with the DOI CFO and Chief Human Capital Officer (CHCO) on the resourcing requirements and workforce skillsets necessary for applying AI to the agency's mission and adequately managing its risks. The CAIO supports DOI involvement with appropriate interagency coordination bodies related to AI activities, including representing DOI to the council described in Section 10.1(a) of Executive Order 14110 (Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence).

The CAIO develops and leads the execution of the Department's AI strategy and oversees the Department's catalog of AI uses and risks. This includes waiving individual applications of AI from safety- and rights-impacting elements of Section 5 of the draft OMB memorandum (Advancing Governance, Innovation, and Risk Management for Agency Use of Artificial Intelligence) and using the process outlined in that section. The CAIO works in partnership with relevant DOI officials to ensure DOI can leverage AI while remaining compliant with OMB policy, including by assisting DOI officials in evaluating Authorizations to Operate based on risks from the use of AI.

Program Performance Estimates

DOI strategic goals and objectives and the DOI Information Management and Technology Strategic Plan will guide the development and implementation of the Artificial Intelligence program, and our results will manifest as demonstrated progress engaging communities, implementing a whole-of-Interior approach to Artificial Intelligence, and serving and honoring the public trust. The work of DOI and its offices and bureaus intersect with human and animal life across all States and territories, and DOI takes its responsibilities to stakeholder communities, including insular communities, Native peoples, and Tribes, seriously. DOI's work impacts land, water, and lives, and strives to elevate local voices and ensure they have a say in the future of their communities and how DOI contributes to the economy while preserving natural resources for continued benefit. AI will help achieve these outcomes, and the CAIO program will provide the framework to enable it.

2025 Planned Activities and Milestones:

The AI advocacy, enablement, and governance structure DOI proposes will:

- Improve service delivery to the Public and other stakeholders and boost trust in our institution.
- Improve administrative and permitting efficiency while reducing agency and stakeholder costs and ensuring privacy.
- Make better informed decisions that improve customer experience and outcomes.
- Make DOI more effective in communicating its needs to AI tool developers.
- Lower AI implementation costs as DOI becomes more knowledgeable and apply leading practices.
- Increase co-learning and replicate successes in different parts of the organization.
- Reduce legal liability and improve legal outcomes through responsible and ethical AI implementation.

Activity: Evidence, Evaluation, and Open Data Management

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Request	Change from 2024 (+/-)
Working Capital Fund (<i>appropriation requested</i>)							
(\$000)	2,275	2,275	+47	+0	+3,780	6,102	+3,827
FTE	1	8	+0	+0	+4	12	+4

Summary of Program Changes

Request Component	(\$000)	FTE
Open Data Management Capacity	+50	+0
Evidence Act Capacity and Program Evaluation	+400	+2
Significant Program Evaluations	+2,600	+0
Statistics and Analysis	+630	+2
Statistical Official Capacity	[+340]	[+1]
Climate and Natural Capital Accounting Support	[+290]	[+1]
Justice40 Initiative Reporting and Technical Assistance	+100	+0
Total Program Changes	+3,780	+4

The 2025 Budget Request for Evidence, Evaluation, and Open Data Management is \$6,102,000 and 12 FTE, a program change of +\$3,780,000 and +4 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Open Data Management Capacity (+\$50,000 / +0 FTE) –The 2025 request includes an increase of +\$50,000 to aid the development of the Department’s Enterprise Artificial Intelligence (AI) strategy. An Enterprise AI strategy will promote the ethical use of AI while aligning data and investments required to maximize mission efficiencies. The funding will enable OCIO to establish additional data management and AI policies and monitor program controls for those policies associated with the Geospatial Data Act, Artificial Intelligence Executive Orders and the Evidence Act, Title II. Open Data Management supports the alignment, documentation, and publishing of DOI’s data for annual performance measures and works with key programs to identify data assets to measure program outcomes to increase transparency and accountability. The Department’s Chief Data Officer is the Responsible Official for Artificial Intelligence. As OCIO matures the Department’s Open Data Management Program it determined the best use of resources will be to use contractor services and not hire a government FTE program manager for the Enterprise Data Inventory.

Evidence Act Capacity and Program Evaluation (+\$400,000 / +2 FTE) – The 2025 budget supports the goals of the Evidence Act by improving DOI’s capacity to develop and use evidence . To build Department-wide skills, promote evidence and evaluation as core management tools, and use information for decision making, Interior will hire two qualified evaluators who will assist bureaus and offices in identifying evaluation opportunities, scoping evaluation design outcomes and deliverables, and sourcing/managing external independent evaluation contracts. The evaluators will work cooperatively with bureaus and project managers to apply evaluation findings and strengthen mission outcomes.

Significant Program Evaluations (+\$2,600,000 / +0 FTE) – The FY 2025 budget includes \$2.6 million to evaluate mission outcomes that span Interior as an enterprise (i.e., multiple contributing bureaus, common workstreams, and overlapping ecosystems and customer bases). Interior’s Priority Learning Questions include common and crosscutting themes that require integrated evaluation—effectiveness and impacts cannot be effectively evaluated by independent bureaus alone. The Department’s Evaluation Officer will direct third-party evaluation work on high priority topics related to, but not limited to, invasive species management, human capital, ecosystem restoration, climate resilience, Tribal consultation, partnerships, and customer experience. The evaluations will assess complex mission outcomes and processes that are performed by multiple bureaus, using common processes, supporting the same customers/environments that could have impacts that may ensue when numerous organizations work in the same area. Results of independent evaluations will identify and promulgate across the Department evidence-based practices (based on needs of different public demographics and/or environments), assess effectiveness of differing strategies, ensure public facing programs meet changing customer needs, improve management of complex mission projects, and strengthen overall decision making and achievement of Departmental missions. Evaluation topics, scope, and scheduling will be prioritized annually based on Departmental goals, urgency, timeliness, need, and available funding. Senior leaders will be able to assess the mission effectiveness holistically, at the Departmental level, rather than siloed within each bureau. Enterprise level evaluation will help leaders identify opportunities for better integration and collaboration, assess collective performance and outcomes of similar/affiliated work, strengthen mission delivery or address topics that are significant Department-wide.

Statistics and Analysis (+\$630,000 / +2 FTE) – The 2025 budget includes funding for additional statistical staff to support evidence-based policymaking in the Department. These will cover two broad areas, one general and one domain-specific:

Advisor for Statistical Policy and Evidence [+ \$340,000 / +1 FTE] – The 2025 budget includes funding for a statistical policy analyst to support evidence-based policymaking across the diversity of the Department’s mission areas. The evidence may derive from foundational fact-finding, policy analysis, performance measurement, and program evaluation, each of which relies on the underlying statistics calculated from relevant data. Timely, accurate, objective, and relevant statistical data are paramount to support evidence-building, which helps to ensure effective, efficient, and equitable outcomes for DOI’s work. The analyst will advise the Department’s Statistical Official and senior leadership on key issues ranging from data quality to the quality of statistics used in decision-making.

Natural Capital Accounting Support [+ \$290,000 / +1 FTE] – The 2025 budget includes funding for an analyst with statistical and economic expertise to support the Department’s work to advance the National

Strategy for Statistics for Environmental-Economic Decisions. The Nation's economy and environment are deeply intertwined. A strong economy depends on a stable climate, clean air and water, and all nature has to offer. Climate change and the loss and degradation of ecosystems impact our country's economic growth and opportunity. Historically, we've lacked a standardized approach to track the condition of nature or its economic role and value, which impairs our ability to fight the climate crisis, build a strong and sustainable economy, and advance economic equity. The Department's mission is closely linked to the natural capital accounts developed through the National Strategy—land accounts, natural hazards, pollinators, and more—so DOI has significant interest in supporting their continued development. Currently, less than 0.5 FTE, spread across several positions, is available to lead Department-level engagement and coordination on the Strategy and accounts. An analyst will ensure that Interior is well integrated in the Interagency Policy Working Group (PWG), will enhance the Nation's statistical system by incorporating environmental-economic information. The analyst will help DOI in leading or supporting regular and thorough communications both from Interior to other collaborators and from the PWG to Interior; help ensure that economists, other scientists, and key policy staff across Interior are coordinated to contribute to accounts and their application; and apply technical knowledge of natural capital accounting to support the development, testing, refinement, and deployment of data and statistics, especially as pertains to inter-bureau and interagency topics. The development and use of these accounts will advance Administration priorities, such as addressing climate change, supporting a robust U.S. economy, and advancing the Department's mission.

Justice40 Initiative Reporting and Technical Assistance (+\$100,000 / +0 FTE) – The 2025 request includes \$100,000 for the Office of Environmental Policy and Compliance (OEPC) to provide additional technical assistance and resources for the advancement of environmental justice and the Justice40 Initiative by the Department. In 2025, the program will continue to: develop and monitor Department-wide Justice40 definitions, metrics, indicators, and methodologies; track and report on Justice40 covered programs and coordinate reporting/oversight of programs across the Department; provide guidance to DOI bureaus on environmental justice broadly as well as in specific environmental analyses and DOI program and reporting; and provide a coordinating role among other cabinet agencies on environmental justice standards and best practices.

Program Overview

Open Data Management is vital to the American public as the use of data is transforming society, business, and the economy. With that transformation to society, business, and the economy, the management and use of data is increasingly important in achieving mission outcomes. New statutory and Administration directives require Federal agencies to integrate quality evidence from rigorous program evaluations, monitoring activities, and other studies and analyses into budget, management, programmatic, regulatory, and policy decisions.

The Department has initiated an enterprise data management program that supports a Geospatial Information Officer. The program is developing an enterprise data inventory, an essential system that will measure the Department's progress in achieving *U.S. Department of the Interior Strategic Plan for Fiscal Years 2022 to 2026* Strategic Objective 4.1: People, Communities, and Organizations benefit from the Department's data, science, and information.

Evidence and Evaluation support efforts to build Interior’s capacity under Title 1 of the Foundations for Evidence-Based Policymaking Act of 2018 and to comply with OMB guidance for building evidence and evaluation capacity in OMB M-19-23, M-20-12, M-21-27, M-22-12, and OMB Circular No. A-11 Part 6 Section 290: Evaluation and Evidence-Building Activities. In addition, evidence and evaluation efforts support improving Departmental performance management under the GPRA Modernization Act of 2010.

Evidence is underpinned by the information within data, and statistics is one of the primary methods for identifying that information so that decisions are not made on individual data points and anecdotes. Statisticians use their skills with complex statistical methods, and sampling and survey design to ensure high-quality data are collected; to identify patterns in data; and work with data collectors and end-users, such as program evaluators, to ensure that statistical methods and products are fit-for-purpose. Currently, the statistics and evidence capacity of bureaus and offices across the Department is variable, with most capacity coming from collateral duties of staff with some statistical training but no enterprise-wide support. A new Statistics and Evidence Community of Practice has been established to support statistical experts and build out additional capacity across the Department and its bureaus and offices but is only resourced through collateral means.

Evaluation is a specialty discipline which uses rigorous protocols and analytical tools to investigate program processes and outcomes. Evaluation enables managers to determine that programs are identified, developed, and managed equitably, and that progress is relevant, effective, and efficient. Evaluation results help assess the merit/success of a strategy and can determine long-term program impact and sustainability.

Program evaluators guide the evaluation process and complete tasks and deliverables that serve bureaus, offices, and program management offices across the Department. These tasks include, but are not limited to:

- Identifying evaluation requirements and opportunities for key programs and initiatives to build evidence in support of priority learning questions in Interior’s Learning Agenda.
- Consulting with organizations in planning and implementing evaluations per requirements or recommendations in legislation, audits, GAO inspections, advisory committees, and others.
- Assessing and maturing evaluation capability across Interior.
- Collaborating with cross-Interior teams to develop, test, and implement maturity models to assess progress and achievement of outcomes on complex mission objectives.
- Developing and conducting Department-wide evidence and evaluation trainings.
- Assisting bureaus and offices in establishing their own evaluation policies, programs, and budget requirements.
- Assisting in developing requirements and solicitations for evaluation contracts.
- Helping organizations convert evaluation results and findings into concrete improvement actions.

The Justice40 Initiative’s mission is for the Department to deliver at least 40 percent of the overall benefits from certain Federal investments to disadvantaged communities. The Justice40 Initiative was

established in Sec. 223 of Executive Order (E.O.) 14008 and set new requirements for the Department of the Interior's Environmental Justice program. The Initiative requires agencies to identify programs and their investments and benefits in seven covered areas (Climate Change, Clean Energy, Clean Transportation, Affordable Housing, Clean Water and Wastewater Infrastructure, Remediation of Legacy Pollution, and Workforce training in any of the previous six areas) in disadvantaged communities. The Justice40 Initiative is part of a larger program of Environmental Justice work at the Department. In combination with E.O.s 12898 and 14096 on Environmental Justice, the National Environmental Policy Act (NEPA), and Title VI of the Civil Rights Act, the Environmental Justice program is integrated with DOI's mission and supports the goals of the Justice40 Initiative. To continue to meet the overall goals around advancing Environmental Justice, the Department is increasing the capacity of programs implementing this work to provide better oversight, program management, and implementation of the underlying laws and policies.

The Justice40 Initiative is a critical component of the Biden-Harris Administration's agenda, and the 2025 budget will support positions in the Department to fulfill the duties and responsibilities of the Initiative as well as the Department's Environmental Justice program. Collectively, these resources will provide expertise, coordination, and support on policy, socioeconomics, geospatial science, data collection methodologies, stakeholder engagement, and training. These resources will enable DOI's Justice40 Initiative to more effectively support implementation across 10 bureaus and 4 Department level offices that report on programs with combined investments that total over \$3 billion in program funding and over \$26 billion in Bipartisan Infrastructure Law and Inflation Reduction Act funding across 75 covered programs.

Program Performance Estimates

Open Data Management creates a transparent data management program that will enhance public trust in the Department's data and policy-making process while directly supporting the priorities identified in legal and administrative guidance. The program will support high-priority actions, including:

- Generating and using data to effectively implement and measure the results from the Bipartisan Infrastructure Law investments, including jobs created, climate mitigations, and dollars spent in Justice40 communities.
- Analyzing and accelerating renewable resource permitting decisions.
- Calculating and predicting the benefits of fuels management to reduce wildland fire risk.
- Managing water resource management, which requires harnessing massive amounts of data from across the DOI and beyond to understand and predict floods, droughts, and energy potential.
- Measuring the enhanced recreational value associated with reducing the deferred capital maintenance backlog on public lands.

Evidence and Evaluation supports evidence-building, including policy analysis and evaluations, across the Department with an emphasis on:

- *Evaluation Planning* – The evaluators will lead Interior's evidence and evaluation planning to identify the priority and scope of evaluations that support the Interior's Learning Agenda.

- *Technical Assistance* – The evaluators will review and consult on Interior’s current or ongoing evaluations and aid with bureau or office evaluation policies, programs, and budget requirements.
- *Evaluation Policy* – The evaluators will ensure the Interior Evaluation Policy is followed by developing and conducting Department-wide evidence and evaluation trainings. The evaluators will coordinate across DOI to build a community of practice and culture that understands and uses evaluation as a tool for program improvement.
- *Policy Analysis* – Policy analysts and statisticians will work across the Department’s bureaus and offices to identify policy options given foundational facts and program goals, and with performance and evaluation staff to ensure efficient and effective coordination across the phases of evidence-building.

In 2025, Evidence and Evaluation will execute program evaluations listed in the Annual Evaluation Plan and other priority evaluations supporting Interior’s Learning Agenda. The Evidence Act officials (Evaluation Officer, Statistical Official, and Chief Data Officer), along with the evaluators, will review where evaluation is most needed, the priority of the evaluation, and the best means of leveraging resources to fund the evaluation. Investments in evidence-building through program evaluation enable the Department to assess the efficiency and effectiveness of programs above and beyond more foundational data gathering such as performance measurement, policy analysis, or foundational fact-finding.

Evidence and Evaluation also anticipates achieving two goals that will advance the Department’s evidence-building and statistical capacity, and in turn, Administration priorities for using evidence to improve the effectiveness, efficiency, and equity of Federal programs:

- Piloting an enterprise-level statistical toolkit that will support (a) interoperability with the data systems used by bureaus, offices, and other partners; (b) consistency in the quality of statistical tools used by staff across the Department; and (c) flexibility to meet the varied mission needs across the Department.
- Supporting the Statistics and Evidence Community of Practice by convening the first Department-wide workshop on statistics and evidence. In addition to general statistical capacity-building, the workshop will integrate participants from priority program areas, such as BIL-IRA, and from other parts of the evidence community, including data governance, evaluation, risk, and privacy.

The Justice40 Initiative provides additional resources within OPEC for programmatic coordination, and outreach support to implement the Justice40 Initiative. The OPEC will focus on the following:

- Engaging stakeholders to discuss the highest needs.
- Considering input from those engagements.
- Further refining the identified Justice40 benefits and program metrics.

Concurrent with the stakeholder engagements, the Department will refine Justice40 program-specific data and develop visualization approaches and tools in Geoplatform or other GIS applications. Those data elements will then be used in combination with appropriate Federal screening tools e.g., CEQ’s Climate and Economic Screening Tool (CEJST) and EPA’s EJScreen.

In addition to data visualization exercises, improvement and stakeholder engagement, the Department will also develop best practices for using the information from engagement and data visualizations to help improve benefit distribution for qualifying programs not meeting the goal of 40 percent of their benefits going to disadvantaged communities.

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Activity: Customer Experience

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Working Capital Fund (<i>appropriation requested</i>)							
(\$000)	0	0	0	0	190	190	190
FTE	0	0	0	0	1	1	1

Summary of Program Changes

Request Component	(\$000)	FTE
Customer Experience Support Staff	+190	+1
Total Program Changes	+190	+1

The 2025 Budget Request for Customer Experience is \$190,000 and 1 FTE, a program change of +\$190,000 and +1 FTE from the 2024 Annualized CR level.

Justification of Program Changes

Customer Experience Support Staff (+\$190,000 / + 1 FTE) – The FY 2025 budget includes funding for a program analyst who will support the Department’s customer experience (CX) coordination activities, including assistance and guidance for continuous improvement strategies for DOI’s current four High Impact Service Providers (HISPs): the Bureau of Indian Affairs; Bureau of Trust Funds Administration; the U.S. Fish and Wildlife Service; and National Park Service. The CX analyst will work in close partnership with Office of the Chief Information Office (OCIO) digital experience experts in underlying analyses that will inform Departmentwide CX planning, such as foundational research on customer needs and service gaps, standards and benchmarks, customer journey maps, and process optimization. Additionally, the CX analyst will help transform and strengthen the Department’s customer-focused services by providing a connection between evidence and the delivery of services. The CX analyst will identify and develop evidence plans and conduct analyses of potential solutions to ensure effectiveness and efficiency, and continuous improvement (e.g., focus groups, make/buy, beta testing). The CX analyst will also collaborate with teams to establish post-implementation service delivery goals, performance goals (e.g., customer satisfaction, time savings), and see that cost/operational efficiencies are realized across the Department.

In addition, the CX analyst and OCIO will support bureaus and offices in digital experience transformation with tools and services to promote evidence-based decisions, such as identifying and prioritizing websites for restructuring, modernizing current digital services, developing online or paper-based forms, and identifying other services for potential digital delivery. Websites and forms that are most viewed or accessed by the public will likely have the highest priority, along with processes that require non-digital (paper-based or in-person) services or serve historically underserved communities.

Program Overview

All Executive agencies (5 U.S.C. 105) have a responsibility to manage customer experience and improve service delivery using leading practices and a human-centered approach. The Department will improve customer experience, with a significant focus on enhanced, more customer-friendly digital service delivery. The CX analyst supports Interior's efforts to align with the 21st Century Integrated Digital Experience Act (IDEA Act) (P.L. 115-336), The Foundations for Evidence-Based Policymaking Act (Evidence Act) of 2018 (P.L. 115-435), The Paperwork Reduction Act (P.L. 103-13), GPRA Modernization Act (GPRAMA) of 2010 (P.L. 111-352), and Executive Order 14058 (Transforming Federal Customer Experience and Service Delivery To Rebuild Trust in Government). The intent of the legislation and direction is to ensure that all entities of government work continually to improve their understanding of their customers, reduce administrative hurdles and paperwork burdens to minimize "time taxes," enhance transparency, create greater efficiencies across Government, and redesign compliance-oriented processes to improve customer experience and more directly meet the needs of the people of the United States.

Program Performance Estimates

The 2025 request provides dedicated staff resources for programmatic expertise and coordination support to implement Customer Experience. The Office of Planning and Performance Management (PPP) and OCIO will focus on the following:

- Continue to implement DOI's digital strategy, including efforts related to website modernization.
- Coordination of the Department's High Impact Service Providers (HISPs): Bureau of Indian Affairs (BIA), Bureau of Trust Funds Administration (BTFA), U.S. Fish and Wildlife Service (FWS), and National Park Service (NPS).

Activity: IT Modernization Initiatives

Account	2023 Actual	2024 Annualized CR	Fixed Costs & Related Changes (+/-)	Internal Transfers (+/-)	Program Changes (+/-)	2025 Budget Request	Change from 2024 (+/-)
Working Capital Fund (<i>appropriation requested</i>)							
(\$000)	11,300	11,300	+6	+0	-10,739	567	-10,733
FTE	0	1	+0	+0	+1	2	+1

Summary of Program Changes

Request Component	(\$000)	FTE
DOI Field Communications Strategic Planning and Coordination	+261	+1
Law Enforcement Records Management System	-11,000	+0
Total Program Changes	-10,739	+1

The 2025 Budget Request for IT Modernization Initiatives is \$567,000 and 2 FTE, a program change of -\$10,739,000 and +1 FTE from the 2024 Annualized CR level.

Justification of Program Changes

DOI Field Communications Strategic Planning and Coordination Strategic Planning and Coordination (+\$261,000 / +1 FTE) – The 2025 request includes an increase of +\$261,000 for Department of the Interior Field Communications Modernization (DIFCOM) Strategic Planning and Coordination within Radio Modernization, IT Modernization, to help improve DOI’s field communications governance, standardize technology policy, and extend partnerships with internal and external stakeholders to gain significant advantages in meeting short- and long-term strategic goals. Field Communications Coordination is the continuous process of evaluation and implementation of field communications capabilities that utilize current-day technologies. This process may include updating existing field communications capabilities, deployment of new capabilities, or transitioning from one technology to another based upon mission needs, evaluation of risk, ability to achieve efficiencies in total cost of ownership, and technology lifecycles. The increase will support a Departmentwide Coordinator to work with bureaus and offices on Departmentwide governance, implementation guidance and information collection that supports modernization and interoperability across Interior as well as supporting revisions and updating of Department-level policies and responses to the Office of the Inspector General recommendations on Field Communication capabilities.

The Department continues to support modernization of Interior’s field communications capabilities through a Departmentwide governance structure, implementation guidance, and information collection that supports modernization and interoperability. The request does not provide dedicated funding for implementation of DOI Field Communications Modernization (DIFCOM) projects by region, but

Department will continue to support implementation of field communications modernization efforts through information gathering, and the coordinated, cyclic replacement of equipment and infrastructure.

Law Enforcement Records Management System (LERMS) (-\$11,000,000 / 0 FTE) – DOI received funding for LERMS in 2023 to centralize Interior’s law enforcement units into a single, secure system that provides officers the ability to conduct work in an unconnected setting and provide detailed records transferability across Interior, other law enforcement agencies, and courts. FY 2023 funding will be used to implement and deploy LERMS and will not be needed in FY 2025.

Program Overview

DIFCOM addresses the challenge of mobile broadband connectivity and provides Interior employees in the field with voice, video and data capabilities resulting in enhanced communications management in emergency situations, land and resource management, scientific studies, emergency management, wildland fire, and law enforcement mission areas. In many locations, this deployment will enhance or replace a voice-only, mid-20th century land mobile radio technology, with technology that is cheaper to operate and maintain.

Statutory and Administration directives require agencies to focus on field communications modernization Department-wide including an emerging and urgent need to provide video and data services to emergency services, resource management, and researchers in the field. Examples of these Acts and guidance documents include:

- Consolidated Appropriations Act, 2021 (P.L. 116-260), which provided new sources (\$1 billion) of Tribal broadband funding to assist in mitigating the effects of the COVID-19 pandemic which is exacerbating the digital divide across Indian Country.
- The First Responder Network Authority (FirstNet) is a Federal agency responsible for delivering public safety broadband and created by Congress in the Middle-Class Tax Relief and Job Creation Act of 2012 (P.L. 112-96).
- The John D. Dingell, Jr. Conservation, Management, and Recreation Act (P.L. 116-9), which calls for modernizing the Wildland Fire Information Technology (WFIT) portfolio to improve situational awareness, firefighter safety, and support the citizenship at risk of wildland fire.
- FITARA Enhancement Act of 2017 (PL 115-88) - Data Center Consolidation Initiative and Portfolio Management.
- Executive Order 13821, *Streamlining and Expediting Requests to Locate Broadband Facilities in Rural America*.
- Executive Order 14008, *Tackling the Climate Crisis at Home and Abroad*.
- Executive Order 14028, *Improving the Nation’s Cybersecurity*.

