



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
WASHINGTON, D.C. 20410-3000

JUN 14 2004

OFFICE OF HUMAN RESOURCES - LABOR RELATIONS

MEMORANDUM FOR: Carolyn Federoff, President, National Council of HUD
Locals 222
FROM: *Priscilla Lewis*
Priscilla Lewis, Chief, Labor Relations Division, ARHRL
SUBJECT: Proposed Reorganization of the Office of Native American
Programs (ONAP)

In accordance with Article 5, Section 4 of the HUD/AFGE Agreement, the office of Public and Indian Housing reorganization of ONAP has been approved. Attached is the chart of the new proposed organization. As discussed, the parties have tentatively planned for negotiations to begin on Monday, August 2 in Denver, Colorado.

Please submit any additional proposals related to the impact of the implementation of these changes within 10 calendar days after receipt of this memorandum.

If you have any questions or concerns, please contact me at (202) 708-1492.

Attachment

cc: Edward Eitches, Chairperson, Headquarters
Gary Mongelli, Denver, Colorado



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WASHINGTON, DC 20410-3000

ASSISTANT SECRETARY FOR
ADMINISTRATION/CHIEF INFORMATION OFFICER

APR 19 2004

MEMORANDUM FOR: The Secretary
FROM: *Vickers B. Meadows*
Vickers B. Meadows, Assistant Secretary for Administration/Chief
Information Officer, A
SUBJECT: ACTION: Proposed Reorganization of the Office of
Native American Programs

Attached for your review and approval is a request from the Office of Public and Indian Housing (PIH) to reorganize the Office of Native American Programs (ONAP). Also attached is a chart that reflects an overview of the proposed reorganization through the actions below.

STAFFING/ORGANIZATION

This reorganization will increase coordination and cooperation among the various ONAP offices and programs, and incorporate core program expertise in grants management and evaluation with HQ programs and services. The result will be greater cohesiveness, more efficient operations, increased communications, and consistency both within and outside ONAP, especially in resolving issues presented by the six field ONAPs. It is strongly believed that the grants management and evaluation functions performed by the field ONAPs will be positively impacted by this initiative and, therefore, enhance ONAP's capability to address problems locally. In addition, with the inclusion of these functions physically in Headquarters, the administrative overhead should decrease, leaving ONAP better positioned to fulfill its mission to partner with tribes and tribal organizations in addressing community development needs. Key elements of the proposed actions include:

- Moving the National Program Office in Denver, Colorado, back to Headquarters;
- Establishing an Office of Performance and Planning;
- Creating the position of Special Assistant to the Deputy Assistant Secretary; and
- Creating the position of Director, Office of Performance and Planning.

RESOURCE IMPACT

Two new positions will be required as a result of this proposed reorganization: (1) Special Assistant to the Deputy Assistant Secretary; and (2) Director of the Office of Performance and Planning. In addition, 13 employees will be realigned as a result of this proposal. Except for the Special Assistant, no additional staffing will be required at this time.

REAP IMPLICATIONS

This reorganization is consistent with REAP, as well as Quality Management Review recommendations.

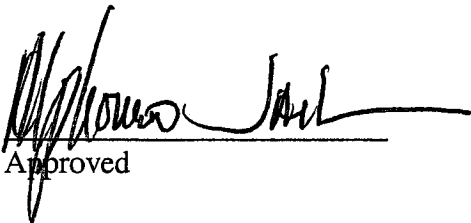
DEPARTMENTAL CLEARANCES

All HUD officials consulted as part of the internal clearance process have concurred, and all but one of the comments received have been addressed. The only outstanding comment was received from the Office of Human Resources regarding the need for union notification. That process will be initiated upon your approval of this request. A copy of the concurrences and PIH's response to the comments received from the Departmental clearance process are attached.

RECOMMENDATION

I recommend approval of the request for these organizational changes.

