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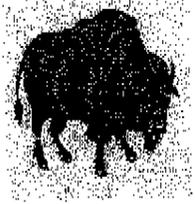
Fax Coversheet

To: Elizabeth Appel - 520-901-8557
From: Gay Kingman
Date: 2/28/12
Pages: 42
Re: Trust Docs.

Comments:

GREAT PLAINS TRIBAL CHAIRMAN'S ASSOCIATION

Chairman: Harold Frazier, CRST
Vice-Chairman: James Crawford, SWST
Secretary: Roger Trudell, SSN
Treasurer: John Steele, OST



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Statement of
Harold Frazier
Chairman, Cheyenne River Sioux Tribe
Chairman, Great Plains Tribal Chairman's Association

Proposal on Behalf of the Great Plains Tribal Chairman's Association
for an Alternative Trust Asset Management Plan for Great Plains Tribes

As Chairman of the Cheyenne River Sioux Tribe and the Great Plains Tribal Chairman's Association, I am pleased to present this proposal as an alternative to the Department of Interior's "To-Be" trust reorganization plan. The Great Plains Tribal Chairman's Association represents 16 tribes in the Great Plains regions, encompassing the states of North Dakota, South Dakota and Nebraska. The Great Plains Tribes -- Cheyenne River Sioux, Standing Rock Sioux, Crow Creek Sioux, Turtle Mountain Band of Chippewa, Lower Brule Sioux, Three Affiliated Tribes, Yankton Sioux, Spirit Lake, Oglala Sioux, Rosebud Sioux, Santee Sioux, Sisseton-Wahpeton Oyate, Winnebago, Flandreau Santee Sioux, Omaha and Ponca -- are major stakeholders in the Department of Interior's attempt to "reorganize" the Bureau of Indian Affairs and the Office of the Special Trustee.

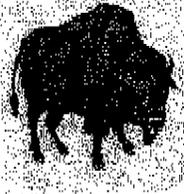
As of July, 2001, we have been advised that the Great Plains tribes held 27 percent of the Individual Indian Money Accounts (over 67, 000 accounts in total) -- more than any other region in the country. The Bureau of Indian Affairs has ignored our repeated requests for updated and more precise information, but we believe the number of accounts has greatly increased in the past three years for our region. Since allotment began in 1887, over 2.6 million land transactions have been recorded in our region alone, as we hold 33 percent of the nation's trust allotments and tribal tracts (approximately 58,000 tracts). Consequently, as land-based, direct services tribes, we believe that we will suffer greatly under the Department's current plan to reorganize its trust functions under the so-called "To-Be" reengineering process.

"To-Be" Reengineering & Reorganization

The Bureau of Indian Affairs and the Office of the Special Trustee have been in a state of ongoing reengineering of their trust management processes since the Department issued a new Department Manual in April, 2003. Since November, 2003, the Department has conducted informational meetings regarding its "To-Be" project, which would reengineer current fiduciary trust business processes. At a "To-Be" presentation for tribal leaders in Rapid City, South Dakota, the Department outlined how the "To-Be" project would to reengineer how trust business is conducted and how trust services are provided

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to beneficiaries. Such so-called "improvements" to the current system include beneficiary relationship development and management; financial operations; ownership; land and natural resources planning; and land and natural resources use and management.

We have been advised that the "To-Be" process was originally only to involve upgrading of the computer systems long in use by the Bureau of Indian Affairs so that they would be national in scope and operate with more speed and accuracy. It may be that some aspects of the "To-Be" process should go forward. Unfortunately, the Department of Interior has cast the "To-Be" reengineering as part of the reorganization process, so that the two are virtually indistinguishable. As a result, "To-Be" should not be implemented before there is a major reassessment of the entire plan that is being forced down tribes' throats. Reorganization changes that are already being made at some agencies, such as hiring of trust officers, have encountered opposition in Indian Country by a large majority of tribes on the basis of lack of consultation, as well as opposition expressed by Senators Daschle and Johnson. Despite such outcry, the Department continues to carry on with its proposal to revamp the system to this day.

Thus far, our protestations based on the long standing policy of tribal consultation have fallen on deaf ears. As a result, we believe that it is only by proposing a viable alternative to reorganization that fits our needs as a region will our concerns be heard and acted upon. Below is our proposed alternative plan for the Great Plains region, along with criticisms and explanations of how and why the current reorganization will not be suitable for tribes in our region.

Reorganization: Criticisms & Negative Impacts

In the Fort Laramie Treaty of 1868 (15 Stats. 635), entered into by the majority of tribes in the Great Plains Region, Articles V and IX guarantee that the United States will provide services at the local level to our people and reimburse the tribes for any services lost. It was clearly understood by the Indian signers of that Treaty that necessary assistance would be provided to the signatory tribes by a local agent (or superintendent in the modern era) and that sufficient resources would be made available to the agent to allow him to discharge the duties assigned to him. Other treaties affecting some Great Plains tribes raised similar expectations for those tribes. Under the Department's reorganization plan, however, the central office management levels will dominate over the regional and local agencies. Thus, reorganization, as currently proposed by the Department, will circumvent the vested rights under the 1868 Fort Laramie and other treaties, the cornerstone those tribes' relationship with the United States. This cannot stand. We believe that promises made in the treaties must be upheld, and taking away

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agency level representation would be a violation of the Department's legal obligations toward our tribes.

The current proposal divides services within the Bureau of Indian Affairs and redirects services that were once operated by the Bureau of Indian Affairs to the Office of the Special Trustee. The division of "trust services" from "tribal services" and the hiring of two new bureaucrats -- deputy superintendents -- to perform these "separate" services will cost the Bureau of Indian Affairs approximately \$300,000 for every agency that implements these positions. Additionally, the assignation of traditional Bureau of Indian Affairs functions to the Office of the Special Trustee sharply separates the ability to make decisions on trust resource management and trust services at the local level, adding another level of bureaucracy to a system that is already overloaded with bureaucratic requirements.

A prime example of the assignment of traditional Bureau of Indian Affairs functions to the Office of the Special Trustee, and consequently the addition of another bureaucratic layer, is the creation of so-called "trust officers". Employees of the Office of the Special Trustee, trust officers supposedly will be the "first line of contact" for tribal and individual Indian beneficiaries for issues related to their ownership of trust assets, reporting directly to their agency in Albuquerque. We strongly believe that the trust officers will compete with Bureau of Indian Affairs Superintendents -- whose functions would be significantly curtailed in favor of that of the trust officer -- for authority, resources and manpower. The resulting competition will surely subordinate one agency to the other and adversely affect the efficiency of both. Trust officers would furthermore operate on the reservations *independent* of control by either the local superintendent or the tribe. We fear that this would subject the tribes to arbitrary actions by faceless bureaucrats in distant cities with no reason to think that these activities would actually provide a meaningful benefit to the trust beneficiaries. Even worse, superintendents would be further prevented from providing meaningful assistance to the tribes and Indian individuals because of the diversion of funds to the reorganization process. Indeed, rather than use the funds available to provide tribes with the actual assistance they need at the local level, the Department has proposed a vast new bureaucracy.

To make the prospect of the types of problems that may arise as a result of dividing trust management authority, as tribal leaders we will share our experiences with you. Everyday, at the local and regional levels, we see problems multiplying because of past fractionation of line authority. For example, one superintendent had an elderly man hitchhike 50 miles to come check on his Individual Indian Money account with the Office of Trust Fund Management (OTFM) staff at the agency. When he arrived, well before 5 pm, both OTFM employees were gone for the day. Fortunately, a Bureau of Indian

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Affairs social worker called an OTFM employee at the Regional Office, who was able to assist this man. This situation would have been simpler if the authority to help him was still within the line of authority of the superintendent. We strongly believe that the more trust functions are fractionated, the more likely situations like this will arise.

Significantly, the present Department of Interior reorganization plan completely violates the principle that Indian Tribes and Indian People must be free to control their own destiny at the local level, without unnecessary federal meddling in Washington, D.C. This principle has been at the center of federal Indian Policy for more than a third of a century and traces back to President Nixon's historic message to Congress of July 8, 1970. In that message, President Nixon proposed a bold new policy of "Self-Determination," a policy that called for tribes to take over the operation of federal programs that were essential to them, free from the stifling controls of the federal bureaucracy. After observing that Indians "are the most deprived and isolated group in our nation," and "rank at the bottom" with respect to employment, income, education, and health, President Nixon proposed what might be viewed as a Republican solution to the problem -- a smaller role for the federal government. He proposed that Indian tribes be given the right to locally control and operate the federal programs that had been run for their supposed benefit by federal bureaucrats in Washington. In other words, central control by the federal government would be replaced by local control by the tribes. While President Nixon's message focused on the proposal for contracting of government programs, it is also relevant here because of his clear recognition of the need for local control.

We also question the expanded role of the Office of the Special Trustee from that of an agency which performs simple oversight functions, as originally envisioned in the 1994 Act, to performing operational duties of trust management. This expansion raises questions about the effectiveness of the Office of the Special Trustee's oversight role, and the need for concrete independent review of its performance. If accountability is the byword for the "To-Be" process, the Office of the Special Trustee should itself be monitored for breaches of trust management.

In sum, our tribes want to ensure that decision-making and resources are placed at the local level -- the Department must maintain a single point of decision-making authority at the local level to deal with the issues that involve both trust resource management issues and other trust issues. The Department has acted without regard to the fact that reservations in different parts of the country have very different circumstances and need different programs if administration of the federal trust is to improve. Furthermore, the reorganization plan goes completely counter to the principles

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of self-determination and local control enunciated by President Nixon and, so far, followed by every succeeding Administration.

Precedent: Section 139

Reorganization will affect all tribes in their relationships with the Bureau of Indian Affairs and the Office of the Special Trustee, however, ten tribes will be exempt from any reorganization changes by their inclusion in a demonstration project: the tribes in the California Tribal Trust Reform Consortium, the Salt River Pima Maricopa Indian Community, the Confederated Salish-Kootenai Tribes of the Flathead Reservation and the Chippewa Cree Tribe of the Rocky Boy Reservation. These tribes, members of the Tribal Self-Governance Program, are currently performing trust functions pursuant to self-governance compacts under P.L. 638. Consequently, they successfully negotiated insertion of "Section 139" to the conference report that accompanied the FY 2004 Interior Appropriations bill, which was signed into law on November 10, 2003.

Section 139 provides that the above-mentioned tribes "shall operate separate and apart from . . . reorganization, and the Department shall not impose its trust management infrastructure upon or alter [these tribes'] existing trust resource management systems . . ." Section 139 conditions, however, this insulation from reorganization on agreement by the tribes to "carry out their responsibilities under the same fiduciary standards as those to which the Secretary of the Interior is held . . ." The tribes are further required to "demonstrate to the satisfaction of the Secretary" that they are capable of coming into compliance with these standards. The Secretary has delegated her authority to review the tribes' processes to the Special Trustee for American Indians.

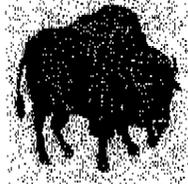
Our proposal does not vary significantly from Section 139. We attach draft legislation for your consideration. We discuss our needs in further detail below.

Proposal for the Great Plains Region Tribes

We request that a pilot program, similar to that set up by the legislative rider in the FY 2004 Interior Appropriations bill for Self Governance tribes, be formulated for the Great Plains tribes. We believe that a "one size fits all" approach to trust reform is ill-conceived, as tribes across the country differ in size, population, land base and economy. Differences between regions in population, employment, revenue foundation and even geographic location impact how trust reform measures should vary and be flexible to fit the needs of the particular region. For instance, on the Cheyenne River Sioux Reservation, it is hard to imagine how trust officers could function effectively, given the size of the reservation, the sparse population and the distances between communities.

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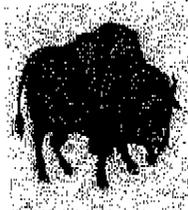
The tribe has a current unemployment rate of 80 percent, a high yet common statistic among Indian tribes, yet 25 percent of its revenues are provided by tribal land leases for grazing. Surely, grazing may not be as important to a tribe whose revenues depending on timber, for instance. We believe that trust reform should be adaptable to serve tribal beneficiaries' unique characteristics.

In the FY 2005 budget for the Department of Interior, the Office of the Special Trustee is the only Indian Country program receiving new money from the \$250 million increase over current Interior funding levels. The Office of the Special Trustee requested a \$113.6 million increase, yet the Bureau of Indian Affairs budget was cut by \$52 million, offset by increases for trust related activities within the Office of the Special Trustee. According to the Office of the Special Trustee, their \$113.6 million will support ongoing and new trust programs administered by the Office of the Special Trustee -- namely, adding trust officers to the bureaucracy. We believe that if additional funds are available to improve trust functions, they need to be expended on improving core trust functions, not on the hiring of a new bureaucracy with vague functions and no accountability at the local level. This increase has been at the expense of Tribal Priority Allocation funding at the local and regional levels, despite congressional testimony by high-ranking Department officials to the contrary. Superintendents in our region have reported that they have seen funding appropriated to carry out trust functions moved over to the administrative functions of their agency. These funds are being removed from base funding without tribal knowledge or consent, an unacceptable turn of events.