The OCIO provides program management for planning, design, and implementation oversight of the DIFCOM project as well as related oversight for cybersecurity and assessments for IT security requirements. Through the DIFCOM project, the OCIO supports deployment of mobile broadband connectivity and provide employees working in the field with voice, video, and data capabilities across a broader set of missions.

Program Performance Estimates

DIFCOM addresses the problem of unsustainable radio infrastructure and the urgent need for field broadband connectivity. DOI is planning to diversify its DIFCOM technology to reduce its reliance on radio and leverage other solutions where operationally possible, given the following limitations:

- Radio is more expensive to procure, operate and, maintain than alternative DIFCOM technology, such as wireless broadband subscriptions or cellular and low-earth-orbit satellite communication subscriptions. Costs will be avoided by reducing radio infrastructure and converting to newer technology, while increasing field broadband capabilities.
- By modernizing communications, the Department expects to avoid costs associated with radio deferred maintenance backlogs by reducing radio infrastructure and the annual operating cost of radio systems.
- Annual lifecycle costs avoidance is expected by adapting modern solutions.

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DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Working Capital Fund — Reimbursable Activity

Narrative Statement

History

The Department of the Interior’s (DOI) Working Capital Fund (WCF) was established pursuant to 43 U.S.C. 1467 to provide common administrative and support services efficiently and economically on a reimbursable basis to Interior’s bureaus and offices as well as other Federal agencies.

Overview

Funding Summary (Dollars in thousands)

	2023 Actual	2024 Estimate	2025 Estimate
Central Bill	\$229,781.5	\$257,260.1	\$263,203.6
Direct Bill	\$403,464.6	\$404,106.9	\$410,656.3
Pass Through Activities	\$447,317.9	\$236,133.0	\$300,635.3
Charge Card Rebate	\$12,436.0	\$12,500.0	\$12,500.0
Total	\$ 1,093,000.0	\$ 910,000.0	\$ 986,995.2

Purpose

The Fund is used to finance reimbursable activities, including centralized services provided by individual Departmental Offices, Office of the Secretary (OS) Offices, the Office of the Chief Information Officer (OCIO), and the Interior Business Center (IBC). The Fund also provides an efficient way to bill Interior bureaus and offices for shared costs, such as office space in the Main Interior Building provided by the General Services Administration.

In addition to meeting the needs of the Department’s bureaus and offices, selected administrative services are provided to other Federal agencies.

The Fund also serves as the financial tool to manage the Department’s charge card rebate program. Rebates are used to fund administrative management initiatives of general benefit to Interior’s bureaus and offices.

Governance

Fiduciary responsibility for the Fund rests with the Assistant Secretary – Policy, Management, and Budget. Direct oversight and management of the Fund are conducted by the Office of Budget, with the supervision of the Assistant Secretary – Policy, Management and Budget. The Working Capital Fund Consortium provides oversight for Centralized and Direct Billed activities. The Consortium includes representation from DOI bureaus and offices, the OCIO, and external customers.

Service Providers

Service Providers in the WCF range from individual OS offices to large-scale shared Service Providers. Services are grouped within four service categories to provide a transparent view of services provided through the WCF to DOI customers and other Federal agencies. Descriptions of Service Providers within each category are:

OS Shared Services – These activities are operational in nature, and with limited exceptions, service DOI customers only. These activities are billed to bureaus and offices using workload-based algorithms such as the number of system users, aircraft flight hours, and percentage of building population.

OS Activities – These activities provide policy oversight and Department-wide coordination functions. These activities are billed to bureaus and offices using algorithms, such as percentage of total Department full-time equivalents (FTE), which best represent the nature of programs being overseen or coordinated.

IT Shared Services – These activities provide a variety of IT-related functions ranging from desktop and help desk support to application hosting and IT security. These activities are managed within the Office of the Chief Information Officer and provided to DOI and other Federal agency customers. Billing algorithms are workload-based.

IBC Shared Services – The Interior Business Center is the Department’s Shared Service Provider of business management services. The IBC offers a variety of business services designed to create efficiencies and economies of scale for the Department and other Federal agencies, including Acquisition Services, Financial Management Services, and Human Resources Services.

Billing Methods

Customer billing for services provided through the WCF is accomplished using one of the following methods:

Centralized Billing is used whenever the product or service being provided is not severable, or it is inefficient to bill for the exact amount of product or service being procured. Customers are billed annually using a pre-established fixed price, as determined in the Working Capital Fund Consortium budget formulation process. Estimates are adjusted from year-to-year based on a review of the costs of providing services and customer consumption. The use of Centralized Billing is limited to the Department’s bureaus and offices and mandatory services. Bureau and office budgets are adjusted to reflect increases or decreases in the costs of services that are centrally billed. For 2025, bureau and

office budget requests include full funding for all charges in the Centralized Billing portion of the Fund.

Direct Billing is used whenever the product or service provided is discretionary or severable and individual customer orders are used. Direct Billing is used for both fixed fee and time and materials contractual arrangements. Reimbursable support agreements, government charge cards, and similar contractual documents are used to establish the relationship between the customer and the Service Provider. Bureaus and offices adjust their budget requests based on their estimates of service levels required and requested through the Direct Billing.

Centralized and Direct Billings include overhead charges unless the product or service is a Pass Through Activity. Overhead Activities are corporate-level leadership and administrative functions and infrastructure support, including acquisition, human resources, financial management, facilities, and information technology. Service Providers are authorized to fully recover costs of overhead activities. Overhead costs are included in rates charged by Service Providers for Centralized and Direct Billed services.

Pass Through Activities are activities where the value of goods provided is recovered. Costs to administer Pass Through Activities are recovered through separate direct bill fee structures. Pass Through Activities include the value of contracts awarded on behalf of other Federal agency customers of the IBC Acquisition Services Directorate, maintenance of DOI fleet aircraft, rent, physical security, and maintenance for the Main Interior Building Complex. Pass Through Activities also include the Department’s Workers Compensation and Unemployment Compensation costs.

Charge Card Rebate is used to support Departmental projects, including enterprise financial and property management. Authorization to retain refunds and rebates to enhance Interior-wide programs and administrative systems was provided in the Interior Appropriations Act of 1999 and made permanent in 2001. The table below provides a summary of projects funded through the Charge Card Rebate:

Charge Card Rebate Projects Funded	2023 Actual	2024 Estimate	2025 Estimate
Charge Card Oversight	\$ 471,101	\$ 488,471	\$ 503,125
Charge Card Operations	\$ 1,288,537	\$ 1,563,350	\$ 1,651,846
Financial Systems Reporting & Optimization	\$ 6,926,979	\$ 7,299,568	\$ 7,518,555
Emergent Requirements	\$ 3,749,392	\$ 3,148,611	\$ 2,826,474
Total	\$ 12,436,009	\$ 12,500,000	\$ 12,500,000

Financial Overview

In 2025, the WCF will finance delivery of \$987 million of reimbursable services, which is -\$106 million or 9.7% below 2023 Actuals, primarily due to estimated services for other Federal agencies. In 2025, the WCF Centralized Bill reflects an overall increase of \$5.9 million or 2.3% above the 2024 estimate. All bureaus and offices are fully funded for their WCF bills.

Bureaus and offices have included funding requests in their budgets equal to the proposed charges in the Centralized Billing portion of the Fund.

Revenue reported in 2023 for Direct Billing represents reimbursable agreements received in 2023. Revenue projected for 2024 and 2025 is based on anticipated business. For Direct Billing, since service level agreements are negotiated between customers and service providers, customers may not be billed for the estimates shown in 2024 and 2025 because billings are based on the goods and services actually procured.

The table following on the next pages summarizes the Fund's revenue and FTE for 2023, 2024, and 2025 by budget activity. The 2024 column has been updated from the 2024 President's Budget level to reflect current 2024 estimates. Thus, changes to the 2025 column are calculated based on these updated figures.

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
Centralized Billing						
OS Shared Services						
FBMS Infrastructure Hosting and Support	-	14,836.8	-	14,832.1	-	14,832.2
FBMS Business Integration Office	-	14,836.8	-	14,832.1	-	14,832.2
Aviation IT Services	-	414.5	-	429.6	-	430.0
Aviation Management	56.0	10,900.6	68.0	11,559.2	68.0	11,770.3
Office of Aviation Services	56.0	11,315.1	68.0	11,988.9	68.0	12,200.3
Conference and Special Events Services	7.0	1,512.4	6.0	1,610.5	6.0	1,781.3
Departmental Library	7.0	1,422.1	7.0	1,598.4	7.0	1,487.6
Interior Complex Management and Services	4.0	765.8	4.0	802.4	4.0	825.5
Mail Policy	1.0	289.9	2.0	304.6	2.0	265.4
Mail and Messenger Services	3.0	2,193.9	2.0	2,261.2	2.0	2,298.9
OS Safety and Health Program	-	-	-	-	1.0	126.2
Personal Property Accountability Services	4.0	651.6	4.0	682.8	4.0	708.7
Real Property Leasing	1.0	321.8	1.0	335.8	1.0	363.8
Safety, Environmental, and Health Services	4.0	938.1	3.0	985.6	3.0	993.6
Shipping/Receiving and Moving Services	2.0	548.0	4.0	569.6	3.0	582.0
Space Management Services	4.0	636.9	3.0	667.0	3.0	812.2
Vehicle Fleet	1.0	243.9	1.0	291.0	1.0	320.2
Office of Facilities & Administrative Services	38.0	9,524.3	37.0	10,108.9	37.0	10,565.4
OS Shared Services Subtotal	94.0	35,676.1	105.0	36,929.9	105.0	37,597.9
OS Activities						
Oceans, Great Lakes and Coastal Program	-	-	-	-	5.0	1,583.6
Passport and Visa Services	2.0	297.5	2.0	376.6	2.0	407.7
Assistant Secretary for Insular and International Affairs	2.0	297.5	2.0	376.6	7.0	1,991.3
Administrative Record Compilation	-	-	-	529.2	-	554.9
Employment Labor Law Unit	17.0	4,167.1	20.0	4,674.3	20.0	4,999.1
Ethics	1.0	415.9	1.0	438.2	1.0	562.6
FOIA Appeals	2.0	568.3	1.0	595.5	1.0	630.8
FOIA Technology	3.0	723.7	1.0	1,740.0	1.0	1,829.5
Financial Disclosure System	-	365.3	-	377.8	-	650.7
Legal Services - Litigation Hold Program	1.0	511.3	0.5	531.8	0.5	560.1
Torts Management Support	10.0	2,423.4	11.0	2,635.1	11.0	2,818.2
Office of the Solicitor	34.0	9,175.1	34.5	11,522.1	34.5	12,605.8
OACIO	2.0	2,239.4	7.0	2,349.6	7.0	2,490.1
Policy, Management and Budget	2.0	2,239.4	7.0	2,349.6	7.0	2,490.1
CPIC	1.0	225.3	1.0	238.4	1.0	306.9
Office of Budget	1.0	225.3	1.0	238.4	1.0	306.9
Asbestos-Related Cleanup Cost Liabilities	-	21.5	-	-	-	-
Compliance Support ESF-11/ESF-11 Website	-	92.1	-	95.3	-	112.9
FedCenter	-	21.6	-	22.3	-	23.4
Office of Environmental Policy and Compliance	-	135.1	-	117.6	-	136.3
LE Records Management System	-	-	6.0	8,043.9	6.0	8,434.2
Law Enforcement Coordination	4.0	1,401.6	5.0	1,485.8	5.0	1,569.3
OLES Detailees - Training and Compliance	1.0	300.5	1.0	375.5	1.0	350.9
OLES Physical Access Control System (PACS)	-	797.8	-	825.2	-	865.3
OLES Training and Compliance - OSSTP	-	-	-	-	-	49.9
Security (MIB)	5.0	8,698.0	7.0	9,033.9	7.0	9,436.6
Sensitive Compartmented Information Facility (SCIF)	3.0	790.5	4.0	894.9	4.0	1,073.1
Victim Witness Coordinator	2.0	493.8	2.0	523.9	2.0	542.9
Office of Law Enforcement and Security	15.0	12,482.2	25.0	21,183.2	25.0	22,322.1
Secretary's Indian Water Rights Office	2.0	686.7	4.0	723.3	4.0	1,054.2
Secretary's Immediate Office	2.0	686.7	4.0	723.3	4.0	1,054.2

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
DOI Incident Coordination - IQCS/iROSS	1.0	403.0	1.0	434.4	1.0	467.4
Emergency Management Reporting System (WebEOC)	-	54.2	-	56.0	-	58.8
Emergency Notification System	-	331.7	-	343.1	-	359.8
Emergency Preparedness	2.0	1,339.1	3.0	1,394.0	5.0	1,859.5
Emergency Response	5.0	1,543.5	6.0	1,707.3	6.0	1,712.2
Emergency Response All Hazards Team	-	-	-	-	1.0	252.0
Federal Executive Board	1.0	409.4	-	-	-	-
IOC Network	-	85.4	-	88.3	-	92.6
Interior Operations Center	12.0	2,715.4	13.0	3,177.6	13.0	3,249.2
Knowledge Management and Contact Management System	-	235.2	-	243.3	-	255.1
MIB Emergency Health and Safety	1.0	200.3	1.0	229.2	1.0	227.5
Secretary's Secure Communications	-	-	-	479.5	-	695.8
Strategic Hazard Identification and Risk Assessment (SHIRA)	1.0	501.6	1.0	524.1	1.0	552.2
Office of Emergency Management	23.0	7,818.6	25.0	8,676.9	28.0	9,782.1
Business Enterprise Accountability Risk System (BEARS)	-	-	-	2,079.8	-	2,180.7
Financial Statement, Internal Controls and Performance Report	4.0	1,117.9	4.0	1,179.4	4.0	1,301.6
Internal Control and Audit Follow-up (ICAF)	-	31.8	-	32.9	-	34.5
PFM Departmental Offices Finance Branch	10.0	1,938.3	10.0	2,056.8	10.0	2,301.2
Partnerships	-	288.0	1.0	304.3	1.0	291.7
Travel Management Center	1.0	251.0	1.0	266.1	1.0	269.7
e-Travel	-	1,032.1	-	1,067.6	-	1,036.6
Office of Financial Management	15.0	4,659.1	16.0	6,987.0	16.0	7,415.9
Invasive Species Coordinator	1.0	282.7	1.0	308.0	1.0	315.3
Office of Policy Analysis	1.0	282.7	1.0	308.0	1.0	315.3
Document Management Unit	6.0	1,555.4	8.0	1,636.3	8.0	1,537.0
FOIA Operations	7.0	2,441.1	12.0	2,570.7	12.0	2,531.4
Office of the Executive Secretariat	13.0	3,996.4	20.0	4,207.0	20.0	4,068.4
Alaska Affairs Office	3.0	1,283.8	4.0	1,353.9	4.0	1,355.2
Alaska Affairs Office	3.0	1,283.8	4.0	1,353.9	4.0	1,355.2
Alternative Dispute Resolution Training	-	48.6	-	50.3	-	51.6
Collaborative Action and Dispute Resolution	-	48.6	-	50.3	-	51.6
Alaska Resources Library and Information Services	-	1,306.3	-	1,351.3	-	1,416.9
ARLIS	-	1,306.3	-	1,351.3	-	1,416.9
DOT Relocation Technical Assistance	-	35.5	-	-	-	-
Departmental Museum	3.0	1,208.6	4.0	1,266.2	4.0	1,259.4
Facility Maintenance Management	1.0	294.3	1.0	311.4	1.0	307.4
Interior Asset Disposal System O&M	-	44.7	-	46.2	-	30.0
Interior Collections Management System (IG-ICMS)	1.0	607.1	1.0	636.4	-	0.8
MCMS	-	-	-	-	1.0	2,131.6
Renewable Energy Certificates	-	78.9	-	105.8	-	-
Space Management Initiative	2.0	469.3	2.0	541.6	2.0	575.2
Office of Acquisition and Property Management	7.0	2,738.4	8.0	2,907.8	8.0	4,304.4
Invasive Species Council	4.0	1,206.3	5.0	1,277.4	5.0	1,255.7
National Invasive Species Council	4.0	1,206.3	5.0	1,277.4	5.0	1,255.7
Departmental News and Information	4.0	1,479.9	4.0	1,593.5	4.0	1,783.5
Photographic Services	1.0	230.6	1.0	243.5	1.0	264.6
Social Media Management Tool	-	630.5	-	1,180.1	-	1,270.7
Office of Communications	5.0	2,341.0	5.0	3,017.2	5.0	3,318.8
Accessibility and Special Hiring Programs	2.0	631.6	2.0	667.2	2.0	611.2
Anti-Harassment Coordinator	-	-	1.0	246.6	1.0	263.3
Consolidated Employee Assistance Program	-	558.6	-	668.5	-	714.2

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
Department-wide Workers Compensation Program						
Coordination	3.0	575.1	3.0	615.5	3.0	608.7
Firefighter and Law Enforcement Retirement Team	1.0	280.2	1.0	296.0	1.0	248.4
Human Resources Accountability Team	3.0	643.1	3.0	679.5	3.0	609.6
Human Resources Accountability Team IT	-	-	-	-	-	61.0
IMART	-	777.4	-	804.2	-	843.2
My DOI Career O&M	-	366.6	-	379.3	-	478.9
OPM Federal Employment Services	-	518.7	-	574.7	-	664.3
USA Performance Licenses	-	-	-	-	-	54.0
USA Performance Program Support	-	-	1.0	211.2	1.0	612.2
Office of Human Resources	9.0	4,351.4	11.0	5,142.7	11.0	5,769.1
EEO Complaints Tracking System	-	67.7	-	70.0	-	177.4
Workforce Cultural Transformation Advisory Council	1.0	473.5	1.0	495.9	1.0	524.9
Office of Diversity, Inclusion, and Civil Rights	1.0	541.1	1.0	565.9	1.0	702.3
Planning and Performance Management	4.0	1,411.0	5.0	1,527.0	5.0	1,429.4
Office of Planning and Performance Management	4.0	1,411.0	5.0	1,527.0	5.0	1,429.4
Occupational Safety and Health	5.0	1,806.3	5.0	1,896.1	5.0	1,980.4
Safety Management Information System	3.0	1,250.2	3.0	1,308.5	3.0	1,472.9
Office of Occupational Safety and Health	8.0	3,056.5	8.0	3,204.6	8.0	3,453.3
DOI Talent	-	5,518.2	-	-	-	-
DOI Talent Learning Help Desk	-	-	-	883.5	-	601.3
DOI Talent Learning Program Support	2.0	1,061.1	2.0	873.1	2.0	694.7
DOIU Management	2.0	645.2	2.0	668.2	2.0	850.1
Department-Wide Training Programs	2.0	1,011.3	2.0	1,048.4	2.0	1,130.7
Leadership Development Programs	4.0	948.9	4.0	1,002.9	4.0	952.8
Learning and Performance Center Management	3.0	1,061.1	3.0	1,125.6	3.0	870.7
DOI University (DOIU)	13.0	10,245.8	13.0	5,601.7	13.0	5,100.3
CFO Financial Statement Audit	-	6,139.1	-	6,350.5	-	5,777.3
Cooperative Ecosystem Study Units (CESU)	-	426.9	-	459.2	-	547.6
Federal Executive Board OPM	-	-	-	504.3	-	582.6
Glen Canyon Adaptive Management Program (GCAMP)	-	648.8	-	671.2	-	921.2
OPM SuitEA	-	-	-	162.1	-	175.1
Department-wide Activities	-	7,214.8	-	8,147.3	-	8,003.8
OS Activities Subtotal	162.0	77,743.1	195.5	90,836.6	203.5	98,649.0
IT Shared Services						
Assessment and Authorization Services	1.0	184.8	1.0	197.9	1.0	198.1
Compliance and Audit Management (CAM)	6.0	2,031.6	6.0	2,099.0	6.0	2,098.6
Continuous Diagnostics and Monitoring (formerly CDM						
Phase 1 and 2)	3.0	8,132.8	3.0	8,174.4	3.0	7,162.2
Cybersecurity Division	2.0	994.2	4.0	1,168.2	4.0	1,181.2
Enterprise Continuous Diagnostics and Monitoring	8.0	2,402.0	10.0	3,355.5	10.0	3,544.7
Enterprise Security Incident and Event Management Solution						
(SIEM)	2.0	2,060.3	2.0	2,140.4	2.0	2,176.9
IT Security	4.0	1,171.9	5.0	1,197.5	5.0	1,216.6
Identity Credential Access Mgmt (ICAM)	1.0	1,306.3	2.0	1,453.3	2.0	1,298.2
Privacy and Civil Liberties	3.0	1,357.8	5.0	1,422.8	5.0	1,433.5
Threat Management	11.0	7,802.5	20.0	10,873.5	20.0	10,993.4
Threat Management - DOI Enterprise Phishing Awareness						
Program	-	536.4	-	-	-	-
Threat Management - Firewall Audit and Monitoring						
(FireMon)	-	971.9	-	-	-	-
Threat Management - Network Security Monitoring	-	529.2	-	-	-	-
Threat Management - Virtual Security Operations Center						
(vSOC)	-	568.2	-	-	-	-
OCIO Cybersecurity Division	41.0	30,049.9	58.0	32,082.5	58.0	31,303.4

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
Hosting Services	3.0	1,093.5	3.0	1,083.7	3.0	1,102.5
IT Budget Formulation and Portfolio Development	5.0	4,762.3	5.0	4,804.1	5.0	4,703.4
Sustain Data Center Consolidation and Cloud Hosting Capabilities	-	936.1	-	999.1	-	952.1
e-Gov - Budget Formulation and Execution LoB	-	120.0	-	120.0	-	123.6
e-Gov - FOIA Portal	-	34.7	-	35.8	-	36.8
e-Gov - Financial Management Line of Business (FMLoB)	-	124.2	-	124.2	-	128.0
e-Gov - GovBenefits - Disaster Assistance Improvement Plan						
DHS	-	35.0	-	35.0	-	36.1
e-Gov - GovBenefits.Gov Labor	-	157.0	-	144.4	-	148.7
e-Gov - Grants.gov HHS	-	1,765.0	-	1,527.0	-	1,527.8
e-Gov - Human Resources Line of Business (HRLoB) OPM	-	137.0	-	137.0	-	141.1
e-Gov - Integrated Acquisition Environment (IAE) GSA	-	719.6	-	741.2	-	763.5
e-Gov - Performance Management Line of Business (PMLoB)	-	79.8	-	79.8	-	82.2
e-Gov - Program Manager	1.0	159.0	1.0	163.0	1.0	169.5
e-Gov - e-rulemaking	-	1,379.7	-	1,421.1	-	1,463.7
e-Gov Hiring Assessment Line of Business (HALoB)	-	132.0	-	132.0	-	136.0
OCIO Program Management Division	9.0	11,634.9	9.0	11,547.3	9.0	11,514.9
ESN-Consolidating EIS Voice Services to ESN Model	3.0	697.9	3.0	652.3	3.0	651.5
Enterprise Services Network (ESN)	10.0	4,633.5	10.0	4,035.7	10.0	3,593.8
Enterprise Services Network (ESN) - Central Bill Pass-Throughs	-	16,621.6	-	16,664.8	-	16,925.9
Federal Relay Service	-	880.0	-	968.0	-	968.0
Frequency Management Support	4.0	1,100.4	4.0	1,161.3	4.0	1,122.8
Integrated Digital Voice Communications System (IDVC)	-	1,279.9	-	1,242.7	-	-
MIB Data Networking	1.0	620.2	1.0	574.9	1.0	749.2
MIB WIFI	-	615.0	-	615.0	-	615.0
NTIA Spectrum Management	-	2,350.6	-	2,399.5	-	2,447.5
Radio Program Management Office (NRSPMO)	3.0	846.4	3.0	1,092.7	3.0	1,079.4
Telecommunication Services	3.0	1,464.8	5.0	1,477.6	5.0	1,846.7
OCIO Telecommunications Services	24.0	31,110.1	26.0	30,884.4	26.0	29,999.9
Desktop Services	2.0	2,891.0	-	-	-	-
Enterprise Directory Services	8.0	3,433.1	8.0	3,467.1	8.0	3,475.7
IT Desktop Software Administration	-	892.4	-	901.9	-	840.1
Online Support	-	806.1	-	828.0	-	813.3
Unified Messaging - Oversight and Management	2.0	555.5	2.0	549.4	2.0	550.4
OCIO End User Services	12.0	8,578.3	10.0	5,746.4	10.0	5,679.6
Bison Support System (BSS)	-	-	-	5,408.4	-	6,104.8
Customer Support Services	-	935.4	-	936.2	-	1,013.7
Enterprise Cloud Connect Infrastructure	-	-	-	1,224.0	-	1,224.0
OCIO Enterprise Services Division	-	935.4	-	7,568.6	-	8,342.5
Geospatial Services	2.0	452.6	2.0	462.7	2.0	473.6
Information Management Compliance	10.0	3,550.5	10.0	3,826.0	10.0	3,851.1
National Archives and Records Administration	-	164.0	-	134.0	-	134.0
Solutions, Design and Innovation (SDI)	2.0	1,168.5	2.0	1,165.3	2.0	1,158.9
OCIO Principal Deputy Chief Information Officer	14.0	5,335.7	14.0	5,587.9	14.0	5,617.6
IT Shared Services Subtotal	100.0	87,644.2	117.0	93,417.1	117.0	92,457.8
Interior Business Center						
DOI Talent	-	-	13.7	4,620.1	11.7	4,667.4
Drug-Free Workplace Program Services and Oversight (DOI)	3.0	1,464.0	3.0	1,629.1	3.5	1,766.0
Employee Express	-	797.4	0.5	855.9	0.4	844.0
Federal Personnel and Payroll System	83.0	20,012.6	85.0	22,424.6	86.9	20,765.7
HR System Integration Framework	2.0	862.1	2.3	829.4	2.3	823.0
IBC Human Resources Directorate	88.0	23,136.2	104.5	30,359.1	104.8	28,866.2

