



# Departmental Offices

## Overview

Departmental Offices provide leadership, management, and coordination activities; deliver services to Interior’s bureaus and offices; and operate unique crosscutting functions that do not logically fit elsewhere. The following programs within Departmental Offices are funded in separate appropriations: Office of the Secretary, Office of the Solicitor, and Office of Inspector General.

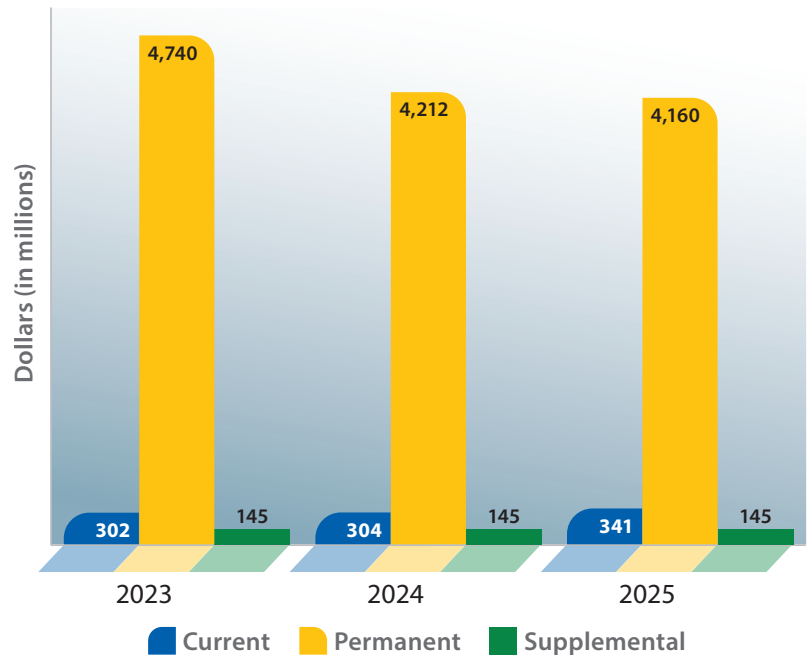
## Office of the Secretary

### Mission

The Office of the Secretary (OS) provides the executive-level leadership, policy, guidance, and coordination needed to manage the diverse, complex, and nationally significant programs that are the U.S. Department of the Interior’s (DOI’s) responsibilities. OS performs administrative services, such as finance, budget, information resources, acquisition, and human resources. OS also provides Interior’s administrative appeals functions through the Office of Hearings and Appeals and appraises the value of lands and minerals through the Appraisal and Valuation Services Office.

OS manages eight programs funded in separate accounts and discussed within the Departmentwide Programs chapter in the Bureau Highlights. Those programs are the Office of Natural Resources Revenue, Payments in Lieu of Taxes, Central Hazardous Materials

## Departmental Offices Funding



Fund, Natural Resource Damage Assessment and Restoration, Wildland Fire Management, Abandoned Hardrock Mine Reclamation (financed through the Energy Community Revitalization Program account), Working Capital Fund, and Interior Franchise Fund.

The 2025 budget proposes establishing a Non-recurring Expenses Fund (NEF), which will support critical Information Technology (IT) and Infrastructure projects. The NEF will allow the Department to transfer unobligated balances in expired discretionary accounts 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.



Secretary Deb Haaland visiting Deer Flat National Wildlife Refuge, ID in April 2023.

DOI Photo.

## Budget Overview

The 2025 budget request for Departmental Operations is \$157.9 million, a net increase of \$22.0 million above the 2024 continuing resolution (CR) level, and will support an estimated 637 full-time equivalents (FTEs). The 2025 request for OS includes resources to maintain departmental core operations, services, and management functions and resources to advance high-priority initiatives and improve agency effectiveness.

### *Promoting Diversity, 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 tracks 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 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 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



2023 Tribal Nations Summit.

NPS Photo.

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 programwide/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. An increase of \$132,000 is proposed for DOI's Agency Contribution to OPM's Hiring Experience Group supporting the Pooled Hiring platform, which will 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 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 2024. This request in combination with the 2025 fixed costs will allow OS to meet must-pay requirements without affecting program activities.

## **Office of the Solicitor**

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### **Mission**

The mission of the Office of the Solicitor is to provide high-quality legal counsel to the Secretary and the Department of the Interior's bureaus and offices; support the Department of Justice in representing the Secretary and Interior in Federal, State, and Tribal courts; help resolve legal issues for the bureaus and offices as they implement congressional direction on appropriations and substantive legislation; administer the DOI ethics program and ensure ethical compliance throughout the Department; and provide governance over Interior's Freedom of Information Act (FOIA) programs.