Specifically, our tribes require frequent land appraisals, due to our large land base. Currently, there is only one appraiser for the entire Great Plains region, who is located in Rapid City -- a great distance from many of our reservations. This is a problem because it takes a great deal of time for the appraiser to travel from one reservation to another, and delaying the appraisal process. We believe our system would be improved -- and money better spent than hiring "trust officers" -- by having an appraiser at each agency on each reservation. Furthermore, as a region we are in dire need of technical positions involving land management, such as surveyors, range conservationists, lease compliance officers, rights of way specialists, accountants and more. We have included as part of this proposal plans developed by three tribes in our region: Cheyenne River Sioux Tribe, Three Affiliated Tribes and Winnebago. These agency-specific plans compare costs associated with the Department's proposed changes and our own assessment of current and future needs for reforming the trust asset management system. We believe our current (Phase I) and projected needs assessment (Phases II and III) are a simpler, clearer and will be a more cost-effective use of scarce resources.

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In sum, we urge today a reversal of the reorganization process and that available resources be channeled to where they can be most effectively used -- at the reservation level under the control of the local agent, who is in the best position to work closely with the tribal governments to carry out programs to protect trust assets and meet the responsibilities of administration of the federal trust. We have a close working relationship with our agents and believe that money would be better spent on increasing their presence on the reservation level than by hiring trust officers. In the alternative, hiring land appraisers, who would have accountability at the local level, along with other realty specialists instead of trust officers would avoid potential backlog in appraisals in our region. Indeed, by working with the existing system, our tribes will be better able to work with agency officers at the local level to improve trust management systems and address the trust deficiencies that currently exist. We strongly object to dividing trust management functions between the Bureau of Indian Affairs and the Office of the Special Trustee, as well as the influx of new bureaucrats, or trust officers. Reform of the existing system should begin at the local level where trust responsibilities are carried out, and where we can most efficiently use our already scarce resources for improvement. We have identified the resources and services that we need at the local Bureau of Indian Affairs agencies on the reservations in our agency-specific plans (attached and referenced above), with the federal government available for technical support and oversight.

Trust Principles & Reorganization

Our proposal for a Great Plains region-specific reorganization is consistent with the principle that any meaningful trust reform must incorporate clear trust standards, demonstrate specific plans for tribes to assume more management, control or authority over management of trust resources, and address the fractionation of Indian lands. We believe that a national plan for reform should include these essential elements. We must also stress that we do not in any way intend our plan to upset plaintiffs' right to relief in the ongoing litigation in *Cobell v. Norton*, and fully support an expedited settlement in that case.

Conclusion

Thank you for the opportunity to present the Great Plains' tribes proposal for trust reform as it applies to our region, and your interest in trust reform. We look forward to meeting with you in the near future to discuss our proposal in depth, and to answer any questions you may have.

108th Congress

S. _____

IN THE SENATE OF THE UNITED STATES

A BILL

To exempt the Great Plains Region Tribes from the Department of Interior's Trust Reform Reorganization pending the submission of Agency Specific Reorganization Plans.

Be it enacted by the Senate of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE

This Act may be cited as the 'Great Plains Region Reorganization Relief Act of 2004'.

SECTION 2. EXEMPTION

- (a) Notwithstanding any implementation of the Department of Interior's trust reorganization plan within the fiscal years 2004 or 2005, none of such funds appropriated to the Department of Interior shall be used to reorganize the Bureau of Indian Affairs at the agency level in the Great Plains Region; *Provided that* current efforts to reform Indian probate and encourage land consolidation shall not be exempt from reorganization.
- (b) The Department shall not impose its trust management infrastructure upon or alter the existing trust resource management systems of the Great Plains Region tribes.
- (c) Any funds appropriated to accomplish trust reform at the Agency level within the Great Plains Region and their respective Agency Superintendents shall only be expended under a plan developed by such tribes and approved by the Secretary of Interior.
- (d) \$100,000 shall be appropriated to the Great Plains Region Tribes in order to develop their Agency specific plan for reorganization; *Provided that* such funds shall be used at the agency level to develop a plan within 120 days of enactment of this Act.
- (e) Not later than 180 days after the date of enactment of this Act, the Secretary shall prepare and submit to the Committee on Indian Affairs, the Interior Appropriations Subcommittee and the Natural Resources Subcommittee a report that includes:
 - i. the Secretary's findings concerning review of the tribes' plan for trust reform; and
 - ii. recommendations concerning the plan.
- (f) Upon completion of (e), the tribes shall have 60 days in which to submit comments regarding the Secretary's findings.

GREAT PLAINS REGION REORGANIZATION

As a result of the *Cobell v. Norton*, the Department of Interior (DOI) has been in the process of reorganizing the Bureau of Indian Affairs (BIA) for approximately three years. Throughout this process, Tribes have continually objected to DOI's proposed reorganization. DOI has failed to truly consult with Tribes as evidenced by the continued fragmentation of services and expansion of an already top-heavy organizational structure.

The Great Plains Region represents 27% of all IIM accounts throughout the nation. These accounts also represent 36% of all landownership records and 37% of all landowner interests handled by the BIA. Furthermore, it is important to note that many tribes within this region also rely on their treaties with the United States Government. These treaties specifically require an "agent [to keep an office on the reservation] for ... the purpose of prompt and diligent inquiry into such matters of complaint by and against the Indians [and] and also for the faithful discharge of other duties enjoined on him by law". In light of the overwhelming percentages of trust records and lands managed by this region and the United States' special treaty obligations to these tribes, it is clear that the tribes within this region have a major stake in DOI's reorganization plan.

The Great Plains Region Tribes are deeply concerned with the direction the proposed reorganization is taking. DOI's reorganization is concentrated on the Regional and Central Office management levels. DOI has assigned many of the services provided by BIA to the Office of Special Trustee and divided services within the BIA into "trust services" and "tribal services". Tribes object to the fragmentation of services and insist that reorganization begin at the agency level.

The DOI is in the process of hiring two deputy superintendents -- one to oversee "trust services" and the other to oversee "tribal services" -- and a trust officer for most agencies. There can be no separation trust and so-called non-trust functions as all functions of the BIA are trust functions. These positions are projected to be GS 13/14 level positions and it is estimated that it will cost the BIA approximately \$400,000 for every agency that implements these positions.

The Great Plains Region Tribes strenuously object to the implementation of these positions at their agencies. These Tribes insist that the money that would be utilized to hire these "management" positions be redirected to employ personnel that will carry out trust activities such as realty, probate, appraisal, lease compliance, resource management planning and IIM account management at the agency level. In sum, the DOI reorganization erroneously focuses on the top of the organization. Tribes insist that the reorganization effort has to focus on the

**Reorganization Plan for Cheyenne River Agency
Plan for Redirecting Funds for Trust Officer and Deputy Superintendent Positions
By: The Cheyenne River Sioux Tribe**

Basic TRUST: All functions and programs are TRUST under Treaties, including but not limited to Treaty Article Five, as well as statutes, regulations, and case law

Function Service	Phase	Phase I				Agency Specific Plan
		FTE	Cost	Proposed DOI	FTE	
Accounting and Budget						92,784.00 Awarding Official
Administration		3	400,000.00	Deputy Supt-Trust; Deputy Supt-Tribal Services; Trust Officer		
Computer System Analyst/IT						
Individual Indian Money Accounts						
Records Management						
Tribal Trust Fund Management						
Agricultural						63,982.00 Appraiser
Appraisal (surveys), NHPA, ARPA)						
Environmental Protection: NEPA, NHPA, CWA						
Fire Protection and Prevention: Wildlands						
Fisheries						
Forestry						
GIS						
Hydrology						
Indian Land Consolidation						
Irrigation Development						
acquisition, fee to trust, rights of way						
Land Tenure and Management: leasing and compliance						
Land Use Planning & Inventory						
Minerals Development, Mining, Valuation						
Paleontological						
Pest/Insect Control						
Prairie Dog Management						
Probate: Wills, Counseling						
Range Conservation						196,600.00 Rangeland Man.
Real Estate Development Services: Land, revenue						
Rights Protection and Litigation Assistance						
Soil Conservation						
Surveys, including Cadastral Surveys						44,631.00 Realty Specialist
Title Services: Land, ownership						
Weed Control						
Water Resources						
Wildlife and Parks						
Field Solicitors assigned to Region						
TOTAL:						6 400,000.00

IDEAL AGENCY FOR THE CHEYENNE RIVER AGENCY OFFICE
 By: Cheyenne River Sioux Tribe

Basic TRUST: All functions and programs are TRUST under Treaties, including but not limited to Treaty Article Five, as well as statutes, regulations, and case law

Function/Service	Phase	Current		Proposed Agency Specific Plan		
		FTE	Cost	FTE	Rating	Cost
Accounting and Budget				2	6-12	144,850.00
Administration		5	267,598.00	2	5-12	135,008.00
Computer System Analyst/IT				2	5-9	94,523.00
Individual Indian Money Accounts				4	7-11	215,916.00
Records Management				2	6	72,412.00
Tribal Trust Fund Management				2	7-11	19,524.00
Agricultural		2	110,989.00	3	5-13	159,574.00
Appraisal				1	9	63,982.00
surveys), NHPA, ARPA						
Environmental Protection: NEPA, NHPA, CWA						
Fire Protection and Prevention: Wildlands		13	469,503.00	5	4-7	171,652.00
Fisheries						
Forestry						
GIS				1	11	59,547.00
Hydrology						
Indian Land Consolidation						
Irrigation Development						
acquisition, fee to trust, rights of way						
Land Tenure and Management: leasing and compliance						
Land Use Planning & Inventory				2	7	80,468.00
Minerals Development, Mining, Valuation						
Paleontological						
Pest/Insect Control						
Prairie Dog Management						
Probate: Wills, Counseling		8.5	782,952.00	8	7-11	368,131.00
Range Conservation				1	8	44,631.00
Real Estate Development Services: Land, revenue						
Rights Protection and Litigation Assistance						
Soil Conservation		2	94,368.00			
Surveys, including Cadastral Surveys						
Title Services: Land, ownership						
Weed Control						
Water Resources						
Wildlife and Parks						
Field Solicitors assigned to Region						
Commercial Contracting Officer						

TRUST MANAGEMENT NEEDS ASSESSMENT FOR THE CHEYENNE RIVER AGENCY

The Cheyenne River Sioux Tribe for the Cheyenne River Agency has conducted a needs assessment concerning the management of trust assets¹ at the Cheyenne River Agency. The Cheyenne River Sioux Tribe met with the Agency and conducted thorough on-sight interviews with the Agency, tribal members and other federal agencies over the past two years. Based on the information obtained from this exhaustive needs assessment, the Tribes have concluded that the following positions are needed to properly manage the Tribes trust assets at the Cheyenne River Agency:

1. **Range Management:**

A. **Range Assessments**

25 CFR § 166.305 requires the BIA to conduct a range assessment of every range unit (both allotted and Tribal land) on the Reservation prior to the issuance of a permit. A range assessment allows the BIA to determine what the carrying capacity (how many cows can graze on the unit) is for each unit. The last range assessment done on the Cheyenne River Sioux Reservation was in 1992 by George Knolls. The reason for the lack of range assessments is shortage of staff.

B. **Range Compliance**

Each range unit permit awarded by the BIA for Tribal and allotted units has special provisions concerning the number of cattle that can be grazed on the unit and maintenance. Range Technicians are responsible for ensuring permit compliance and policing the ranges for trespass and overgrazing. The Cheyenne River Sioux Tribe has one Range Technician.

C. **Range Conservation Plans.**

25 CFR § 166.312 requires the BIA to develop a conservation plan for each range unit with the permittee. The BIA is required to approve the plans however no conservation plans have been developed or approved by the BIA despite the issuance of grazing permits for the range units. The reason for the lack of compliance with the CFR is staff shortages.

At one point, the Cheyenne River Agency had twenty-five people (seventeen permanent, five seasonal and three Tribal) in the Agency's range department. These figures do not include the people employed in the Agency's farm pasture department. **Today, the Agency has just eleven employees in the Agency's Range Department.**

¹ "Trust Assets" as used in this Needs Assessment means IIM Accounts, Natural Resources (Water, Range, Minerals and Oil & Gas), Realty and Probate.