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
Acct Ops - Household Goods (HHG)	1.0	173.3	1.0	174.7	1.0	168.3
Quarters (DOI)	1.0	832.6	1.5	743.5	1.5	648.6
IBC Financial Management Directorate	2.0	1,005.9	2.5	918.2	2.5	816.9
Acquisition Services Aviation	21.0	4,576.0	22.0	4,799.2	22.6	4,815.7
IBC Acquisitions Services Directorate	21.0	4,576.0	22.0	4,799.2	22.6	4,815.7
Interior Business Center Subtotal	111.0	28,718.1	129.0	36,076.4	129.9	34,498.8
Centralized Billing Total	467.0	229,781.5	546.5	257,260.1	555.4	263,203.6
Direct Billing						
OS Shared Services						
FBMS DOI-IT Support	8.0	591.2	8.0	842.5	8.0	838.2
e-Travel Implementation	-	-	-	-	-	1,688.0
FBMS Business Integration Office	8.0	591.2	8.0	842.5	8.0	2,526.2
Aviation Management	1.0	2,194.4	1.0	2,199.1	1.0	2,202.8
Office of Aviation Services	1.0	2,194.4	1.0	2,199.1	1.0	2,202.8
Building Automation System	-	30.0	-	30.0	-	30.0
Creative Communications	-	548.6	-	41.0	-	41.0
Lease Administration - MIB	1.0	835.1	1.0	859.4	1.0	859.1
MIB Operation and Maintenance	8.0	16,554.3	7.0	17,690.4	7.0	18,410.9
Reimbursable Mail Services	-	626.0	-	528.5	-	516.8
Reimbursable Vehicle Fleet	-	152.0	-	157.2	-	125.6
Office of Facilities & Administrative Services	9.0	18,745.9	8.0	19,306.5	8.0	19,983.3
Valuation Services	5.0	2,215.8	5.0	2,215.8	5.0	2,251.3
Appraisal and Valuation Service Office	5.0	2,215.8	5.0	2,215.8	5.0	2,251.3
OS Shared Services Subtotal	23.0	23,747.4	22.0	24,564.0	22.0	26,963.6
OS Activities						
Ocean Coastal Great Lakes Activities	-	220.0	3.0	700.0	-	-
Assistant Secretary for Insular and International Affairs	-	220.0	3.0	700.0	-	-
MIB/Udall Building Budget Support	-	-	-	-	1.0	243.5
WCF Budget Formulation, Execution, and Funds Control	12.0	1,649.9	12.0	1,654.8	12.0	1,687.5
Office of Budget	12.0	1,649.9	12.0	1,654.8	13.0	1,931.0
Recycle Program	-	40.0	-	40.0	-	40.0
Office of Environmental Policy and Compliance	-	40.0	-	40.0	-	40.0
Incident Management Analysis and Reporting System (IMARS)	6.0	5,264.0	-	-	-	-
Office of Law Enforcement and Security	6.0	5,264.0	-	-	-	-
Secretary's Indian Water Rights Office	3.0	744.9	4.0	790.6	3.0	924.9
Secretary's Immediate Office	3.0	744.9	4.0	790.6	3.0	924.9
Single Audit Clearinghouse	-	103.6	-	107.2	-	104.0
e-Travel	-	-	-	-	-	2,441.5
Office of Financial Management	-	103.6	-	107.2	-	2,545.5
USA Hire Assessment Tools	-	355.0	-	385.0	-	385.0
USA Performance Licenses 2024	-	-	-	54.0	-	-
eOPF	-	1,443.3	-	829.2	-	869.5
Office of Human Resources	-	1,798.3	-	1,268.2	-	1,254.5
Diversity Change Training	-	202.6	-	209.6	-	-
Equal Employment Opportunity (EEO) Investigations	-	167.2	-	173.0	-	181.4
Equal Employment Opportunity (EEO) Training	-	4.1	-	4.2	-	4.4
Office of Diversity, Inclusion, and Civil Rights	-	373.9	-	386.8	-	185.8

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
Vaccine and Testing Tracking System	-	412.3	-	426.5	-	-
Office of Occupational Safety and Health	-	412.3	-	426.5	-	-
Consolidated Direct Billed Leadership and Perf Centers	7.0	2,203.0	7.0	2,330.3	6.0	2,308.6
DOI Learning Management System	-	323.6	-	340.8	-	357.3
Government-Wide Forums	1.0	621.9	1.0	694.6	1.0	724.5
Government-wide Acquisition Intern Program XII	-	601.0	-	625.0	-	655.3
National Indian Prgrms Training Center (NIPTC) Maintenance	-	55.2	-	55.0	-	57.7
Senior Executive Service Candidate Development Program (SESCDP)	-	410.9	-	449.8	-	471.6
DOI University (DOIU)	8.0	4,215.7	8.0	4,495.5	7.0	4,575.1
Federal Consulting Group	9.0	25,623.4	9.0	24,112.3	9.0	24,868.3
Federal Consulting Group / DOIU	9.0	25,623.4	9.0	24,112.3	9.0	24,868.3
Federal Flexible Savings Account (FSA) Program	-	511.7	-	511.7	-	511.7
OPM Credit Monitoring	-	-	-	579.8	-	579.8
Transportation Benefits (Transit Subsidies)	-	655.6	-	175.0	-	175.0
Department-wide Activities	-	1,167.4	-	1,266.5	-	1,266.5
OS Activities Subtotal	38.0	41,613.4	36.0	35,248.4	32.0	37,591.6
IT Shared Services						
Anti-Virus Software Licenses	-	121.3	-	-	-	-
CDM Licenses	-	1,904.6	-	2,465.2	-	1,665.2
CDM Phase 2	-	566.7	-	-	-	-
CDM Phase 2 - SailPoint	-	524.3	-	524.3	-	508.8
Data-at-Rest Initiative	-	414.1	-	197.8	-	-
End Point Manager Licenses	-	2,120.3	-	2,140.9	-	2,205.1
Identity Credential Access Management (ICAM)	-	9,491.2	-	11,217.5	-	11,320.4
Information Systems Security Line of Business	-	2,496.8	-	-	-	-
Information Systems Security Officer (ISSO)	9.0	6,413.7	11.0	11,426.8	11.0	11,429.0
Security & Privacy Migration	-	1,147.5	-	-	-	-
OCIO Cybersecurity Division	9.0	25,200.4	11.0	27,972.4	11.0	27,128.4
Core Hosting Services	27.0	24,768.4	33.5	25,950.3	27.0	25,922.0
OCIO Hosting Services	27.0	24,768.4	33.5	25,950.3	27.0	25,922.0
AQD EIS Supplemental Bill	-	2,974.4	-	3,063.6	-	738.6
COMSEC Program	1.0	254.9	1.0	260.4	1.0	264.7
Denver Phone System	-	610.1	-	547.0	-	-
Enterprise Infrastructure Solution (EIS) Voice	-	7,056.0	-	7,056.0	-	7,056.0
Enterprise Services Network (ESN)	-	33,884.3	-	32,025.6	-	32,025.6
Frequency Management Support	-	71.2	-	73.1	-	75.0
ISSO Network Support Services	2.0	4,142.3	2.0	5,074.8	3.4	6,059.9
ISSO Telecommunications	1.0	988.9	1.0	978.1	1.0	495.2
Phone Modernization	-	-	-	403.4	-	424.1
Radio Security	-	237.6	-	237.9	-	464.3
OCIO Telecommunications Services	4.0	50,219.6	4.0	49,719.9	5.4	47,603.4
Active Directory Federated Services (ADFS)	-	627.2	-	626.6	-	616.3
Desktop Services	4.0	3,133.1	4.0	6,852.0	4.0	7,054.9
Microsoft Support Services	-	1,382.2	-	1,519.0	-	1,519.0
Online Support - Custom Development	-	31.5	-	-	-	-
Unified Messaging - Cloud	15.0	24,178.2	13.0	23,210.5	13.0	23,229.7
OCIO End User Services	19.0	29,352.3	17.0	32,208.2	17.0	32,419.9
Customer Support Services for Human Resource and Financial Management Shared Services	18.0	8,743.7	18.0	9,020.7	18.0	7,518.1
OCIO Enterprise Services Division	18.0	8,743.7	18.0	9,020.7	18.0	7,518.1
Electronic Records Management	-	5,517.5	-	5,706.9	-	7,856.6
GeoPlatform Services	1.0	798.4	1.0	797.7	-	816.5

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

Account	2023 Actual		2024 Estimate		2025 Estimate	
	FTE	(\$000)	FTE	(\$000)	FTE	(\$000)
Geospatial Enterprise Licenses	-	7,439.3	-	8,350.9	-	8,344.1
Login.gov	-	-	-	147.4	-	149.1
National Agricultural Imagery Program (NAIP) Access	-	1,977.0	-	2,017.0	-	1,900.0
OCIO Principal Deputy Chief Information Officer	1.0	15,732.3	1.0	17,019.8	-	19,066.3
IT Shared Services Subtotal	78.0	154,016.5	84.5	161,891.2	78.4	159,658.0
Interior Business Center						
Drug and Alcohol Testing - Program Management	8.0	1,310.7	6.0	1,144.0	7.8	1,483.7
Drug and Alcohol Testing Additional Services IT	-	-	-	22.3	-	-
Drug and Alcohol Testing Collection - Full Service	4.0	2,235.6	4.5	2,316.5	5.0	2,365.8
Drug and Alcohol Testing Collection - Semi Service	-	211.2	0.2	197.8	0.2	175.8
Drug and Alcohol Testing Collection - Single Service	-	13.4	0.1	11.4	0.1	11.7
Employee Express	1.0	1,215.6	0.7	1,243.9	0.7	1,261.2
FPPS Casuals	2.0	485.1	3.0	609.1	2.9	604.1
FedTalent	14.0	5,683.4	3.6	1,624.4	5.0	1,882.8
FedTalent Special Projects	-	1,166.5	-	-	-	-
Federal Personnel and Payroll System	205.0	50,983.0	220.3	54,603.0	217.6	51,982.7
HR Systems Integration Framework	5.0	2,199.0	6.1	2,019.7	5.7	2,060.3
Human Resource Management Systems	12.0	4,370.6	13.6	3,903.9	12.5	4,115.5
Human Resources Operational Services	52.0	9,303.0	51.9	10,347.9	56.0	11,347.1
Learning Content	-	11.3	0.1	11.8	0.1	12.5
Learning Content License Passthrough	-	1,435.1	-	1,411.2	-	1,523.9
Leave and Earning Statements	-	249.4	-	251.5	-	243.7
Migrations/Implementations	6.0	915.5	4.0	1,023.8	4.0	1,058.2
Monster Hiring Solutions	-	170.4	0.4	189.9	0.4	158.0
Monster Hiring Solutions License Passthrough	-	3,733.2	-	3,423.4	-	3,155.7
Personnel Security & Credentialing Services	28.0	4,814.2	35.0	5,933.8	35.7	6,508.0
Quicktime	25.0	11,256.7	31.8	11,352.6	33.7	12,086.5
Special Projects	11.0	1,785.9	10.0	1,906.3	12.9	2,486.3
USA Staffing	-	88.0	0.1	67.9	0.1	75.2
USA Staffing Licenses Passthrough	-	6,700.0	-	6,914.1	-	8,010.5
WebTA License Passthrough	-	247.1	-	-	-	-
webTA	-	6,391.7	-	-	-	-
IBC Human Resources Directorate	373.0	116,975.8	391.3	110,530.3	400.2	112,609.1
Accounting Ops - General Accounting	16.0	3,456.0	18.4	3,786.4	15.8	3,573.8
Accounting Ops - Intragovernmental Payments	10.0	1,753.2	11.1	1,927.1	-	-
Accounting Ops - PCS/Travel Coord	8.0	1,632.8	10.1	1,697.0	8.3	1,627.9
Accounting Ops - Process Automation	6.0	-	0.5	79.0	0.5	97.3
Accounting Ops - Rec/Rev/Reimb	15.0	2,773.6	16.1	3,105.9	16.7	3,254.6
Accounting Ops - TDY/Local Payments	10.0	2,007.8	10.7	2,283.3	10.5	2,339.7
Acct Ops - Vendor Payments (Commercial Payments)	21.0	3,532.6	23.5	4,286.2	22.2	4,369.6
Acquisition Audit Services	14.0	1,576.1	11.1	2,430.6	16.0	3,556.8
Charge Card Support Operations	7.0	1,351.7	7.7	1,601.6	7.7	1,651.8
Contracting Officer's Representative (COR) Support Service	3.0	661.8	1.5	441.3	3.0	821.4
FMD Special Projects	-	98.3	0.4	103.9	1.5	276.1
Indirect Cost Services	21.0	4,054.3	23.6	4,517.2	25.0	4,950.3
OFF O&M Pass-Through IT	-	3,094.5	-	3,507.4	-	3,793.7
Oracle Federal Financials (OFF) Implementation	-	-	-	-	2.0	546.5
Oracle Federal Financials (OFF) Operations & Maintenance (O&M)	38.0	18,289.2	41.5	18,802.4	37.9	18,564.7
Project Management and Systems Implementation Service	8.0	1,827.5	8.2	2,100.4	7.9	2,070.8
Quarters	2.0	602.3	1.5	523.2	1.1	458.5
eTravel Solutions	6.0	1,707.0	5.6	1,667.4	5.6	1,621.7
IBC Financial Management Directorate	185.0	48,418.7	191.4	52,860.2	181.7	53,575.0
Acquisition Services	61.0	18,692.8	70.3	19,012.8	65.2	20,258.9
IBC Acquisitions Services Directorate	61.0	18,692.8	70.3	19,012.8	65.2	20,258.9
Interior Business Center Subtotal	619.0	184,087.3	653.0	182,403.3	647.2	186,443.0
Direct Billing Total	758.0	403,464.6	795.5	404,106.9	779.6	410,656.3

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE and Revenue by Activity**

<u>Account</u>	<u>2023 Actual</u>		<u>2024 Estimate</u>		<u>2025 Estimate</u>	
	<u>FTE</u>	<u>(\$000)</u>	<u>FTE</u>	<u>(\$000)</u>	<u>FTE</u>	<u>(\$000)</u>
<u>Charge Card Rebates</u>						
OS Activities						
Charge Card Rebate Program	2.0	12,436.0	2.0	12,500.0	2.0	12,500.0
Charge Card Rebates Subtotal	2.0	12,436.0	2.0	12,500.0	2.0	12,500.0

**DEPARTMENT OF THE INTERIOR
DEPARTMENT-WIDE PROGRAMS
Working Capital Fund
FTE by Billing Type**

	<u>2023 Actual</u>	<u>2024 Estimate</u>	<u>2025 Estimate</u>
Centralized Billing	467.0	546.5	555.4
Direct Billing	758.0	795.5	779.6
Charge Card Rebates	2.0	2.0	2.0
Working Capital Fund Grand Total	<u>1,227.0</u>	<u>1,344.0</u>	<u>1,337.0</u>

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Interior Franchise Fund

DEPARTMENT OF THE INTERIOR

DEPARTMENTWIDE PROGRAMS

Interior Franchise Fund

Narrative Statement

History

The Government Management Reform Act of 1994 (P.L. 103-356) authorized the creation of six executive agency pilot franchise funds. The Director of the Office of Management and Budget approved the Department of the Interior's application for a pilot program in May 1996, and the Interior Franchise Fund was established in the 1997 Interior and Related Agencies Appropriations Act (P.L. 104-208). The 2008 Omnibus Appropriation bill provided permanent franchise fund authority.

Purpose

The purpose of the Interior Franchise Fund (IFF) is to provide common administrative and financial management services to Federal agencies on a discretionary and competitive basis. Services executed in the IFF support the Department's missions of conserving and managing the Nation's natural resources and cultural heritage for the benefit of the American people.

The objective of the Franchise Fund program is to reduce the costs of common services and systems to Interior and other Federal agencies and, ultimately, the taxpayer by streamlining and standardizing business processes and supporting architecture and systems. Common services are those functions all agencies perform in support of their missions.

Governance

The Department provides IFF oversight through a formal governance structure and policy. The governance structure provides operating principles, criteria, and a management control framework for shared services operating in the IFF. This oversight ensures that business lines support the Department's strategic goals and initiatives and service offerings are in compliance with Federal and Departmental programs and expectations.

Service Providers

The Interior Business Center (IBC) provides services executed in the IFF. IBC is the Department of the Interior's Shared Service Provider of business management services. IBC offers business services through the IFF designed to create efficiencies and economies of scale for the Department and other Federal agencies.

The IBC Acquisition Directorate provides valuable technical support to numerous customers in the Department and other Federal agencies. Acquisition Services provided through the IFF include lifecycle-assisted acquisition from project inception through contract completion including acquisition planning; pre-award documentation and solicitation; negotiation; contract award and administration; and contract closeout services.

Billing Methods

Customer billing for services provided through the Interior Franchise Fund is accomplished using one of the following methods:

Direct Billing is used whenever the product or service provided is discretionary or severable, and individual customer orders are used. Direct Billing is used for both fixed fee and time and materials contractual arrangements. Reimbursable support agreements and similar contractual documents are used to establish the relationship between the customer and the Service Provider. Customer agencies adjust their budget requests based on their estimates of service levels required and requested through the Direct Billing.

Overhead Activities are corporate-level leadership and administrative functions and infrastructure support including acquisition, human resources, financial management, facilities, and information technology. Service Providers are authorized to fully recover costs of overhead activities. Overhead costs are included in rates charged by Service Providers for Direct Billed services.

Pass Through Activities are activities where the value of goods provided is recovered. Costs to administer pass-through activities are recovered through separate direct bill fee structures. Pass Through Activities include the value of contracts awarded on behalf of other Federal agency customers of the IBC Acquisition Services Directorate.

Financial Overview

The following table details revenue, expenses, and estimated contributions to the IFF Capital Improvement Reserve.

IFF Revenue and Expense Summary			
Dollars in thousands			
	<u>2023</u>	<u>2024</u>	<u>2025</u>
Revenue	70,656.0	46,499.5	60,286.0
Operating Expenses	<u>68,299.0</u>	<u>45,398.5</u>	<u>59,186.0</u>
Net Reserve Contribution	2,357.0	1,101.0	1,100.0

2024 and 2025 are estimates based on projected customer workload.

The IFF has been instrumental in assisting the Department with major infrastructure improvements and other Departmentwide initiatives. The following table details the use of the IFF Capital Improvement Reserve from 2004 – 2024.

Department of the Interior
 Use of IFF Capital Improvement Reserve
 2004 - 2024
 Dollars in thousands

Fiscal Year	Financial Management Systems	ADP Systems ^{1/}	Other Support Systems	Total
2004-2022	\$82,100	\$65,978	\$9,694	\$157,772
2023	0	0	0	0
2024 ^{2/}	0	0	0	0
Total	\$82,100	\$65,978	\$9,694	\$157,772

^{1/} An IT System of one or more computers, associated software, and data storage.

^{2/} 2024 Usage is through February 16, 2024.

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Great American Outdoors Act

Great American Outdoors Act

The Great American Outdoors Act (GAOA) is historic legislation that combines a financial commitment to conservation and recreation for future generations with a significant investment in the facilities needed to carry out Interior's important missions, ranging from operating Bureau of Indian Education schools to the care and maintenance of America's national treasures. This investment provides an unprecedented opportunity to address the Department of the Interior's deferred maintenance backlog and restore deteriorating assets. To do so effectively requires prioritization, consistent with lifecycle investment plans and a sound program execution and management strategy.

National Parks and Public Land Legacy Restoration Fund

The Department of the Interior is responsible for administering and implementing GAOA's National Parks and Public Land Legacy Restoration Fund (LRF) program, which is shared with the U.S. Forest Service. For fiscal years 2021 through 2025, Congress authorized up to \$1.9 billion annually to be deposited in the LRF for projects that address deferred maintenance. The annual deposit is equal to 50 percent of energy development revenues from oil, gas, coal, alternative, or renewable energy on Federal land and water credited, covered, or deposited into the Treasury as miscellaneous receipts under Federal law in the preceding fiscal year. The annual funding is allocated to the National Park Service, U.S. Fish and Wildlife Service, Bureau of Land Management, Bureau of Indian Education, and the U.S. Forest Service within the Department of Agriculture.

Permanent Authorization of the Land and Water Conservation Fund

The Act amended the authorization for the Land and Water Conservation Fund (LWCF) (54 U.S.C 200303) to provide full and permanent funding for the program. The law provides for a deposit of \$900 million into the LWCF each fiscal year which is available the next fiscal year to support the purposes of the program. In addition, the Gulf of Mexico Energy Security Act of 2006, P.L. 109-432, makes amounts available from the LWCF for State grants.

Consistent with Congressional direction, the Department submits the following LRF and LWCF projects as part of the FY 2025 budget process. Detailed project data sheets for FY 2025 LRF projects can be found on the Department's GAOA website: <https://www.doi.gov/gaoa-projects>. Details for LWCF projects and other program information can be found on Department's LWCF website: <https://www.doi.gov/lwcf>.

The projects presented below are ready for implementation in FY 2025. The Department will keep Congress informed should the circumstances of a specific project change during the FY 2025 budget process in accordance with the statutory direction provided for FY 2024 appropriations.

National Parks and Public Land Legacy Restoration Fund

Appropriation Summary Statement

The Great American Outdoors Act (Public Law 116-152) established the National Parks and Public Land Legacy Restoration Fund (LRF) to address the deferred maintenance backlog of the National Park Service, the United States Fish and Wildlife Service, the Bureau of Land Management, the Bureau of Indian Education, and the United States Forest Service. Deferred maintenance occurs when scheduled maintenance and repairs are not performed when they should have been or were scheduled to be and are put off or delayed to a future period.

Amounts deposited in the LRF are available to the Secretary of the Interior and the Secretary of Agriculture without further appropriation or fiscal year limitation. Furthermore, amounts deposited in the LRF for each fiscal year are to be used for priority deferred maintenance projects in the National Park System, the National Wildlife Refuge System, on public land administered by the Bureau of Land Management, for the Bureau of Indian Education schools, and the National Forest System.

National Parks and Public Land Legacy Restoration Fund

(Dollars in Thousands)

Appropriation	2023 Actual	2024 Enacted ¹	2025 Estimate ¹	Change from 2024 (+/-)
National Parks and Public Land Legacy Restoration Fund (LRF)	1,972,673	2,132,370	2,203,886	+71,516
Sequestration ²	-92,055	-92,055	-92,055	0
Previously Unavailable ²	92,055	92,055	92,055	0
Transfer to U.S. Forest Service	-285,543	-295,931	-319,856	-23,925
TOTAL, DOI LRF	1,687,130	1,836,439	1,884,030	+47,591

¹ FY 2024 and FY 2025 LRF amounts include anticipated interest. Earned interest and donations are not subject to sequestration.

² Starting in FY 2022, amounts deposited into LRF from qualified miscellaneous receipts derived from oil, gas, coal, alternative or renewable energy are subject to a sequestration reduction of 5.7% which by law, is applied during the year of execution uniformly across all programs and will become available in the subsequent fiscal year (i.e., sequestration “pop up”).

Program Overview

The Department of the Interior is responsible for administering and implementing the Great American Outdoors Act (GAOA) LRF program, which is shared with the U.S. Forest Service. For fiscal years 2021 through 2025, Congress authorized up to \$1.9 billion annually to be deposited in the LRF for projects that address deferred maintenance. The annual deposit is equal to 50 percent of energy development revenues from oil, gas, coal, alternative, or renewable energy on Federal land and water credited, covered, or deposited into the Treasury as miscellaneous receipts under Federal law in the preceding fiscal year. The annual funding is allocated to the National Park Service, U.S. Fish and Wildlife Service, Bureau of Land Management, Bureau of Indian Education, and the U.S. Forest Service within the Department of Agriculture.

The GAOA Program Management Office (PMO) within the Office of the Secretary is responsible for administering and directing the implementation the GAOA LRF program. The GAOA PMO issues guidance and helps to coordinate the strategic selection and execution of priority deferred maintenance projects with the overarching goal of addressing the Department of the Interior’s deferred maintenance backlog and improving the condition of deteriorating assets.