### **Budget Overview**

The 2025 budget includes \$107.5 million, an increase of \$6.5 million over the 2024 CR amount, and supports an estimated direct staffing of 409 FTEs, an increase of 2 FTEs. Department bureaus

and offices will fund an additional 157 FTEs, level with the 2024 CR count, for a total of 566 FTEs that provide legal, ethics, and FOIA services to the Secretary and Department bureaus and offices.

The budget request proposes \$74.3 million for SOL's Legal Services activity to support legal work associated with the Department's mission. Funding will support SOL capacity to advise on legal options for administrative decision making, respond to congressional oversight and inquiries, and provide expertise on litigation relating to DOI policies and actions. The budget eliminates \$3.1 million provided for a one-time cost to relocate an SOL regional office.

To address a critical administrative requirement, the budget includes \$1.0 million to cover the higher cost of a replacement Human Resources servicing agreement. SOL was required to transition to a new

provider in 2023 because the previous provider could no longer furnish those services. The request funds the SOL-administered DOI Ethics Office at \$21.5 million and the SOL-administered DOI FOIA Office at \$4.1 million.

### Fixed Costs

Fixed costs of \$3.6 million are fully funded. The request also includes \$4.3 million for baseline

capacity, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in 2024. This request in combination with the 2025 fixed costs will allow SOL to meet must-pay requirements without affecting program activities.

## Office of Inspector General

### Mission

The mission of the Office of Inspector General (OIG) is to provide independent oversight to promote accountability, integrity, economy, efficiency, and effectiveness within the programs and operations of the Department of the Interior. OIG conducts independent investigations, audits, inspections, and evaluations and reports findings of fraud, waste, abuse, or mismanagement along with recommendations for improvement.

### Budget Overview

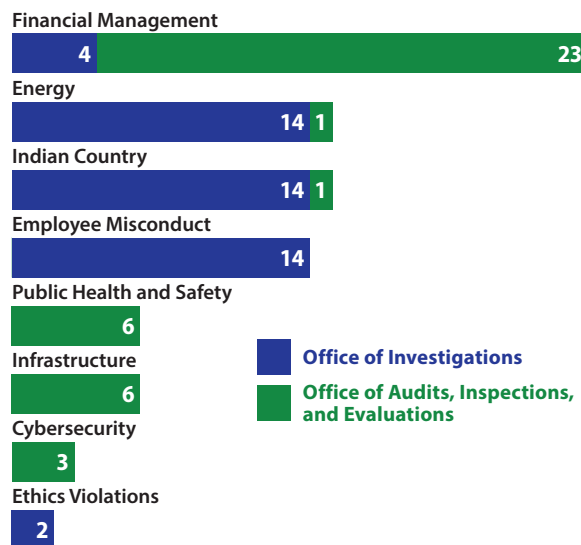
The 2025 budget proposes \$75.5 million, an increase of \$8.5 million over the 2024 CR amount, and supports an estimated 319 FTEs. Programmatic increases total \$7.0 million to support 11 additional FTEs. The proposal supports capacity to prevent and detect fraud, waste, and abuse and further enable robust oversight and accountability commensurate with the growing portfolio of DOI. The budget requests \$2 million to directly support the Office’s important role in oversight of Department of the Interior programs and operations that collect, administer, or receive revenue from energy and mineral lease activity. The budget request will enable OIG to expand investigative capacity, broaden financial management oversight, and maximize results to enhance production of top-quality and timely recommendations to stakeholders.

### Fixed Costs

Fixed costs of \$1.5 million are fully funded. The request also includes \$3.6 million for baseline capacity, which reflects the incremental amount needed to cover the fixed costs associated with mission operations in 2024. This request in combination with the 2025 fixed costs will allow OIG to meet must-pay requirements without affecting program activities.