Attachments


Approved

Disapproved

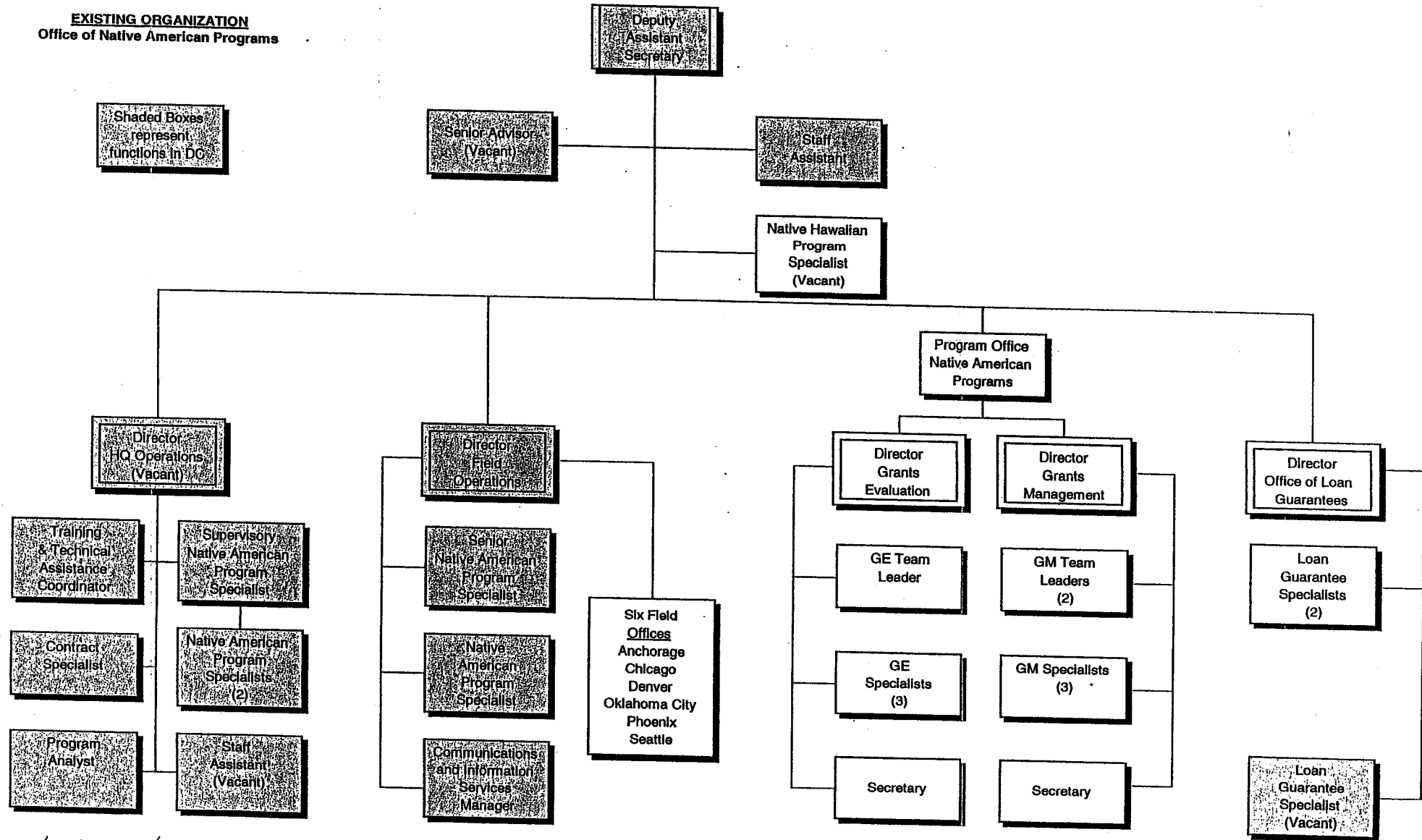
5/25/04
Date

Overview of Proposed Reorganization of the Office of Public and Indian Housing, Office of Native American Programs

FROM	TO
PIH, Office of Native American Programs, Denver, CO	PIH, Office of Native American Programs, Washington DC
N/A	Establish PIH, ONAP, Office of Performance and Planning

EXISTING ORGANIZATION
Office of Native American Programs

Shaded Boxes represent functions in DC



Revised 12/27/03 RAH for Brent

PROPOSED ORGANIZATION
Office of Native American Programs

Deputy
Assistant
Secretary

Shaded Boxes
represent
functions in DC

Senior
Advisor

Special
Assistant

Staff
Assistant

Native Hawaiian
Program
Specialist

