



**STATE OF NEW MEXICO
INDIAN AFFAIRS DEPARTMENT**

Wendell Chino Building, 2nd Floor
1220 S. St. Francis Dr.
Santa Fe, NM 87505
Phone (505) 476-1600
www.iad.nm.gov



Michelle Lujan Grisham
Governor

Howie Morales
Lieutenant Governor

Josett D. Monette
Cabinet Secretary

Aurora Valdez
Deputy Cabinet Secretary

September 2, 2025

Wayne Propst, Cabinet Secretary
New Mexico Department of Finance & Administration
190 Bataan Memorial Building, Santa Fe, NM 87505

Charles Sallee, Director
New Mexico Legislative Finance Committee
325 Don Gaspar, Suite 101, Santa Fe, NM 87501

Dear Secretary Propst & Director Sallee,

Enclosed is the New Mexico Indian Affairs Department's (IAD) FY27 Appropriation Request. The request includes a general fund increase of \$3.75 in the contractual services category (300), and an increase of \$19.85 in the (400) category for a total increase of \$23.6 from IAD's FY26 Operating Budget.

The increase in contractual services includes increased costs for the agency's annual financial audit and human resources services. The increase in the other expenditures category includes increased costs for GSD and DoIT operating costs.

Respectfully,

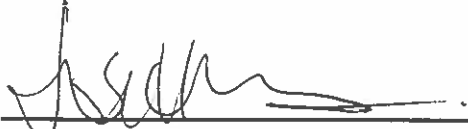
Josett D. Monette, Esq.
Cabinet Secretary

**APPROPRIATION REQUEST
CERTIFICATION
FORM S-1**

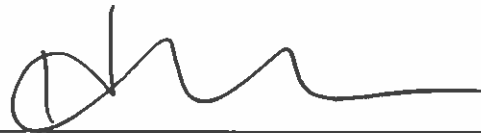
Agency Name: Indian Affairs Department

Business Unit: 60900

I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the arithmetic accuracy of all numeric information has been verified.



Josett D. Monette, Cabinet Secretary



Halona Crowe, CFO

1220 S. St. Francis Drive
Santa Fe, NM 87505

505-699-1139

halona.crowe@iad.nm.gov

Note: Appropriation Requests for agencies headed by a board or commission must be approved by the board or commission by official action and signed by the chairperson. Operating Budgets of other agencies must be signed by the director or secretary. Appropriation Requests not properly signed will be returned.

FY27 Appropriation Request Checklist

Agency Name: Indian Affairs Department

Business Unit: 60900

Reports to Include in PDF Submission

Form #	Title	
✓	Cvr Ltr Cover Letter	<i>Agency Level</i>
✓	S-1 Certification	<i>Agency Level</i>
✓	S-2 Organizational Chart	<i>Agency/Program Level</i>
✓	S-8 Financial Summary (BFM)	<i>Agency/Program Level</i>
✓	S-9 Account Code Revenue / Expenditure Report	<i>Agency/Program Level</i>
N/A	S-10 Fund Balance Projection	<i>Fund Level</i>
✓	S-13 Detail of Rate Line Items (see instructions)	<i>Agency Level</i>
✓	P-1 Program Narrative	<i>Program Level</i>
✓	R-2 Transfer Report	<i>Agency Level</i>
✓	REV/EXP Revenue-Expenditure Comparison Report	<i>Agency/Program Level</i>
N/A	FFRW Detail of Federal Funds Revenue Worksheet	<i>Agency/Program Level</i>
N/A	EB-1 Expansion Justifications	<i>Program Level</i>
N/A	EB-2 Expansion Fiscal Summary	<i>Program Level</i>
N/A	EB-3 Expansion Line Item Detail	<i>Program Level</i>
N/A	LFR Legislating for Results Expansion Tool	<i>Program Level</i>
✓	E4 Pcode Detail	<i>Program Level</i>
✓	E5 Contract by Pcode	<i>Program Level</i>
✓	SAR Special Appropriation Request Report	<i>Agency Level</i>
✓	APR Annual Performance Report	<i>Program Level</i>
✓	Table 2 Table 2 Performance Measure Summary	<i>Program Level</i>
✓	SP Strategic Plan	<i>Agency Level</i>
N/A	ITP Information Technology Plan	<i>Agency Level</i>
N/A	C-1 Base Operating Budget	<i>Agency Level</i>
N/A	C-2 IT Request Plan	<i>Agency Level</i>
N/A	Perf Audit Update to LFC Performance Audits (within last 2 years)	<i>Agency Level</i>

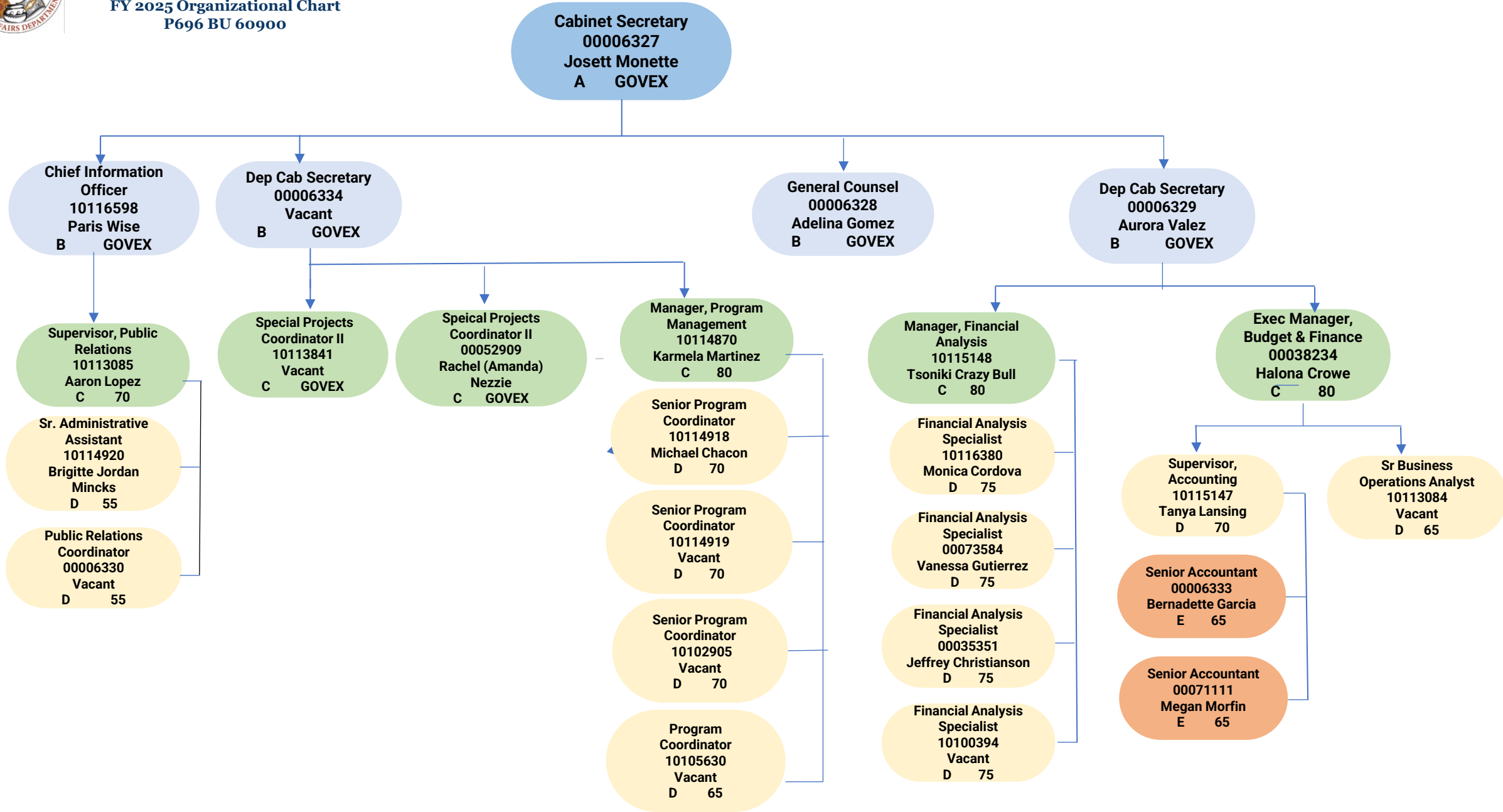
Documents to Attach in BFM (PDF Optional)

Where to Attach

N/A	Board Cert Board or Commission Budget Certification	<i>Form 9900</i>
N/A	E-6B Leased Passenger-Related Vehicles	<i>Form 3300/4300</i>