The GAOA PMO collaboratively works with numerous offices within the Department of the Interior including the Office of the Solicitor, the Office of Budget, the Office of Acquisition and Property Management, and the Office of Financial Management, but it does not oversee or administer Land and Water Conservation Fund projects or activities.

Project Selection

Since the inception of the GAOA LRF program, the Department of the Interior has asked its bureaus to select projects that:

- Address a significant amount of deferred maintenance;
- Maximize the return on the investment by restoring and protecting highly utilized facilities, improving accessibility for those with disabilities, as well as expanding recreational opportunities and public access;
- Improve the Department of the Interior’s financial health through asset portfolio right-sizing, leveraging opportunities, and lifecycle cost management;
- Provide for safe and secure facilities that help to safeguard those we serve, our partners and volunteers, and our workforce; and
- Rehabilitate assets/facilities that will support conservation, recreation, and educational opportunities for future generations.

The Department of the Interior has also asked bureaus to consider:

- Projects that can be rapidly initiated once funding is received;
- Projects that employ sustainable life-cycle asset management strategies;
- Projects with the potential to attract outside investment/contributions;
- Projects that are larger in scope and help minimize the overhead imprint and maximize program impact; and
- Projects that:
 - Support economic revitalization and job creation;
 - Prioritize climate resilient infrastructure;
 - Conserve or protect against threats to resources;
 - Utilize clean energy;
 - Support the engagement of youth/job corps, and
 - Benefit overburdened and underserved communities.

Actual and Planned Accomplishments

The Department of the Interior’s FY 2021-2023 LRF allocations have funded 276 projects, with 51 new projects and 5 existing projects proposed to receive additional funding in FY 2024. At project completion, the first four years of GAOA LRF funding are estimated to address \$4.8 billion in deferred maintenance, support an average 17,000 jobs each year, and contribute an average of \$1.9 billion of funding to the U.S. economy per year. Highlights of the Department of the Interior’s accomplishments implementing the GAOA LRF program since its enactment in August 2020 are as follows:

- Formulated billions in funding for nearly 400 allocated and proposed projects through FY 2025, addressing high-priority deferred maintenance across various asset types including transportation, housing, infrastructure, water, wastewater systems, recreational facilities, and schools. These projects are expected to improve an estimated 3,800+ assets.
- Obligated \$2.34 billion in funding with 102 projects currently in the construction phase and 59 projects complete or substantially complete as of September 30, 2023.
- Earned more than \$214 million in investment earnings to fund future LRF projects as of December 31, 2023. Anticipated FY 2024 and FY 2025 investment interest exceeds \$500 million, which vastly surpasses the LRF program’s indirect costs and is in addition to the annual \$1.9 billion from energy development revenues.
- Hosted more than 40 meetings and listening sessions with external stakeholder groups, including Tribal members, Tribal historic preservation offices representatives, and other Federal, State, and non-governmental organization partners.

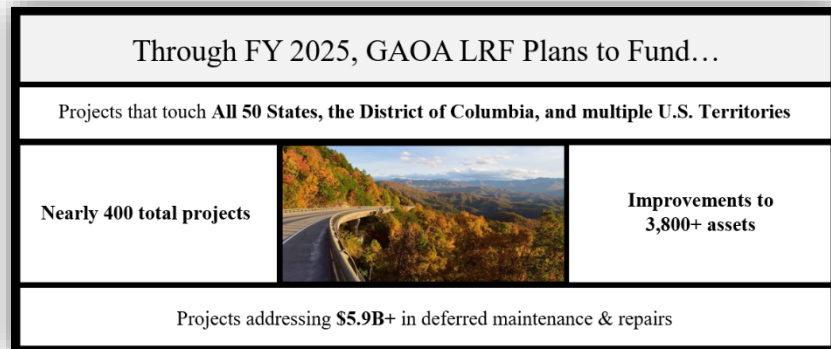


Figure 1 - Image; Great Smokey Mountains National Park - Photo Credit: NPS

GAOA LRF Deferred Maintenance Impact

Given the scale and size of LRF projects, most of the projects will take multiple years to complete. Project-level deferred maintenance and repair will not be removed from an LRF Bureau’s backlog or “come off the books” until an LRF project is complete and administrative records are updated; a process that occurs months after construction activities end. The LRF Program expects to recognize significant amount of deferred maintenance and repair backlog removal beginning in FY 2025 when larger projects start to reach completion. The following graph provides the estimated deferred maintenance impact of the FY 2021 through 2025 LRF allocations and proposed projects.

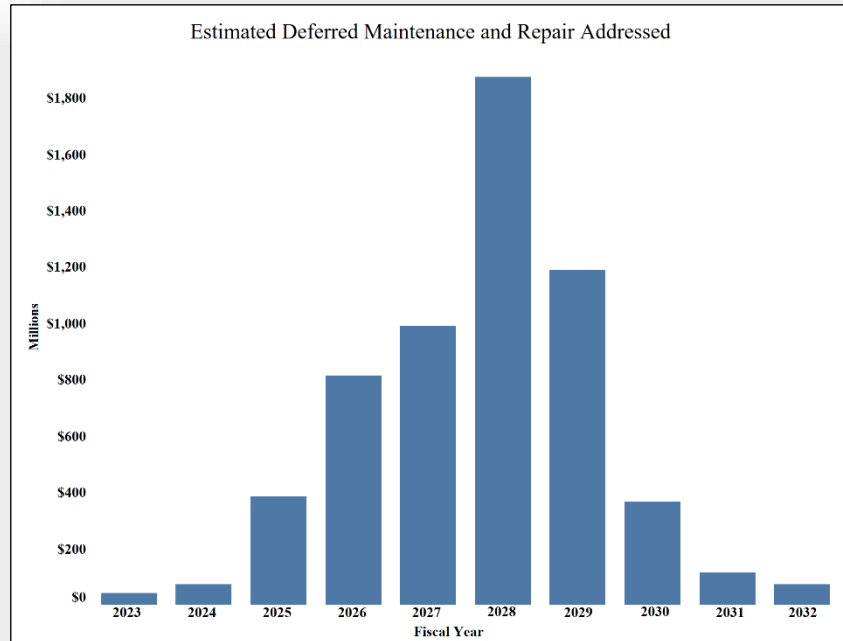


Figure 2 - Estimated Deferred Maintenance and Repair Addressed. Estimates are variable and subject to change.

The following highlights several LRF projects including brief descriptions of their impacts and benefits.

*Bureau of Land Management****Project: Sourdough Campground Bridge Replacement******Location: Anchorage District, Alaska***

Before photo of timber bridge at Sourdough Campground. Photo Credit: Curt Fortenberry



After photo of brand new concrete girder bridge at Sourdough Campground. Photo Credit: Curt Fortenberry

The Bureau of Land Management replaced the bridge at the Sourdough Campground, which provides sole access for thousands of visitors each year to the campground's boat launch for fishing on the Gulkana Wild and Scenic River in Alaska. The old 1980's era timber bridge had become unsafe due to severe deterioration and weathering. The Bureau of Land Management recently replaced the bridge with a precast concrete girder bridge that will provide safer recreation access, and incorporated resiliency into its design with an increased span to accommodate changing snowmelt and flood patterns.

Bureau of Indian Education

***Project: Southwest – Education Demolition
Location: Great Plains Region, New Mexico***



Construction work at Ohkay Owingeh Community School. Photo Credit: BIE

The Bureau of Indian Education is demolishing 9,613 square feet of excess education buildings and remediating the building sites at three schools in New Mexico: Ohkay Owingeh Community School, Haak’u Community Academy, and San Felipe Pueblo Elementary School. Removing these buildings will improve safety; improve learning and work environments for students, teachers, and staff; and increase energy and water conservation efforts.

***Project: Wounded Knee District School – Quarters
Location: Lakota Sioux Nation, South Dakota***



Aerial views of Wounded Knee District School. Photo Credits: BIE

The Bureau of Indian Education is repairing or replacing 48 living quarters units and related utility infrastructure at Wounded Knee District School, which serves 152 students in grades K – 8 and is affiliated with the Lakota Sioux Nation in South Dakota. This project will support the housing needs at the school, helping to improve staff recruitment and retention by better addressing the residential needs of faculty.

U.S. Fish and Wildlife Service

Project: Modernize Multiple Outdoor Recreational and Transportation Assets, Phase II
Location: Dale Bumpers White River National Wildlife Refuge, Alaska



Construction at Dale Bumpers National Wildlife Refuge. Photo Credits: USFWS

The U.S. Fish and Wildlife Service is rehabilitating facilities at Dale Bumpers White River National Wildlife Refuge in Arkansas, which is one the most important areas for wintering waterfowl in North America and home to the only population of native black bears in the State. This project will repair seven boat launches, rehabilitate five campgrounds, repair seven levees, and repair numerous public transportation assets, including 24 parking lots, four road bridges, and eight gravel roads that help enable visitor access.

Project: Maintenance Action Team at Sand Lake National Wildlife Refuge
Location: Sand Lake National Wildlife Refuge, South Dakota



In progress and completed work on signage at Sand Lake NWR. Photo Credit: USFWS

The U.S. Fish and Wildlife Service utilized GAOA LRF-funded Maintenance Action Teams to complete repairs at Sand Lake National Wildlife Refuge, located in the prairie-pothole region in South Dakota and known for its status as a Globally Important Bird Area and Wetland of International Importance. Maintenance Action Teams replaced the site’s deteriorating public wayfinding signposts with new signage and frames. These improvements will help enhance the visitor experience at the site, helping ensure that the public can properly access the refuge’s wildlife viewing and recreation-related destinations and activities.

National Park Service

Project: Rehabilitate the Interior and Exterior of First Bank of the United States
Location: Independence National Historical Park, Pennsylvania



The First Bank of the United States at Independence National Historic Park. Photo Credit: NPS

The First Bank of the United States, part of Independence National Historic Park in Philadelphia, operated between 1797-1811 after the Federal government adopted Alexander Hamilton's proposal to establish a national bank, laying the foundation of the U.S.'s financial systems. The bank will undergo an extensive rehabilitation ahead of the 250th anniversary of the Declaration of Independence so it can reopen to the public for the first time since the 1970s. This GAOA LRF-funded work will renovate the building's interior and exterior by replacing leaking metal roofing, stabilizing, cleaning, and repairing marble and brick masonry, correcting moisture incursion problems, and updating the electrical and HVAC systems.

Project: Rehabilitate Headquarters East Water System and Moraine Park Campground Electrical Distribution

Location: Rocky Mountain National Park, Colorado



Fusing HPDE pipe for installation in front of Moraine Park Meadow and the divide. Photo Credit: Jamie Richards



Construction of a water tank. Photo Credit: NPS DSC project team

Moraine Park Campground is the largest campground in Rocky Mountain National Park, serving over 30,000 tent and RV campers annually. The existing campground infrastructure was installed when the campground was first built in the 1960s and is well past the typical 30-year service life. The National Park Service will rehabilitate infrastructure at the campground and park headquarters by replacing and repairing aging water lines, increasing water capacity by installing larger storage tanks throughout the system, and upgrading the park's water treatment plant with modern technology. Improvements to the electrical distribution system include moving electric power lines underground to better protect against the risk of wildfire or damage caused by storms and falling tree branches. The project will also greatly improve the visitor experience by improving campsites, increasing accessibility, and improving traffic flow.

*Project: Restore Dorchester Monument and Hardscapes
Location: Boston National Historical Park, Massachusetts*



Construction at Dorchester Heights Monument. Photo Credit: NPS



Stabilization work on Dorchester Heights Monument. Photo Credit: NPS

The National Park Service is restoring the Dorchester Heights Monument at Boston Historical Park in Massachusetts, a 115-foot commemorative marble tower at the site of Revolutionary War fortifications. Work includes improvements to the tower's foundation, electrical, heating, and cooling system, plumbing, and the replacement of hardscapes to improve accessibility and safety.

Additional information about the Department of the Interior's projects can be found on its GAOA LRF website: <https://www.doi.gov/gaoa>.

FY 2025 Project List

To maximize the impact of the once-in-a-generation LRF investments, the Department implements a strategic asset management approach in line with Interior’s [Asset Management Vision](#). While addressing deferred maintenance and repairs, LRF project development integrates considerations to reduce overall lifecycle costs. By including resilience and sustainability in designs, LRF projects seek to ensure assets receiving investments can withstand natural hazards and reduce long-term operations and maintenance costs.

Across diverse asset portfolios and in support of unique missions, LRF projects are developed to make investments within three standard investment categories (Maintenance, Modernization and Renewal, and Divestiture). Modernization and renewal investments seek to achieve a lower total cost of ownership as assets reach the end of their useful life. The replacement of an asset or its components helps to extend an asset’s life while addressing outstanding deferred maintenance and repairs. The FY 2025 LRF project data sheets include these standard investment categories to consistently describe the lifecycle investments Interior is prioritizing across the asset portfolio to strategically address deferred maintenance and repair backlogged and future maintenance responsibilities.

The Department of the Interior’s FY 2025 project list assumes the full \$1.9 billion allowable for deposit into the LRF is realized. Because determination of the deposit relies on the amount of qualifying energy revenue collected in the prior year, the actual amount available for FY 2025 projects will not be finalized until the start of FY 2025. The FY 2025 projects presented in the table below are ranked and prioritized. The Department of the Interior and its bureaus will select and implement projects based on the prioritized list below until the LRF allocation is exhausted net of the mandatory funding sequester (5.7% of funding) and previously unavailable funding (sequestration “pop up”). Projects not funded with the FY 2025 allocation may be considered for other appropriations in the future.

Assuming full funding in FY 2025, the LRF will support 83 projects in all 50 States, the District of Columbia, Puerto Rico, Guam, the Northern Mariana Islands, and the Virgin Islands.



Figure 3 - Images from top to bottom; (1) Project L088 – Color Country Recreation Sites – Photo Credit: BLM, (2) Project N072 – Minute Man National Historic Park – Photo Credit: NPS

FY 2025 Department of the Interior Allocation Summary Table
(Dollars in Thousands)

Budget Authority/Activity	Amount
FY 2025 Allocation (estimate)	1,615,000
FY 2025 Sequestration (estimate)	-92,055
FY 2025 Previously Unavailable (from FY 2024)	92,055
FY 2025 Proposed Projects	-1,615,000
Total Available/Unallocated (estimate)	0

FY 2025 Department of the Interior GAOA LRF Project List
(Dollars in Thousands)

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
BIE	E014	1	Shonto Preparatory School	Shonto Preparatory School Employee Housing New (Replacement) or Improvement Repair	AZ	AZ01	27,364	29,811
BIE	E015	2	Kinteel Campus	Kinteel Campus Renovation and Replacement of School Facility	NM	NM03	61,700	11,331
				Program Administration (Indirect Costs)			2,850	
				Contingency Fund			3,086	
Subtotal							95,000	41,142
BLM	L301	1	Elko District	Elko District Office Building Replacement and Repairs	NV	NV02	2,600	15,142
BLM	L501	2	Fire and Aviation, Galena Zone	Alaska Fire Service Galena Joint Administrative Office Replacement with FWS	AK	AKAL	8,300	8,240

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
BLM	L023	3	Jupiter Inlet Outstanding Natural Area	Jupiter Inlet Shore Stabilization	FL	FL18	2,000	7,150
BLM	L310	4	Vale District	Vale District Building Renovation	OR	OR02	2,300	6,857
BLM	L202	5	Medford and Northwest Districts	Oregon Bridge Rehabilitation	OR	OR02, OR05	4,400	12,932
BLM	L209	6	Northwest, Medford, and Roseburg Districts	Western Oregon District Projects	OR	OR04, OR05	1,500	11,023
BLM	L007	7	Colorado River District	Partners Point Boat Dock and Ramp Replacement	AZ	AZ04	2,300	3,450
BLM	L406	8	National Interagency Fire Center	415-Duane Graves Building Replacement	ID	ID01	6,000	7,000
BLM	L075	9	Roseburg District	Roseburg District Office and Security Deficiency Repairs	OR	OR04	3,800	5,607
BLM	L502	10	High Desert, High Plains, and Wind River-Bighorn Basin Districts	Wyoming Safety of Dams Repairs and Maintenance—Phase IV	WY	WYAL	4,250	4,250
BLM	L503	11	Northern California and Central California Districts	Combined California Recreation Rehabilitation	CA	CA01, CA02, CA04, CA20, CA24	7,800	6,571
BLM	L504	12	Eastern Montana/ Dakotas, North Central Montana, and Western Montana Districts	Montana Dakotas FY2025 Recreation, Roads, Dams, and Building Repair Project	MT, SD	MT01, MT02, SDAL	5,400	5,400
BLM	L505	13	Albuquerque and Las Cruces Districts	Albuquerque and Las Cruces Recreation Site Repairs	NM	NM02, NM03	5,000	4,970
BLM	L054	14	Winnemucca District	Orovada Crew Quarters McDermitt Replacement	NV	NV02	1,700	4,839

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
BLM	L409	15	Boise District, Idaho Falls District, Twin Falls District, and Idaho State Office	Idaho Fire and Administrative Site Repairs	ID	ID01, ID02	6,200	6,200
BLM	L507	16	Medford District	Galice Number 2 Bridge Replacement	OR	OR02	2,200	2,200
BLM	L508	17	Northwest and Southwest Districts	Colorado Facilities Repair and Upgrade	CO	CO03	6,500	6,490
BLM	L509	18	Arizona Strip District	Nixon Site Repairs and Quail Hill Access Road Repairs	AZ	AZ04	3,700	3,677
BLM	L510	19	Canyon Country District	Crescent Wash Dam Decommissioning	UT	UT03	4,200	3,703
				Program Administration (Indirect Costs)			2,850	
				Contingency Fund			12,000	
Subtotal							95,000	125,701
FWS	F001	1	National Wildlife Refuges	National Maintenance Action Team, Year 5	Multiple	Multiple	30,000	57,525
FWS	F004b	2	Crab Orchard NWR	Modernize Public Use Facilities, Repair Seismic Issues, and Improve Recreational Access—Phase II	IL	IL12	27,300	50,221
FWS	F010	3	National Wildlife Refuges	Salary Funding for Supplemental Conservation Workforce, Year 4	Multiple	Multiple	4,400	6,720
FWS	F042	4	National Elk Refuge	Replace Visitor Center & Deferred Maintenance Retirement at National Elk Refuge	WY	WYAL	17,200	17,200
FWS	F043	5	Koyukuk/Nowitna/Innoko NWRs	Replacement of the Galena Headquarters with BLM	AK	AKAL	8,000	8,240
FWS				Program Administration (Indirect Costs)			2,850	
FWS				Contingency Fund			5,250	
Subtotal							95,000	139,906
NPS	N017B	1	Gateway National Recreation Area	Replace Shoreline Stabilization Structures—Phase II	NY	NY05	55,000	55,000

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
NPS	N137	2	Gateway Arch National Park	Preserve Features and Systems of the Old Courthouse—Phase II	MO	MO01	12,000	13,424
NPS	N169	3	Grand Teton National Park	Rehabilitate "4 Lazy F Ranch" Cabins for Housing	WY	WYAL	8,120	6,805
NPS	N161	4	Sequoia and Kings Canyon National Parks	Rehabilitate and Replace Lodgepole Housing—Phase I	CA	CA20	35,100	4,708
NPS	N173	5	Buffalo National River	Address Park Infrastructure and Housing Deferred Maintenance	AR	AR01, AR03, AR04	10,800	4,350
NPS	N147	6	Chesapeake and Ohio Canal National Historical Park	Repair Potomac River Dams 4 and 5	MD	MD06	74,000	81,547
NPS	N187	7	Mojave National Preserve	Rehabilitate South Kelbaker and Kelso-Cima Roads	CA	CA23	38,300	42,844
NPS	N148	8	Yosemite National Park	Replace Tuolumne Meadows Wastewater Plant	CA	CA05	81,300	25,119
NPS	N157	9	Canyonlands National Park	Rehabilitate Utilities and Communication Infrastructure	UT	UT02, UT03	34,726	30,300
NPS	N160	10	Shenandoah National Park	Rehabilitate Headquarters Water System	VA	VA06	20,000	20,471
NPS	N152	11	Mount Rainier National Park	Rehabilitate Paradise Wastewater Systems	WA	WA08	65,600	9,540
NPS	N150	12	Multiple	Maintenance Action Teams	Multiple		25,000	25,000
NPS	N163	13	Dry Tortugas National Park	Rehabilitate or Replace Fort Jefferson Docks	FL	FL26	20,000	22,372
NPS	N154	14	White House and President's Park	Rehabilitate Utilities Project H—Phase I	DC	DCAL	45,000	47,046
NPS	N185	15	Badlands National Park	Rehabilitate Building for Headquarters and Concession Operations and Demolish Structures	SD	SDAL	15,000	11,506

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
NPS	N175	16	Lincoln Home National Historic Site	Replace Exterior Pavement Surfaces on Walkways, Streets, and Parking Areas	IL	IL18	8,900	9,668
NPS	N134	17	Mammoth Cave National Park	Repair and Replace Utility Infrastructure—Phase I	KY	KY02	29,680	28,173
NPS	N103	18	Glacier National Park	Replace Utility Systems	MT	MT01	33,350	35,866
NPS	N176	19	American Memorial Park	Replace Waterlines	MP	MPAL	15,000	12,491
NPS	N174	20	Rocky Mountain National Park	Rehabilitate Kawuneeche Visitor Center and Administration Building	CO	CO02	10,700	9,357
NPS	N177	21	Jean Lafitte National Historical Park and Preserve	Rehabilitate Chalmette National Cemetery	LA	LA01	14,400	14,400
NPS	N158	22	Lake Mead National Recreation Area	Replace Water Tanks and Water Treatment Systems	AZ, NV	AZ09, NV01, NV03, NV04	74,642	70,472
NPS	N162	23	Olympic National Park	Rehabilitate Barnes Point Wastewater Systems	WA	WA06	27,699	22,619
NPS	N166	24	George Rogers Clark National Historical Park	Preserve Memorial Envelope and Bronze Elements	IN	IN08	4,600	5,146
NPS	N156	25	New River Gorge National Park and Preserve	Repair Rend Trail and Bridges	WV	WV01	20,000	22,372
NPS	N170	26	Effigy Mounds National Monument	Rehabilitate Visitor Center	IA	IA01	5,000	4,437
NPS	N179	27	Appalachian National Scenic Trail	Rehabilitate Trail Sections in New England	CT, MA, ME, NH, VT	CT05, MA01, ME02, NH01, NH02, VTAL	15,000	12,250

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
NPS	N191	28	Voyageurs National Park	Rehabilitate Rainy Lake and Ash River Roads	MN	MN08	6,100	6,824
NPS	N186	29	Natchez Trace Parkway	Rehabilitate Water and Wastewater Systems	AL, MS, TN	AL04, AL05, MS01, MS02, MS03, TN04, TN07	10,000	11,186
NPS	N155	30	Cape Hatteras National Seashore and Fort Raleigh National Historic Site	Replace Fort Raleigh and Frisco Water Systems	NC	NC03	7,000	0
NPS	N178	31	Minidoka National Historic Site	Preserve Three Historic Structures	ID	ID02	5,000	5,594
NPS	N181	32	San Juan National Historic Site	Preserve Lighthouse and Austria Bastion	PR	PRAL	9,000	10,068
NPS	N182	33	Carlsbad Caverns National Park	Replace Main Water Distribution System	NM	NM02	8,000	8,474
NPS	N183	34	Blackstone River Valley National Historical Park	Preserve Slater and Wilkinson Mills	RI	RI01	9,000	8,203
NPS	N165	35	Valley Forge National Historical Park	Rehabilitate Buildings for Leasing and Demolish Obsolete Structures	PA	PA04, PA06	32,500	31,630
NPS	N159	36	Gettysburg National Military Park	Rehabilitate Historic Structures and Replace Water Lines	PA	PA13	31,319	31,181
NPS	N167	37	First State National Historical Park	Rehabilitate Ramsey House	DE	DEAL	3,000	3,131
NPS	N180	38	Tallgrass Prairie National Preserve	Rehabilitate Lantry Area and Spring Hill Barn	KS	KS01	6,300	7,048
NPS	N184	39	War in the Pacific National Historical Park	Preserve World War II Structures	GU	GUAL	2,600	2,908

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
NPS	N143	40	John Day Fossil Beds National Monument	Rehabilitate Visitor Center and Cant Ranch House	OR	OR02	9,162	10,250
NPS	N168	41	Isle Royale National Park	Rehabilitate Washington Harbor Dock	MI	MI01	4,000	3,283
NPS	N171	42	Apostle Islands National Lakeshore	Rehabilitate Outer Island Dock	WI	WI07	3,400	3,279
NPS	N153	43	Gateway National Recreation Area	Address Deferred Maintenance at Multiple Sites	NJ, NY	NJ06, NY05, NY08, NY11	40,000	30,727
NPS	N172	44	Haleakala National Park	Replace the Potable Water Catchment	HI	HI02	7,000	6,906
NPS	N194	45	Scotts Bluff National Monument	Repair Summit Road and Parking Areas	NE	NE03	6,400	7,088
NPS	N198	46	Theodore Roosevelt National Park	Repave Route 10	ND	NDAL	4,500	5,034
NPS	N189	47	Andersonville National Historic Site, Chattahoochee River National Recreation Area, Chickamauga and Chattanooga National Military Park, Jimmy Carter National Historical Park, Kennesaw Mountain National Battlefield Park, Martin Luther King, Jr. National Historical Park	Repair and Preserve Roads and Bridges in Georgia	GA	GA02, GA05, GA06, GA14, GA11	13,000	14,542
NPS	N190	48	Hawaii Volcanoes National Park	Rehabilitate Mauna Loa Lookout Road	HI	HI02	12,500	13,984
NPS	N193	49	Lake Meredith National Recreation Area	Repair and Preserve Roads and Parking Areas	TX	TX13	4,200	4,698

Departmentwide Programs

FY 2025 Budget Justification

Bureau	Unique ID	Priority	Station or Unit Name	Project/Activity Title	State	Cong. District	Funding Estimate **	Estimated DM Addressed*
NPS	N195	50	Virgin Islands National Park	Repair Lameshur Bay Road	VI	VIAL	3,700	4,138
NPS	N192	51	Congaree National Park, Cowpens National Battlefield, Kings Mountain National Military Park, Ninety Six National Historic Site	Repair and Preserve Roads in South Carolina	SC	SC03, SC05, SC06	4,000	4,474
NPS	N196	52	Chickasaw National Recreation Area	Repair and Preserve Roads and Parking Areas	OK	OK04	5,120	5,728
NPS	N197	53	Horseshoe Bend National Military Park	Repair Tour Road	AL	AL03	6,000	6,712
NPS	N188	54	Denali National Park and Preserve	Replace Ghiglione Bridge	AK	AKAL	16,000	14,754
NPS	N200	55	Cuyahoga Valley National Park	Demolish Excess Structures	OH	OH13, OH14	33,206	0
NPS	N199	56	Delaware Water Gap National Recreation Area	Demolish Hazardous Structures and Rehabilitate Historic Buildings—Phase I	NJ, PA	NJ05, NJ07, PA08	40,000	33,683
NPS	N164	57	Redwood National and State Parks	Remove Prairie Creek Logging Roads	CA	CA02	25,000	0
				Program Administration (Indirect Costs)			19,950	
				Project Management			46,816	
				Contingency Fund			97,310	
Subtotal							1,330,000	942,810
Total							1,615,000	1,249,559

Note: See project data sheets for detailed project descriptions.