One of these employees is assigned to handle the Agency's Special Deposit Accounts full time therefore not involved in range management. One employee is responsible for the paper work involved in range management; a full-time responsibility leaving only one employee available in the field to handle enforcement and compliance matters.

The Cheyenne River Agency presently has 267 grazing permits issued for approximately 1,392,271.12 acres of grazing land spread over 4,375 square miles of Reservation. The Cheyenne River Agency is also responsible for paying out grazing income on owner interests up in the thousands.

The Cheyenne River Sioux Tribe estimates that it would take approximately five (5) Range Technicians (GS 7-9) and five (5) Rangeland Management Specialist (GS 11), one (1) GIS Technician (GS-11) and one (1) Natural Resource Officer (GS 12) in order for the Cheyenne River Agency to properly manage this trust resource and to comply with the Federal Regulations at 25 CFR Part 166 dealing with Grazing Permits. **Twelve new positions are needed.**

2. Farm Pasture Leases:

The Cheyenne River Agency manages approximately two hundred seventy (270) allotted farm pasture leases. The Agency distributes around \$166,000 in farm pasture income from allotted land per year to approximately 77,500 ownership interests. The Agency also collects farm pasture income from an estimate 400 farm pasture leases administered by the Tribe.

25 CFR § 162.214 requires the BIA to identify potential environmental impacts and ensure compliance with all applicable environmental laws, land use laws and ordinances (including preparation of the appropriate review documents under NEPA). The Agency has to have an archeological review prior to issuance of a lease. The BIA is also responsible for developing a conservation plan with the lessee and approving a conservation plan for the unit.

The Agency's Realty office has one Realty Specialist. The Cheyenne River Sioux Tribe estimates that the Agency needs one Farm Pasture Tech (GS 7-9) for compliance, one Soils Scientist (GS-12) to do conservation plans and soils testing and environmental and archeological field reviews; one filing clerk (GS 5-7) for filing trust records and income distribution; and one legal clerk (GS-6).

3. Appraisals

The Cheyenne River Agency had 156 requests for appraisals in FY 2003. The backlog is approximately 6 months. There is no appraiser at the Cheyenne River Agency despite the fact that appraisals are required for farm pasture leases, grazing permits, right-of-ways, oil and gas leases, land exchanges, land sales, gift deeds, land consolidations and trespass damage. Appraisals for all of these matters are presently handled by the

Office of Trust Fund management which has employed a regional appraiser out of Rapid City, South Dakota. All appraisals are done on this employee's desk in Rapid City.

The Cheyenne River Sioux Tribe believes it is critical to have an appraiser at the agency level. The Tribe estimates that one full-time appraiser (GS-12) could handle the appraisal needs at the Cheyenne River Agency.

4. **Probate**

There is a backlog of over eighty two cases, dating back to 1973 at the Cheyenne River Agency. The backlog and unbelievable delay and estate distribution is due to staff shortages at the Agency level as there are two Realty Specialists/Probate positions at the Agency. The Cheyenne River Sioux Tribe estimates that the Cheyenne River Agency needs three additional probate specialists (GS-11) to handle the backlog of cases and estate distributions.

5. **Land Transactions:**

A. **Right-of-way Applications**

There are 50 right-of-way applications per year. Rights-of-ways are handled by the Agency's lone Realty Specialist. The Cheyenne River Sioux Tribe estimates that one right-of-way specialist and Realty Specialist (GS-7) is needed to handle right-of-way transactions at the Cheyenne River Agency.

B. **Land Sales**

The Cheyenne River Agency processes approximately 100 land sales a year.

C. **Gift Deeds**

The Cheyenne River Agency handles approximately 50 gift deeds a year.

D. **Land Exchanges**

The Cheyenne River Agency handles an estimated 100 land exchange requests a year. There are 50 land requests pending at this time for a six month backlog.

E. **Title/Ownership Records**

The Cheyenne River Agency handles approximately 500 title records requests annually. Uncertified title searches can be accomplished relatively quickly. However, certified title requests take approximately six months to complete because they are being done at the regional office. This delay creates a backlog in land transactions and obstacles in business and economic development.

F. Fee-to-Trust Applications

There are presently thirty fee-to-trust applications pending at the Cheyenne River Agency. The oldest of these applications dates back eight years.

There are eight full-time in the Agencies Realty Department. The Cheyenne River Agency has three employees, realty specialists, that handles all of the land transactions mentioned in A-F. The Cheyenne River Sioux Tribe estimates that two additional Realty Specialists (GS-8) and two Assistant Realty Specialists (GS-7) are needed to handle the work load for these land transactions. The Cheyenne River Sioux Tribe believes that these Realty Specialists should specialize in management of a specific land transaction.

5. Energy Development

The Cheyenne River Agency has no oil & gas leases at this time, but there are known oil fields within the reservation boundaries which may be developed in the future.

6. IIM Accounts

A. IIM Accounts

The Office of Special Trustee has taken over IIM Account management. There Agency Superintendent has no line authority over the Office of Trust Fund Management employees that supervise these accounts in the Agency building. The Superintendent cannot retrieve a financial trust document for research purposes from the OTFM office within the agency building because of the separation of the IIM Accounts from the BIA. Also, all hard copies of financial trust records were taken to OTFM's office in Albuquerque, New Mexico. Thus, if an IIM Account Holder or the Tribe requests this information, they cannot get it without considerable delay. At this time, the Cheyenne River Agency is not getting these documents despite many requests. The Cheyenne River Sioux Tribe recommends that these functions be handled by the BIA Cheyenne River Agency and the records returned. The Cheyenne River Sioux Tribe believes that an additional IIM Specialist (GS-11) and three (3) IIM Technicians (GS-7) will handle the workload in IIM. Also requested is a Tribal Trust Fund Specialist (GS-11) and a Technician (GS-7) to work specifically with the Tribal Trust funds.

B. Supervised IIM Accounts

BIA Social Services may be required to supervise adult IIM account holders. Through the counseling process a Distribution Plan (DP) is developed which indicates which vendors will be used and when these vendors will be paid. Depending on each individual case, a supervised account holder may be allowed some cash for personal needs. The DP is forwarded to OTFM in Albuquerque, NM who has final approval of this plan.

This process has created several problems. First, if OTFM rejects a DP, Social Services is not notified directly which results in delays to both the vendor and the account holder. It is imperative that the local BIA Social Service have final approval of DP's and that OTFM make timely payments. Second, we are rural which results in limited vendors and overpricing. The nearest large town is 90 miles away. When payments to vendors are rejected because OTFM has an issue with an individual's plan, those vendors are reluctant to serve others in this situation. Third, OTFM doesn't recognize our culture and traditional values. There are times when cash is required but because of OTFM's receipt "down to the penny" policy, it is difficult to get their approval for a cultural request and an individual may have a difficult time asking for a receipt for a cultural expense.

7. **Special Deposit Accounts**

Special Deposit Accounts are accounts containing trust funds belonging to the Tribe, Tribal member or third parties that have not been paid out. For instance, if an oil company sent a bonus check on a lease it would go into the special deposit account before the money is distributed to the Tribe. The Cheyenne River Agency has \$900,000 in its Special Deposit Account at this time. The Tribe, because it knows who the people are that are owed this money and their heirs if the people are deceased, the Agency would be the best entity to disperse the monies in these accounts.

**Reorganization Plan for Fort Berthold Agency
Plan for Redirecting Funds Dedicated for Trust Officer and Deputy Superintendent Positions
By Three Affiliated Tribes**

Basic TRUST: All functions and programs are TRUST under Treaties, including but not limited to Treaty Article Five, as well as statutes, regulations, and case law

Function Service	Phase	Phase I				Agency Specific Plan
		FTE	Cost	Proposed DOI	FTE	
Accounting and Budget	1					
Administration	1	3	400,000.00	Deputy Supt-Trust; Deputy Supt-Tribal Services; Trust Office		
Computer System Analyst/IT	1					
Individual Indian Money Accounts	1					
Records Management	1					
Tribal Trust Fund Management	1					
Agricultural	1					
Appraisal	1					
Cultural Resources: Archaeology, Cultural (e.g. NAGPRA, TCP)	1					
Environmental Protection: NEPA, NHPA, CWA	1					
Fire Protection and Prevention: Wetlands	1					
Fisheries	1					
Forestry	1					
GIS	1					
Hydrology	1					
Indian Land Consolidation	1					
Irrigation Development	1					
Land Acquisition and Disposition: sales, gifts, exchange, trust	1					
Land Tenure and Management: leasing and compliance	1					
Land Use Planning & Inventory	1					
Minerals Development, Mining, Valuation	1					
Paleontological	1					
Pest/Insect Control	1					
Prairie Dog Management	1					
Probate: Wills, Counseling	1					
Range Conservation	1					
Real Estate Development Services: Land, revenue	1					
Rights Protection and Litigation Assistance	1					
Soil Conservation	1					
Surveys, including Cadastral Surveys	1					
Title Services: Land, ownership	1					
Weed Control	1					
Water Resources	1					
Wildlife and Parks	1					
Field Solicitors assigned to Region	1					
TOTAL:					8	418,200.00

IDEAL AGENCY FOR FORT BERTHOLD AGENCY OFFICE

By Three Affiliated Tribe's

Basic TRUST: All functions and programs are TRUST under Treaties, including but not limited to Treaty Article Five, as well as statutes, regulations, and case law.

Function Service	Phase	Current		Proposed Agency Specific Plan	
		FTE	Cost	FTE	Cost
Accounting and Budget		0.5	30,129.00		
Administration		3.5	232,658.00		
Computer System Analyst/IT		0.25	20,623.00	1	67,231.00
Individual Indian Money Accounts				4	215,916.00
Records Management		0.25	20,623.00		
Tribal Trust Fund Management					
Agricultural		2.5	128,981.00	2	89,210.00
Appraisal				1	80,578.00
Cultural Resources: Archaeology, Cultural (e.g. NAGPRA, TCP)				1	80,578.00
Environmental Protection: NEPA, NHPA, GWA				1	80,578.00
Fire Protection and Prevention: Wetlands		1.25	77,229.00	1	80,578.00
Fisheries					
Forestry					
GIS					
Hydrology					
Indian Land Consolidation					
Irrigation Development					
Land Acquisition and Disposition: sales, gifts, exchange, trust		3	177,924.00	3	201,163.00
Land Tenure and Management: leasing and compliance		3	131,248.00	8	356,849.00
Land Use Planning & Inventory				1	80,578.00
Minerals Development, Mining, Valuation				1	80,578.00
Paleontological					
Pest/Insect Control					
Prairie Dog Management					
Probate: Wills, Counseling		1.5	90,979.00	3	201,693.00
Range Conservation		0.5	31,190.00	3	201,693.00
Real Estate Development Services: Land, revenue					
Rights Protection and Litigation Assistance					
Soil Conservation		0.5	31,190.00	1	80,578.00
Surveys, including Cadastral Surveys				1	67,231.00
Title Services: Land, ownership				2	134,462.00
Weed Control					
Water Resources					
Wildlife and Parks					

TRUST MANAGEMENT NEEDS ASSESSMENT FOR THE FORT BERTHOLD AGENCY

The Three Affiliated Tribes for the Fort Berthold Agency conducted a needs assessment concerning the management of trust assets¹ at the Fort Berthold Agency. The Three Affiliated Tribes' Natural Resource Department met with the Agency and conducted thorough on-sight interviews with the Agency, tribal members, and other federal agencies over the past two years. Based on the information obtained during this exhaustive process, the Tribes have concluded that the following positions are needed to properly manage the Tribes trust assets and resources at the Fort Berthold Agency:

1. **Range Management:**

A. **Range Assessments**

25 CFR § 166.305 requires the BIA to conduct a range assessment of every range unit (both allotted and Tribal land) on the Reservation prior to the issuance of a permit. A range assessment allows the BIA to determine what the carrying capacity (how many cows can graze on the unit) is for each unit. The last range assessment done on the Fort Berthold Reservation was done in 1982. The reason for the lack of range assessments is shortage of staff.

B. **Range Compliance**

Each range unit permit awarded by the BIA for Tribal and allotted units has special provisions concerning the number of cattle that can be grazed on the unit and maintenance. Range Technicians are responsible for ensuring permit compliance and policing the ranges for trespass and overgrazing. The Three Affiliated Tribes has one Range Technician.

C. **Range Conservation Plans.**

25 CFR § 166.312 requires the BIA to develop a conservation plan for each range unit with the permittee and the BIA is required to approve the plans. No conservation plans have been developed or approved by the BIA despite the issuance of grazing permits for the range units. The reason for the lack of compliance with the CFR is shortage of staff.