New Mexico Indian Affairs Department
FY 2025 Organizational Chart
P696 BU 60900



S-8 Financial Summary

(Dollars in Thousands)

BU PCode Department
60900 0000 0000000000

	2024-25 Opbud	2024-25 Actuals	2025-26 Opbud	2026-27 PCF Proj	Base	----- FY 2027 Agency Request ----- Expansion	Total
REVENUE							
111 General Fund Transfers	4,772.6	4,718.6	4,875.1	0.0	4,898.8	0.0	4,898.8
112 Other Transfers	249.3	303.3	249.3	0.0	249.3	0.0	249.3
REVENUE, TRANSFERS	5,021.9	5,021.9	5,124.4	0	5,148.1	0.0	5,148.1
REVENUE	5,021.9	5,021.9	5,124.4	0	5,148.1	0.0	5,148.1
EXPENSE							
200 Personal services and employee benefits	2,894.8	2,320.2	2,997.3	2,434.1	2,997.3	0.0	2,997.3
300 Contractual services	630.1	518.3	630.1	0.0	633.9	0.0	633.9
400 Other	1,497.0	1,353.9	1,497.0	0.0	1,516.9	0.0	1,516.9
EXPENDITURES	5,021.9	4,192.5	5,124.4	2,434.05	5,148.1	0.0	5,148.1
EXPENSE	5,021.9	4,192.5	5,124.4	2,434.05	5,148.1	0.0	5,148.1
FTE POSITIONS							
810 Permanent	25.00	18.00	25.00	18.00	25.00	0.00	25.00
FTEs	25.00	18.00	25.00	18.00	25.00	0.00	25.00
FTE POSITIONS	25.00	18.00	25.00	18.00	25.00	0.00	25.00

BU Fund
60900 04800

S-8 Financial Summary by Fund Level

(Dollars in Thousands)

	2024-25 Opbud	2024-25 Actuals	2025-26 Opbud	2026-27 PCF Proj	Base	----- FY 2027 Agency Request ----- Expansion	Total
REVENUE							
111 General Fund Transfers	4,772.6	4,718.6	4,875.1	0.0	4,898.8	0.0	4,898.8
112 Other Transfers	249.3	303.3	249.3	0.0	249.3	0.0	249.3
REVENUE, TRANSFERS	5,021.9	5,021.9	5,124.4	0	5,148.1	0.0	5,148.1
REVENUE	5,021.9	5,021.9	5,124.4	0	5,148.1	0.0	5,148.1
EXPENSE							
200 Personal services and employee benefits	2,894.8	2,320.2	2,997.3	2,434.1	2,997.3	0.0	2,997.3
300 Contractual services	630.1	518.3	630.1	0.0	633.9	0.0	633.9
400 Other	1,497.0	1,353.9	1,497.0	0.0	1,516.9	0.0	1,516.9
EXPENDITURES	5,021.9	4,192.5	5,124.4	2,434.05	5,148.1	0.0	5,148.1
EXPENSE	5,021.9	4,192.5	5,124.4	2,434.05	5,148.1	0.0	5,148.1
FTE POSITIONS							
810 Permanent	25.00	18.00	25.00	18.00	25.00	0.00	25.00
FTEs	25.00	18.00	25.00	18.00	25.00	0.00	25.00
FTE POSITIONS	25.00	18.00	25.00	18.00	25.00	0.00	25.00

BU PCode Department
60900 0000 0000000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

		2024-25	2024-25	2025-26	2026-27	----- FY 2027 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
499105	General Fd. Appropriation	4,772.6	4,718.6	4,875.1	0.0	4,898.8	0.0	4,898.8
111	General Fund Transfers	4,772.6	4,718.6	4,875.1	0.0	4,898.8	0.0	4,898.8
499905	Other Financing Sources	249.3	303.3	249.3	0.0	249.3	0.0	249.3
112	Other Transfers	249.3	303.3	249.3	0.0	249.3	0.0	249.3
TOTAL REVENUE		5,021.9	5,021.9	5,124.4	0	5,148.1	0.0	5,148.1
520100	Exempt Perm Positions P/T&F/T	683.9	754.2	711.3	662.9	838.0	0.0	838.0
520300	Classified Perm Positions F/T	1,584.4	948.1	1,574.3	1,078.7	1,353.3	0.0	1,353.3
520700	Overtime & Other Premium Pay	0.0	0.8	0.0	0.0	0.0	0.0	0.0
520800	Annl & Comp Paid At Separation	17.6	5.3	20.7	0.0	0.0	0.0	0.0
521100	Group Insurance Premium	130.0	111.2	130.0	218.5	158.2	0.0	158.2
521200	Retirement Contributions	303.7	327.6	362.1	332.2	420.0	0.0	420.0
521300	F I C A	122.0	124.4	139.9	107.1	166.9	0.0	166.9
521400	Workers' Comp Assessment Fee	1.7	0.2	1.7	0.0	0.3	0.0	0.3
521410	GSD Work Comp Insur Premium	1.5	1.3	1.5	0.0	2.4	0.0	2.4
521500	Unemployment Comp Premium	0.8	0.0	0.8	0.0	0.0	0.0	0.0
521600	Employee Liability Ins Premium	13.6	13.0	13.6	0.0	14.7	0.0	14.7
521700	RHC Act Contributions	35.6	34.1	41.4	34.5	43.5	0.0	43.5
200	Personal services and employee benef	2,894.8	2,320.2	2,997.3	2,434.1	2,997.3	0.0	2,997.3
535200	Professional Services	475.2	407.1	475.2	0.0	444.0	0.0	444.0
535209	Professional Svcs - Interagenc	14.1	0.0	5.0	0.0	5.0	0.0	5.0
535300	Other Services	75.0	64.9	105.4	0.0	105.0	0.0	105.0
535309	Other Services - Interagency	17.1	25.0	26.2	0.0	27.5	0.0	27.5
535400	Audit Services	18.3	18.3	18.3	0.0	21.4	0.0	21.4
535600	IT Services	30.4	3.1	0.0	0.0	31.0	0.0	31.0
300	Contractual services	630.1	518.3	630.1	0.0	633.9	0.0	633.9
542100	Employee I/S Mileage & Fares	2.5	6.2	5.0	0.0	5.0	0.0	5.0
542200	Employee I/S Meals & Lodging	13.0	11.6	15.0	0.0	11.0	0.0	11.0
542300	Brd & Comm Mbr Meals & Lodging	1.0	0.0	1.0	0.0	0.0	0.0	0.0
542500	Transp - Fuel & Oil	0.5	0.9	1.0	0.0	5.0	0.0	5.0
542700	Transp - Transp Insurance	0.5	0.0	0.2	0.0	0.0	0.0	0.0
542800	State Transp Pool Charges	13.0	16.2	15.0	0.0	20.0	0.0	20.0
543300	Maint - Buildings & Structures	0.0	0.7	0.0	0.0	0.0	0.0	0.0
543830	IT HW/SW Agreements	0.1	9.4	0.1	0.0	10.0	0.0	10.0

BU PCode Department
60900 0000 0000000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

		2024-25	2024-25	2025-26	2026-27	----- FY 2027 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
544000	Supply Inventory IT	3.3	3.5	4.0	0.0	4.0	0.0	4.0
544100	Supplies-Office Supplies	1.8	8.1	1.8	0.0	6.0	0.0	6.0
544200	Supplies-Medical, Lab, Personal	0.0	0.3	0.0	0.0	0.3	0.0	0.3
544400	Supplies-Field Supplies	0.0	0.8	0.0	0.0	0.7	0.0	0.7
544900	Supplies-Inventory Exempt	5.6	32.2	5.0	0.0	5.0	0.0	5.0
545700	ISD Services	14.2	28.3	40.0	0.0	30.0	0.0	30.0
545710	DOIT HCM Assessment Fees	12.0	8.2	15.0	0.0	10.0	0.0	10.0
545900	Printing & Photo Services	6.1	12.2	9.0	0.0	12.0	0.0	12.0
546100	Postage & Mail Services	7.0	2.8	0.5	0.0	3.0	0.0	3.0
546400	Rent Of Land & Buildings	1.0	5.2	4.0	0.0	6.0	0.0	6.0
546500	Rent Of Equipment	10.0	6.9	8.0	0.0	7.0	0.0	7.0
546610	DOIT Telecommunications	31.7	48.6	85.0	0.0	69.9	0.0	69.9
546700	Subscriptions/Dues/License Fee	24.4	19.5	20.0	0.0	20.0	0.0	20.0
546709	Subscription & Due Interagency	2.9	0.0	0.5	0.0	0.0	0.0	0.0
546800	Employee Training & Education	0.0	33.6	0.0	0.0	10.0	0.0	10.0
546900	Advertising	0.0	200.3	0.0	0.0	0.0	0.0	0.0
547430	Grants to Native Amer Indians	1,312.8	786.0	1,212.4	0.0	1,258.0	0.0	1,258.0
547900	Miscellaneous Expense	29.9	102.9	50.0	0.0	20.0	0.0	20.0
547999	Request to Pay Prior Year	0.0	7.2	0.0	0.0	0.0	0.0	0.0
549600	Employee O/S Mileage & Fares	2.5	2.0	3.0	0.0	2.0	0.0	2.0
549700	Employee O/S Meals & Lodging	1.2	0.6	1.5	0.0	2.0	0.0	2.0
400	Other	1,497.0	1,353.9	1,497.0	0.0	1,516.9	0.0	1,516.9
TOTAL EXPENSE		5,021.9	4,192.5	5,124.4	2,434.05	5,148.1	0.0	5,148.1
810	Permanent	25.00	18.00	25.00	18.00	25.00	0.00	25.00
810	Permanent	25.00	18.00	25.00	18.00	25.00	0.00	25.00
TOTAL FTE POSITIONS		25.00	18.00	25.00	18.00	25.00	0.00	25.00