* Estimated deferred maintenance numbers reflect the maintenance and repair work that will be addressed upon completion of the project, not necessarily within the funding year.

** Total amount is net of FY 2025 sequestration and previously unavailable funds from FY 2024 (sequestration "pop-up").

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Land and Water Conservation Fund

Appropriation Summary Statement

The Land and Water Conservation Fund (LWCF) was established by Congress in 1964 to support the protection of Federal public lands and waters – including national parks, forests, wildlife refuges, and public lands recreation areas – and to provide recreation opportunities to all Americans. The LWCF also provides for grants to State and local governments for the acquisition and development of public outdoor recreation areas and facilities.

Program Overview

The Land and Water Conservation Fund (LWCF) was established by Congress in 1964 to support the protection of Federal public lands and waters – including national parks, forests, wildlife refuges, and public lands recreation areas – and to provide recreation opportunities to all Americans. The LWCF also provides for grants to State and local governments for the acquisition and development of public outdoor recreation areas and facilities. The Department of the Interior’s 2025 budget proposes to allocate funds to a Tribal LWCF program that will enable Tribes to directly participate in the LWCF for the first time to acquire lands for the purposes of natural and cultural resource conservation and recreation access.

Through a variety of programs, LWCF supports our nationwide legacy of high-quality recreation and conservation areas. The Fund receives revenue from offshore oil and gas leasing to support outdoor recreation and conservation of natural, cultural, and historic resources across the country. Every State and most counties in the Nation have benefited from the LWCF since its establishment.

The Department of the Interior is responsible for administering and implementing these important programs, in concert with the U.S. Forest Service. The Great American Outdoors Act (GAOA) amended the LWCF Act to make LWCF funding permanent and LWCF funding is provided through a mandatory account. GAOA requires the President’s annual budget submission to Congress include a proposed allocation of LWCF funding by account, program, and project for consideration as part of the annual budget process. Mandatory LWCF funding is subject to a sequestration reduction of 5.7%. Beginning in FY 2022, the sequestered amount becomes available or “pops up” in the following year. Unless otherwise indicated, amounts referenced in this section reflect the Net Budget Authority that would be available for programs to execute after sequestration adjustments.

Mandatory Funded LWCF Programs

The 2025 budget submission for LWCF directly supports the Administration’s *America the Beautiful Initiative’s* conservation objectives by conserving and restoring the lands, water and wildlife that support and sustain the Nation. Programs increase public accessibility to the outdoors, provide recreation opportunities, and expand cultural activities and environmental education. Consistent with the goals of America the Beautiful, the LWCF programs leverage a diverse group of partners, local communities, Tribal Nations, and stakeholders to accomplish these goals. The LWCF 2025 Federal land acquisition projects were competitively selected according to established criteria which considers land and species conservation values, the risk of development, historical or cultural resources, increased recreation access for all, economic benefits, and partnership engagement. The LWCF grant programs support conservation and recreation projects in every State. The Outdoor Recreation Legacy Partnership Grants support

projects in underserved communities that support local conservation and outdoor recreation projects to engage a wider audience. The LWCF suite of programs provides an overarching framework to implement the President's goal to conserve 30 percent of U.S. land and waters by 2030, which will help address the climate crisis and its impacts on nature, improve equitable access to the outdoors, and strengthen the economy.

The Department of the Interior's LWCF mandatory funded programs include:

- Federal Land Acquisition programs in the Bureau of Land Management, U.S. Fish and Wildlife Service, and the National Park Service
- National Park Service Grants
 - State Conservation Grants
 - Outdoor Recreation Legacy Partnership Grants
 - American Battlefield Protection Program
- Fish and Wildlife Service Grants
 - Cooperative Endangered Species Conservation Fund Grants
 - Highlands Conservation Act Grants
- Appraisal and Valuation Services
- Tribal LWCF Land Acquisition (proposed)

The 2025 budget allocates \$681.9 million for Interior's mandatory funded LWCF programs. That amount includes \$313.0 million for Interior land acquisition, \$360.8 million for grant programs, and \$8.0 million for a new Tribal LWCF land acquisition program. Interior's land acquisition programs prioritize projects with strong local partner engagement, protect at-risk natural or cultural resources, and advance the mission of the bureaus. In addition to the mandatory LWCF funding to be allocated in 2025, another \$117.9 million in GOMESA oil and gas revenue is estimated to be available for LWCF State formula grants.

Proposed Tribal LWCF Land Acquisition Program

In 2025, the Department proposes \$8.0 million to establish a new Tribal LWCF Land Acquisition program in the Office of the Secretary and executed by the Bureau of Indian Affairs (BIA).

The new Tribal LWCF Land Acquisition program will enable Tribes to directly participate in the LWCF to acquire lands for the purposes of natural and cultural resources conservation and recreation access. It is envisioned this program would provide funds for eligible land acquisition projects submitted by Tribes, although BIA plans to hold formal Tribal consultation on the establishment of the program, including eligibility criteria. This new program will further enhance the ability of Tribes to address the climate crisis, support Tribal sovereignty and self-determination, and provide another important tool to support Tribal co-stewardship. This program is described in the Bureau of Indian Affairs Congressional Justification.

More information is available later in this chapter.

LWCF Funding Table

The LWCF mandatory funding allocation, and anticipated GOMESA revenue, bring Interior’s total LWCF funding to \$799.7 million in 2025. Consistent with Congressional direction, the following table summarizes the allocation of LWCF funding across all LWCF program areas and funding sources.

**Land and Water Conservation Fund
Displayed in Net Budget Authority
(dollars in thousands)**

Program/Agency/Bureau/Activity	2023 Enacted ^{1/}	2024 Request ^{1/}	2025 Request ^{1/}	Change
FEDERAL LAND ACQUISITION				
Department of the Interior				
Bureau of Land Management	69,925	73,877	78,236	+4,359
U.S. Fish and Wildlife Service	104,017	108,952	111,452	+2,500
National Park Service	105,293	104,325	104,325	0
Appraisal and Valuation Services Office	19,000	19,000	19,000	0
Subtotal, Department of the Interior	298,235	306,154	313,013	+6,859
Department of Agriculture				
U.S. Forest Service	124,717	123,885	123,885	0
Total, Federal Land Acquisition	422,952	430,039	436,898	+6,859
STATE AND LOCAL GRANTS				
Department of the Interior				
FWS Cooperative Endangered Species Conservation Fund	32,800	40,162	40,162	0
FWS Highlands Conservation Grants	10,000	10,000	10,000	0
NPS State Assistance Grants ^{2/}	335,684	305,544	290,685	-14,859
NPS American Battlefield Protection Program	20,000	20,000	20,000	0
Subtotal, Department of the Interior	398,484	375,706	360,847	-14,859
Department of Agriculture				
USFS Forest Legacy	78,564	94,255	94,255	0
Total, State and Local Grants	477,048	469,961	455,102	-14,859
TRIBAL PROGRAM				
Office of the Secretary				
Tribal LWCF Land Acquisition ^{3/}	0	0	8,000	+8,000
TOTAL, PERMANENT LWCF WITHOUT GOMESA	900,000	900,000	900,000	0
Total, Department of the Interior (Permanent)	696,719	681,860	681,860	0
Total, Department of Agriculture (Permanent)	203,281	218,140	218,140	0
<i>GOMESA, NPS State Assistance Grants ^{2/}</i>	<i>117,875</i>	<i>117,875</i>	<i>117,875</i>	<i>0</i>
TOTAL, LWCF PERMANENT FUNDING ^{4/}	1,017,875	1,017,875	1,017,875	0

^{1/} Bureau line item funding amounts are Net Budget Authority, the amount available to execute after sequester and pop-up adjustments. Beginning in 2022, permanent LWCF funding is subject to a sequestration reduction of 5.7 percent across all programs. Amounts sequestered from LWCF programs become available for obligation (“pop-up”) in subsequent years.

^{2/} NPS State Assistance Grants includes Formula Grants, Competitive Grants, and Program Administration. The Gulf of Mexico Energy Security Act (GOMESA) authorizes deposit of revenues generated by certain leasing activities on the Outer Continental Shelf into the LWCF for State Assistance Grants. In 2025, Interior anticipates GOMESA receipts of \$125.0 million (before sequestration) will be available for these grants. NPS has the ability to use up to 3 percent of GOMESA receipts to administer these grants.

^{3/} In 2025, DOI proposes an LWCF Tribal Land Acquisition program providing Tribes direct access to permanent LWCF funds. The program would be established in the Office of the Secretary account and managed by the Bureau of Indian Affairs. This proposal builds on the 2024 request, which proposed a similar program using current appropriations.

^{4/} In addition to the full permanent funding allocation of LWCF funding, the 2024 budget included an additional current funding request of \$12,000,000 (not shown here) for the proposed LWCF Tribal Land Acquisition program.

LWCF Project Tables

Consistent with Congressional direction, the Department submits the following LWCF Account, line-item and Federal land acquisition project list funding as part of the 2025 budget process. Detailed final project data sheets for each identified project are included in the executing Bureau’s Congressional Justification and will be made available on the Department’s LWCF website: <https://www.doi.gov/lwcf>. In addition, consistent with language in the FY 2023 Omnibus Appropriations Bill (P.L. 117-328), the Bureau Congressional Justification also includes a Supplemental list of Federal Land Acquisition projects. Project Data Sheets for supplemental projects will be provided separately.

The projects listed below are listed in priority order and have identified willing sellers. The Department will keep Congress informed should the circumstances of a specific project change during the 2025 budget process. The Federal Land Acquisition project funding amounts are shown in Net Budget Authority, the amount needed to execute proposed activities after sequester reductions and pop-up adjustments.

**FY 2025 Bureau of Land Management LWCF
Federal Land Acquisition**

Account - Activity - Project	Funding Amount
Land Acquisition	
Acquisition Management	8,527,000
Recreational Access	20,500,000
Inholding, Emergencies, & Hardships	9,309,000
Land Acquisition (Projects)	State
South San Juan Project Area	CO 9,000,000
Pacific Crest National Scenic Trail	CA 8,000,000
Blackfoot River Watershed	MT 7,000,000
La Cienega Area of Critical Environmental Concern	NM 4,500,000
Red Cliffs National Conservation Area	UT 5,700,000
Cascade-Siskiyou National Monument	OR 2,500,000
Craters of the Moon National Monument	ID 2,400,000
Grand Staircase - Escalante National Monument	UT 600,000
Boise Foothills	ID 200,000
Subtotal, Land Acquisition (Projects)	39,900,000
Total, Net Budget Authority, Bureau of Land Management	78,236,000

Account Summary	
Total, New Budget Authority, Bureau of Land Management	78,485,598
Estimated "Pop Up" based on 2024 Request	4,224,081
2025 Sequestration	(4,473,679)
Total, Net Budget Authority, Bureau of Land Management	78,236,000

More information is available in the Bureau of Land Management Congressional Justification.

FY 2025 U.S. Fish and Wildlife Service LWCF
Federal Land Acquisition

Account - Activity – Project	Funding Amount
Highland Conservation Act (State and Local Grants)	10,000,000
Land Acquisition	
Acquisition Management	18,028,000
Sportsmen/Recreation Access	15,500,000
Inholdings/Emergencies/Hardships	11,000,000
Exchanges	1,591,000
Land Protection Planning	493,000
Land Acquisition (Projects)	
	State
Everglades to Gulf Conservation Area (proposed)	FL 2,000,000
Cache River NWR	AR 500,000
Dakota Grassland CA	ND/SD 8,000,000
Everglades Headwaters NWR/CA	FL 8,000,000
Dakota Tallgrass Prairie WMA	ND/SD 6,000,000
Northern Tallgrass Prairie NWR	IA/MN 750,000
Rachel Carson NWR	ME 1,500,000
Grasslands WMA	CA 1,000,000
Silvio O. Conte NFWR	CT/MA/ NH/VT 2,000,000
Willamette Valley CA	OR 1,800,000
Blackwater NWR	MD 750,000
Don Edwards San Francisco Bay NWR	CA 4,500,000
Patoka River NWR	IN 1,000,000
Rappahannock River Valley NWR	VA 1,000,000
Big Muddy NFWR	MO 500,000
Great Thicket NWR	CT/MA/ ME/NH/NY/RI 1,500,000
Stone Lakes NWR	CA 1,000,000
Petit Manan NWR	ME 1,000,000
Cypress Creek NWR	IL 500,000
Tulare Basin WMA	CA 1,000,000
Middle Mississippi River NWR	IL/MO 500,000
Bear River Watershed CA	ID/MT/UT 2,750,000
St. Marks NWR	FL 1,500,000
Clarks River NWR	KY 1,000,000
Waccamaw NWR	SC 1,000,000
Minidoka NWR	ID 3,000,000
Okefenokee NWR	FL/GA 5,000,000
Hackmatack NWR	IL/WI 3,290,000
Mountain Bogs NWR	NC 1,000,000

Account - Activity - Project	Funding Amount
Rocky Mountain Front CA MT	1,500,000
Subtotal, Land Acquisition (Projects)	64,840,000
Total, Net Budget Authority, FWS Land Acquisition	121,452,000
Account Summary	
Total, New Budget Authority, FWS Land Acquisition	121,584,805
Estimated "Pop Up" based on 2024 Request	6,797,529
2025 Sequestration	(6,930,334)
Total, Net Budget Authority, FWS Land Acquisition	121,452,000

**FY 2025 U.S. Fish and Wildlife Service LWCF
Cooperative Endangered Species Conservation Fund**

Account - Activity - Project	Funding Amount
CESCF	
Recovery Land Acquisition Grants	14,162,000
Habitat Conservation Plan (HCP) Land Acquisition Grants	26,000,000
Total, Net Budget Authority, FWS CESCF	40,162,000
Account Summary	
Total, New Budget Authority, FWS CESCF	40,135,102
Estimated "Pop Up" based on 2024 Request	2,314,599
2025 Sequestration	(2,287,701)
Total, Net Budget Authority, FWS CESCF	40,162,000

More information is available in the U.S. Fish and Wildlife Service Congressional Justification.

**FY 2025 National Park Service LWCF
Land Acquisition and State Assistance**

Account - Activity – Project	Funding Amount
State Assistance	
<i>State Grants (Formula)</i>	151,185,000
<i>ORLP Grants (Competitive)</i>	125,000,000
<i>Grants Administration</i>	14,500,000
Subtotal, State Assistance	290,685,000
American Battlefield Protection Program	20,000,000
Land Acquisition	
Acquisition Management	18,500,000
Recreational Access	12,000,000
Emergencies/Hardships/Relocation	5,000,000
Inholdings/Donations/Exchanges	11,000,000
Acquisitions (Projects)	State
Grand Teton National Park	WY 34,780,000
Historic Preservation Training Center	MD 1,100,000
Statue of Liberty National Monument	NY/NJ 5,000,000
Golden Gate National Recreation Area	CA 7,000,000
San Juan Island National Historical Park	WA 5,920,000
Santa Monica Mountains National Recreation Area	CA 2,890,000
Chickamauga and Chattanooga National Military Park	GA, TN 500,000
Catoctin Mountain Park	MD 300,000
Ozark National Scenic Riverways	MO 335,000
Subtotal, Acquisitions (Projects)	57,825,000
Total, Net Budget Authority, NPS LASA	415,010,000
Account Summary	
Total, New Budget Authority, NPS LASA	414,228,521
"Pop Up" based on 2024 Request	24,392,505
2025 Sequestration	(23,611,026)
Total, Net Budget Authority, NPS LASA	415,010,000

More information is available in the National Park Service Congressional Justification.

FY 2025 Office of the Secretary LWCF

Account - Activity - Project	Funding Amount
Total, New Budget Authority, Federal Lands Appraisals	19,000,000
Estimated "Pop Up" based on 2024 Request	1,083,000
2025 Sequestration	(1,083,000)
Total, Net Budget Authority, Federal Lands Appraisals	19,000,000
Account - Activity - Project	Funding Amount
Total, New Budget Authority, Tribal LWCF Land Acquisition	8,483,563
Estimated "Pop Up" based on 2024 Request	0
2025 Sequestration	(483,563)
Total, Net Budget Authority, Tribal LWCF Land Acquisition	8,000,000
Account Summary	Funding Amount
Total, New Budget Authority, Office of the Secretary	27,486,563
Estimated "Pop Up" based on 2024 Request	1,083,000
2025 Sequestration	(1,566,563)
Total, Net Budget Authority, Office of the Secretary	27,000,000

More information is available later in this chapter.

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**Land and Water Conservation Fund
Appraisal and Valuation Services Office**
(Dollars in Thousands)

Appropriation/Activity	2023 Actual ¹	2024 Annualized CR	2025 Request	2025 vs. 2024	2024 FTE	2025 FTE	2025 vs. 2024 FTE
Land and Water Conservation Fund							
Federal Lands Appraisals	19,000	19,000	19,000	+0	80	80	+0
Total, LWCF Funding, (Net Budget Authority)	19,000	19,000	19,000	+0	80	80	+0

¹ All mandatory LWCF funding is subject to a sequestration reduction of -5.7% which by law will be applied during the year of execution across all programs. After FY 2022, amounts sequestered from LWCF programs become available for obligation ("Pop-Up") in subsequent years.

FY 2025 AVSO Summary Table
(Dollars)

Budget Authority/Activity	Amount
FY 2025 New Budget Authority	19,000,000
FY 2025 Estimated Sequestration Reduction (-5.7%)	-1,083,000
FY 2025 Estimated Pop Up (+5.7% of 2024)	1,083,000
FY 2025 Net Budget Authority	19,000,000

Program Overview

The Appraisal and Valuation Services Office provides appraisal services related to the LWCF program for the Bureau of Land Management (BLM), National Park Service (NPS), and the U.S. Fish and Wildlife Service (FWS). Types of properties appraised by AVSO in support of these bureaus include recreational, agricultural, commercial, industrial, and residential. Appraisal reviews for Federal land acquisition, which are an inherently governmental function, are provided to ensure all appraisal results are supported and compliant with the Uniform Appraisal Standards for Federal Land Acquisitions (UASFLA or the "Yellow Book") and the Uniform Standards of Professional Appraisal Practice (USPAP). When there is a non-Federal entity, AVSO provides an oversight and compliance function at the request of the program and helps to ensure the Department's financial assistance programs are complying with the Financial Assistance Interior Regulation (FAIR) (2 CFR 1402). This regulation ensures the same UASFLA appraisal standards are applied when Federal funds are used to acquire interests in real property whether it is a direct acquisition by the United States or a federally funded acquisition using grant dollars from one of DOI's programs.

Improving LWCF Land Acquisition Processes

AVSO also supports a Departmental workgroup focused on improving the efficiency of DOI's land acquisition processes including appraisal services. During FY 2023, the workgroup explored a range of process streamlining opportunities and began pursuing those perceived to have the greatest potential for improving operational efficiency such as increasing the use of waiver valuations for uncomplicated valuation assignments. When fully implemented in FY 2025, this should help reduce the number of

appraisals AVSO must obtain/review annually, freeing-up resources to focus on more complicated appraisal assignments. The workgroup is also collaborating on policy changes that will help clarify the roles and responsibilities of all parties involved with Federal land acquisition and promote greater consistency in DOI's appraisal information sharing practices. In accordance with Congress' request for DOI to evaluate options for returning some appraisal functions to the bureaus, the workgroup's primary focus in FY 2024 will be on designing and initiating a two-year pilot project for FWS and NPS to perform lower complexity land acquisition appraisals with an estimated value of less than \$1 million. The pilot will supply data on whether bureau-performed appraisals help to improve appraisal efficiency without impairing quality and compliance.

More information on AVSO is available in the Departmental Operations section of this Congressional Justification.

Land and Water Conservation Fund
Tribal LWCF Land Acquisition
(Dollars in Thousands)

Appropriation/Activity	2023 Actual ¹	2024 Annualized CR	2025 Request	2025 vs. 2024	2024 FTE	2025 FTE	2025 vs. 2024 FTE
Land and Water Conservation Fund							
Tribal Land Acquisition Projects	-	-	7,500	+7,500	-	-	+0
Federal Administrative Expenses	-	-	500	+500	-	2	+2
Total, LWCF Funding, (Net Budget Authority)	-	-	8,000	+8,000	-	2	+2

¹ Funding amounts are Net Budget Authority, the amount available to execute after sequester and pop-up adjustments. All mandatory LWCF funding is subject to a sequestration reduction of -5.7% across all programs. After FY 2022, amounts sequestered from LWCF programs become available for obligation ("Pop-Up") in subsequent years.

FY 2025 Tribal LWCF Land Acquisition Summary Table
(Dollars)

Budget Authority/Activity	Amount
FY 2025 New Budget Authority	8,483,563
FY 2025 Estimated Sequestration Reduction (-5.7%)	-483,563
FY 2025 Estimated Pop Up (+5.7% of 2024)	0
FY 2025 Net Budget Authority	8,000,000

Program Overview

The budget proposes language that will allocate \$8.0 million of mandatory LWCF funding to establish an LWCF Tribal Land Acquisition program in the Office of the Secretary account. The program will be managed by the Bureau of Indian Affairs to award funding for Tribal land acquisition proposals that meet the criteria of the Land and Water Conservation Fund to advance conservation and recreation opportunities. This program will, for the first time, provide Tribes direct access to participate in LWCF without relying on partners—an important advancement supporting Tribal Self-Determination.

The Tribal LWCF Land Acquisition program will allow for the purchase of additional land interests across Indian Country for conservation and outdoor recreation purposes that may also be of cultural importance to Tribes and Alaska Natives or have recreational benefits for Tribal communities and Alaska Native Villages. This investment will increase the amount of Tribal trust land for stewardship and other uses deemed beneficial by Tribes, consistent with the LWCF. These efforts will also further enhance the ability of Tribes to continue traditional land-based activities like forestry and agriculture while supporting Tribal sovereignty and self-determination through Tribal co-stewardship.

Program Description

The LWCF Tribal Land Acquisition program will support land acquisition activities for conservation and outdoor recreation and program administration. During a series of Department LWCF Listening Sessions

held in 2021, Tribes identified having direct access to LWCF funding for conservation and recreation projects, without existing program requirements to partner with or apply through States, as one of their top priorities.

The Bureau of Indian Affairs (BIA) conducted their own Tribal consultations in 2023, at which Tribes expressed support for the proposed program and provided initial input on criteria. BIA will continue to engage Tribes on the approach for implementing and developing a process and criteria for allocating LWCF Tribal Land Acquisition program funding. It is expected the majority of funding will be awarded to Tribes to conduct land acquisition. However, there may be cases where it is appropriate for BIA to acquire lands on behalf of Tribes. Examples of the projects envisioned include land acquisitions which protect ancient cultural sites, preserve habitat for critical species of concern and support co-stewardship with adjacent Federal land managers. The lands purchased by Tribes would be managed in perpetuity consistent with the purposes of the LWCF Act.

