

OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION

STRATEGIC PLAN FOR THE

GOVERNMENT PERFORMANCE & RESULTS ACT

For the Fiscal Years of 2023-2024

1. *Mission Statement* - The mission of the Office of Navajo and Hopi Indian Relocation is to provide quality services to eligible households and others impacted by the Relocation Act, in such a way that our clients have the opportunity to re-establish their lives in a positive and productive manner.

2. *General Goals & Objectives* - The long-range goal is to assure that all relocation-resettlement activities conducted by the Office are consistent with the intent of Congress and the Executive Branch, as expressed by PL93-531 and the Navajo and Hopi Indian Relocation Amendments Act. Specifically, the Office will relocate certified clients, and such others as may be certified by the federal court system or by the ONHIR Hearing Officer's evaluation of returned appeals of denied applicants, at a pace of 4 clients in FY2023 and the balance in FY2024.

3. *How Goals & Objectives Will Be Achieved* - There will be a comprehensive program of Relocation Operations for Navajo and Hopi families participating in resettlement activities. This will include necessary family counseling assistance, the payment of incentive bonuses, the acquisition of decent, safe, and sanitary replacement housing, and various other activities necessarily associated with relocation-resettlement. The acquisition of replacement housing will include a comprehensive program of resale dwelling and new construction building inspections to assure proper housing is obtained.

As referenced in our budget request, the New Lands will see the maintenance of infrastructure projects necessary to allow relocatees to move into the area. There are lots available on the New Lands, and in the Coalmine Canyon subdivision. These lots as well as on-reservation homesites will be used to move most of the families currently certified. In addition, for those who can afford the cost of living, moves to off-reservation locales will be allowed.

On a yearly basis, the Office will have a dialog with OMB discussing the current year's results, and deciding what FTE will be necessary for the workload to be accomplished in the next fiscal year. For FY2024, the Office estimates having an FTE of 18. The Office has attempted to cut administrative costs through a hiring freeze. Being such a small agency, however, the payroll cuts must not limit our efforts to complete our mission. In addition, administrative costs in general are being closely monitored to eliminate any deemed to be unnecessary.

There will be an effective management structure maintained for the direction, implementation, and management of Office policy. Appropriate technical and engineering support will be provided for planning and implementation of agency activities. Efforts will be made to ease the impact of relocation on both the Navajo Nation and the Hopi Tribe by close communications with them.

4. *Relation of Performance Goals to General Goals and Objectives of the Strategic Plan* - The specific performance goals to be attained in the next two years are outlined below as projected client moves per year:

FY2023 - 4 cases

FY2024 - The balance of cases left to be moved.

There may be a few more cases to be certified from appeals taken to federal court by previously denied applicants, but we cannot estimate how many new certifications there will be. If there is not enough time to build a relocation home for a newly certified applicant, the Office may request that funds be used to pay off the client, rather than building a new home.

Once all certified clients have been relocated, the two-year post-move support and two-year home warranties, which are part of our agency's on-going processes, may be turned over to Department of the Interior if our agency is closed.

5. *Factors Beyond The Control Of The Office* - Since this is a program of voluntary relocation, some clients have not actively pursued their housing benefits. At this point in time, if a client is not performing the necessary tasks to be able to move, their case will be administratively closed. If that client subsequently performs the necessary tasks, and is still able to be moved by the time the Office moves the last client, the Office will reinstate their benefits.

6. *Program Evaluations* - The basic performance indicator will be a calculation of how many relocation contracts are signed each year versus the number of moves estimated to be possible. Each year, the calculation of moves possible will be revisited in light of funding available, as well as estimates of future funding.

7. *Diversity and Inclusion* - The Office is committed to principles of equity, inclusion, and diversity based on the following principles:

1. Creating an inclusive, equitable, and sustainable culture and work environment based on principles of equity, diversity, and inclusion.
2. Development of employment practices, managerial processes, policies, and programs that embrace and value diversity in the workforce.
3. Provide equity, diversity, inclusion, and potential of all employees through equitable access to employment opportunities and professional development.
4. Ensure that managerial processes, policies, and programs are impartial, fair, increase diversity, and promote equity and inclusion in the workforce.
5. Ensure the workplace is free from unlawful discrimination and harassment.
6. Ensure funding availability for all EEO programs in agency budget submission.