Program Description:

The purpose of the Program is to provide Nations, Pueblos, Tribes, and Native American citizens in New Mexico access to the state government, while ensuring that tribal sovereignty remains intact. The Program assists with providing advocacy or issues impacting tribal communities and people, as well as access to various funding opportunities and connecting resources.

The Program is often out in the communities, meeting with community members and partners to gauge and build relationships. The Program will often connect tribal members and tribal leadership with various programs that may assist them in moving forward with various initiatives important to them. All Native American citizens, including those living on their Nation, Pueblo, and Tribe in New Mexico and the urban Indian population can benefit from the Program's services.

Major Issues and Accomplishments:

In FY25, the Indian Affairs Department (IAD) successfully met with tribal leadership and community members. When IAD is in the community, we are often able to have conversations with tribal leadership and community members regarding the needs of their community and use that to assist us in moving our work forward. While IAD was able to fill several positions in the last year, we still faced several challenges with changes in leadership and changes in personnel. This continues to be one of the major challenges in IAD. IAD's goal throughout FY26 is to fill its vacancies and to have a full staff. Additionally, IAD hopes to ensure that each staffed position has a stated purpose and that the personnel in those positions has the tools necessary to complete their work and assignments and meet the needs of IAD's constituents. Though, another matter that will impact IAD as the Program becomes fully staffed, is having the physical space for our staff. IAD will have to find more space to house all of its staff.

Still, IAD continues to have great success in our performance. We continue to administer millions of dollars in infrastructure projects in tribal communities. Over FY25, IAD, with a relatively new staff, had to learn how to get out various other sources of funding and we will continue to move that money out through FY26.

IAD's funding levels will likely need increases in the future. As the Program continues to grow to meet the needs of tribal communities and tribal citizens in New Mexico, it will be imperative that IAD have the staff and resources necessary. Most matters in New Mexico touch Native American lives in some capacity in New Mexico, whether it be environmental, health, education, funding opportunities. Based on that, IAD's role is, and should be, extremely important in the state's work to ensure that Native Americans, as New Mexico citizens, continue to get the services they need. That said, because the topics that touch Indian Country in New Mexico vary widely, it is important to have a staff and Program that understands and can address these various matters. Therefore, it is extremely likely that IAD will continue to grow over the next several years.

Overview of Request:

The FY27 budget request was derived by reviewing the work IAD is involved in as well as where there is a lack of capacity due to the current Program structure and positions. IAD reviewed what positions may be an adequate fit to address the unmet needs, reviewed the classifications provided by SPO and looked at the midpoint for those sought positions. Then, IAD calculated the assumed benefits needed for those positions when filled. Finally, IAD calculated the amount of space, and the training and equipment needs within IAD while keeping costs aligned with a flat budget directive.

Programmatic Changes:

None.

P-1 Program Overview

Base Budget Justification: In FY27, IAD's flat budget request only includes minimal increases as allowed: \$3,100 for Financial Audit cost and \$650 for HR services in the 300 category and \$19,850 in for 400 Category for DoIT services per the General Services Department published rates for FY 27.

R-2 Transfers
(Dollars in Thousands)

Prov PCode	Prov Fund	Prov Account	Prov Account Name	Rec PCode	Rec Fund	Rec Account	Rec Account Name	2024-25 Actual Transfers	2025-26 Adopted Transfers	2026-27 Agency GF	2026-27 Agency OSF	2026-27 Agency ISF/IAT	2026-27 Agency FF	2026-27 Total Request	Justification	
P696	04800	535309	Other Service	P643	18100	425909	Other Service	0	0	27.5	0	0	0	27.5	SPO HR Shared Services	
Sum:									0	0	27.5	0	0	0	27.5	

REV EXP COMPARISON

(Dollars in Thousands)

60900 - Indian Affairs Department

P696 - Indian Affairs

	General Fund	Other Funds	Other Transfers	Federal Funds	Total
SOURCES Totals	4,898.8	0.0	249.3	0.0	5,148.1
Personal services and employee benefits	2,997.3	0.0	0.0	0.0	2,997.3
Contractual services	633.9	0.0	0.0	0.0	633.9
Other	1,267.6	0.0	249.3	0.0	1,516.9
USES Total:	4,898.8	0.0	249.3	0.0	5,148.1
Net:	0.0	0.0	0.0	0.0	0.0

Indian Affairs

BU PCode
60900 P696

State of New Mexico

E4 PCode Detail
(Dollars in Thousands)

Fund	Account		2024-25	2025-26	2026-27	FY 2027 Agency Request				Justification	
			Actuals	Opbud	PCF Proj	GF	OSF	ISF/IAT	FF		Total
04800	520100	Exempt Perm Positions P/T&F/T	754.2	711.3	662.95	838.0	0.0	0.0	0.0	838.0	
04800	520300	Classified Perm Positions F/T	948.1	1,574.3	1,078.74	1,353.3	0.0	0.0	0.0	1,353.3	
04800	520700	Overtime & Other Premium Pay	0.8	0.0	0	0.0	0.0	0.0	0.0	0.0	
04800	520800	Annl & Comp Paid At Separation	5.3	20.7	0	0.0	0.0	0.0	0.0	0.0	
04800	521100	Group Insurance Premium	111.2	130.0	218.52	158.2	0.0	0.0	0.0	158.2	
04800	521200	Retirement Contributions	327.6	362.1	332.25	420.0	0.0	0.0	0.0	420.0	
04800	521300	F I C A	124.4	139.9	107.07	166.9	0.0	0.0	0.0	166.9	
04800	521400	Workers' Comp Assessment Fee	0.2	1.7	0	0.3	0.0	0.0	0.0	0.3	
04800	521410	GSD Work Comp Insur Premium	1.3	1.5	0	2.4	0.0	0.0	0.0	2.4	
04800	521500	Unemployment Comp Premium	0.0	0.8	0	0.0	0.0	0.0	0.0	0.0	
04800	521600	Employee Liability Ins Premium	13.0	13.6	0	14.7	0.0	0.0	0.0	14.7	
04800	521700	RHC Act Contributions	34.1	41.4	34.54	43.5	0.0	0.0	0.0	43.5	
	200	Personal services and employee benef	2,320.2	2,997.3	2,434.05	2,997.3	0.0	0.0	0.0	2,997.3	
04800	542100	Employee I/S Mileage & Fares	6.2	5.0	0	5.0	0.0	0.0	0.0	5.0	
04800	542200	Employee I/S Meals & Lodging	11.6	15.0	0	11.0	0.0	0.0	0.0	11.0	
04800	542300	Brd & Comm Mbr Meals & Lodging	0.0	1.0	0	0.0	0.0	0.0	0.0	0.0	
04800	542500	Transp - Fuel & Oil	0.9	1.0	0	5.0	0.0	0.0	0.0	5.0	Based upon estimates i
04800	542700	Transp - Transp Insurance	0.0	0.2	0	0.0	0.0	0.0	0.0	0.0	
04800	542800	State Transp Pool Charges	16.2	15.0	0	20.0	0.0	0.0	0.0	20.0	
04800	543300	Maint - Buildings & Structures	0.7	0.0	0	0.0	0.0	0.0	0.0	0.0	
04800	543830	IT HW/SW Agreements	9.4	0.1	0	10.0	0.0	0.0	0.0	10.0	Based upon estimates
04800	544000	Supply Inventory IT	3.5	4.0	0	4.0	0.0	0.0	0.0	4.0	Based upon estimates
04800	544100	Supplies-Office Supplies	8.1	1.8	0	6.0	0.0	0.0	0.0	6.0	Based upon prior year actuals
04800	544200	Supplies-Medical,Lab,Personal	0.3	0.0	0	0.3	0.0	0.0	0.0	0.3	
04800	544400	Supplies-Field Supplies	0.8	0.0	0	0.7	0.0	0.0	0.0	0.7	
04800	544900	Supplies-Inventory Exempt	32.2	5.0	0	5.0	0.0	0.0	0.0	5.0	Prior year included one time expense for new cubicles
04800	545700	ISD Services	28.3	40.0	0	30.0	0.0	0.0	0.0	30.0	
04800	545710	DOIT HCM Assessment Fees	8.2	15.0	0	10.0	0.0	0.0	0.0	10.0	
04800	545900	Printing & Photo Services	12.2	9.0	0	12.0	0.0	0.0	0.0	12.0	Based upon prior year actuals: \$12,225.56
04800	546100	Postage & Mail Services	2.8	0.5	0	3.0	0.0	0.0	0.0	3.0	
04800	546400	Rent Of Land & Buildings	5.2	4.0	0	6.0	0.0	0.0	0.0	6.0	
04800	546500	Rent Of Equipment	6.9	8.0	0	7.0	0.0	0.0	0.0	7.0	