The Department looks forward to working with all stakeholders on developing this program to advance BIA's mission and goals and maximize opportunity to Tribes and Alaska Natives.

General Provisions

Interior, Environment, and Related Agencies**DEPARTMENT OF THE INTERIOR****Title I - GENERAL PROVISIONS
(INCLUDING TRANSFERS OF FUNDS)****EMERGENCY TRANSFER AUTHORITY—INTRA-BUREAU**

SEC. 101. Appropriations made in this title shall be available for expenditure or transfer (within each bureau or office), with the approval of the Secretary of the Interior, for the emergency reconstruction, replacement, or repair of aircraft, buildings, utilities, or other facilities or equipment damaged or destroyed by fire, flood, storm, or other unavoidable causes: Provided, That no funds shall be made available under this authority until funds specifically made available to the Department of the Interior for emergencies shall have been exhausted: Provided further, That it is the sense of the Congress that all funds used pursuant to this section should be replenished by a supplemental appropriation, to be requested as promptly as possible.

Purpose: Sec. 101. The provision allows for the transfer of funds within a bureau or office in cases of emergency and defined circumstances when authorized by the Secretary.

EMERGENCY TRANSFER AUTHORITY—DEPARTMENT-WIDE

SEC. 102. The Secretary of the Interior may authorize the expenditure or transfer of any no year appropriation in this title, in addition to the amounts included in the budget programs of the several agencies, for the suppression or emergency prevention of wildland fires on or threatening lands under the jurisdiction of the Department of the Interior; for the emergency rehabilitation of burned-over lands under its jurisdiction; for emergency actions related to potential or actual earthquakes, floods, volcanoes, storms, or other unavoidable causes; for contingency planning subsequent to actual oil spills; for response and natural resource damage assessment activities related to actual oil spills or releases of hazardous substances into the environment; for the prevention, suppression, and control of actual or potential grasshopper and Mormon cricket outbreaks on lands under the jurisdiction of the Secretary, pursuant to the authority in section 417(b) of Public Law 106–224 (7 U.S.C. 7717(b)); for emergency reclamation projects under section 410 of Public Law 95–87; and shall transfer, from any no year funds available to the Office of Surface Mining Reclamation and Enforcement, such funds as may be necessary to permit assumption of regulatory authority in the event a primacy State is not carrying out the regulatory provisions of the Surface Mining Act: Provided, That appropriations made in this title for wildland fire operations shall be available for the payment of obligations incurred during the preceding fiscal year, and for reimbursement to other Federal agencies for destruction of vehicles, aircraft, or other equipment in connection with their use for wildland fire operations, with such reimbursement to be credited to appropriations currently available at the time of receipt thereof: Provided further, That for wildland fire operations, no funds shall be made available under this authority until the Secretary determines that funds appropriated for "wildland fire suppression" shall be exhausted within 30 days: Provided further,

That it is the sense of the Congress that all funds used pursuant to this section should be replenished by a supplemental appropriation, to be requested as promptly as possible: Provided further, That such replenishment funds shall be used to reimburse, on a pro rata basis, accounts from which emergency funds were transferred.

Purpose: Sec. 102. The provision allows for the transfer of funds between bureaus in cases of emergency and defined circumstances when authorized by the Secretary.

AUTHORIZED USE OF FUNDS

SEC. 103. Appropriations made to the Department of the Interior in this title shall be available for services as authorized by section 3109 of title 5, United States Code, when authorized by the Secretary of the Interior, in total amount not to exceed \$500,000; purchase and replacement of motor vehicles, including specially equipped law enforcement vehicles; hire, maintenance, and operation of aircraft; hire of passenger motor vehicles; purchase of reprints; payment for telephone service in private residences in the field, when authorized under regulations approved by the Secretary; and the payment of dues, when authorized by the Secretary, for library membership in societies or associations which issue publications to members only or at a price to members lower than to subscribers who are not members.

Purpose: Sec. 103. The provision allows for the use of appropriations up to \$500,000 for certain consulting services; and authorizes the purchase and replacement of motor vehicles; hire, maintenance, and operation of aircraft; payment of dues, and other specific costs.

AUTHORIZED USE OF FUNDS, INDIAN TRUST MANAGEMENT

SEC. 104. Appropriations made in this Act under the headings Bureau of Indian Affairs and Bureau of Indian Education, and Bureau of Trust Funds Administration and any unobligated balances from prior appropriations Acts made under the same headings shall be available for expenditure or transfer for Indian trust management and reform activities. Total funding for settlement support activities shall not exceed amounts specifically designated in this Act for such purpose. The Secretary shall notify the House and Senate Committees on Appropriations within 60 days of the expenditure or transfer of any funds under this section, including the amount expended or transferred and how the funds will be used.

Purpose: Sec. 104. The provision permits the transfer of appropriated and unobligated balances in the Bureau of Indian Affairs, Bureau of Indian Education, and the Bureau of Trust Funds Administration, for Indian trust and reform activities.

REDISTRIBUTION OF FUNDS, BUREAU OF INDIAN AFFAIRS

SEC. 105. Notwithstanding any other provision of law, the Secretary of the Interior is authorized to redistribute any Tribal Priority Allocation funds, including tribal base funds, to alleviate tribal funding inequities by transferring funds to address identified, unmet needs, dual enrollment, overlapping service areas or inaccurate distribution methodologies. No tribe shall receive a reduction in Tribal Priority Allocation funds of more than 10 percent in fiscal year 2025. Under circumstances of dual enrollment,

overlapping service areas or inaccurate distribution methodologies, the 10 percent limitation does not apply.

Purpose: Sec. 105. The provision permits the redistribution of Tribal priority allocation and Tribal base funds to alleviate funding inequities. The provision also prohibits the reduction of a Tribe's Tribal Priority Allocation funds by more than 10 percent in fiscal year 2025, except in certain circumstances.

ELLIS, GOVERNORS, AND LIBERTY ISLANDS

SEC. 106. Notwithstanding any other provision of law, the Secretary of the Interior is authorized to acquire lands, waters, or interests therein, including the use of all or part of any pier, dock, or landing within the State of New York and the State of New Jersey, for the purpose of operating and maintaining facilities in the support of transportation and accommodation of visitors to Ellis, Governors, and Liberty Islands, and of other program and administrative activities, by donation or with appropriated funds, including franchise fees (and other monetary consideration), or by exchange; and the Secretary is authorized to negotiate and enter into leases, subleases, concession contracts, or other agreements for the use of such facilities on such terms and conditions as the Secretary may determine reasonable: Provided, That for purposes of 54 U.S.C. 200306(a), such lands, waters, or interests acquired under this heading shall be considered to be within the exterior boundary of a System unit authorized or established.

Purpose: Sec. 106. The provision authorizes the Secretary to acquire lands, waters, or interests therein to operate and maintain facilities in support of transportation and accommodation of visitors to Ellis, Governors, or Liberty Islands, by donation or with appropriated funds, including franchise fees, or by exchange. The provision also authorizes the Secretary to negotiate and enter into leases, subleases, concession contracts, or other agreements for the use of such facilities. This provision would treat land, water or interest acquired through this authority as part of the authorized boundary of the unit, which enables the use of LWCF funds for these purposes.

OUTER CONTINENTAL SHELF INSPECTION FEES

SEC. 107. (a) In fiscal year 2025, the Secretary of the Interior shall collect a nonrefundable inspection fee, which shall be deposited in the "Offshore Safety and Environmental Enforcement" account, from the designated operator for facilities subject to inspection under 43 U.S.C. 1348(c).

(b) Annual fees shall be collected for facilities that are above the waterline, excluding drilling rigs, and are in place at the start of the fiscal year. Fees for fiscal year 2025 shall be—

- (1) \$11,725 for facilities with no wells, but with processing equipment or gathering lines;*
- (2) \$18,984 for facilities with 1 to 10 wells, with any combination of active or inactive wells; and*
- (3) \$35,176 for facilities with more than 10 wells, with any combination of active or inactive wells.*

(c) Fees shall be assessed for facilities that are above the waterline, excluding drilling rigs, and require follow-up inspections. Fees for fiscal year 2025 shall be—

- (1) \$5,863 for facilities with no wells, but with processing or gathering lines;*
- (2) \$9,492 for facilities with 1 to 10 wells, with any combination of active or inactive wells; and*
- (3) \$17,588 for facilities with more than 10 wells, with any combination of active or inactive*

wells.

(d) Fees for drilling rigs shall be assessed for all inspections completed in fiscal year 2025. Fees for fiscal year 2025 shall be—

(1) \$34,059 per inspection for rigs operating in water depths of 500 feet or more; and

(2) \$18,649 per inspection for rigs operating in water depths of less than 500 feet.

(e) Fees for inspection of well operations conducted via non-rig units as outlined in title 30 CFR 250 subparts D, E, F, and Q shall be assessed for all inspections completed in fiscal year 2025. Fees for fiscal year 2025 shall be—

(1) \$13,260 per inspection for non-rig units operating in water depths of 2,500 feet or more;

(2) \$11,530 per inspection for non-rig units operating in water depths between 500 and 2,499 feet;

and

(3) \$4,470 per inspection for non-rig units operating in water depths of less than 500 feet.

(f) The Secretary shall bill designated operators under subsection (b) quarterly, with payment required within 30 days of billing. The Secretary shall bill designated operators under subsections (c) and (d) within 30 days of the end of the month in which the inspection occurred, with payment required within 30 days of billing. The Secretary shall bill designated operators under subsection (e) with payment required by the end of the following quarter.

Purpose: Sec. 107. The provision provides the authority to charge Outer Continental Shelf oil and gas operators a fee for the OCS facilities the Bureau of Safety and Environmental Enforcement inspects, includes specific fee rates in FY 2025 for defined activities, and includes a follow-up facility inspection fee.

CONTRACTS AND AGREEMENTS FOR WILD HORSE AND BURRO HOLDING FACILITIES

SEC. 108. Notwithstanding any other provision of this Act, the Secretary of the Interior may enter into multiyear cooperative agreements with nonprofit organizations and other appropriate entities, and may enter into multiyear contracts in accordance with the provisions of section 3903 of title 41, United States Code (except that the 5-year term restriction in subsection (a) shall not apply), for the long-term care and maintenance of excess wild free roaming horses and burros by such organizations or entities on private land. Such cooperative agreements and contracts may not exceed 10 years, subject to renewal at the discretion of the Secretary.

Purpose: Sec. 108. The provision authorizes the Secretary to enter into multiyear cooperative agreements and contracts (up to 10 years) with certain entities for the long-term care and maintenance of excess wild horses and burros.

MASS MARKING OF SALMONIDS

SEC. 109. The United States Fish and Wildlife Service shall, in carrying out its responsibilities to protect threatened and endangered species of salmon, implement a system of mass marking of salmonid stocks, intended for harvest, that are released from federally operated or federally financed hatcheries including but not limited to fish releases of coho, chinook, and steelhead species. Marked fish must have

a visible mark that can be readily identified by commercial and recreational fishers.

Purpose: Sec. 109. The provision requires FWS to implement a system of mass marking of salmonid stocks, intended for harvest, that are released from federally financed hatcheries. The provision requires that marked fish have a mark readily identifiable by commercial and recreational fishermen.

CONTRACTS AND AGREEMENTS WITH INDIAN AFFAIRS

SEC. 110. Notwithstanding any other provision of law, during fiscal year 2025, in carrying out work involving cooperation with State, local, and tribal governments or any political subdivision thereof, Indian Affairs may record obligations against accounts receivable from any such entities, except that total obligations at the end of the fiscal year shall not exceed total budgetary resources available at the end of the fiscal year.

Purpose: Sec. 110. The provision allows the Bureau of Indian Affairs and Bureau of Indian Education to continue to perform reimbursable work for Tribes, States and local governments or any political subdivisions thereof, in advance of receipt of the funding, through FY 2025.

DEPARTMENT OF THE INTERIOR EXPERIENCED SERVICES PROGRAM

SEC. 111. (a) Notwithstanding any other provision of law relating to Federal grants and cooperative agreements, the Secretary of the Interior is authorized to make grants to, or enter into cooperative agreements with, private nonprofit organizations designated by the Secretary of Labor under title V of the Older Americans Act of 1965 to utilize the talents of older Americans in programs authorized by other provisions of law administered by the Secretary and consistent with such provisions of law.

(b) Prior to awarding any grant or agreement under subsection (a), the Secretary shall ensure that the agreement would not—

- (1) result in the displacement of individuals currently employed by the Department, including partial displacement through reduction of non-overtime hours, wages, or employment benefits;*
- (2) result in the use of an individual under the Department of the Interior Experienced Services Program for a job or function in a case in which a Federal employee is in a layoff status from the same or substantially equivalent job within the Department; or*
- (3) affect existing contracts for services.*

Purpose: Sec. 111. The provision continues authority for the Department to enter into grants or cooperative agreements with private nonprofit organizations designated by the Secretary of Labor under Title V of the Older Americans Act of 1965 to use the services of older Americans, with specific assurances.

SEPARATION OF ACCOUNTS

SEC. 112. The Secretary of the Interior, in order to implement an orderly transition to separate accounts of the Bureau of Indian Affairs and the Bureau of Indian Education, may transfer funds among and

between the successor offices and bureaus affected by the reorganization only in conformance with the reprogramming guidelines described in this Act.

Purpose: Sec. 112. The provision authorizes the Department to transfer funds among and between BIA and BIE to support the transition to separate accounts.

DISCLOSURE OF DEPARTURE OR ALTERNATE PROCEDURE APPROVAL

SEC. 113. (a) Subject to subsection (b), in any case in which the Bureau of Safety and Environmental Enforcement or the Bureau of Ocean Energy Management prescribes or approves any departure or use of alternate procedure or equipment, in regards to a plan or permit, under 30 CFR 585.103; 30 CFR 550.141; 30 CFR 550.142; 30 CFR 250.141; or 30 CFR 250.142, the head of such bureau shall post a description of such departure or alternate procedure or equipment use approval on such bureau's publicly available website not more than 15 business days after such issuance.

(b) The head of each bureau may exclude confidential business information.

Purpose: Sec. 113. The provision requires BSEE and BOEM to disclose any departure or use of alternate procedure or equipment it prescribes or approves with regard to 30 C.F.R. § 585.103, 30 C.F.R. § 550.141; 30 C.F.R. §550.142; 30 C.F.R. § 250.141, or 30 C.F.R. § 250.142. The provision directs the Bureaus to post a description of the departure or alternate procedure, or equipment use approval on their public websites within 15 days following the issuance.

INTERAGENCY MOTOR POOL

SEC. 114. Notwithstanding any other provision of law or Federal regulation, federally recognized Indian tribes or authorized tribal organizations that receive Tribally-Controlled School Grants pursuant to Public Law 100–297 may obtain interagency motor vehicles and related services for performance of any activities carried out under such grants to the same extent as if they were contracting under the Indian Self-Determination and Education Assistance Act.

Purpose: Sec. 114. The provision clarifies that P.L. 100-297 Tribally-Controlled Schools (grant schools) may access General Services Administration (GSA) motor pool resources including school buses.

APPRAISER PAY AUTHORITY

SEC. 115. For fiscal year 2025, funds made available in this or any other Act or otherwise made available to the Department of the Interior for the Appraisal and Valuation Services Office may be used by the Secretary of the Interior to establish higher minimum rates of basic pay for employees of the Department of the Interior in the Appraiser (GS-1171) job series at grades 11 through 15 carrying out appraisals of real property and appraisal reviews conducted in support of the Department's realty programs at rates no greater than 15 percent above the minimum rates of basic pay normally scheduled, and such higher rates shall be consistent with subsections (e) through (h) of section 5305 of title 5, United States Code.

Purpose: Sec. 115. The provision extends higher basic minimum pay for appraisers in the job series GS-1171 for one year.

STATE CONSERVATION GRANTS

SEC. 116. For expenses necessary to carry out section 200305 of title 54, United States Code, the National Park Service may retain up to 7 percent of the State Conservation Grants program to provide to States, the District of Columbia, and insular areas, as matching grants to support state program administrative costs.

Purpose: Sec. 116. The provision allows the National Park Service to provide grants to States and the District of Columbia for administrative costs associated with the processing of State Conservation Grants.

ONSHORE OIL AND GAS INSPECTION FEE

SEC. 117. Onshore Oil and Gas Inspection Fees.

(a) The designated operator under each oil and gas lease on Federal or Indian lands, or under each unit and communitization agreement that includes one or more such Federal or Indian leases, that is subject to inspection under section 108(b) of the Federal Oil and Gas Royalty Management Act of 1982 (30 U.S.C. 1718(b)) and that is in force at the start of fiscal year 2024 shall pay a nonrefundable annual inspection fee that the Bureau of Land Management (BLM) shall collect and deposit in the Management of Lands and Resources account.

(b) Fees for fiscal year 2025 shall be—

(1) \$1,560 for each lease or unit or communitization agreement with 1 to 10 wells, with any combination of active or inactive wells;

(2) \$7,000 for each lease or unit or communitization agreement with 11 to 50 wells, with any combination of active or inactive wells; and

(3) \$14,000 for each lease or unit or communitization agreement with more than 50 wells, with any combination of active or inactive wells.

(c) BLM shall bill designated operators within 60 days of enactment of this Act, with payment required within 30 days of billing.

(d) If the designated operator fails to pay the full amount of the fee as prescribed in this section, the Secretary may, in addition to utilizing any other applicable enforcement authority, assess civil penalties against the operator in the same manner as if this section were a mineral leasing law as defined in paragraph (8) of section 3 of Public Law 97-451 (30 U.S.C 1702(8)), as amended.

(e) An operator that is a Tribe or is controlled by a Tribe is not subject to subsection (a) with respect to a lease, unit, or communitization agreement that is located entirely on the lands of such Tribe.

Purpose: Sec. 117. The provision authorizes the collection of onshore oil and gas inspection fees, as specified, to cover the costs of BLM's inspection activities and reduce the net cost to taxpayers of operating BLM's oil and gas program.

RETENTION OF CONCESSION FRANCHISE FEES

SEC. 118. Section 101917(c) of title 54, United States Code, is amended by adding at the end the following new paragraph: "(3) Reduction.—The Secretary may reduce the percentage allocation otherwise applicable under paragraph (2) to a unit or area of the National Park Service for a fiscal year if the Secretary determines that the revenues collected at the unit or area exceed the reasonable needs of the unit or area for which expenditures may be made for that fiscal year. In no event may a percentage allocation be reduced below 60 percent."

Purpose: Sec. 118. The provision allows the Secretary to reduce the percentage of concession franchise fee revenue retained at a national park unit under certain circumstances to achieve programmatic goals at other national park units.

HISTORIC PRESERVATION FUND

SEC. 119. Section 303102 of title 54, United States Code, is amended by striking "2023" and inserting "2025".

Purpose: Sec. 119. The provision extends the current authority to continue to deposit \$150 million annually into the Historic Preservation Fund. (54 U.S.C. 303102) for FY 2025.

DECOMMISSIONING ACCOUNT

SEC. 120. The matter under the amended heading "Royalty and Offshore Minerals Management" for the Minerals Management Service in Public Law 101–512 (104 Stat. 1926, as amended) (43 U.S.C. 1338a) is further amended by striking the fifth and sixth provisos in their entirety and inserting the following: "Provided further, That notwithstanding section 3302 of title 31, United States Code, any moneys hereafter received as a result of the forfeiture of a bond or other security by an Outer Continental Shelf permittee, lessee, or right-of-way holder that does not fulfill the requirements of its permit, lease, or right-of-way or does not comply with the regulations of the Secretary, or as a bankruptcy distribution or settlement associated with such failure or noncompliance, shall be credited to a separate account established in the Treasury for decommissioning activities and shall be available to the Bureau of Ocean Energy Management without further appropriation or fiscal year limitation to cover the cost to the United States of any improvement, protection, rehabilitation, or decommissioning work rendered necessary by the action or inaction that led to the forfeiture or bankruptcy distribution or settlement, to remain available until expended: Provided further, That amounts deposited into the decommissioning account may be allocated to the Bureau of Safety and Environmental Enforcement for such costs: Provided further, That any moneys received for such costs currently held in the Ocean Energy Management account shall be transferred to the decommissioning account: Provided further, That any portion of the moneys so credited shall be returned to the bankruptcy estate, permittee, lessee, or right-of-way holder to the extent that the money is in excess of the amount expended in performing the work necessitated by the action or inaction which led to their receipt or, if the bond or security was forfeited for failure to pay the civil penalty, in excess of the civil penalty imposed."

Purpose: Sec. 120. The provision establishes a unique Treasury account for decommissioning activities to allow for the collection of bankruptcy settlements and bond forfeitures and provides flexibility for the amounts collected by the Bureau of Ocean Energy Management to be allocated to the Bureau of Safety and Environmental Enforcement for decommissioning.

NONRECURRING EXPENSES FUND

SEC. 121. There is hereby established in the Treasury of the United States a fund to be known as the Department of the Interior Nonrecurring Expenses Fund (the Fund): Provided, That unobligated balances of expired discretionary funds appropriated for this or any succeeding fiscal year from the general fund of the Treasury to the Department of the Interior by this or any other Act may be transferred (not later than the end of the fifth fiscal year after the last fiscal year for which such funds are available for the purposes for which appropriated) into the Fund: Provided further, That amounts deposited in the Fund shall be available until expended, and in addition to such other funds as may be available, for information and business technology system modernization and facilities infrastructure improvements and associated administrative expenses, including nonrecurring maintenance, necessary for the operation of the Department or its bureaus, subject to approval by the Office of Management and Budget: Provided further, That amounts in the Fund may be obligated only after the Committees on Appropriations of the House of Representatives and the Senate are notified at least 15 days in advance of the planned use of funds.

Purpose: Sec. 121. The provision establishes a Non-Recurring Expenses Fund (NEF) to allow the Department to transfer unobligated balances of expired discretionary funds from Fiscal Year 2025 and subsequent years, no later than the fifth fiscal year after the last fiscal year of availability, to the NEF for use as no-year funds to support specific purposes. The NEF will provide funding for critical infrastructure projects that may require significant one-time investments such as information technology modernization projects. These requirements often do not coincide with the timing of the budget formulation process and are difficult to forecast. In many cases, these costs either cannot be accommodated within existing funds or are emergency requirements that would otherwise require the Department to reprogram existing funds from other priorities.

INDIAN REORGANIZATION ACT

SEC. 122.

(a) MODIFICATION.

(1) *In general. The first sentence of section 19 of the Act of June 18, 1934 (commonly known as the "Indian Reorganization Act") (25 U.S.C. 5129), is amended—*

(A) *by striking "The term" and inserting "Effective beginning on June 18, 1934, the term"; and*

(B) *by striking "any recognized Indian tribe now under Federal jurisdiction" and inserting "any federally recognized Indian tribe".*

(2) *EFFECTIVE DATE. The amendments made by paragraph (1) shall take effect as if included in the Act of June 18, 1934 (25 U.S.C. 5101 et. seq.) on the date of enactment of that Act.*

(b) *RATIFICATION AND CONFIRMATION OF ACTIONS. Any action taken by the Secretary of the Interior pursuant to the Act of June 18, 1934 (25 U.S.C. 5101 et seq.) for any Indian tribe that was federally recognized on the date of the action is ratified and confirmed, to the extent such action is subjected to*

challenge based on whether the Indian tribe was federally recognized or under Federal jurisdiction on June 18, 1934, as if the action had, by prior act of Congress, been specifically authorized and directed.

(c) *EFFECT ON OTHER LAWS.*

(1) *Nothing in this section or the amendments made by this section shall affect—*

(A) *the application or effect of any Federal law other than the Act of June 18, 1934 (25 U.S.C. 5101 et seq.) (as amended by subsection (a)); or*

(B) *any limitation on the authority of the Secretary of the Interior under any Federal law or regulation other than the Act of June 18, 1934 (25 U.S.C. 5101 et seq.) (as so amended).*

(2) *REFERENCES IN OTHER LAWS. An express reference to the Act of June 18, 1934 (25 U.S.C. 5101 et seq.) contained in any other Federal law shall be considered to be a reference to that Act as amended by subsection (a).*

Purpose: Sec. 122. The provision provides a technical language change to the Act of June 18, 1934 (commonly known as the “Indian Reorganization Act”) (25 U.S.C. 479), to reaffirm and clarify the Secretary of the Interior’s authority to take land into trust for federally recognized Indian Tribes.

EMERGENCY LAW ENFORCEMENT CEILING

SEC. 123. Section 103101 of title 54, United States Code, is amended in subsection (c)(1) by striking “\$250,000” and inserting “\$500,000”.

Purpose: Sec. 123. The provision would raise the current ceiling on National Park Service spending for unforeseen law enforcement situations from \$250,000 to \$500,000 per incident. Title 54 USC 103101(c) permits NPS to use any available funds, with the approval of the Secretary, to maintain law and order in emergencies and other unforeseen law enforcement situations or conduct emergency search and rescue operations. This maximum ceiling was set in 1994 (PL 103-332) and labor, equipment, and contract costs have increased greatly since this time due to inflation.