At one point, the Fort Berthold Agency employed twenty-three (23) people (seventeen permanent and six seasonal) in the Agency's range department. These figures do not include the people employed in the Agency's farm pasture department. Today, the Agency has just three (3) employees in the Agency's Range Department. One of these

¹ "Trust Assets" as used in this Needs Assessment means IIM Accounts, Natural Resources (Water, Range, Minerals and Oil & Gas), Realty and Probate.

employees is assigned to handle the Agency's Special Deposit Accounts full time so she really is not involved in range management. One employee is responsible for the paper work involved in range management and this is a full-time responsibility. Thus, there is only one employee available in the field to handle enforcement and compliance matters.

The Fort Berthold Agency presently has 92 grazing permits issued for approximately 260,000 acres of grazing land spread over 1,376 square mile of Reservation that is divided by Lake Sakakawea which only has one bridge spanning across it at northern most point of the Reservation. The Fort Berthold Agency is also responsible for paying out grazing income on 92,252 owner interests.

The Three Affiliated Tribes estimates that it would take approximately eight (8) Range Techs/ Compliance Officers (GS 7-9) and three (3) Range Conservationists (GS 11), one (1) Natural Resource Officer (GS 12) in order for the Fort Berthold Agency to properly manage this trust resource and to comply with the Federal Regulations at 25 CFR Part 166 dealing with Grazing Permits. Twelve new positions are needed.

2. Farm Pasture Leases:

The Fort Berthold Agency manages approximately eight hundred (800) allotted farm pasture leases totaling 20,100 acres of allotted land. The Agency distributes around \$900,000 in farm pasture income from allotted land per year to approximately 225,000 ownership interests. The Agency also collects farm pasture income from an estimate 400 farm pasture leases administered by the Tribe.

The Tribe has contracted lease responsibilities for the Tribe's farm pasture leases. The Tribe manages approximately 400 farm pasture leases totaling 10,000 acres. Presently, there are very few executed farm pasture leases for Tribal land due to lack of staff and funding under the Tribe's 638 contract with the Agency.

25 CFR § 162.214 requires the BIA to identify potential environmental impacts and ensure compliance with all applicable environmental laws, land use laws and ordinances (including preparation of the appropriate review documents under NEPA). The Agency has to have an archeological review prior to issuance of a lease. The BIA is also responsible for developing a conservation plan with the lessee and approving a conservation plan for the unit. The Agency has one realty specialist that is responsible for all of this work. In order to handle these responsibilities, the BIA borrows one and on-half positions from the Agency's Range Department to handle compliance, conservation plans, valuation, and enforcement. As a result there is a delay in completing compliance plans prior to leasing the farm pasture units. Some compliance plans are not completed and approved until ten months after receipt of application for the farm pasture lease due staff shortages.

The Agency's Farm Pasture office used to employ four (4) full time employees. Today there is only one (1) employee in the Agency's Farm Pasture office. The Three Affiliated Tribes estimates that the Agency needs one Farm Pasture Tech (GS 7-9) for

compliance, one Soils Scientist (GS-12) to do conservation plans and soils testing and environmental and archeological field reviews; and one filing clerk (GS 5-7) for filing trust records and income distribution.

The Three Affiliated Tribes notes that there are other federal agencies such as USDA and EPA that have programs that could be utilized by the Tribe and its members. The Tribe requests that a Federal Program Specialist be assigned to the Fort Berthold Agency to identify and pursue other federal programs on behalf of the Tribe and its members.

3. Appraisals

The OST/BIA gets about one hundred twenty (120) requests for appraisals on the Fort Berthold Agency a year for land sales. The OST/BIA only conduct on-site appraisals for crop land. There is no appraiser at the Fort Berthold Agency despite the fact that appraisals are required for farm pasture leases, grazing permits, right-of-ways, oil and gas leases, land exchanges, land sales, gift deeds, land consolidations and trespass damage. Appraisals for all of these matters are presently handled by the Office of Special Trustee management which has employed a regional appraiser out of Rapid City, South Dakota. All appraisals, with the exception of appraisals for the sale of crop land, are done on this employee's desk in Rapid City. This appraiser conducts almost no on-site field appraisals of any other type of land transaction which the Three Affiliated Tribes believes results in untimely and questionable valuations.

The Three Affiliated Tribes believes it is critical to have an appraiser at the agency level. The Tribe estimates that one full-time appraiser (GS 12) could handle the appraisal needs at the Fort Berthold Agency.

4. Probate

There is a three-year backlog of over one-hundred fifty cases at the Fort Berthold Agency. Furthermore, it takes approximately two years to pay out the estate proceeds to heirs after the case decided. The backlog and unbelievable delay and estate distribution is due to staff shortages at the Agency level as there is only one probate specialist at the Agency. The Three Affiliated Tribes estimates that the Fort Berthold Agency needs three additional probate specialists (GS 11) to handle the backlog of cases and estate distributions.

All financial records are kept in Albuquerque, New Mexico. Thus, if there is a question concerning such records the probate specialist has to order these records from the Office of Historical Trust Funds Accounting or Office of Special Trustee to get this information. This procedure takes too much time and thus drags out the probate process. All probate records should be stored and maintained at the Fort Berthold Agency.

5. **Land Transactions:**

A. **Right-of-way Applications**

There is a two year back log on 150 right-of-way applications per year. Right-of-ways are handled by the Agency's lone Realty Officer. The Three Affiliated Tribes estimates that two rights-of-way specialists, Realty Specialist (GS 11) are needed to handle right-of-way transactions at the Fort Berthold Agency.

B. **Land Sales**

The Fort Berthold Agency handles approximately 100 land sales requests a year. There is presently 300 land sale transactions backlogged that translates into a three year delay. This delay in handling sales causes people to take land out of trust and depresses the value of the trust land.

C. **Gift Deeds**

The Fort Berthold Agency handles approximately 200 gift deeds a year. There is presently 100 gift deeds pending for a half-year back log.

D. **Land Exchanges**

The Fort Berthold Agency handles an estimated 300 land exchange requests a year. There are 200 land requests pending at this time for an eight month backlog.

E. **Title/Ownership Records**

The Fort Berthold Agency handles approximately 1,000 title records requests annually. Uncertified title searches can be accomplished relatively quickly. However, certified title requests take approximately six months to complete because they are being done at the regional office. This delay creates a backlog in land transactions and obstacles in business and economic development. The Three Affiliated Tribes recommends that certified title requests be handled at the Fort Berthold Agency.

F. **Fee-to-Trust Applications**

There are presently seventy fee-to-trust applications pending at the Fort Berthold Agency. The oldest of these applications dates back eight years. The reason for the backlog appears to be lack of staff.

There are six full-time employees and one temporary employee in the Agencies Realty Department. The Fort Berthold Agency has one person, a realty specialist, that handles all of the land transactions mentioned in A-F. The Three Affiliated Tribes estimates that three additional Realty Specialists (GS 9-11) are needed to handle the work

load for these land transactions. The Three Affiliated Tribes believes that these Realty Specialist should specialize in management of a specific land transaction.

5. Energy Development

The Fort Berthold Agency has approximately 300 oil & gas leases, 100 pending, on the Fort Berthold Reservation. There is a huge delay in leasing and in payouts of lease income. The Three Affiliated Tribes in in the middle of a known oil field – the Williston Basin. Oil fields have been developed all around the Fort Berthold Reservation. The BIA does not have the manpower to research the companies the desire to lease and therefore the Tribe’s interests are not adequately protected. The Fort Berthold Agency has no professional staff to handle mineral and oil & gas transactions. The Three Affiliated Tribes is seriously considering developing recent oil & gas discoveries on the Fort Berthold Agency. Furthermore, the Tribes intends to construct and operate an oil refinery on the Fort Berthold Reservation. The Tribes are also in the process of developing wind energy opportunities.

An Economic Development Specialist at the Fort Berthold Agency is needed to assist the Tribe in an energy development plan including an oil refinery, oil & gas development, and wind and hydro development on the Fort Berthold Reservation. The Three Affiliated Tribes also believes that one geologist/petroleum engineer (GS 11) is needed at the Fort Berthold Reservation.

6. IIM Accounts

The Office of Special Trustee has taken over IIM Account management. There Agency Superintendent has no line authority over the Office of Trust Fund Management employees that supervise these accounts in the Agency building. The Superintendent cannot retrieve a financial trust document for research purposes from the OTFM office within the agency building because of the separation of the IIM Accounts from the BIA. Also, all hard copies of financial trust records were taken to OTFM’s office in Albuquerque, New Mexico. Thus, if IIM Account Holder or the Tribe requests this information, they cannot get it without considerable delay. At this time, the Fort Berthold Agency is not getting these documents despite many requests. The Three Affiliated Tribes recommends that these functions be handled by the BIA Fort Berthold Agency and the records returned.

Records are in poor condition and our records should be prioritized. Office of OHTA. Central 46 million. Regional Office is 1.1 million reduction. Land Title & Records Office. Land Title Records improvement \$9 million decrease.

7. Special Deposit Accounts

Special Deposit Accounts are accounts containing trust funds belonging to the Tribe, Tribal member or third parties that have not been paid out. For instance, if an oil company sent a bonus check on a lease it would go into the special deposit account

before the money is distributed to the Tribe. The Fort Berthold Agency has \$2.6 million in its Special Deposit Account at this time. Some of the money in this account has been sitting there for twenty years. According to the Special Deposit Account list, there are two deceased individuals that have money in this account that have been deceased for fifteen and ten years. Tribal members know this money is in this account and demand that it paid over to them in a timely manner. The Tribe, because it knows who the people are that are owed this money and their heirs if the people are deceased, the Tribe would be the best entity to disperse the monies in these accounts.

The Fort Berthold Agency does not have anyone employed to handle this account. The Three Affiliated Tribes would like to contract to disperse the funds in this account.

**Reorganization Plan for Winnebago Agency
Plan for Redirecting Funds for Trust Officer and Deputy Superintendent Positions
By: Winnebago, Omaha and Santee Sioux Tribes**

Basic TRUST: All functions and programs are TRUST under Treaties, including but not limited to Treaty Article Five, as well as statutes, regulations, and case law.

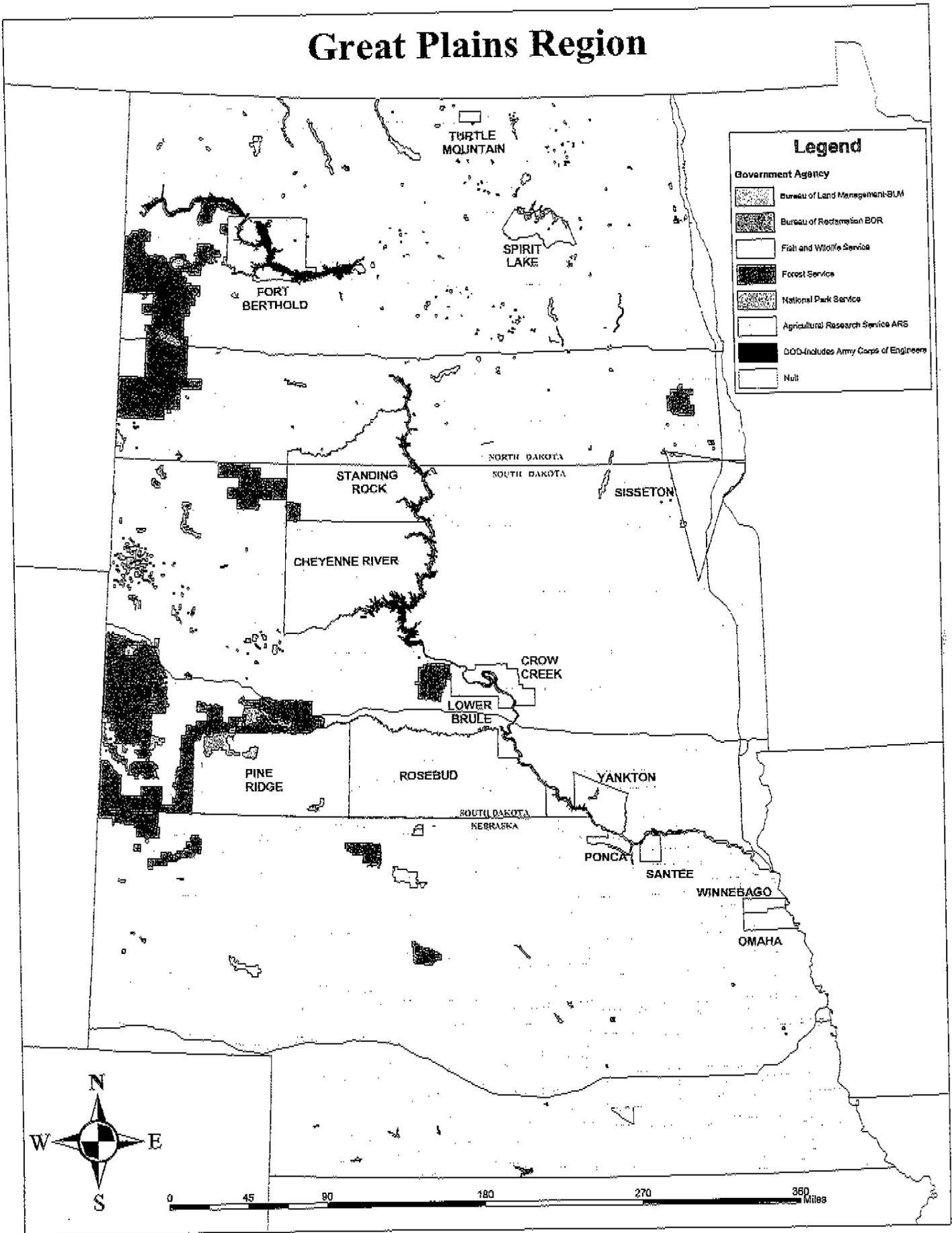
Function Service	Phase	Phase I				Agency Specific Plan
		FTE	Cost	Proposed DOI	FTE	
Accounting and Budget						
Administration	1	3	400,000.00	Deputy Supt-Trust; Deputy Supt-Tribal Services; Trust Office		Self Determination Specialist
Computer System Analyst/IT						
Individual Indian Money Accounts						
Records Management						
Tribal Trust Fund Management						
Agricultural						
Appraisal						
surveys), NHPA, ARPA)						
Environmental Protection: NEPA, NHPA, CWA						
Fire Protection and Prevention: Wetlands						
Fisheries						
Forestry						
GIS						
Hydrology						
Indian Land Consolidation						
Irrigation Development						
acquisition, fee to trust, rights of way						
Land Tenure and Management: leasing and compliance						
Land Use Planning & Inventory						
Minerals Development, Mining, Valuation						
Paleontological						
Pest/Insect Control						
Prairie Dog Management						
Probate: Wills, Counseling						
Range Conservation						
Real Estate Development Services: Land, revenue						
Rights Protection and Litigation Assistance						
Soil Conservation						
Surveys, including Cadastral Surveys						
Title Services: Land, ownership						
Weed Control						
Water Resources						
Wildlife and Parks						
Field Solicitors assigned to Region					5	300,000.00
TOTAL						