Indian Affairs

BU PCode
60900 P696

State of New Mexico

E4 PCode Detail
(Dollars in Thousands)

Fund	Account	2024-25 Actuals	2025-26 Opbud	2026-27 PCF Proj	FY 2027 Agency Request				Total	Justification
					GF	OSF	ISF/IAT	FF		
04800	546610	48.6	85.0	0	69.9	0.0	0.0	0.0	69.9	Dolt Rate cost projection
04800	546700	19.5	20.0	0	20.0	0.0	0.0	0.0	20.0	
04800	546709	0.0	0.5	0	0.0	0.0	0.0	0.0	0.0	
04800	546800	33.6	0.0	0	10.0	0.0	0.0	0.0	10.0	Based upon prior year actuals
04800	546900	200.3	0.0	0	0.0	0.0	0.0	0.0	0.0	
04800	547430	786.0	1,212.4	0	1,008.7	0.0	249.3	0.0	1,258.0	Incl specials, TCPP
04800	547900	102.9	50.0	0	20.0	0.0	0.0	0.0	20.0	
04800	547999	7.2	0.0	0	0.0	0.0	0.0	0.0	0.0	
04800	549600	2.0	3.0	0	2.0	0.0	0.0	0.0	2.0	
04800	549700	0.6	1.5	0	2.0	0.0	0.0	0.0	2.0	
	400 Other	1,353.9	1,497.0	0	1,267.6	0.0	249.3	0.0	1,516.9	
TOTAL EXPENSE		3,674.2	4,494.3		4,264.9	0.0	249.3	0.0	4,514.2	

Indian Affairs

BU PCode
60900 P696

State of New Mexico
Contract by PCode Detail
(Dollars in Thousands)

Fund	Account	#	Contract Purpose	Actuals	FY 2027 Agency Request				Total	Justification	
					GF	OSF	ISF/IAT	FF			
04800	535200	Professional Services	1000	CPA contract, Training Programs, IAD Services, Grants Portal, Various Funding Awards, Website Management	407.1	444.0	0.0	0.0	0.0	444.0	Realign to FY 25 Actuals
04800	535209	Professional Svcs - Interagen	1000	GSD Services	0.0	5.0	0.0	0.0	0.0	5.0	
04800	535300	Other Services	1000	Operating Services: Document Shredding, Software, etc.	64.9	105.0	0.0	0.0	0.0	105.0	
04800	535309	Other Services - Interagency	1000	HR Services	25.0	0.0	0.0	0.0	0.0	0.0	Moved to Transfers R2
04800	535400	Audit Services	1000	External Auditor Services	18.3	21.4	0.0	0.0	0.0	21.4	Increase per GSD
04800	535600	IT Services	1000	DoIT	3.1	31.0	0.0	0.0	0.0	31.0	Increase per GSD
TOTAL EXPENSE					518.3	606.4	0.0	0.0	0.0	606.4	

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

BusUnit	Line Item	2024-25	2025-26	Request		Recommendation		Opbud	
		Actuals	Opbud	Base	Expansion	Base	Expansion		
60900	P696-R	Indian Affairs							
	520100	Exempt Perm Positions P/T&F/T	754.25	711.3	838	0	0	0	0.0
	520300	Classified Perm Positions F/T	948.11	1,574.3	1,353.3	0	0	0	0.0
	520700	Overtime & Other Premium Pay	0.84	0	0	0	0	0	0.0
	520800	Annl & Comp Paid At Separation	5.3	20.7	0	0	0	0	0.0
	521100	Group Insurance Premium	111.19	130	158.2	0	0	0	0.0
	521200	Retirement Contributions	327.63	362.1	420	0	0	0	0.0
	521300	F I C A	124.44	139.9	166.9	0	0	0	0.0
	521400	Workers' Comp Assessment Fee	0.17	1.7	0.3	0	0	0	0.0
	521410	GSD Work Comp Insur Premium	1.25	1.5	2.4	0	0	0	0.0
	521500	Unemployment Comp Premium	0	0.8	0	0	0	0	0.0
	521600	Employee Liability Ins Premium	13	13.6	14.7	0	0	0	0.0
	521700	RHC Act Contributions	34.06	41.4	43.5	0	0	0	0.0
	535200	Professional Services	407.14	475.2	444	0	0	0	0.0
	535209	Professional Svcs - Interagenc	0	5	5	0	0	0	0.0
	535300	Other Services	64.87	105.4	105	0	0	0	0.0
	535309	Other Services - Interagency	25.02	26.2	27.5	0	0	0	0.0
	535400	Audit Services	18.26	18.3	21.4	0	0	0	0.0
	535600	IT Services	3.07	0	31	0	0	0	0.0
	542100	Employee I/S Mileage & Fares	6.17	5	5	0	0	0	0.0
	542200	Employee I/S Meals & Lodging	11.58	15	11	0	0	0	0.0
	542300	Brd & Comm Mbr Meals & Lodgin	0	1	0	0	0	0	0.0
	542500	Transp - Fuel & Oil	0.92	1	5	0	0	0	0.0
	542700	Transp - Transp Insurance	0	0.2	0	0	0	0	0.0
	542800	State Transp Pool Charges	16.21	15	20	0	0	0	0.0
	543300	Maint - Buildings & Structures	0.65	0	0	0	0	0	0.0
	543830	IT HW/SW Agreements	9.4	0.1	10	0	0	0	0.0
	544000	Supply Inventory IT	3.46	4	4	0	0	0	0.0
	544100	Supplies-Office Supplies	8.1	1.8	6	0	0	0	0.0
	544200	Supplies-Medical,Lab,Personal	0.26	0	0.3	0	0	0	0.0
	544400	Supplies-Field Supplies	0.75	0	0.7	0	0	0	0.0
	544900	Supplies-Inventory Exempt	32.24	5	5	0	0	0	0.0
	545700	ISD Services	28.32	40	30	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

	545710	DOIT HCM Assessment Fees	8.2	15	10	0	0	0	0.0
	545900	Printing & Photo Services	12.22	9	12	0	0	0	0.0
	546100	Postage & Mail Services	2.79	0.5	3	0	0	0	0.0
	546400	Rent Of Land & Buildings	5.19	4	6	0	0	0	0.0
	546500	Rent Of Equipment	6.86	8	7	0	0	0	0.0
	546610	DOIT Telecommunications	48.61	85	69.9	0	0	0	0.0
	546700	Subscriptions/Dues/License Fee	19.5	20	20	0	0	0	0.0
	546709	Subscription & Due Interagency	0	0.5	0	0	0	0	0.0
	546800	Employee Training & Education	33.64	0	10	0	0	0	0.0
	546900	Advertising	200.28	0	0	0	0	0	0.0
	547430	Grants to Native Amer Indians	785.96	1,212.4	1,258	0	0	0	0.0
	547900	Miscellaneous Expense	102.9	50	20	0	0	0	0.0
	547999	Request to Pay Prior Year	7.21	0	0	0	0	0	0.0
	549600	Employee O/S Mileage & Fares	1.96	3	2	0	0	0	0.0
	549700	Employee O/S Meals & Lodging	0.55	1.5	2	0	0	0	0.0
Subtotal for:	60900	P696-R Indian Affairs	4,192.51	5,124.4	5,148.1	0	0	0	0.0
60900			4,192.51	5,124.4	5,148.1	0	0	0	0.0