### Office of Inspector General Reports Top Eight Focus Areas FY 2023



## SUMMARY OF BUREAU APPROPRIATIONS <sup>1/</sup>

(dollar amounts in thousands)

### Comparison of 2025 Request with 2024 CR

	2024 CR		2025 Request		Change	
	FTE	Amount	FTE	Amount	FTE	Amount
<b>Current</b>						
Office of the Secretary—Departmental Operations .....	420	277,174	443	299,180	+23	+22,006
Office of the Solicitor .....	407	101,050	409	107,526	+2	+6,476
Office of Inspector General .....	276	70,289	298	78,789	+22	+8,500
Subtotal, Current .....	1,103	448,513	1,150	485,495	+47	+36,982
<b>Permanent and Other</b>						
Salaries and Expenses, Departmental Management, from the Land and Water Conservation Fund .....	80	19,000	82	27,000	+2	+8,000
Indian Arts and Crafts Fund .....	0	20	0	20	0	0
Take Pride in America, Gifts and Bequests .....	0	5	0	5	0	0
Mineral Leasing and Associated Payments .....	0	3,756,610	0	3,699,921	0	-56,689
Payments to Oklahoma .....	0	10	0	10	0	0
Payments to Alaska, Arctic National Wildlife Refuge .....	0	3,949	0	1,150	0	-2,799
National Forest Fund, Payments to States .....	0	7,223	0	7,208	0	-15
Leases of Lands Acquired for Flood Control, Navigation, and Allied Purposes .....	0	34,873	0	34,815	0	-58
National Petroleum Reserve, Alaska .....	0	31,079	0	30,632	0	-447
Geothermal Lease Revenues, Payments to Counties .....	0	5,639	0	5,738	0	+99
States Share from Certain Gulf of Mexico Leases .....	0	353,625	0	353,625	0	0
Salaries and Expenses, Office of Inspector General .....	5	0	10	0	+5	0
Subtotal, Permanent .....	85	4,212,033	92	4,160,124	+7	-51,909
<b>Allocation and Reimbursable</b>						
Allocation—Office of the Secretary .....	38	0	38	0	0	0
Allocation—Office of the Solicitor .....	53	0	53	0	0	0
Reimbursable—Office of the Secretary .....	284	0	74	0	-210	0
Reimbursable—Office of the Solicitor .....	104	0	104	0	0	0
Reimbursable—Office of Inspector General .....	11	0	11	0	0	0
Subtotal, Allocation and Reimbursable .....	490	0	280	0	-210	0
<b>TOTAL, DEPARTMENTAL OFFICES .....</b>	<b>1,678</b>	<b>4,660,546</b>	<b>1,522</b>	<b>4,645,619</b>	<b>-156</b>	<b>-14,927</b>
National Indian Gaming Commission .....	140	29,378	140	30,587	0	+1,209

<sup>1/</sup> Current funding amounts include supplemental appropriations and transfers. For further details, see Highlights of Budget Changes tables for each account.

## HIGHLIGHTS OF BUDGET CHANGES

By Appropriation Activity/Subactivity

### APPROPRIATION: Office of the Secretary—Departmental Operations

	2023 Actual	2024 CR	2025 Request	Change
Leadership and Administration.....	110,969	110,969	131,058	+20,089
Management Services .....	24,915	24,915	26,832	+1,917
<b>TOTAL APPROPRIATION (w/o supplemental and transfers).....</b>	<b>135,884</b>	<b>135,884</b>	<b>157,890</b>	<b>+22,006</b>
Bipartisan Infrastructure Law (P.L. 117-58).....	+142,000	+142,000	+142,000	0
Transfer to OIG (P.L. 117-58).....	-710	-710	-710	0
Other Transfer.....	-2,034	0	0	0
<b>TOTAL APPROPRIATION (w/ supplemental and transfers).....</b>	<b>275,140</b>	<b>277,174</b>	<b>299,180</b>	<b>+22,006</b>

### APPROPRIATION: Office of the Solicitor

	2023 Actual	2024 CR	2025 Request	Change
Legal Services.....	70,528	70,528	74,280	+3,752
General Administration .....	6,199	6,199	7,615	+1,416
Ethics Office.....	20,504	20,504	21,490	+986
FOIA Office.....	3,819	3,819	4,141	+322
<b>TOTAL APPROPRIATION .....</b>	<b>101,050</b>	<b>101,050</b>	<b>107,526</b>	<b>+6,476</b>

### APPROPRIATION: Office of Inspector General

	2023 Actual	2024 CR	2025 Request	Change
Audits, Evaluations, and Investigations.....	67,000	67,000	75,500	+8,500
<b>TOTAL APPROPRIATION (w/o transfers).....</b>	<b>67,000</b>	<b>67,000</b>	<b>75,500</b>	<b>+8,500</b>
Transfers from Bureaus and Offices (P.L. 117-58).....	+3,289	+3,289	+3,289	0
<b>TOTAL APPROPRIATION (w/ transfers).....</b>	<b>70,289</b>	<b>70,289</b>	<b>78,789</b>	<b>+8,500</b>