IDEAL AGENCY FOR THE WINNEBAGO AGENCY OFFICE
 By: Winnebago, Omaha and Santee Sioux Tribes

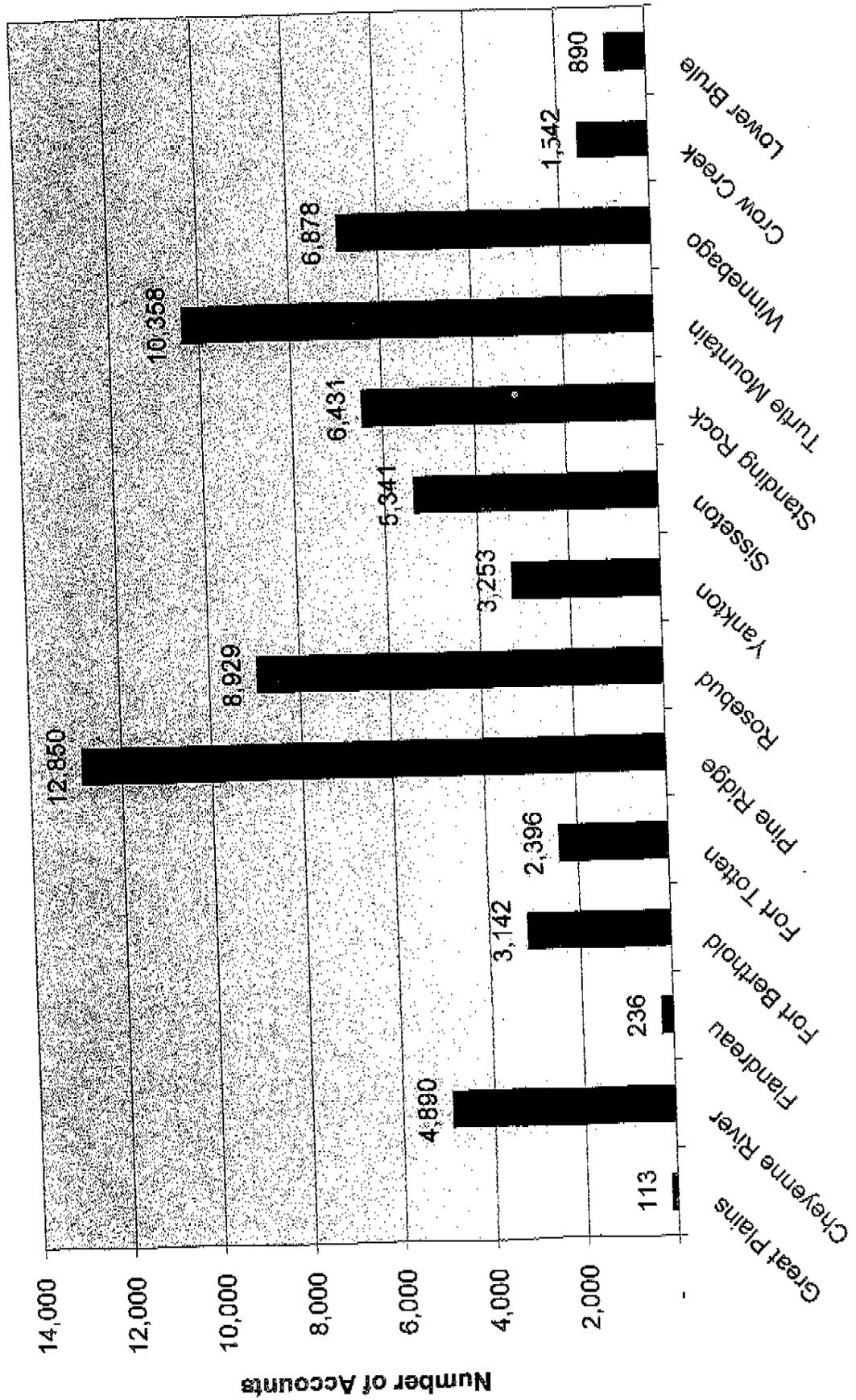
Basic TRUST: All functions and programs are TRUST under Treaties, including but not limited to Treaty Article Five, as well as statutes, regulations, and case law

Function/Service	Phase	Current		Proposed Agency Specific Plan			
		FTE	Cost	FTE	GS Rating	Cost	Position Title
Accounting and Budget				1	5	38,908.00	Accounting Tech
Administration		11	616,497.00	10	4-13	567,245.00	Various
Computer System Analyst/IT				1	11	71,328.00	IT Specialist
Individual Indian Money Accounts				1	7	48,196.00	Realty Specialist
Records Management				2	5-8	97,858.00	Records Spec/Sec
Tribal Trust Fund Management				1	13	101,659.00	Deputy Supt-Trust
Agricultural		3	144,370.00	2	4-6	82,278.00	Range Techs
Appraisal							
surveys), NHPA, ARPA				1	11	71,328.00	Environ Specialist
Environmental Protection: NEPA, NHPA, CWA		3	80,300.00	2	4-11	114,698.00	Fire Management
Fire Protection and Prevention: Wetlands							
Fisheries		1	56,400.00	3	6-11	149,471.00	Forestry
Forestry				1	11	71,328.00	GIS Specialist
GIS							
Hydrology							
Indian Land Consolidation							
Irrigation Development							
acquisition, fee to trust, rights of way		1	48,500.00				
Land Tenure and Management: leasing and compliance		2	930,000.00				
Land Use Planning & Inventory							
Minerals Development, Mining, Valuation							
Paleontological							
Pest/Insect Control							
Prairie Dog Management							
Probate: Wills, Counseling		2	101,600.00		9	58,950.00	Realty Specialist
Range Conservation				2	6-9	102,320.00	Realty Spec/Sec
Real Estate Development Services: Land, revenue							
Rights Protection and Litigation Assistance				5	6-9	282,430.00	Soil Conf/Tech
Soil Conservation							
Surveys, including Cadastral Surveys				1	7	48,196.00	Realty Specialist
Title Services: Land, ownership							
Weed Control							
Water Resources							
Wildlife and Parks							
Field Solicitors assigned to Region							
Commercial Contracting Officer	11						