Totals by Line Item

BusUnit	Line Item	2024-25	2025-26	Request		Recommendation		Opbud
		Actuals	Opbud	Base	Expansion	Base	Expansion	
60900	520100 Exempt Perm Positions P/T&F/T	754.25	711.3	838	0	0	0	0.0
	520300 Classified Perm Positions F/T	948.11	1,574.3	1,353.3	0	0	0	0.0
	520700 Overtime & Other Premium Pay	0.84	0	0	0	0	0	0.0
	520800 Annl & Comp Paid At Separation	5.3	20.7	0	0	0	0	0.0
	521100 Group Insurance Premium	111.19	130	158.2	0	0	0	0.0
	521200 Retirement Contributions	327.63	362.1	420	0	0	0	0.0
	521300 F I C A	124.44	139.9	166.9	0	0	0	0.0
	521400 Workers' Comp Assessment Fee	0.17	1.7	0.3	0	0	0	0.0
	521410 GSD Work Comp Insur Premium	1.25	1.5	2.4	0	0	0	0.0
	521500 Unemployment Comp Premium	0	0.8	0	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

521600	Employee Liability Ins Premium	13	13.6	14.7	0	0	0	0.0
521700	RHC Act Contributions	34.06	41.4	43.5	0	0	0	0.0
535200	Professional Services	407.14	475.2	444	0	0	0	0.0
535209	Professional Svcs - Interagenc	0	5	5	0	0	0	0.0
535300	Other Services	64.87	105.4	105	0	0	0	0.0
535309	Other Services - Interagency	25.02	26.2	27.5	0	0	0	0.0
535400	Audit Services	18.26	18.3	21.4	0	0	0	0.0
535600	IT Services	3.07	0	31	0	0	0	0.0
542100	Employee I/S Mileage & Fares	6.17	5	5	0	0	0	0.0
542200	Employee I/S Meals & Lodging	11.58	15	11	0	0	0	0.0
542300	Brd & Comm Mbr Meals & Lodging	0	1	0	0	0	0	0.0
542500	Transp - Fuel & Oil	0.92	1	5	0	0	0	0.0
542700	Transp - Transp Insurance	0	0.2	0	0	0	0	0.0
542800	State Transp Pool Charges	16.21	15	20	0	0	0	0.0
543300	Maint - Buildings & Structures	0.65	0	0	0	0	0	0.0
543830	IT HW/SW Agreements	9.4	0.1	10	0	0	0	0.0
544000	Supply Inventory IT	3.46	4	4	0	0	0	0.0
544100	Supplies-Office Supplies	8.1	1.8	6	0	0	0	0.0
544200	Supplies-Medical,Lab,Personal	0.26	0	0.3	0	0	0	0.0
544400	Supplies-Field Supplies	0.75	0	0.7	0	0	0	0.0
544900	Supplies-Inventory Exempt	32.24	5	5	0	0	0	0.0
545700	ISD Services	28.32	40	30	0	0	0	0.0
545710	DOIT HCM Assessment Fees	8.2	15	10	0	0	0	0.0
545900	Printing & Photo Services	12.22	9	12	0	0	0	0.0
546100	Postage & Mail Services	2.79	0.5	3	0	0	0	0.0
546400	Rent Of Land & Buildings	5.19	4	6	0	0	0	0.0
546500	Rent Of Equipment	6.86	8	7	0	0	0	0.0
546610	DOIT Telecommunications	48.61	85	69.9	0	0	0	0.0
546700	Subscriptions/Dues/License Fee	19.5	20	20	0	0	0	0.0
546709	Subscription & Due Interagency	0	0.5	0	0	0	0	0.0
546800	Employee Training & Education	33.64	0	10	0	0	0	0.0
546900	Advertising	200.28	0	0	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

547430	Grants to Native Amer Indians	785.96	1,212.4	1,258	0	0	0	0.0
547900	Miscellaneous Expense	102.9	50	20	0	0	0	0.0
547999	Request to Pay Prior Year	7.21	0	0	0	0	0	0.0
549600	Employee O/S Mileage & Fares	1.96	3	2	0	0	0	0.0
549700	Employee O/S Meals & Lodging	0.55	1.5	2	0	0	0	0.0
Grand Total		4,192.51	5,124.4	5,148.1	0	0	0	0.0

DFA Performance Based Budgeting Data System

Annual Performance Report

Agency: 60900 Indian Affairs Department

Program: P696 Indian Affairs

The purpose of the Indian affairs program is to coordinate intergovernmental and interagency programs concerning tribal governments and the state.

Performance Measures:		2024-25 Target	2024-25 Result	Met Target	Year End Result Narrative
Explanatory	Number of capital outlay, tribal infrastructure fund, grant trainings or technical assistance sessions conducted	N/A	6	N/A	Vacant positions presented an obstacle to meeting target. Moving forward, the agency has been making significant progress in improvements.
Explanatory	Number of infrastructure capital improvement plans top five capital outlay projects funded by the legislature	N/A	34	N/A	Agency records the number of projects awarded through legislation.
Explanatory	Number of Native American citizens served by tobacco cessation prevention projects	N/A	New	N/A	
Explanatory	Number of outreach meetings held in tribal communities	N/A	25	N/A	Agency has been successful in meeting with tribal communities.
Explanatory	Number of state employees attending cultural competency trainings provided by the Indian affairs department and the state personnel office throughout the fiscal year	N/A	1,039	N/A	Agency has successfully partnered with SPO to provide trainings to all New Mexico State employees.
Explanatory	Number of times department leadership met with Tribal government leadership	N/A	New	N/A	
Explanatory	Number of tobacco cessation prevention projects engagements	N/A	New	N/A	
Explanatory	Number of tribal consultation meetings conducted or facilitated by the Indian affairs department	N/A	3	N/A	Agency provided support to other State Agencies in addition to direct meetings.
Outcome	Number of new, relevant direct connections made that resulted in increased collaboration between state agency partners and Tribal governments	New	New	Yes	
Outcome	Percent of capital outlay projects obligated with a notice of obligation issued within the first six months after an intergovernmental agreement is executed during the awarded fiscal year	New	New	Yes	
Outcome	Percent of capital projects closed on schedule	100%	66%	No	Agency records the number of projects awarded through legislation.
Outcome	Percent of tribal infrastructure fund obligated with a notice of obligation issued within the first six months after an intergovernmental agreement is executed during the awarded fiscal year	New	New	Yes	
Outcome	Percent of tribal infrastructure fund projects closed on schedule	100%	50%	No	Agency actively works with grantees to achieve project completion.

DFA Performance Based Budgeting Data System

Annual Performance Report

Program: P696 Indian Affairs

Performance Measures:		2024-25 Target	2024-25 Result	Met Target	Year End Result Narrative
Output	Number of tobacco cessation or special grant awards successfully awarded to tribal governments or tribal serving organizations	8	1	No	Despite extensive outreach, IAD has received fewer TCPP proposals due to limited staff capacity, resource constraints, and challenges in demonstrating impact. To address this, most funds will be awarded through the RFP process to bring expertise directly to NPTs and expand capacity, while a smaller portion will remain available for NPT-initiated proposals.