CONTRIBUTION AUTHORITY EXTENSION

SEC. 124. Section 113 of division G of Public Law 113–76, as amended by Public Law 116–6, is further amended by striking “2024” and inserting “2029”.

Purpose: Sec. 124. This provision would extend current authority expiring at the end of 2024, to enable the Bureau of Ocean Energy Management to continue to accept contributions for environmental and technical work related to the development of Outer Continental Shelf resources. The Department proposes a five-year extension to 2029. This change authority will not have a budgetary impact.

INTERIOR AUTHORITY FOR OPERATING EFFICIENCIES

SEC. 125. (a) The Secretary of the Interior may authorize and execute agreements to achieve operating efficiencies among and between two or more component bureaus and offices through the following activities:

(1) *co-locating in facilities leased or owned by any such component bureau or office and sharing related utilities and equipment;*

(2) *detailing or assigning staff on a non-reimbursable basis for up to 5 business days; or*

(3) *sharing staff and equipment necessary to meet mission requirements.*

(b) The authority provided by subsection (a) shall be to support areas of mission alignment between and among component bureaus and offices or where geographic proximity allows for efficiencies.

(c) Component bureaus and offices entering into agreements authorized under subsections (a)(1) and (a)(3) shall bear the costs for such agreements in a manner that reflects the approximate benefit and share of the total costs to each such component bureau or office, which may or may not include indirect costs.

(d) In furtherance of the requirement in subsection (c), the Secretary of the Interior may make transfers of funds in advance or on a reimbursable basis.

Purpose: Sec. 125. This provision would provide the Department authority to facilitate and increase collaboration among Interior's bureaus and offices. Interior's programmatic missions frequently cut across the Department requiring collaboration particularly in the field to better accomplish results. There are many examples of programmatic collaboration across the agency – wildland fire management, ecosystem restoration, invasive species management, field communications, and information management coordination. Bureaus and offices across the agency are increasingly collaborating to achieve efficiencies through co-location and shared service arrangements. This authority would help to simplify specific types of collaboration across the Department.

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TITLE IV—GENERAL PROVISIONS (INCLUDING TRANSFERS OF FUNDS)

RESTRICTION ON USE OF FUNDS

SEC. 401. No part of any appropriation contained in this Act shall be available for any activity or the publication or distribution of literature that in any way tends to promote public support or opposition to any legislative proposal on which Congressional action is not complete other than to communicate to Members of Congress as described in 18 U.S.C. 1913.

Purpose: Sec. 401. The provision prohibits the use of funds to produce literature or otherwise promote public support or opposition of a pending legislative proposal other than to communicate to Members of Congress.

OBLIGATION OF APPROPRIATIONS

SEC. 402. No part of any appropriation contained in this Act shall remain available for obligation beyond the current fiscal year unless expressly so provided herein.

Purpose: Sec. 402. The provision provides that appropriations are only available for one year unless expressly provided in the Act.

DISCLOSURE OF ADMINISTRATIVE EXPENSES

SEC. 403. The amount and basis of estimated overhead charges, deductions, reserves, or holdbacks, including working capital fund charges, from programs, projects, activities and subactivities to support government-wide, departmental, agency, or bureau administrative functions or headquarters, regional, or central operations shall be presented in annual budget justifications to the Committees on Appropriations of the House of Representatives and the Senate. Changes to such estimates shall be presented to the Committees on Appropriations.

Purpose: Sec. 403. The provision requires submission of estimated overhead charges, deductions, reserves, or holdbacks in the annual budget justifications.

MINING APPLICATIONS

SEC. 404. (a) LIMITATION OF FUNDS.—None of the funds appropriated or otherwise made available pursuant to this Act shall be obligated or expended to accept or process applications for a patent for any mining or mill site claim located under the general mining laws.

(b) EXCEPTIONS.—Subsection (a) shall not apply if the Secretary of the Interior determines that, for the claim concerned: (1) a patent application was filed with the Secretary on or before September 30, 1994; and (2) all requirements established under sections 2325 and 2326 of the Revised Statutes (30 U.S.C. 29 and 30) for vein or lode claims, sections 2329, 2330, 2331, and 2333 of the Revised Statutes (30 U.S.C. 35, 36, and 37) for placer claims, and section 2337 of the Revised Statutes (30 U.S.C. 42) for

mill site claims, as the case may be, were fully complied with by the applicant by that date.

(c) *REPORT.*—On September 30, 2026, the Secretary of the Interior shall file with the House and Senate Committees on Appropriations and the Committee on Natural Resources of the House and the Committee on Energy and Natural Resources of the Senate a report on actions taken by the Department under the plan submitted pursuant to section 314(c) of the Department of the Interior and Related Agencies Appropriations Act, 1997 (Public Law 104–208).

(d) *MINERAL EXAMINATIONS.*—In order to process patent applications in a timely and responsible manner, upon the request of a patent applicant, the Secretary of the Interior shall allow the applicant to fund a qualified third-party contractor or to be selected by the Director of the Bureau of Land Management to conduct a mineral examination of the mining claims or mill sites contained in a patent application as set forth in subsection (b). The Bureau of Land Management shall have the sole responsibility to choose and pay the third-party contractor in accordance with the standard procedures employed by the Bureau of Land Management in the retention of third-party contractors.

Purpose: Sec. 404. The provision continues a limitation on accepting and processing applications for patents and on the patenting of Federal lands with certain exemptions.

CONTRACT SUPPORT COSTS, PRIOR YEAR LIMITATION

SEC. 405. Sections 405 and 406 of division F of the Consolidated and Further Continuing Appropriations Act, 2015 (Public Law 113–235) shall continue in effect in fiscal year 2025.

Purpose: Sec. 405. The provision continues the limitation on funding for contract support costs in the 1994-2014 Appropriations Acts.

CONTRACT SUPPORT COSTS, FISCAL YEAR 2025 LIMITATION

SEC. 406. Amounts provided by this Act for fiscal year 2025 under the headings "Department of Health and Human Services, Indian Health Service, Contract Support Costs" and "Department of the Interior, Bureau of Indian Affairs and Bureau of Indian Education, Contract Support Costs" are the only amounts available for contract support costs arising out of self-determination or self-governance contracts, grants, compacts, or annual funding agreements for fiscal year 2025 with the Bureau of Indian Affairs, Bureau of Indian Education, and the Indian Health Service: Provided, That such amounts provided by this Act are not available for payment of claims for contract support costs for prior years, or for repayments of payments for settlements or judgments awarding contract support costs for prior years.

Purpose: Sec. 406. The provision specifies that funds provided in the annual appropriation are available for contract support costs of activities funded by that appropriation. Funds are not available to pay prior year contract support cost claims.

FOREST MANAGEMENT PLANS

SEC. 407. The Secretary of Agriculture shall not be considered to be in violation of section 6(f)(5)(A) of

the Forest and Rangeland Renewable Resources Planning Act of 1974 (16 U.S.C. 1604(f)(5)(A)) solely because more than 15 years have passed without revision of the plan for a unit of the National Forest System. Nothing in this section exempts the Secretary from any other requirement of the Forest and Rangeland Renewable Resources Planning Act (16 U.S.C. 1600 et seq.) or any other law: Provided, That if the Secretary is not acting expeditiously and in good faith, within the funding available, to revise a plan for a unit of the National Forest System, this section shall be void with respect to such plan and a court of proper jurisdiction may order completion of the plan on an accelerated basis.

Purpose: Sec. 407. The provision does not apply to the Department of the Interior.

PROHIBITION WITHIN NATIONAL MONUMENTS

SEC. 408. No funds provided in this Act may be expended to conduct preleasing, leasing and related activities under either the Mineral Leasing Act (30 U.S.C. 181 et seq.) or the Outer Continental Shelf Lands Act (43 U.S.C. 1331 et seq.) within the boundaries of a National Monument established pursuant to the Act of June 8, 1906 (16 U.S.C. 431 et seq.) as such boundary existed on January 20, 2001, except where such activities are allowed under the Presidential proclamation establishing such monument.

Purpose: Sec. 408. The provision limits preleasing, leasing, and related activities within the boundaries of National Monuments as they existed on January 20, 2001.

LIMITATION ON TAKINGS

SEC. 409. Unless otherwise provided herein, no funds appropriated in this Act for the acquisition of lands or interests in lands may be expended for the filing of declarations of taking or complaints in condemnation without notice to the House and Senate Committees on Appropriations: Provided, That this provision shall not apply to funds appropriated to implement the Everglades National Park Protection and Expansion Act of 1989, or to funds appropriated for Federal assistance to the State of Florida to acquire lands for Everglades restoration purposes.

Purpose: Sec. 409. The provision requires the Department to provide notice to the Committees on Appropriations for all declarations of taking and complaints in condemnation except those associated with Everglades restoration activities.

PROHIBITION ON NO-BID CONTRACTS

SEC. 410. None of the funds appropriated or otherwise made available by this Act to Executive Branch agencies may be used to enter into any Federal contract unless such contract is entered into in accordance with the requirements of Chapter 33 of title 41, United States Code, or Chapter 137 of title 10, United States Code, and the Federal Acquisition Regulation, unless—

- (1) Federal law specifically authorizes a contract to be entered into without regard for these requirements, including formula grants for States, or federally recognized Indian tribes;*
- (2) such contract is authorized by the Indian Self-Determination and Education Assistance Act (Public Law 93–638, 25 U.S.C. 450 et seq.) or by any other Federal laws that specifically authorize a*

contract within an Indian tribe as defined in section 4(e) of that Act (25 U.S.C. 450b(e)); or
(3) *such contract was awarded prior to the date of enactment of this Act.*

Purpose: Sec. 410. The provision prohibits no-bid contracts except in certain cases including formula grants to States or Tribes, and contracts authorized by the Indian Self-Determination and Education Assistance Act.

POSTING OF REPORTS

SEC. 411.

- (a) *Any agency receiving funds made available in this Act, shall, subject to subsections (b) and (c), post on the public website of that agency any report re- quired to be submitted by the Congress in this or any other Act, upon the determination by the head of the agency that it shall serve the national interest.*
- (b) *Subsection (a) shall not apply to a report if—*
- (1) *the public posting of the report compromises national security; or*
 - (2) *the report contains proprietary information.*
- (c) *The head of the agency posting such report shall do so only after such report has been made available to the requesting Committee or Committees of Congress for no less than 45 days.*

Purpose: Sec. 411. The provision requires public disclosure of certain reports with certain exemptions.

NATIONAL ENDOWMENT FOR THE ARTS GRANT GUIDELINES

SEC. 412. *Of the funds provided to the National Endowment for the Arts—*

- (1) *The Chairperson shall only award a grant to an individual if such grant is awarded to such individual for a literature fellowship, National Heritage Fellowship, or American Jazz Masters Fellowship.*
- (2) *The Chairperson shall establish procedures to ensure that no funding provided through a grant, except a grant made to a State or local arts agency, or regional group, may be used to make a grant to any other organization or individual to conduct activity independent of the direct grant recipient. Nothing in this subsection shall prohibit payments made in exchange for goods and services.*
- (3) *No grant shall be used for seasonal support to a group, unless the application is specific to the contents of the season, including identified programs or projects.*

Purpose: Sec. 412. The provision does not apply to the Department of the Interior.

NATIONAL ENDOWMENT FOR THE ARTS PROGRAM PRIORITIES

SEC. 413. (a) *In providing services or awarding financial assistance under the National Foundation on the Arts and the Humanities Act of 1965 from funds appropriated under this Act, the Chairperson of the National Endowment for the Arts shall ensure that priority is given to providing services or awarding*

financial assistance for projects, productions, workshops, or programs that serve underserved populations.

(b) In this section:

(1) The term "underserved population" means a population of individuals, including urban minorities, who have historically been outside the purview of arts and humanities programs due to factors such as a high incidence of income below the poverty line or to geographic isolation.

(2) The term "poverty line" means the poverty line (as defined by the Office of Management and Budget, and revised annually in accordance with section 673(2) of the Community Services Block Grant Act (42 U.S.C. 9902(2))) applicable to a family of the size involved.

(c) In providing services and awarding financial assistance under the National Foundation on the Arts and Humanities Act of 1965 with funds appropriated by this Act, the Chairperson of the National Endowment for the Arts shall ensure that priority is given to providing services or awarding financial assistance for projects, productions, workshops, or programs that will encourage public knowledge, education, understanding, and appreciation of the arts.

(d) With funds appropriated by this Act to carry out section 5 of the National Foundation on the Arts and Humanities Act of 1965—

(1) the Chairperson shall establish a grant category for projects, productions, workshops, or programs that are of national impact or availability or are able to tour several States;

(2) the Chairperson shall not make grants exceeding 15 percent, in the aggregate, of such funds to any single State, excluding grants made under the authority of paragraph (1);

(3) the Chairperson shall report to the Congress annually and by State, on grants awarded by the Chairperson in each grant category under section 5 of such Act; and

(4) the Chairperson shall encourage the use of grants to improve and support community-based music performance and education.

Purpose: Sec. 413. The provision does not apply to the Department of the Interior.

STATUS OF BALANCES OF APPROPRIATIONS

SEC. 414. The Department of the Interior, the Environmental Protection Agency, the Forest Service, and the Indian Health Service shall provide the Committees on Appropriations of the House of Representatives and Senate quarterly reports on the status of balances of appropriations including all uncommitted, committed, and unobligated funds in each program and activity within 60 days of enactment of this Act.

Purpose: Sec. 414. The provision requires quarterly reporting to Congress on the status of balances of appropriations including all uncommitted, committed, and unobligated funds in each program and activity.

EXTENSION OF GRAZING PERMITS

SEC. 415. The terms and conditions of section 325 of Public Law 108–108 (117 Stat. 1307), regarding grazing permits issued by the Forest Service on any lands not subject to administration under section 402 of the Federal Lands Policy and Management Act (43 U.S.C. 1752), shall remain in effect for fiscal year

2025.

Purpose: Sec. 415. The provision does not apply to the Department of the Interior.

FUNDING PROHIBITION

SEC. 416. (a) None of the funds made available in this Act may be used to maintain or establish a computer network unless such network is designed to block access to pornography websites.

(b) Nothing in subsection (a) shall limit the use of funds necessary for any Federal, State, tribal, or local law enforcement agency or any other entity carrying out criminal investigations, prosecution, or adjudication activities.

Purpose: Sec. 416. The provision prohibits the use of funds to maintain or establish computer networks that allow access to pornography websites.

HUMANE TRANSFER AND TREATMENT OF ANIMALS

SEC. 417. (a) Notwithstanding any other provision of law, the Secretary of the Interior, with respect to land administered by the Bureau of Land Management, or the Secretary of Agriculture, with respect to land administered by the Forest Service (referred to in this section as the "Secretary concerned"), may transfer excess wild horses and burros that have been removed from land administered by the Secretary concerned to other Federal, State, and local government agencies for use as work animals.

(b) The Secretary concerned may make a transfer under subsection (a) immediately on the request of a Federal, State, or local government agency.

(c) An excess wild horse or burro transferred under subsection (a) shall lose status as a wild free-roaming horse or burro (as defined in section 2 of Public Law 92-195 (commonly known as the "Wild Free-Roaming Horses and Burros Act") (16 U.S.C. 1332)).

(d) A Federal, State, or local government agency receiving an excess wild horse or burro pursuant to subsection (a) shall not—

(1) destroy the horse or burro in a manner that results in the destruction of the horse or burro into a commercial product;

(2) sell or otherwise transfer the horse or burro in a manner that results in the destruction of the horse or burro for processing into a commercial product; or

(3) euthanize the horse or burro, except on the recommendation of a licensed veterinarian in a case of severe injury, illness, or advanced age.

(e) Amounts appropriated by this Act shall not be available for—

(1) the destruction of any healthy, unadopted, and wild horse or burro under the jurisdiction of the Secretary concerned (including a contractor); or

(2) the sale of a wild horse or burro that results in the destruction of the wild horse or burro for processing into a commercial product.

Purpose: Sec. 417. The provision authorizes the Secretaries of the Interior and Agriculture to transfer excess wild horses and burros to other Federal, State, or local government agencies for use as work animals with limitations.

FOREST SERVICE FACILITY REALIGNMENT AND ENHANCEMENT AUTHORIZATION EXTENSION

SEC. 418. Section 503(f) of Public Law 109–54 (16 U.S.C. 580d note) shall be applied by substituting "September 30, 2025" for "September 30, 2019".

Purpose: Sec. 418. The provision does not apply to the Department of the Interior.

LOCAL COOPERATOR TRAINING AGREEMENTS AND TRANSFERS OF EXCESS EQUIPMENT AND SUPPLIES FOR WILDFIRES

SEC. 419. The Secretary of the Interior is authorized to enter into grants and cooperative agreements with volunteer fire departments, rural fire departments, rangeland fire protection associations, and similar organizations to provide for wildland fire training and equipment, including supplies and communication devices. Notwithstanding section 121(c) of title 40, United States Code, or section 521 of title 40, United States Code, the Secretary is further authorized to transfer title to excess Department of the Interior firefighting equipment no longer needed to carry out the functions of the Department's wildland fire management program to such organizations.

Purpose: Sec. 419. The provision authorizes the Secretary to enter into grants and cooperative agreements with volunteer and rural fire departments, rangeland fire associations, and similar organizations to provide wildland fire training and equipment.

RECREATION FEES

SEC. 420. Section 810 of the Federal Lands Recreation Enhancement Act (16 U.S.C. 6809) shall be applied by substituting "October 1, 2026" for "September 30, 2019".

Purpose: Sec. 420. The provision extends the authority for the Recreation Fee program authorized by the Federal Lands Recreation Enhancement Act through FY 2025.

LOCAL CONTRACTORS

SEC. 421. Section 412 of division E of Public Law 112–74 shall be applied by substituting "fiscal year 2025" for "fiscal year 2019".

Purpose: Sec. 421. The provision extends authority to Interior and Agriculture to when evaluating bids and proposals for certain types of contracts related to specific forest management activities, give consideration of local contractors who provide employment and training for dislocated and displaced workers in an economically disadvantaged rural community when awarding Federal contracts.

SHASTA-TRINITY MARINA FEE AUTHORITY AUTHORIZATION EXTENSION

SEC. 422. Section 422 of division F of Public Law 110–161 (121 Stat 1844), as amended, shall be applied by substituting "fiscal year 2025" for "fiscal year 2019".

Purpose: Sec. 422. The provision does not apply to the Department of the Interior.

INTERPRETIVE ASSOCIATION AUTHORIZATION EXTENSION

SEC. 423. Section 426 of division G of Public Law 113–76 (16 U.S.C. 565a–1 note) shall be applied by substituting "September 30, 2025" for "September 30, 2019".

Purpose: Sec. 423. The provision does not apply to the Department of the Interior.

PUERTO RICO SCHOOLING AUTHORIZATION EXTENSION

SEC. 424. Funds available to the Forest Service in this and prior Acts under the headings "National Forest System" and "Forest and Rangeland Research" may be used for expenses associated with primary and secondary schooling for dependents of agency personnel stationed in Puerto Rico, who are subject to transfer and reassignment to other locations in the United States, at a cost not in excess of those authorized for the Department of Defense for the same area, when it is determined by the Chief of the Forest Service that public schools available in the locality are unable to provide adequately for the education of such dependents: Provided, That the Congress hereby ratifies and approves payments for such purposes to agency employees stationed in Puerto Rico made by the Forest Service after August 2, 2005, in accordance with the 19th unnumbered paragraph under the heading "Administrative Provisions, Forest Service" in title III of Public Law 109-54, as amended.

Purpose: Sec. 424. The provision does not apply to the Department of the Interior.

**FOREST BOTANICAL PRODUCTS FEE COLLECTION AUTHORIZATION
EXTENSION**

SEC. 425. Section 339 of the Department of the Interior and Related Agencies Appropriations Act, 2000 (as enacted into law by Public Law 106–113; 16 U.S.C. 528 note), as amended by section 335(6) of Public Law 108–108 and section 432 of Public Law 113–76, shall be applied by substituting "fiscal year 2025" for "fiscal year 2019".

Purpose: Sec. 425. The provision does not apply to the Department of the Interior.

CHACO CANYON

SEC. 426. None of the funds made available by this Act may be used to accept a nomination for oil and

gas leasing under 43 CFR 3120.3 et seq., or to offer for oil and gas leasing, any Federal lands within the withdrawal area identified on the map of the Chaco Culture National Historical Park prepared by the Bureau of Land Management and dated April 2, 2019.

Purpose: Sec. 426. The provision prohibits oil and gas leasing within a specific withdrawal area of the Chaco Culture National Historical Park.

TRIBAL LEASES

SEC. 427. (a) Notwithstanding any other provision of law, in the case of any lease under section 105(l) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 5324(l)), the initial lease term shall commence no earlier than the date of receipt of the lease proposal.

(b) The Secretaries of the Interior and Health and Human Services shall, jointly or separately, during fiscal year 2025 consult with tribes and tribal organizations through public solicitation and other means regarding the requirements for leases under section 105(l) of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 5324(l)) on how to implement a consistent and transparent process for the payment of such leases.

Purpose: Sec. 427. The provision clarifies Federal agency authorities regarding the timing of 105(l) leases in that leases shall be prorated based on the date of receipt.

FOREST ECOSYSTEM HEALTH AND RECOVERY FUND

SEC. 428. The authority provided under the heading "Forest Ecosystem Health and Recovery Fund" in title I of Public Law 111–88, as amended by section 117 of division F of Public Law 113–235, shall be applied by substituting "fiscal year 2025" for "fiscal year 2020" each place it appears.

Purpose: Sec. 428. The provision extends existing authority through FY 2025.

ALLOCATION OF PROJECTS, NATIONAL PARKS AND PUBLIC LAND LEGACY RESTORATION FUND AND LAND AND WATER CONSERVATION FUND

SEC. 429. (a)

(1) Within 45 days of enactment of this Act, the Secretary of the Interior shall allocate amounts made available from the National Parks and Public Land Legacy Restoration Fund for fiscal year 2025 pursuant to subsection (c) of section 200402 of title 54, United States Code, and as provided in subsection (e) of such section of such title, to the agencies of the Department of the Interior and the Department of Agriculture specified, in the amounts specified, for the stations and unit names specified, and for the projects and activities specified in the table titled "Allocation of Funds: National Parks and Public Land Legacy Restoration Fund Fiscal Year 2025" in the explanatory statement described in section 4 (in the matter preceding division A of this consolidated Act).

(2) Within 45 days of enactment of this Act, the Secretary of the Interior and the Secretary of Agriculture, as appropriate, shall allocate amounts made available for expenditure from the Land

and Water Conservation Fund for fiscal year 2025 pursuant to subsection (a) of section 200303 of title 54, United States Code, to the agencies and accounts specified, in the amounts specified, and for the projects and activities specified in the table titled "Allocation of Funds: Land and Water Conservation Fund Fiscal Year 2025" in the explanatory statement described in section 4 (in the matter preceding division A of this consolidated Act).

(b) Except as otherwise provided by subsection (c) of this section, neither the President nor his designee may allocate any amounts that are made available for any fiscal year under subsection (c) of section 200402 of title 54, United States Code, or subsection (a) of section 200303 of title 54, United States Code, other than in amounts and for projects and activities that are allocated by subsections (a)(1) and (a)(2) of this section: Provided, That in any fiscal year, the matter preceding this proviso shall not apply to the allocation of amounts for continuing administration of programs allocated funds from the National Parks and Public Land Legacy Restoration Fund or the Land and Water Conservation Fund, which may be allocated only in amounts that are no more than the allocation for such purposes in subsections (a)(1) and (a)(2) of this section.

(c) The Secretary of the Interior and the Secretary of Agriculture may reallocate amounts from each agency's "Contingency Fund" line in the table titled "Allocation of Funds: National Parks and Public Land Legacy Restoration Fund Fiscal Year 2025" to any project funded by the National Parks and Public Land Legacy Restoration Fund within the same agency, from any fiscal year, that experienced a funding deficiency due to unforeseen cost overruns, in accordance with the following requirements:

(1) "Contingency Fund" amounts may only be reallocated if there is a risk to project completion resulting from unforeseen cost overruns;

(2) "Contingency Fund" amounts may only be reallocated for cost of adjustments and changes within the original scope of effort for projects funded by the National Parks and Public Land Legacy Restoration Fund; and

(3) The Secretary of the Interior or the Secretary of Agriculture must provide written notification to the Committees on Appropriations 30 days before taking any actions authorized by this subsection if the amount reallocated from the "Contingency Fund" line for a project is projected to be 10 percent or greater than the following, as applicable:

(A) The amount allocated to that project in the table titled "Allocation of Funds: National Parks and Public Land Legacy Restoration Fund Fiscal Year 2025" in the explanatory statement described in section 4 (in the matter preceding division A of this consolidated Act); or

(B) The initial estimate in the most recent report submitted, prior to enactment of this Act, to the Committees on Appropriations pursuant to section 431(e) of division G of the Consolidated Appropriations Act, 2023 (Public Law 117-328).