Great Plains Region

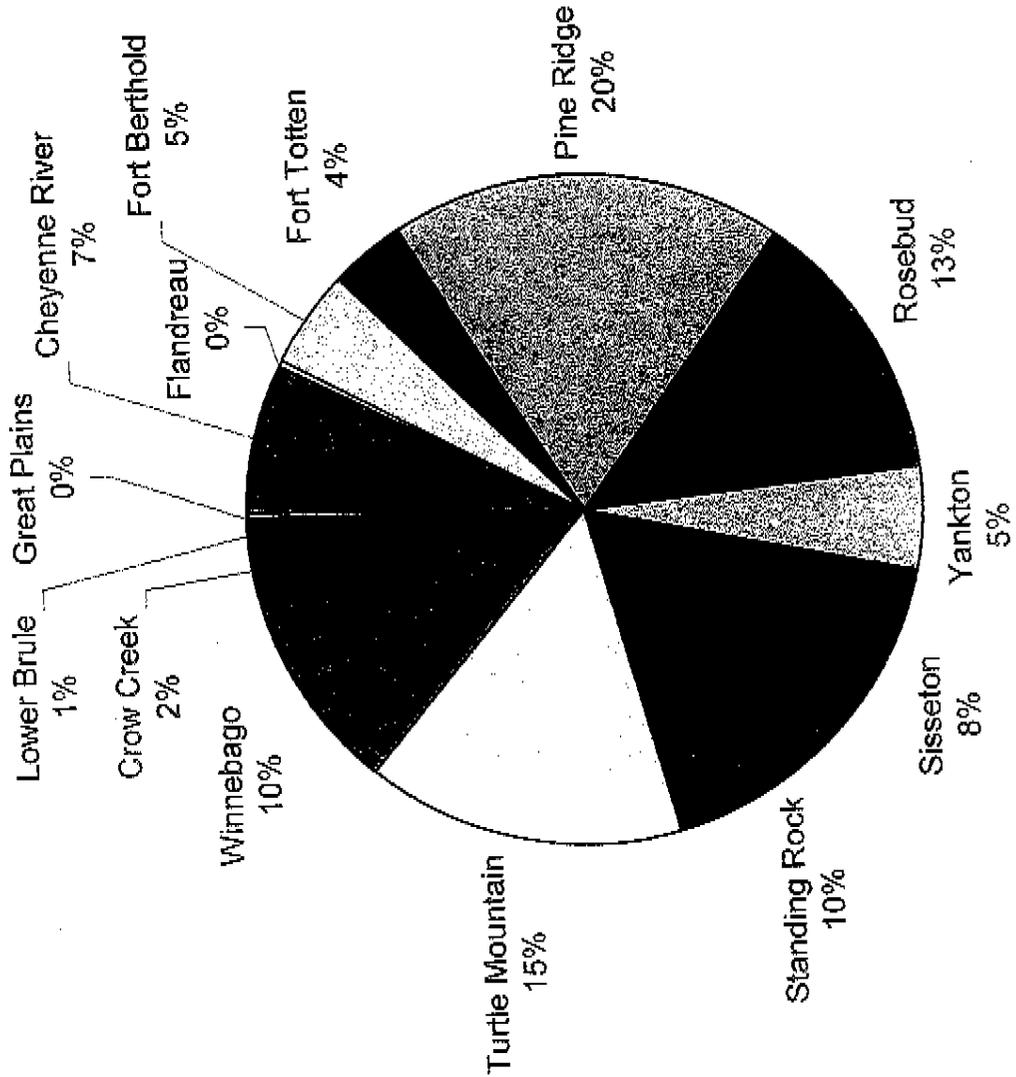


GREAT PLAINS REGION - IIM ACCOUNTS DATA



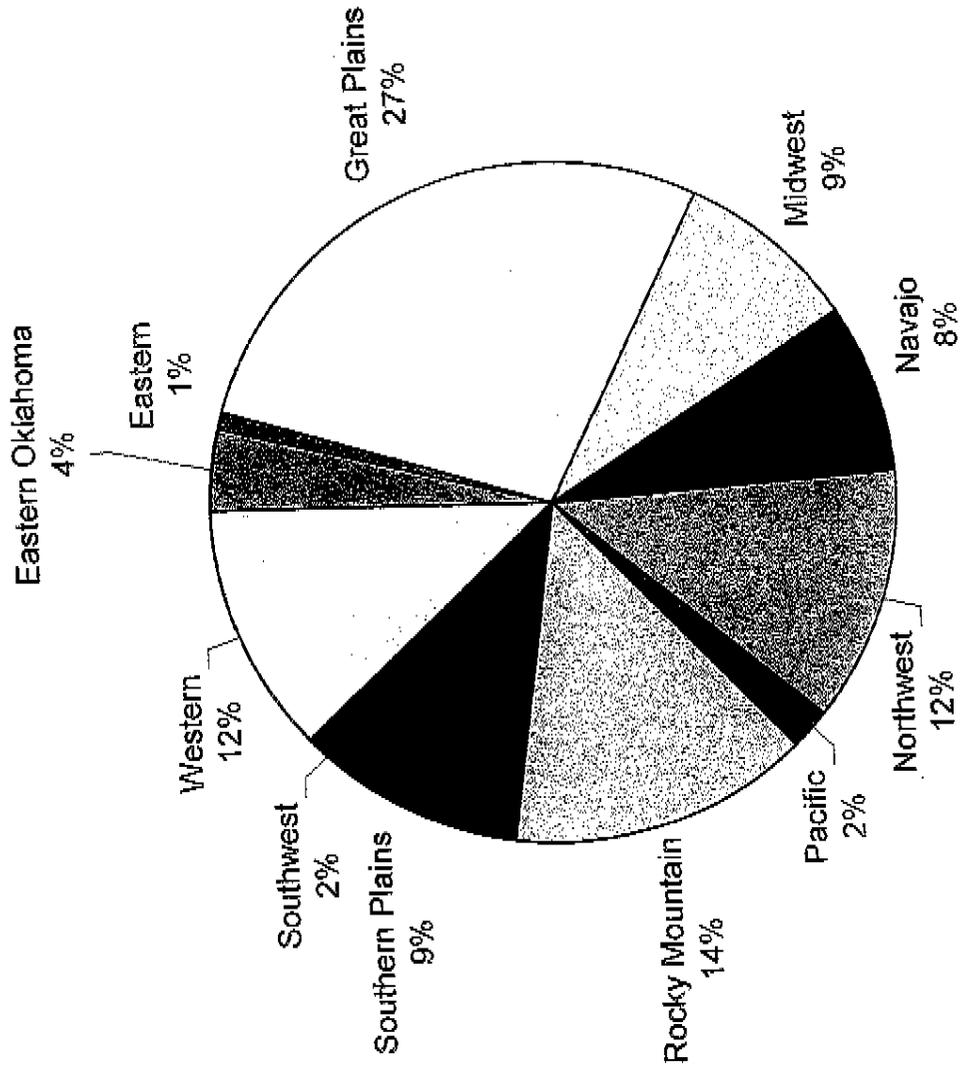
December 20, 2001

GREAT PLAINS REGION - IIM ACCOUNTS DATA



December 20, 2001

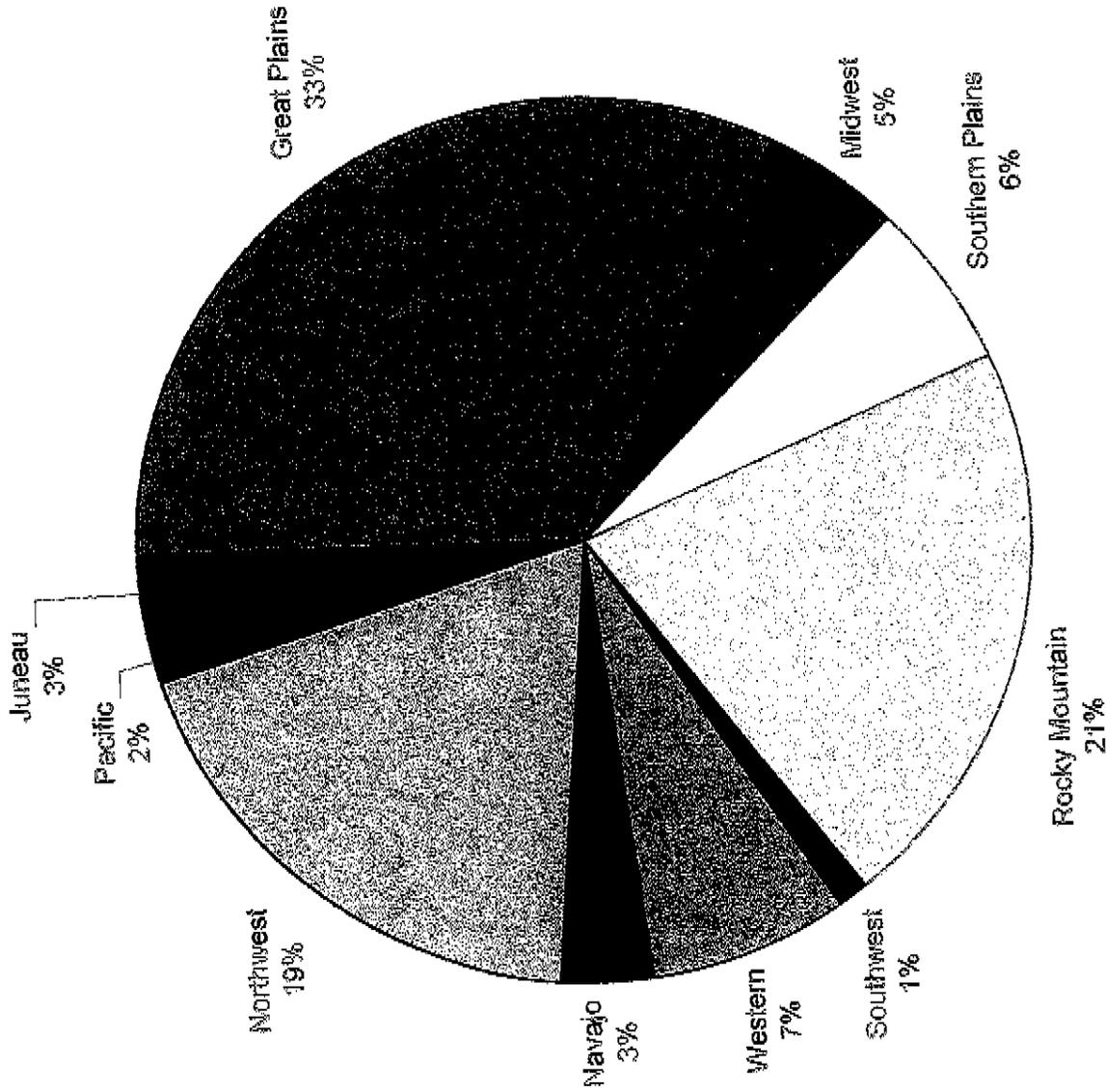
NATION-WIDE IIM ACCOUNTS DATA



December 20, 2001

LAND RECORDS INFORMATION SYSTEM

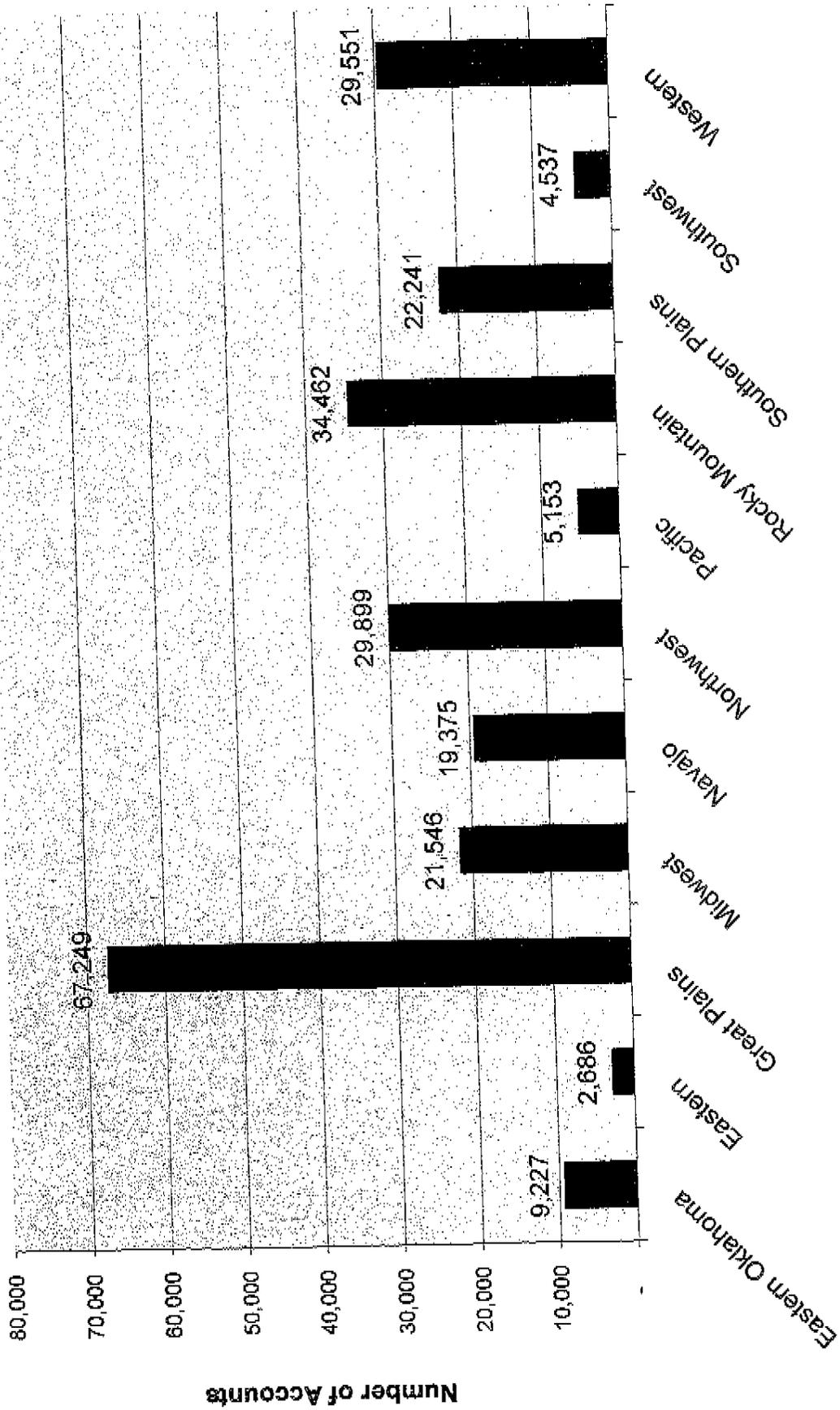
No. of Trust Allotments/Fribal Tracts



Date: 7/11/01

Current Status Database