Performance Measures Summary

P696 Indian Affairs		2023-24	2024-25	2025-26	2026-27	2026-27
Performance Measures:		Actual	Actual	Budget	Request	Recomm
Output	Number of tobacco cessation or special grant awards successfully awarded to tribal governments or tribal serving organizations	18	1	8	8	
Outcome	Percent of capital projects closed on schedule	100%	66%	100%	Discount	
Outcome	Percent of tribal infrastructure fund projects closed on schedule	100%	50%	100%	Discount	
Outcome	Number of new, relevant direct connections made that resulted in increased collaboration between state agency partners and Tribal governments	New	New	New	23	
Outcome	Percent of capital outlay projects obligated with a notice of obligation issued within the first six months after an intergovernmental agreement is executed during the awarded fiscal year	New	New	New	65%	
Outcome	Percent of tribal infrastructure fund obligated with a notice of obligation issued within the first six months after an intergovernmental agreement is executed during the awarded fiscal year	New	New	New	65%	
Explanatory	Number of capital outlay, tribal infrastructure fund, grant trainings or technical assistance sessions conducted	15	6	N/A	N/A	
Explanatory	Number of outreach meetings held in tribal communities	25	25	N/A	N/A	
Explanatory	Number of tribal consultation meetings conducted or facilitated by the Indian affairs department	1	3	N/A	N/A	
Explanatory	Number of state employees attending cultural competency trainings provided by the Indian affairs department and the state personnel office throughout the fiscal year	466	1,039	N/A	N/A	
Explanatory	Number of infrastructure capital improvement plans top five capital outlay projects funded by the legislature	119	34	N/A	N/A	
Explanatory	Number of times department leadership met with Tribal government leadership	New	New	N/A	N/A	
Explanatory	Number of Native American citizens served by tobacco cessation prevention projects	New	New	N/A	N/A	
Explanatory	Number of tobacco cessation prevention projects engagements	New	New	N/A	N/A	

State of New Mexico
SPECIALS, SUPPLEMENTALS AND DEFICIENCIES DFA

(Prepare separate forms for each request)

BU: 60900
Agency: Indian Affairs Department
Program:
Analyst: Halona Crowe
Phone: 505-699-1139

Request Type: Special (FY 27)

Rank: 1

TOTAL SOURCES MUST EQUAL TOTAL USES

(Dollars in Thousands)

Sources		Uses	
Revenue Account	Amount	Uses Account	Amount
General Fund Transfers	1,000.0	Other	1,000.0
Total Sources	1,000.0	Total Uses	1,000.0
Full Time Equivalents (FTE)			
Type	Amount of FTE	Request is related to a recurring expense	No
	0.00	Request is related to a capital request	No
Total FTE	0.00	Request is related to proposed legislation	No

Language requested for inclusion in General Appropriations Act (Please Follow Legislative Bill Drafting Conventions - See Instructions)

To provide funding to Indian nations, tribes and pueblos for capital project cost overruns in fiscal year 2027.

Justification Quantitative Data (Description)

Funding will be provided via an application process to assist Tribes with additional funding to complete a capital project.

Request: Provide a brief description of what the request does, how the dollars will be spent and explain why it is a nonrecurring need.

Funding to support cost overruns for capital outlay/TIF projects.

Request: How the dollars will be spent.

This will provide contingency funding for Tribes with over 95% completion of a capital project that requires additional funding above any previous capital or TIF funding award in previous year(s).

Request: Explain why request is nonrecurring need.

The funding is based upon the number of capital projects receiving appropriations that are near completion, this will fluctuate from year to year.

Consequences: Provide a brief description of consequences of not funding a performance and accountability task.

Capital Projects will be delayed or unfinished, leading to more cost overruns.

Performance: How will agency performance be affected.

This will assist in meeting performance measure requirement of capital projects closed on schedule.

Performance: How will agency performance will be improved.

This will assist in meeting performance measure requirement of capital projects completed.

Brief description of problem agency is addressing.

Due to the multi-year, multi-phase nature of a capital project, oftentimes cost projections do not meet actual costs years later.

State of New Mexico
SPECIALS, SUPPLEMENTALS AND DEFICIENCIES DFA

(Prepare separate forms for each request)

BU: 60900
Agency: Indian Affairs Department
Program:
Analyst: Halona Crowe
Phone: 505-699-1139

Request Type: Special (FY 27)

Rank: 0

TOTAL SOURCES MUST EQUAL TOTAL USES

(Dollars in Thousands)

Sources		Uses	
Revenue Account	Amount	Uses Account	Amount
General Fund Transfers	5,000.0	Other	5,000.0
Total Sources	5,000.0	Total Uses	5,000.0
Full Time Equivalents (FTE)			
Type	Amount of FTE	Request is related to a recurring expense	No
	0.00	Request is related to a capital request	No
Total FTE	0.00	Request is related to proposed legislation	No

Language requested for inclusion in General Appropriations Act (Please Follow Legislative Bill Drafting Conventions - See Instructions)

To provide funding to Indian nations, tribes and pueblos for comprehensive community planning for expenditure in fiscal year 2027.

Justification Quantitative Data (Description)

Provide funding to support tribes with access to funding to assist in developing long-term comprehensive planning for their communities. Such planning will result in more developed requests to address the need for water and wastewater facilities, constructing roads, various needs for infrastructure including public safety, judicial complexes, community parks, health care facilities, educational facilities. for better internet connectivity, and other areas tribes identify as a priority for their respective communities.

Request: Provide a brief description of what the request does, how the dollars will be spent and explain why it is a nonrecurring need.

Capacity Building and Comprehensive Planning for Tribes.

Request: How the dollars will be spent.

Funding will be administered to tribes to develop comprehensive, long-term, planning for their community.

Request: Explain why request is nonrecurring need.

Once technical assistance is established, it will provide an ongoing framework for managing funding from various sources.

Consequences: Provide a brief description of consequences of not funding a performance and accountability task.

Delays in project planning, project execution, project completion.

Performance: How will agency performance be affected.

Increased technical assistance and education will result in quicker turnaround for ICIP development, reporting, requests for reimbursement, close out of capital projects, planning for deferred maintenance.

Performance: How will agency performance will be improved.

Streamlined process for implementing and managing capital outlay and special projects.

Brief description of problem agency is addressing.

Ensuring tribes have access to funding to assist in developing long-term planning for their community. Sometimes, due to changes in tribal leadership, it will assist tribal communities to have clearer direction to ensure that tribal communities can continue to build in a manner best suited for their community.



Office of the Governor

MICHELLE LUJAN GRISHAM

1220 S. St. Francis Dr.
Santa Fe, NM 87505
Phone: 505-476-1600



FISCAL YEAR 2027
STRATEGIC PLAN

STATE OF NEW MEXICO

AGENCY

New Mexico Indian Affairs
Department



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The New Mexico Indian Affairs Department (“IAD” or “Department:”), is excited to share its Strategic Plan for Fiscal Year 2027 (FY27). IAD is a Cabinet Level Agency that leads the effort in coordinating intergovernmental programs concerning tribe governments, Native American citizens, and the State of New Mexico and to studying and investigating matters affecting Indians in New Mexico.

Governor Lujan Grisham recognizes the crucial role the Department plays in advocating for tribes and Native American citizens, facilitating substantive dialogue on policy and legislation, and convening executive agencies to communicate and collaborate on matters impacting New Mexico’s Native American communities and people.

The State and IAD has made significant strides during the Lujan Grisham administration. We have worked on rebuilding the state’s relationship with tribes, developing meaningful programming, and administering nearly half a billion dollars in Capital Outlay and Tribal Infrastructure Funds and other programmatic funds. The Department is dedicated to supporting and addressing issues that tribal communities and Native American citizens in New Mexico face.

IAD’s priorities for FY27:

- Develop Standard Operating Procedures.
- Revise the Department's policies and procedures to standardize best practices.
- Issue various publications, including those regarding IAD’s Capital Outlay and Tribal Infrastructure Fund Process and an MMIP Resource Guide, on our website to keep the public informed of IAD’s work.
- Revitalizing our website to ensure that it is a true resource for our constituents.
- Focusing on Native American youth health equity.
- Continue to create and improve our existing programming to support tribes, nations, and pueblos and Native Americans in our State.

The Department’s efforts to enhance processes, increase funding to build capacity, and improve programming all contribute to the Department’s goals and mission and its ability to continue to provide support and services to our Native American populations. We look forward to serving all New Mexicans and welcome any feedback.

Respectfully,

Josett D. Monette, Esq.
Cabinet Secretary



OUR VISION

Our vision is that tribal nations, tribal communities, and Indigenous people are happy, healthy and prosperous and that traditional ways of life are honored, valued, and respected.

OUR MISSION

The NM Indian Affairs Department is committed to be a resource by:

- Advocating for tribal interests at state and federal levels through policy and legislative work;
- Supporting tribes with access to resources, technical assistance, and funding opportunities; and
- Connecting tribes with the executive branch, other tribes, and with the tools and resources they need to be self-governing and self-sufficient.