(d)

(1) Concurrent with the annual budget submission of the President for fiscal year 2026, the Secretary of the Interior and the Secretary of Agriculture shall each submit to the Committees on Appropriations of the House of Representatives and the Senate project data sheets for the projects in the "Submission of Annual List of Projects to Congress" required by section 200402(h) of title 54, United States Code: Provided, That the "Submission of Annual List of Projects to Congress" must include a "Contingency Fund" line for each agency within the allocations defined in subsection (e) of section 200402 of title 54, United States Code: Provided further, That in the event amounts allocated by this Act or any prior Act for the National Parks and Public Land Legacy Restoration Fund are no longer needed to complete a specified project, such amounts may be reallocated in such submission to that

agency's "Contingency Fund" line: Provided further, That any proposals to change the scope of or terminate a previously approved project must be clearly identified in such submission.

(2)

(A) Concurrent with the annual budget submission of the President for fiscal year 2026, the Secretary of the Interior and the Secretary of Agriculture shall each submit to the Committees on Appropriations of the House of Representatives and the Senate a list of supplementary allocations for Federal land acquisition and Forest Legacy Projects at the National Park Service, the U.S. Fish and Wildlife Service, the Bureau of Land Management, and the U.S. Forest Service that are in addition to the "Submission of Cost Estimates" required by section 200303(c)(1) of title 54, United States Code, that are prioritized and detailed by account, program, and project, and that total no less than half the full amount allocated to each account for that land management Agency under the allocations submitted under section 200303(c)(1) of title 54, United States Code: Provided, That in the event amounts allocated by this Act or any prior Act pursuant to subsection (a) of section 200303 of title 54, United States Code are no longer needed because a project has been completed or can no longer be executed, such amounts must be clearly identified if proposed for reallocation in the annual budget submission.

(B) The Federal land acquisition and Forest Legacy projects in the "Submission of Cost Estimates" required by section 200303(c)(1) of title 54, United States Code, and on the list of supplementary allocations required by subparagraph (A) shall be comprised only of projects for which a willing seller has been identified and for which an appraisal or market research has been initiated.

(C) Concurrent with the annual budget submission of the President for fiscal year 2026, the Secretary of the Interior and the Secretary of Agriculture shall each submit to the Committees on Appropriations of the House of Representatives and the Senate project data sheets in the same format and containing the same level of detailed information that is found on such sheets in the Budget Justifications annually submitted by the Department of the Interior with the President's Budget for the projects in the "Submission of Cost Estimates" required by section 200303(c)(1) of title 54, United States Code, and in the same format and containing the same level of detailed information that is found on such sheets submitted to the Committees pursuant to section 427 of division D of the Further Consolidated Appropriations Act, 2020 (Public Law 116-94) for the list of supplementary allocations required by subparagraph (A).

(e) The Department of the Interior and the Department of Agriculture shall provide the Committees on Appropriations of the House of Representatives and Senate quarterly reports on the status of balances of projects and activities funded by the National Parks and Public Land Legacy Restoration Fund for amounts allocated pursuant to subsection (a)(1) of this section and the status of balances of projects and activities funded by the Land and Water Conservation Fund for amounts allocated pursuant to subsection (a)(2) of this section, including all uncommitted, committed, and unobligated funds, and, for amounts allocated pursuant to subsection (a)(1) of this section, National Parks and Public Land Legacy Restoration Fund amounts reallocated pursuant to subsection (c) of this section.

(f) Amounts allocated by the Secretary of the Interior pursuant to subsection (a)(2) of this section shall include \$8,483,563 to the "Office of the Secretary—Departmental Operations" account for a Tribal Land Stewardship program for Tribal governments to acquire, whether in fee or in trust, land, water, or interests in land or water, for purposes consistent with chapter 2003 of title 54, United States Code, in accordance with criteria determined by the Secretary of the Interior in consultation with

Tribes: Provided, That payments may be made by the Secretary of the Interior through direct expenditure, or through grants, compacts, contracts, or cooperative agreements with Indian Tribes: Provided further, That of the amounts allocated, up to \$500,000 shall be available for Federal administrative expenses.

(g) In this section, the term "Tribal government" means the recognized governing body of any Indian or Alaska Native tribe, band, nation, pueblo, village, community, component band, or component reservation individually identified (including parenthetically) in the list published most recently pursuant to section 104 of the Federally Recognized Indian Tribe List Act of 1994 (25 U.S.C. 5131).

Purpose: Sec. 429. This provision establishes a process and requirements for Congressional review and approval of the agencies' proposed allocation of permanent funding made available through the Great American Outdoors Act to the Secretary of the Interior and the U.S. Department of Agriculture.

TIMBER SALE REQUIREMENTS

SEC. 430. No timber sale in Alaska's Region 10 shall be advertised if the indicated rate is deficit (defined as the value of the timber is not sufficient to cover all logging and stumpage costs and provide a normal profit and risk allowance under the Forest Service's appraisal process) when appraised using a residual value appraisal. The western red cedar timber from those sales which is surplus to the needs of the domestic processors in Alaska, shall be made available to domestic processors in the contiguous 48 United States at prevailing domestic prices. All additional western red cedar volume not sold to Alaska or contiguous 48 United States domestic processors may be exported to foreign markets at the election of the timber sale holder. All Alaska yellow cedar may be sold at prevailing export prices at the election of the timber sale holder.

Purpose: Sec 430. This provision does not apply to the Department of the Interior.

TRANSFER AUTHORITY TO FEDERAL HIGHWAY ADMINISTRATION FOR THE NATIONAL PARKS AND PUBLIC LAND LEGACY RESTORATION FUND

SEC. 431. Funds made available or allocated in this Act to the Department of the Interior or the Department of Agriculture that are subject to the allocations and limitations in 54 U.S.C. 200402(e) and prohibitions in 54 U.S.C. 200402(f) may be further allocated or reallocated to the Federal Highway Administration for transportation projects of the covered agencies defined in 54 U.S.C. 200401(2).

Purpose: Sec. 431. The provision provides the Department of the Interior and U.S. Department of Agriculture authority to transfer or allocate funds to the Federal Highway Administration for transportation projects authorized under the Great American Outdoors Act (P.L. 116-152).

PROHIBITION ON USE OF FUNDS

SEC. 432. Notwithstanding any other provision of law, none of the funds made available in this Act or any other Act may be used to promulgate or implement any regulation requiring the issuance of

permits under title V of the Clean Air Act (42 U.S.C. 7661 et seq.) for carbon dioxide, nitrous oxide, water vapor, or methane emissions resulting from biological processes associated with livestock production.

Purpose: Sec. 432. This provision does not apply to the Department of the Interior.

GREENHOUSE GAS REPORTING RESTRICTIONS

SEC. 433. Notwithstanding any other provision of law, none of the funds made available in this or any other Act may be used to implement any provision in a rule, if that provision requires mandatory reporting of greenhouse gas emissions from manure management systems.

Purpose: Sec. 433. The provision does not apply to the Department of the Interior.

FUNDING PROHIBITION

SEC. 434. None of the funds made available by this or any other Act may be used to regulate the lead content of ammunition, ammunition components, or fishing tackle under the Toxic Substances Control Act (15 U.S.C. 2601 et seq.) or any other law.

Purpose: Sec. 434. The provision does not apply to the Department of the Interior.

ALASKA NATIVE REGIONAL HEALTH ENTITIES AUTHORIZATION EXTENSION

SEC. 435. Section 424(a) of title IV of division G of the Consolidated Appropriations Act, 2014 (Public Law 113–76) shall be applied by substituting "October 1, 2025" for "December 24, 2022".

Purpose: Sec. 435. The provision extends does not apply to the Department of the Interior.

WILDFIRE SUPPRESSION FUNDING AND FOREST MANAGEMENT ACT

SEC. 436. Section 104 of the Wildfire Suppression Funding and Forest Management Activities Act (division O of Public Law 115–141) is amended—

(a) in subsection (a), by striking "90" and inserting "180"; and

(b) in paragraph (4) of subsection (b), by inserting the following before the semi- colon: ", and shall include an accounting of any spending in the first two quarters of the succeeding fiscal year that is attributable to suppression operations in the fiscal year for which the report was prepared".

Purpose: Sec. 436. This provision proposes to modify the Stephen Sepp Wildfire Funding and Forest Management Act (Division O, Title I of Public Law 115-141) to extend the reporting

requirement timeline from 90 days to 180 days and to require an accounting of all spending in the first two quarters of the succeeding fiscal year attributable to suppression operations in the report year.

GOOD NEIGHBOR AUTHORITY

SEC. 437. Section 8206(b)(2)(C)(ii) of the Agricultural Act of 2014 (16 U.S.C. 2113a(b)(2)(C)(ii)), as amended by section 8624 of the Agricultural Improvement Act of 2018 (Public Law 115–334), is further amended by striking "2023" and inserting "2025".

Purpose: Sec. 437. The provision allows BLM to include reconstruction, repair, or restoration of roads needed to carry out a Good Neighbor project.

TIMBER EXPORT

SEC. 438. The Secretary of Agriculture shall not be required to issue regulations under section 495 of the Forest Resources Conservation and Shortage Relief Act of 1997 (16 U.S.C. 620f) for the current fiscal year.

Purpose: Sec 438. The provision does not apply to the Department of the Interior.

COST SHARE WAIVER

SEC. 439. The Secretary of the Interior or the Secretary of Agriculture, may waive, in whole or in part, the non-Federal cost sharing requirement of any appropriate conservation project under section 212(a)(1) of the Public Lands Corps Act (16 U.S.C. 1729(a)(1)): Provided, That in the event of such a waiver, the Secretary of the Interior or the Secretary of Agriculture, as appropriate, is authorized to pay up to 100 percent of the costs of such conservation project.

Purpose: Sec 439. The provision provides discretion to the Secretaries of the Interior and Agriculture to waive all or part of the non-Federal cost share for certain conservation projects.

Legislative Proposals

Legislative Proposals

The 2025 Budget Request includes the following legislative proposals and technical budgetary adjustments.

Wildland Firefighting Workforce—The 2025 President’s Budget provides significant funding increases to advance the wildland firefighter workforce reform initiatives first proposed in the 2024 budget. The cornerstone of these long-term reforms is a permanent increase in pay, as provided for in the pay reform legislation transmitted to Congress in March 2023. This legislation will establish a special base rate salary table for wildland firefighters, create a new premium pay category that provides additional compensation for all hours a wildland fire responder is mobilized on an incident, and establish a streamlined pay cap that includes waiver authority to the Secretary on the basis of specific criteria. The budget includes funding for these Federal pay reforms and similar pay increases for Tribal personnel. These proposals build upon the historic reforms in the BIL to ensure wildland fire personnel receive the enhanced support they need to meet evolving mission demands from the increasing frequency and intensity of catastrophic wildfires, which are expected to continue due to climate change.

Indian Water Rights Settlements—The budget proposes \$2.8 billion in mandatory funding over 10 years to expand the Indian Water Rights Settlement Completion Fund to cover the costs of enacted and future water rights settlements and provide for ongoing operations and maintenance costs associated with enacted water settlements managed by the Bureau of Reclamation. Providing a stable, dedicated funding source for Indian water rights settlements helps to ensure these commitments are honored and Tribal communities have safe, reliable water supplies to support public and environmental health and economic opportunity.

Transfer Authority for Implementation of BIL Projects—The 2025 budget continues the proposal to expand authority for Federal agencies to transfer funds provided under the Bipartisan Infrastructure Law (BIL) to FWS and the National Marine Fisheries Service to accelerate and improve Endangered Species Act consultations in support of responsible development of priority infrastructure projects and energy solutions.

Good Neighbor and Stewardship Contracting Authority—The 2025 budget proposes legislation to expand Good Neighbor and Stewardship Contracting authorities currently available to BLM and the U.S. Forest Service (USFS) to include FWS and NPS. Including these bureaus will allow them to enter into cooperative agreements or contracts with States, Tribes, and counties to perform watershed restoration and forest management services on bureau lands. Expanding stewardship contracting authority will enable FWS and NPS to enter into stewardship contracts or agreements to achieve bureau land and resource management goals. These contracts enable agencies to apply the value of timber or other forest products removed from the lands as an offset against the cost of land and resource management services provided through the agreement. The budget also proposes appropriations language to provide Good Neighbor Authority for BLM and USFS through FY 2025. The current authority expired at the end of FY 2023 and was proposed for extension through FY 2024 in the 2024 President’s Budget.

Tribal Contract Support Costs—Contract Support Costs funding is a critical Tribal sovereignty payment enabling Tribes to assume responsibility for operating Federal programs by covering the costs to administer the programs. The budget proposes to reclassify Tribal Contract Support Costs from discretionary to mandatory funding beginning in 2026 and requests discretionary funding in 2025 to fully cover estimated requirements.

Payments for Tribal Leases—Section 105(l) of the Indian Self-Determination and Education Assistance Act provides that Tribes and Tribal organizations carrying out Federal functions under a self-determination contract or self-governance compact may enter into a lease agreement with the Department of the Interior for the tribally owned or rented facility used to carry out those functions. This critical Tribal sovereignty payment is allowing Indian Affairs to get Tribes closer to meeting the full cost of program implementation and improve their facilities. The 2025 budget proposes to reclassify funding for 105(l) lease agreement requirements from discretionary to mandatory funding beginning in 2026 and requests discretionary funding in 2025 to fully cover estimated requirements.

Compacts of Free Association (COFA)—The Administration supports funding the renewal of our COFA relationships with the Federated States of Micronesia (FSM), the Republic of the Marshall Islands (RMI), and the Republic of Palau. The 2025 budget seeks \$6.5 billion in economic assistance over 20 years to be provided through a mandatory appropriation to the Department of the Interior. The total amount requested as part of a COFA mandatory proposal will also include \$634 million for continued U.S. Postal Service services to the Freely Associated States (FAS). Funding for postal services will be requested as a direct payment to the Postal Service Fund. The United States remains committed to its long-standing partnerships with the governments and the people of the FAS as we work together to promote a free and open Indo-Pacific.

Land and Water Conservation Fund Program for Tribes—The budget proposes language that will allocate \$8.0 million of mandatory LWCF funding to establish a Tribal LWCF program in the Office of the Secretary account. The program will be managed by the Bureau of Indian Affairs to award funding for Tribal land acquisition proposals that meet the criteria of the Land and Water Conservation Fund to advance conservation and recreation opportunities. This program will, for the first time, provide Tribes direct access to participate in LWCF without relying on partners—an important advancement supporting Tribal Self-Determination.

Authorizing Statutes

Authorizing Statutes

Native American Land, Mineral, and Resource Valuations

25 U.S.C. 5301, et seq. The Indian Self-Determination and Education Assistance Act of 1975, as amended, authorizes funds obligated for Tribal contracts to remain available until expended.

Outer Continental Shelf (OCS) Lands Program

43 U.S.C. 1331, et seq. The Outer Continental Shelf (OCS) Lands Act of 1953, as amended, extended the jurisdiction of the United States to the OCS, and provided for granting of leases to develop offshore energy and minerals.

P.L. 114-94 The Fixing America’s Surface Transportation Act amended Section 111 of the Federal Oil and Gas Royalty Management Act of 1982 (30 U.S.C. 1721).

P.L. 109-432 The Gulf of Mexico Energy Security Act of 2006 required leasing certain areas in the Central and Eastern Gulf of Mexico Planning Areas within one year of enactment (December 20, 2006); and established a moratoria on leasing in remaining areas in the eastern planning area and a portion of the central planning area until 2022.

P.L. 109-58 The Energy Policy Act of 2005 amended the OCS Lands Act to give authority to the Department of the Interior to coordinate the development of an alternative energy program on the OCS and also to coordinate the energy and non-energy related uses in areas of the OCS where traditional oil and natural gas development already occur.

43 U.S.C. 4321, 4331-4335,
4341-4347 The National Environmental Policy Act of 1969 required Federal agencies consider in their decisions the environmental effects of proposed activities and prepare environmental impact statements for Federal actions having a significant effect on the environment.

16 U.S.C. 1451, et seq. The Coastal Zone Management Act of 1972, as amended, established goals for ensuring that Federal and industry activity in the coastal zone be consistent with coastal zone plans set by the States.

16 U.S.C. 1531-1543 The Endangered Species Act of 1973 established procedures to ensure interagency cooperation and consultations to protect endangered and threatened species.

42 U.S.C. 7401, et seq. The Clean Air Act, as amended, was applied to all areas of the OCS except the central and western Gulf of Mexico. OCS

activities in those non-excepted areas will require pollutant emission permits administered by the EPA or the States.

30 U.S.C. 21(a)

The Mining and Minerals Policy Act of 1970 set forth the continuing policy of the Federal Government to foster and encourage private enterprise in the orderly and economic development of domestic mineral resources and reserves.

30 U.S.C. 1601

The Policy, Research and Development Act of 1970 set forth the continuing policy et seq. of the Federal Government to foster and encourage private enterprise in the orderly and economic development of domestic mineral resources and reserves.

33 U.S.C. 2701, et seq.

The Oil Pollution Act of 1990 established a fund for compensation of damages resulting from oil pollution and provided for interagency coordination and for the performance of oil spill prevention and response research. It also expanded coverage of Federal requirements for oil spill response planning to include State waters and the transportation of oil. The Act also addressed other related regulatory issues.

P.L. 104-58

The Deepwater Royalty Relief Act of 1995 provides royalty rate relief for offshore drilling in deepwater of the Gulf of Mexico (GOM).

Natural Resources Revenue Management

25 U.S.C. 397, et seq.

The Indian Mineral Leasing Act of 1891, as amended, authorizes mineral leasing on land bought and paid for by American Indians.

25 U.S.C. 396, et seq.

The Indian Minerals Leasing Act of 1909 authorizes oil and gas leases on American Indian allotted lands.

25 U.S.C. 396-396(g), et seq.

The Indian Mineral Leasing Act of 1938 authorizes oil and gas lease on American Indian Tribal lands and provides uniformity with respect to leasing of Tribal lands for mining purposes.

30 U.S.C. 181, et seq.

The Mineral Leasing Act of 1920 (MLA) provides for classification and leasing of coal, oil, oil shale, natural gas, phosphate, potassium, sulfur, and sodium and the payment of bonuses, rents, and royalties on such leases. ONRR currently pays 49 percent (88.2 percent for Alaska) of revenues monthly to the States as required by the Act.

7 U.S.C. 1012

The Bankhead-Jones Farm Tenant Act of 1937 (BJFTA) authorized acquisition of lands to be used as National Grasslands. Revenues are transferred to either the Forest Service or the Bureau of Land Management depending on management responsibilities. These agencies pay 25 percent to the counties as required by the Act.

30 U.S.C. 355	The <u>Mineral Leasing Act for Acquired Lands of 1947 (MLAAL)</u> extends the provisions of the Mineral Leasing Act and the authority of the Secretary of the Interior over mineral leasing to include acquired lands, without changing leasing revenue distribution.
43 U.S.C. 1331, <u>et seq.</u>	The <u>Outer Continental Shelf Lands Act of 1953</u> provides for granting of leases to develop offshore energy and minerals; provides for bonuses, rents, and royalties to be paid in connection with such leases; and calls for sharing certain revenues with coastal states.
30 U.S.C. 1001, <u>et seq.</u>	The <u>Geothermal Steam Act of 1970</u> authorizes the Secretary to issue leases for the development of geothermal energy and provides for receipt sharing with the States.
30 U.S.C. 181, <u>et seq.</u>	The <u>Combined Hydrocarbon Leasing Act of 1981</u> provides for combined hydrocarbon leases and receipt sharing with the States for such leases within their boundaries.
25 U.S.C. 2101, <u>et seq.</u>	The <u>Indian Minerals Development Act of 1982</u> provides that any American Indian Tribe may enter into lease agreements for minerals resources within their boundaries with the approval of the Secretary. Allotted landowners may join Tribal mineral agreements.
30 U.S.C. 1701, <u>et seq.</u>	The <u>Federal Oil and Gas Royalty Management Act of 1982 (FOGRMA)</u> provides for comprehensive fiscal and production accounting and auditing systems to provide the capability of accurately determining oil and gas royalties, interest, fines, penalties, fees, deposits, and other payments owed and to collect for such amounts in a timely manner.
30 U.S.C. 181, <u>et seq.</u>	The <u>Federal Onshore Oil and Gas Leasing Reform Act of 1987 (FOOGLRA)</u> amends the Mineral Leasing Act to grant the USDA Forest Service authority to make decisions and implement regulations concerning the leasing of public domain minerals on National Forest System lands containing oil and gas. The Act also established a requirement that all public lands that are available for oil and gas leasing be offered first by competitive leasing.
110 Stat. 1700	The <u>Federal Oil and Gas Royalty Simplification and Fairness Act of 1996 (P.L. 104-185)</u> changes the royalty collection program by establishing a 7-year statute of limitations, limits of appeals, requires the government to pay interest on royalty overpayments, changes definitions, and allows for delegation of certain functions.

P.L. 105-277	The <u>Omnibus Consolidated and Emergency Supplemental Appropriations Act of 1999</u> General Provisions Department of the Interior Sec. 130 Oil Valuation Rider Sec. 139 - Small Refiner Ratification of Payments.
P.L. 102-486	The <u>Energy Policy Act of 1992</u> requires the Secretary of the Interior to disburse monthly to States all mineral leasing payments authorized by Section 6 of the MLA.
P.L. 108-447	The <u>Consolidated Appropriations Act of 2005</u> provided that late disbursement interest owed to States be made from current receipts from bonuses, royalties, interest collected from lessees and designees, and rentals of the public lands and outer continental shelf which are not payable to a state or the Reclamation Fund.
P.L. 109-432	<u>Gulf of Mexico Energy Security Act of 2006</u> requires sharing with Gulf producing States revenues generated from leases entered into after the date of enactment of the Act in certain Gulf OCS areas.
P.L. 113-67	The <u>Bipartisan Budget Act of 2013</u> ended ONRR's transfer of receipts to the Department of Energy's Ultra-Deepwater and Unconventional Natural Gas research program. The Act removed the requirement that excessive overpayments be deemed by the Secretary to have been made for the sole purpose of collecting interest before the prohibition on paying interest on excessive overpayments is applied. The Act also made Net Receipts Sharing, whereby the State share of Mineral Leasing Act payments are reduced by two percent, permanent.
P.L. 113-76	The <u>Consolidated Appropriations Act, 2014</u> amended Section 206 of the Federal Oil and Gas Royalty Management Act of 1982 to clarify that amounts due to States or Indian Tribes resulting from civil penalties are to be reduced by amounts provided to the States and Tribes through cooperative and delegated agreements to run State and Tribal audit programs related to mineral development.
P.L. 114-357	The <u>Fixing America's Surface Transportation Act</u> amended Section 111 of the Federal Oil and Gas Royalty Management Act of 1982 (30 U.S.C. 1721), removing the requirement for ONRR to pay interest on overpayments.
54 U.S.C. 200301 <u>et seq.</u>	Authorizes the annual deposit of up to \$900 million into the Land and Water Conservation Fund.
P.L. 116-9 (Sec. 3001)	The <u>John D. Dingell, Jr. Conservation, Management, and Recreation Act</u> amended 54 U.S.C. 200302 permanently reauthorizing the Land and Water Conservation Fund.

54 U.S.C. 300101-303901

The National Historic Preservation Act established procedures to ensure protection of significant archaeological resources.

Permanent Appropriations Distribution

30 U.S.C. 191

Requires monthly payments to States of 49 percent (88.2 percent for Alaska) of revenue from public lands leasing, with the application of Net Receipts Sharing.

30 U.S.C. 355; 16 U.S.C. 499

Provides for forest fund payments to a State of 25 percent of all monies received during any fiscal year from each national forest be paid monthly to the State in which that forest is situated.

30 U.S.C. 355; 33 U.S.C. 701, et seq.

The Flood Control Act of 1936 provides that 75 percent of flood control revenue collected be paid monthly with the State in which it was collected.

P.L. 116-152

The Great American Outdoors Act amends 54 USC 200401 to establish the National Parks and Public Land Legacy Restoration Fund to address the maintenance backlog of the National Park Service, the U.S. Fish and Wildlife Service, the Bureau of Land Management, the Forest Service, and the Bureau of Indian Education, and provides permanent, dedicated funding for the Land and Water Conservation Fund.

Methane Reduction Infrastructure and Abandoned Mine Land Reclamation

P.L. 117-58

Section 40601, of the Bipartisan Infrastructure Law (BIL) amends Section 349 of the Energy Policy Act of 2005 (42 U.S.C. 15907) and authorizes the Department of the Interior to establish a Federal Program to remediate and reclaim orphaned wells on Federal lands and create a grant program for States and Tribes to remediate and reclaim orphaned wells on their lands.

Section 40704, of the BIL authorizes the Department of the Interior to establish a Federal Program to inventory, assess, decommission, reclaim, respond to hazardous substance releases on, and remediate abandoned hardrock mines on Federal, State, Tribal, local, and private land that has been affected by past hardrock mining activities.

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