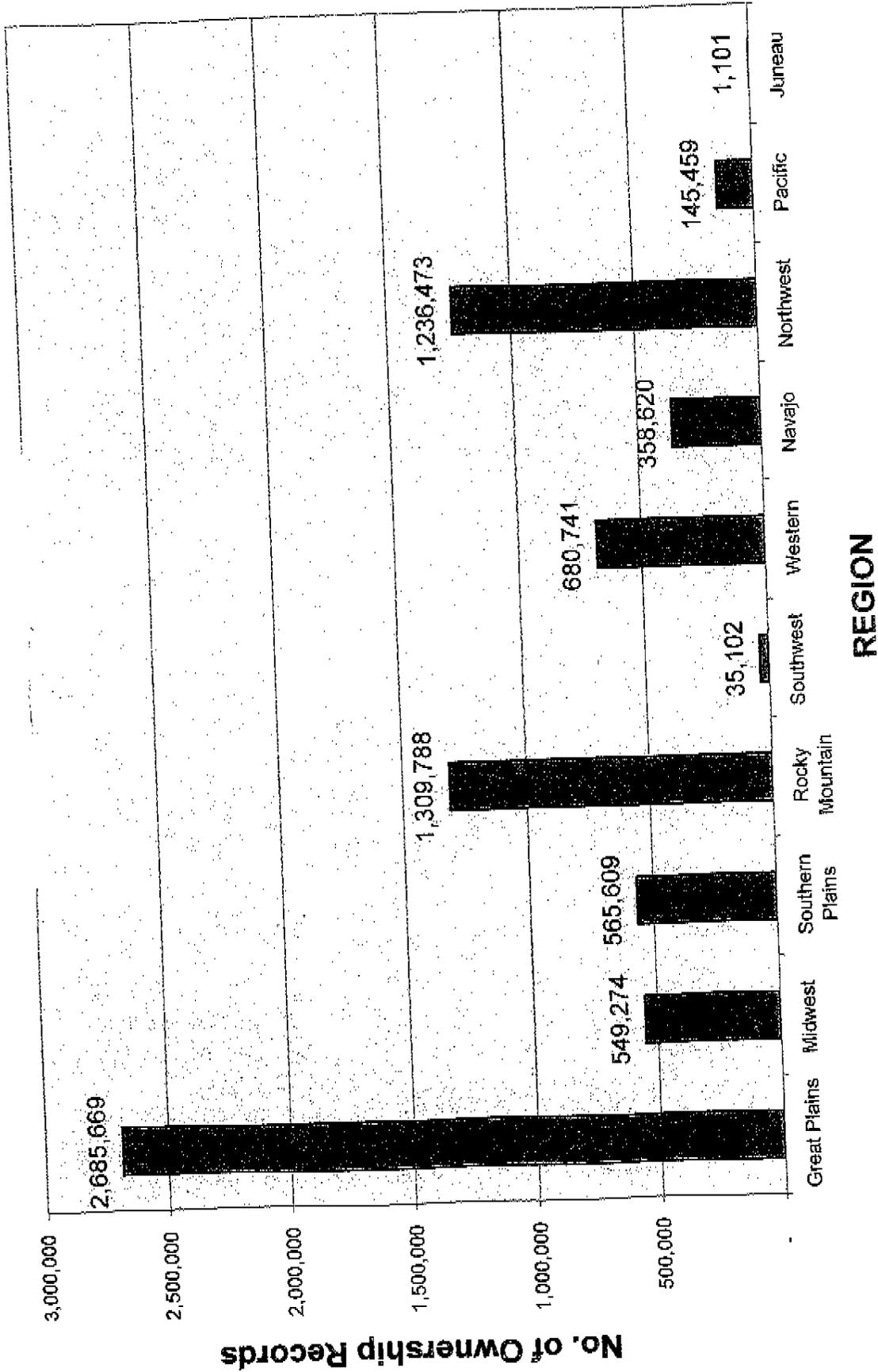
NATION-WIDE IIM ACCOUNTS DATA



December 20, 2001

LAND RECORDS INFORMATION SYSTEM

Land Ownership Data

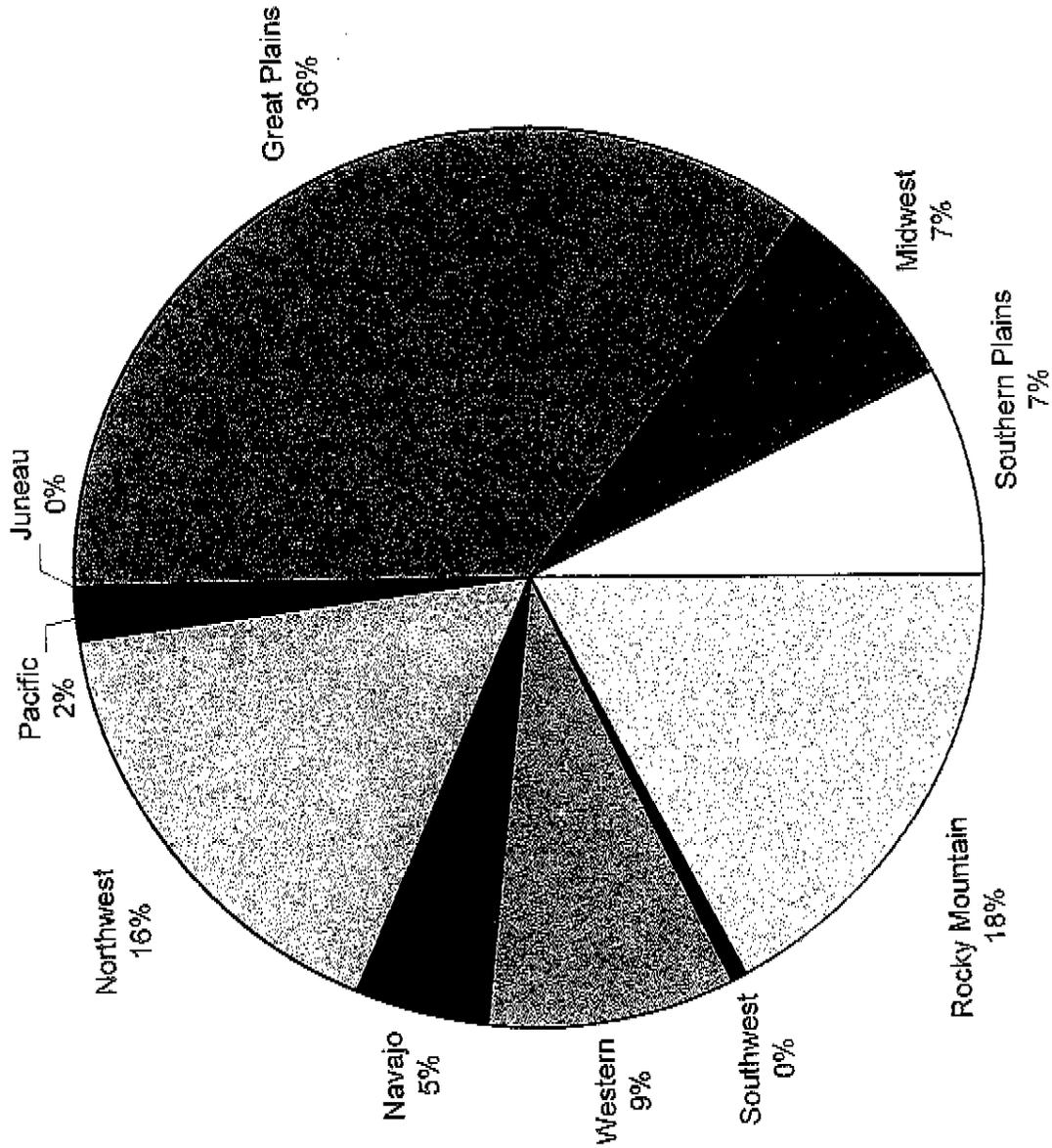


Date: 7/11/01

History Database

LAND RECORDS INFORMATION SYSTEM

Land Ownership Data

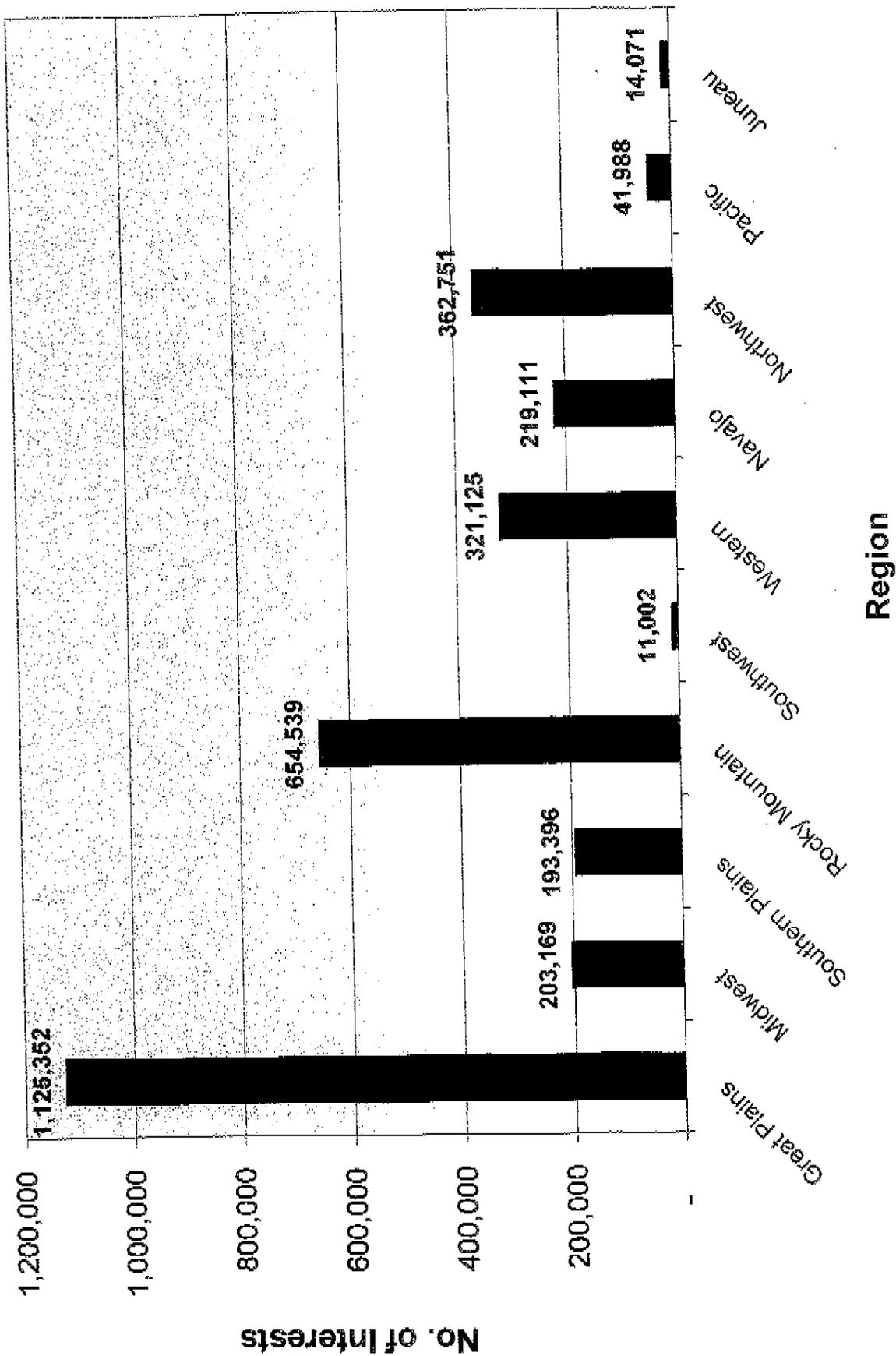


Date: 7/11/01

History Database

LAND RECORDS INFORMATION SYSTEM

Land Owner Interests

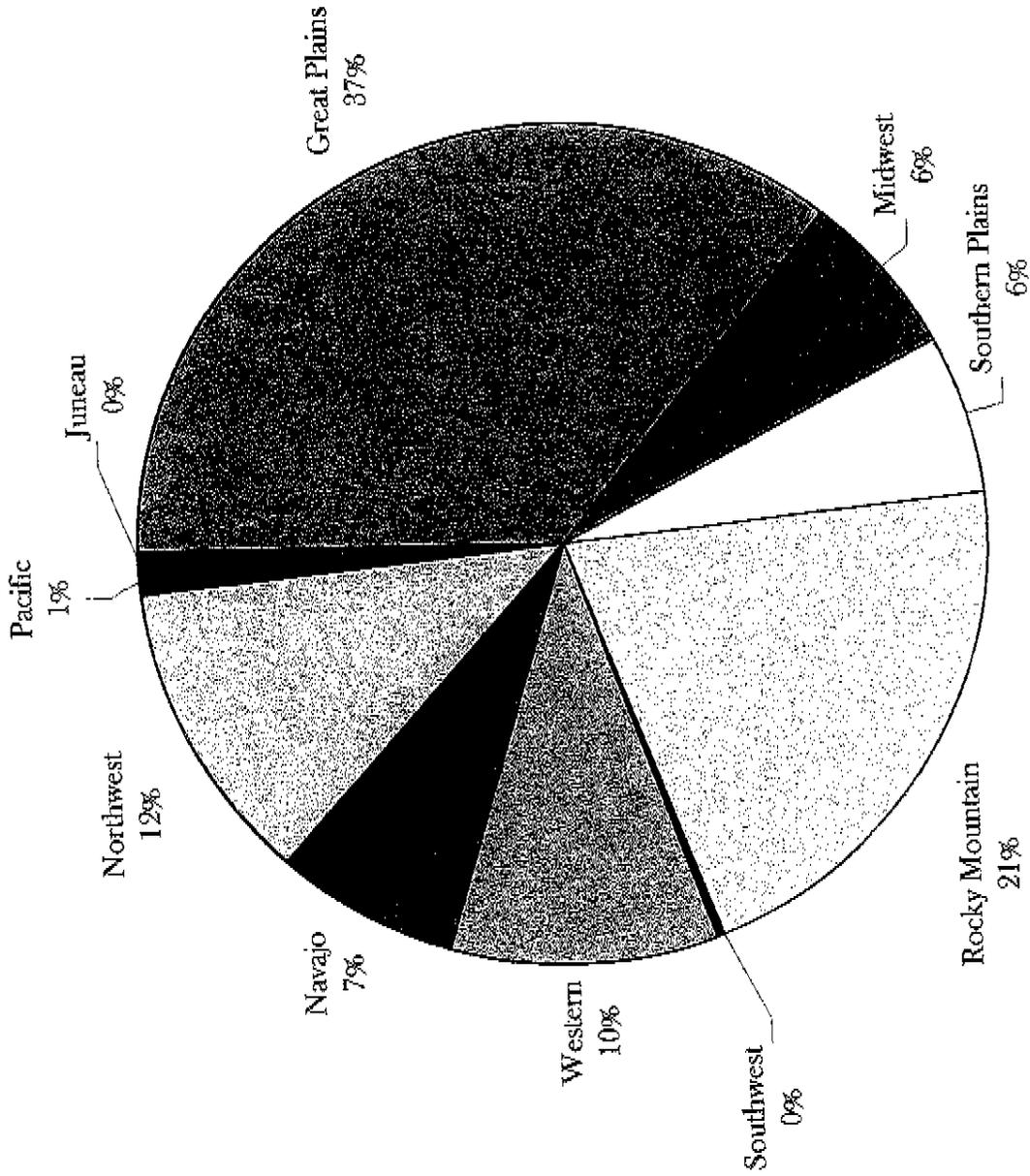


Date: 7/11/01

Current Status Data