OUR GUIDING VALUES

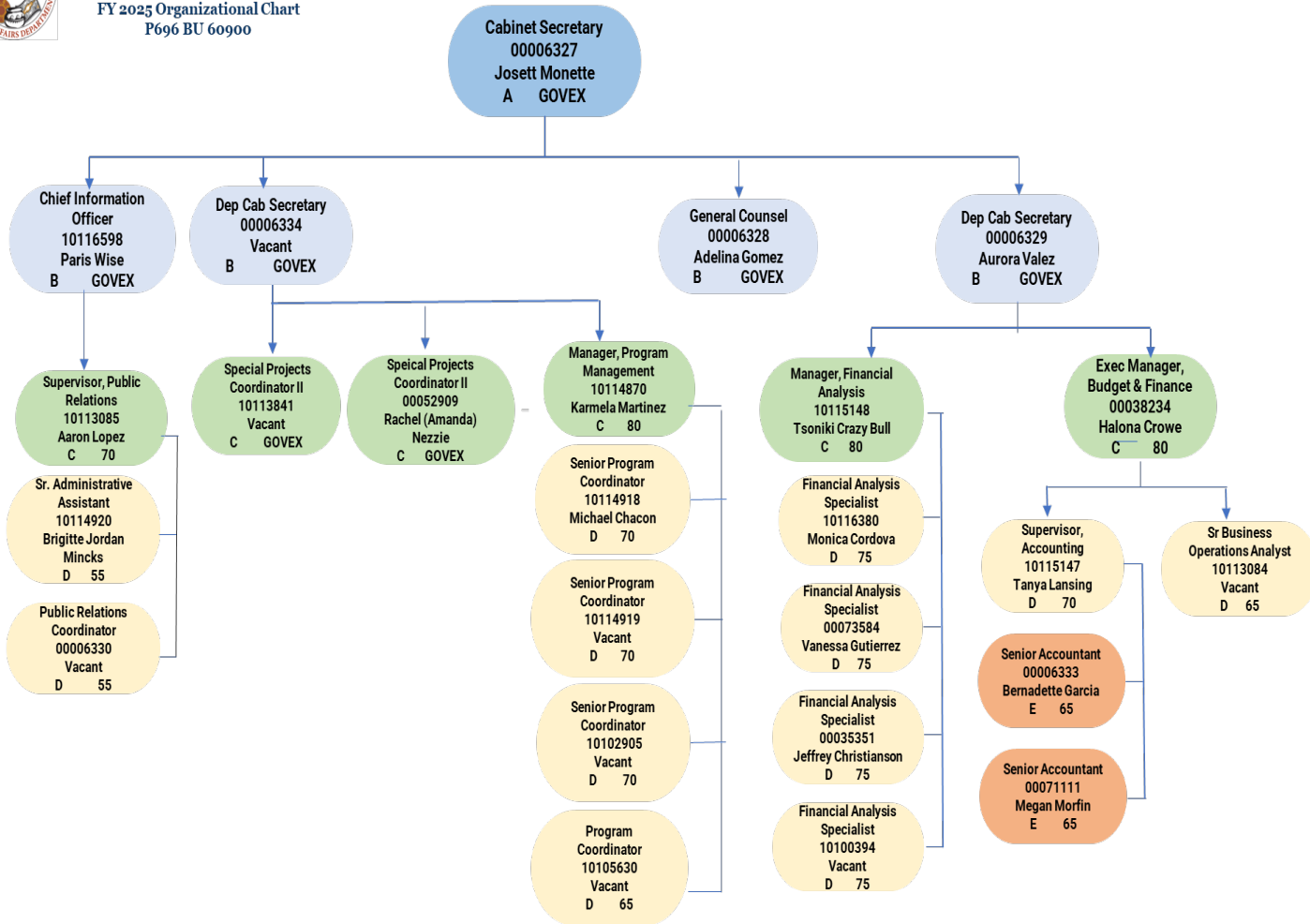
Service • Respect • Community



Organizational Structure



New Mexico Indian Affairs Department
FY 2025 Organizational Chart
P696 BU 60900





Indian Affairs Department (P696)

Purpose of the Program

Provide support to tribal governments and state agencies by:

- Advocating for tribal interests at state and federal levels through policy and legislative work.
- Supporting tribes with access to resources, technical assistance, and funding opportunities; and
- Connecting tribes with the executive branch, other tribes, and with the tools and resources they need to be self-governing and self-sufficient.

Program Users

Governor, Lieutenant Governor, State Agencies, State Legislature, Nations, Pueblos, Tribes, National Organizations, and Native Americans, and Community Members.

Benefits to New Mexicans

- Advocating for policies that will benefit tribal and state interests.
- Mediating issues between tribes, state, and local governments.
- Providing tribal consultation.
- Advocating for needed infrastructure grant funding in tribal communities.
- Informing the public about important issues related to tribal governments and Native American people.
- Providing technical assistance and training to tribal governments related to infrastructure projects and grant funding.
- Coordinating the annual state tribal leaders' summit.
- Training state employees on cultural competency to promote best practices when working with minority populations.
- Compliance with Inspection of Public Records Act requests to provide transparency to constituents.



Activities By Division

Program Services Division (PSD)

- Track and provide policy and legislative analysis on legislation impacting Nations, Tribes, Pueblos and Native American citizens.
- Implement the mandates of the State Tribal Collaboration Act to strengthen state-tribal relationships.
- Lead the Missing and Murdered Indigenous Peoples Initiative.
- Lead the Indigenous Youth Council.
- Support tribal communities with access to behavioral health/mental health resources, specifically focusing on suicide prevention, healing and wellness.
- Ensure that tribal perspectives are represented in the implementation of state environmental initiatives that impact tribal communities and Native American citizens.
- Support Nations, Tribes, Pueblos and Native American entrepreneurs to build and expand economic capacity.
- Serve as a clearinghouse of information pertaining to tribal nations and provide communication and outreach.
- Manage the agency's public relations, communications and

Administrative Services Division (ASD)

- Manage the Department's operating budget.
- Manage all procurement and contracts for the Department.
- Manage infrastructure projects in tribal communities funded by capital outlay and tribal infrastructure funds.
- Manage IAD's Tobacco Cessation & Prevention Grant Program and Special Projects Grant Program.
- Manage the Department's special appropriations and other legislative mandates with funding attached.
- Provide fiscal oversight and controls.
- Improve budget and performance reporting.
- Provide technical assistance and training to tribal communities related to infrastructure and grant programs.
- Conduct the annual financial audit to include preparing financial statements to ensure the agency is following model accounting practices and is compliant with the state procurement code.
- Support the Department's programmatic initiatives by processing reimbursements, such as per-diem and mileage,



- social media.
- Serve on various boards, commissions, committees and taskforces to advocate for tribal interests and represent tribal perspectives.
- Assist in providing information technology services and human resources support.
- and overseeing the allocation of funding.
- Manage the agency's fleet and inventory.

Strategic Actions for Program Goals and Objectives

Staffing:

- Initiative: Recruit and retain highly qualified staff to build capacity.
- Action: Work with State Personnel Office to post and fill positions timely, recruit talented and capable staff.

Policies and Procedures:

- Initiative: Update internal guidance on procedures and programming.
- Action: Require staff to attend trainings on Records Retention, Open Meetings Act, Inspection of Public Records Act, and others, to ensure compliance and accountability.

Budget:

- Initiative: Improve budget and performance reporting with the department's added positions.
- Action: Meet frequently to discuss budget matters. Assign internal budgets to each area withing IAD to provide for more concrete determinations regarding budget.

Communications:

- Initiative: Increase outreach to Nations, Pueblos, and Tribal and stakeholders on initiatives of the Department and other state agencies.
- Action: Develop a strategy to raise awareness about strategic plans, goals, and progress. This includes media, public awareness campaigns, and using digital platforms.

Governance and Participation:

- Initiative: Tribal Consultation Guide and Strengthen the State-Tribal Collaboration Act.
- Action: Publish and provide training on the Tribal Consultation Guide. Support state agencies and state tribal liaisons to implement the State Tribal Collaboration Act by advising and assisting, as needed. Continue supporting Nations, Tribes, Pueblos, and Native American organizations. Maintain and enhance communication channels with Nations, Tribes, and



Pueblos and state agencies. Continue supporting the Native American population through consultation and collaboration on critical policy areas.

- Action: Improving the rate of attendance for the STCA trainings and more comprehensive training applicable state personnel positions.

Infrastructure Development:

- Initiative: Capital Outlay, Tribal Infrastructure Funding, and other grants.
- Action: Improve management of capital outlay and tribal infrastructure fund projects to reduce reversions and inefficiencies. Increase the number of trainings and technical assistance provided to Nations, Tribes, and Pueblos. Draft a handbook for IAD's Capital Outlay and Tribal Infrastructure Fund processes for a public use.

Resources Allocation:

- Initiative: Access State resources, and other grants.
- Action: Provide Grants opportunities to Tribes, Nations, and Pueblos through Tobacco Cessation and Prevention Program and other special appropriations.
- Action: Offering programmatic funding in framework directly addressing the needs for NPTs and Native citizens.

Healthcare:

- Initiative: Behavioral health and suicide prevention.
- Initiatives: Collaborate with other State Agencies on development of Behavioral Health and Suicide Prevention programs to ensure that programs are accessible for NPTs and Native Citizens. Collaborate with tribal leaders, healthcare providers, mental health organizations to implement effective strategies.

Public Safety:

- Initiative: Missing Murdered Indigenous Peoples (MMIP) Initiative. Commissioning Law Enforcement.
- Action: Determine ways to further implement recommendations in the MMIP State Response Plan, including expanding capacity to address this work. Identify ways to support through outreach and education. Work with Tribal Leadership and Law Enforcement regarding commissioning memorandums.
- Action: Host Annual MMIP event on May 5 to honor, recognize, and bring awareness to MMIP and their families.

Land Rights and Resources Management:

- Initiative: Protect and secure land rights for Indigenous communities and promote sustainable resource management.
- Action: Incorporate tribal perspectives into the state's environmental initiatives, including 30 by 30, the 50 Year Water Plan, Produced Water,



Hydrogen development, water planning, and other areas.

Youth Engagement:

- Initiative: Indigenous Youth Council
- Action: Expand and seek new opportunities to elevate Indigenous youth voices, and to reach youth across the state.
- Action: Expand internship programming for youth.

Budget and FTE

Program	FTE FY27	Budget FY27
Indian Affairs Department	25.0	\$ 5,148.1

Performance Measures - Existing

Measure	FY27 Target	FY26 Target	FY25 Actual	FY24 Actual
Number of capital outlay, tribal infrastructure fund, grant trainings and/or technical assistance sessions conducted	24	20	6	15
Percent of capital projects closed on schedule	Discontinued	75	66	100
Percent of tribal infrastructure fund projects closed on schedule	Discontinued	75	50	100
Number of outreach meetings held in tribal communities	23	23	25	25
Number of tribal consultation meetings conducted or facilitated by the Indian affairs department	Discontinued	4	3	1
Number of tobacco cessation or special grant awards successfully awarded to tribal governments and/or tribal serving organizations	4	4	1	18
Number of state employees attending cultural competency trainings provided by the Indian affairs department and the state personnel office throughout the fiscal year	5,000	700	1,039	466
Number of infrastructure capital improvement plans top five capital outlay projects funded by the Legislature	Discontinued	23	34	119



Performance Measures – New for FY 2027

Measure	FY27 Target
Number of times department leadership met with Tribal government leadership.	23
Number of tobacco cessation prevention projects engagements.	4
Number of Native American citizens served by tobacco cessation prevention projects	5,000
Number of new, relevant direct connections made that resulted in increased collaboration between state agency partners and Tribal governments.	10
Percentage of Capital Outlay projects obligated Notice of Obligation issued within first 6 months of Intergovernmental Agreement execution awarded during the fiscal year.	50%
Percentage of tribal infrastructure fund projects obligated via Notice of Obligation issued within first 6 months of Intergovernmental Agreement awarded during the fiscal year.	50%

Relevant Statutes and Mandates

The Department either leads or serves on thirty-one (31) different boards, commissions, committees and task forces. This participation is in addition to the Department’s primary initiatives and programs. The Department’s role on these boards, commissions, committees and task forces is to advocate for tribal interests and bring perspectives of tribal experts to the forefront.

Agency Specific Statutes:

NMSA § 9-21-1 <i>et seq.</i>	Indian Affairs Department
NMSA § 6-29-1 <i>et seq.</i>	Tribal Infrastructure Act
NMSA § 6-28-1 <i>et seq.</i>	Indian Capital Outlay
NMSA § 11-18-1 <i>et seq.</i>	State-Tribal Collaboration Act



Boards, Commissions, Committees, and Executive Orders:

	Statute/Executive Order	Board/Commission/Task Force/Council
1	Tribal Infrastructure Act, NMSA § 6-29-1	Tribal Infrastructure Board NMSA § 6-29-4
2	Corrections Department NMSA § 9-3-1	Sex Offender Management Board NMSA § 9-3-13
3	Rio Grande Trail Commission NMSA § 9-5C-1	Rio Grande Trail Commission NMSA § 9-5C-1
4	Department of Health Act NMSA § 9-7-1	Interagency Behavioral Health Purchasing Collaborative NMSA § 9-7-6.4
5	Department of Health Act NMSA § 9-7-1	Clearinghouse for Native American suicide prevention; culturally based suicide prevention initiatives
6	Department of Health Act NMSA § 9-7-1	Native American Suicide Prevention Advisory Council NMSA § 9-7-11.5 <i>(Does not include IAD)</i>
7	Department of Environment NMSA § 9-7A-1	Uranium Mining Reclamation NMSA § 9-7A-16(A)(1)
8	Economic Development Department NMSA § 9-15-1	Economic Development Commission NMSA § 9-15-11 <i>(Does not include IAD)</i>
9	Economic Development Department NMSA § 9-15-1	Outdoor Recreation Advisory Committee NMSA § 9-15-14.2
10	Economic Development Department NMSA § 9-15-1	Sustainable Economy Task Force NMSA § 9-15-58
11	Indian Affairs Department NMSA § 9-21-1	Indian Affairs Commission NMSA § 9-21-13
12	Indian Affairs Department NMSA § 9-21-1	New Mexico office of Indian Affairs; successor agency [Indian Affairs Department]; duty NMSA § 9-21-16
13	Higher Education Department NMSA § 9-25-1	Higher Education Advisory Board NMSA § 9-25-10
14	State Seal, Song and Symbols NMSA § 12-3-1	Statuary Hall Commission NMSA § 12-3-15
15	Emergency Communications Inoperability NMSA § 12-10D-1	Interoperability Planning Commission NMSA § 12-10D-3
16	Wildlife Conservation and Public Safety NMSA § 17-11-1	Federally recognized Indian nation, tribe or pueblo exception for religious or ceremonial purposes NMSA § 17-11-4(H)
17	Cultural Properties NMSA § 18-6-1	Designation of Reburial Grounds Site NMSA § 18-6-27
18	Indian Education	Indian Education Advisory Council



	NMSA § 22-23A-1	NMSA § 22-23A-6
19	Heath Care Code NMSA § 24A-1-1	Behavioral Health Planning Council NMSA § 24A-3-2, including a Native American Subcommittee NMSA § 24A-3-2(C)(6)(e)
20	Medical Investigations NMSA § 24-11-1	Board of Medical Investigations NMSA § 24-11-1
21	Maternal Mortality and Morbidity Prevention NMSA § 24-32-1	Maternal Mortality Review Committee NMSA § 24-32-3(A)
22	Commission on the Status of Women NMSA § 28-3-1	Office of the Governor's Council on Women's Health NMSA § 28-3-6.1
23	Developmental Disabilities NMSA § 28-16A-1	Developmental Disabilities Council NMSA § 28-16A-4
24	Martin Luther King, Jr. Commission NMSA § 28-19-1	Martin Luther King, Jr. Commission NMSA § 28-19-1
25	Missing Persons Information and Reporting NMSA § 29-15-1	Missing Persons Information Clearinghouse NMSA § 29-15-3
26	Fraud and False Dealing NMSA § 30-33-1 Re: Indian Arts and Crafts Sales Act	Enforcement by Attorney General or District Attorney NMSA § 30-33-8; Administrative Regulations, NMSA § 30- 33-11
27	Children's Cabinet Act NMSA § 32A-22-1	Children's Cabinet NMSA § 32A-22-1
28	Connect New Mexico Act NMSA § 63-9K-1	Connect New Mexico Council NMSA § 63-9K-3
29	Forest Conservation Act NMSA § 68-2-1	Fire Planning Task Force NMSA § 68-2-34
30	Energy transition Indian affairs fund; energy transition economic development assistance fund; energy transition displaced worker assistance fund; community advisory committee NMSA § 62-18-16	Community Advisory Committee NMSA § 62-18-16(K)
31	Water Project Finance Act NMSA § 72-4A-1	Water Trust Board NMSA § 72-4A-4(A)
32	Executive Order on Addressing Climate Change and Energy Waste Prevention EO 2019-003	Climate Change Task Force EO 2019-003
33	Protecting New Mexico's Lands, Watersheds, Wildlife, and Natural Heritage EO 2021-052	30 by 30 Committee
34	Establishing the Clean Hydrogen Development Initiative and Implementing	



	Various Measures to Foster Hydrogen Economy for the Benefit of All New Mexicans EO 2022-013	
35	Tribal Water Working Group; 50 Year Water Plan	
36	Drought Task Force	
37	Indigenous Youth Council	