LAND RECORDS INFORMATION SYSTEM

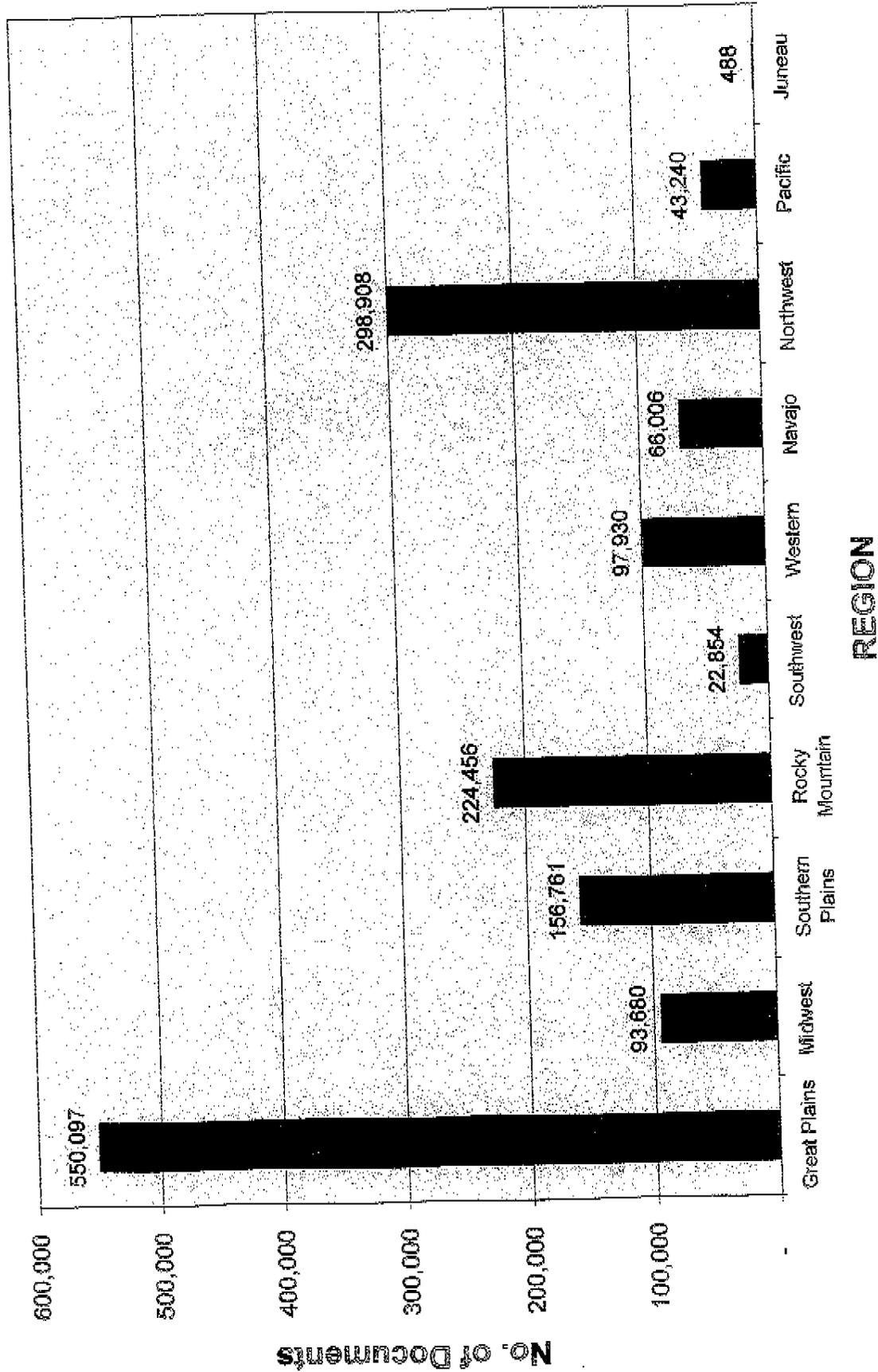
Land Owner Interests



Date: 7/11/01

Current Status Data

LAND RECORDS INFORMATION SYSTEM Land Title Documents

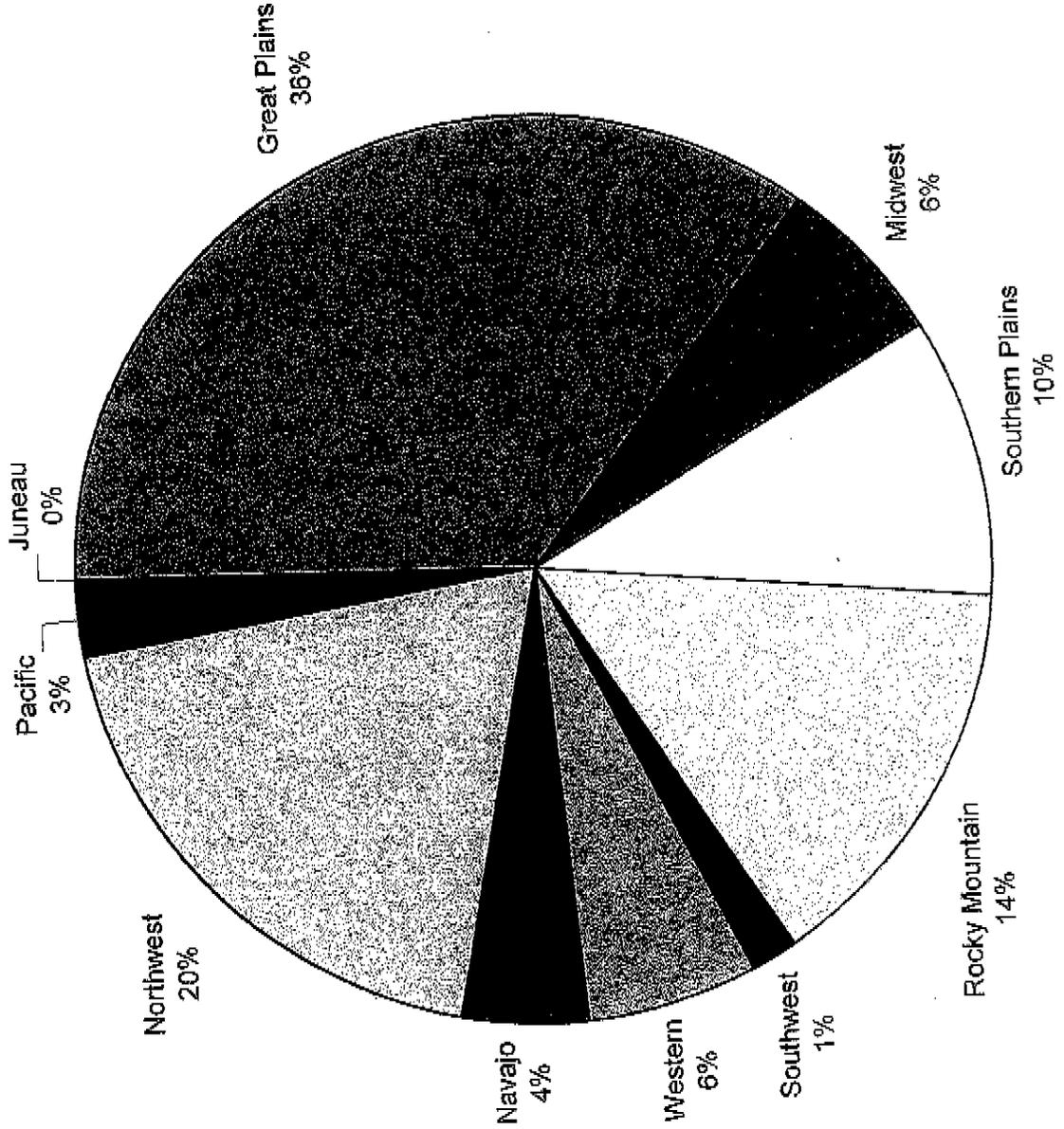


Date: 7/11/01

History Database

LAND RECORDS INFORMATION SYSTEM

Land Title Documents

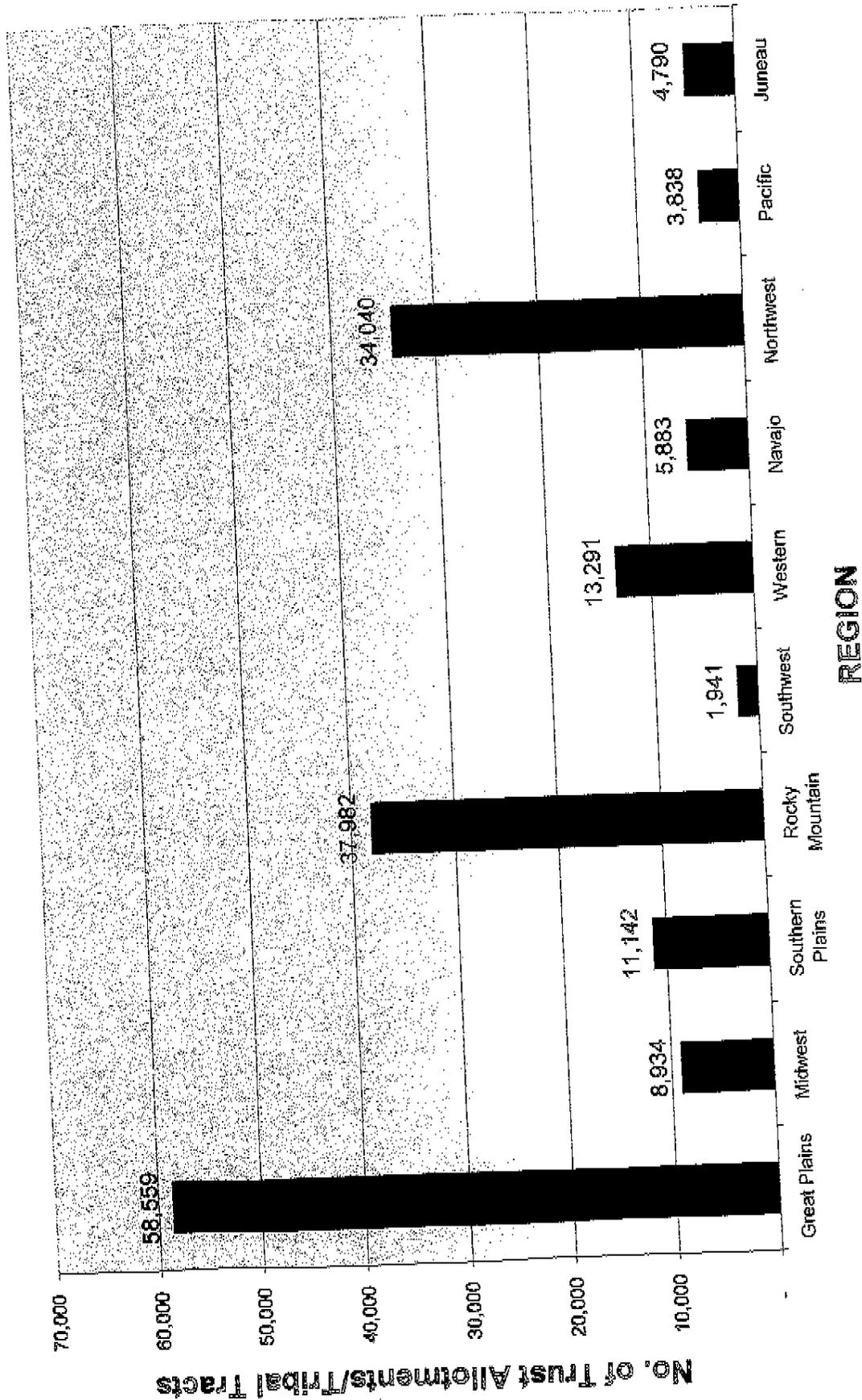


Date: 7/11/01

History Database

LAND RECORDS INFORMATION SYSTEM

Allotment/Tract Data



Date: 7/11/01

Current Status Database