

Physical safeguards protect the hardware and facilities housing the system. Access to these data centers is restricted by multifactor physical controls, video surveillance, and alarm systems. All visitors are subject to logging and escort procedures to ensure facility security. Finally, HUD utilizes environmental controls—such as fire suppression and temperature regulation—to protect equipment, alongside secure disposal methods for electronic media to prevent any unauthorized recovery of data.

RECORD ACCESS PROCEDURES:

Individuals requesting records of themselves should address written inquiries to the Department of Housing and Urban Development 451 7th Street SW Washington, DC 20410–0001. For verification, individuals should provide their full name, current address, and telephone number. In addition, the requester must provide either a notarized statement or an unsworn declaration made under 24 CFR 16.4.

CONTESTING RECORD PROCEDURES:

The HUD rule for contesting the content of any record pertaining to the individual by the individual concerned is published in 24 CFR 16.8 or may be obtained from the system manager.

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EXEMPTIONS PROMULGATED FOR THE SYSTEM:

None.

HISTORY:

None.

Kimberly Morton,

Acting Chief Privacy Officer, Office of Administration.

[FR Doc. 2026–15428 Filed 7–29–26; 8:45 am]

BILLING CODE 4210–67–P

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

[Docket No. FR–7106–N–33]

Privacy Act of 1974; System of Records

AGENCY: Office of Chief Human Capital Officer (OCHCO), HUD.

ACTION: Notice of a new system of records.

SUMMARY: Pursuant to the provisions of the Privacy Act of 1974, as amended, the Department of Housing and Urban Development (HUD), Office of the Chief Human Capital Officer (OCHCO) is issuing a public notice of its intent to establish a new Privacy Act System of Records Notice (SORN) titled, “Human Resources Service Delivery (HRSD)”. The system aims to streamline the federal hiring process and enhance data accuracy by automating information exchange between HUD’s integrated core platforms and USA Staffing’s integrated Data Application Programming Interfaces (API) like, New Hire Interconnection (NHI), and Request Processing Interconnection (RPI). These interfaces enhance HRSD’s integration and data utilization across HUD systems and helps streamlines onboarding, transferring new hire data seamlessly, and helps to manage of the entire hiring process from requisition to onboarding, with bi-directional data exchange. The information maintained within Human Resources Service Delivery is sourced through the Office of Personnel Management’s (OPM), USA Staffing.

DATES: Comments will be accepted on or before August 31, 2026. This proposed action will be effective on the date following the end of the comment period unless comments are received which result in a contrary determination.

ADDRESSES: You may submit comments identified by docket number or by one of the following methods:

Federal e-Rulemaking Portal: <http://www.regulations.gov>. Follow the instructions provided on that site to submit comments electronically.

Fax: 202–619–8365.

Email: privacy@hud.gov.

Mail: Attention: The Privacy Office; Kimberly Morton, Acting Chief Privacy Officer; The Executive Secretariat; 451 7th Street SW, Room 10139; Washington, DC 20410–0001.

Instructions: All submissions received must include the agency name and docket number for this rulemaking. All comments received will be posted without change to <http://www.regulations.gov>, including any personal information provided.

Docket: For access to the docket to read background documents or comments received go to <http://www.regulations.gov>.

FOR FURTHER INFORMATION CONTACT:

Kimberly Morton, Acting Chief Privacy Officer; 451 7th Street SW, Room 10139; Washington, DC 20410–0001; telephone number (804) 822–4801 (this is not a toll-free number). HUD welcomes and is prepared to receive calls from individuals who are deaf or hard of hearing, as well as individuals with speech or communication disabilities. To learn more about how to make an accessible telephone call, please visit <https://www.fcc.gov/consumers/guides/telecommunications-relay-service-trs>.

SUPPLEMENTARY INFORMATION: HUD Office of the Chief Human Capital Officer (OCHCO) will implement the Human Resources Service Delivery (HRSD) system with case management capabilities to track and manage all HR service requests from initial submission to resolution. HUD seeks to reduce costs, streamline processes, and reduce the need for manual intervention. HRSD is designed to improve employee productivity through capabilities such as: Onboarding, Shared Certificates, Employee and Labor Relations, and Performance Recognition Management Solutions. HRSD collects and processes information through a structured data interconnection that streamlines employees onboarding and supports standardized workflows, reduces administrative burden, and enables faster resolution of requests, allowing employees to effectively locate information and answers independently. Additionally, HRSD will enhance the overall employee experience by providing a unified self-service portal to access HR services and HR information within the HUD cloud architecture through ServiceNow, a Government Community Cloud (GCC) offering that delivers the Now Platform and complies with stringent cloud security and privacy compliance requirements. The following capabilities address human resources requirements:

- *Classification:* Creating, managing, and tracking job requisitions and associated documentation.
- *Recruiting:* Managing recruitment actions, tracking job requisitions and maintaining related documentation.
- *Workforce Planning:* Supporting succession planning and future organizational structures to align current and future talent needs.
- *Onboarding:* Integrating new hires into existing human capital management (HCM) systems, including pay, position, and organizational data.

- *Employee Relations*: Maintaining HR processes, documentation, case records, and communications.
- *Performance Management*: Documenting commendations, concerns, and performance patterns for individual employees.
- *Employee Self-Service*: Providing a centralized portal for employees to access HR information, benefits, and programs without direct assistance.
- *Case and Knowledge Management*: Standardizing documentation, managing employee relations cases, and fulfilling HR service requests.
- *Reporting and Analytics*: Collecting and analyzing data about performance, payroll, workflows, and other HCM functions, and generating automated reports for internal HUD stakeholders.

SYSTEM NAME AND NUMBER:

Human Resources Service Delivery (HRSD), HUD/OCHCO-07.

SECURITY CLASSIFICATION:

Unclassified.

SYSTEM LOCATION:

HUD Headquarters, 451 7th Street SW, Washington, DC 20410-0001, and Bowhead UIC Government Services LLC, 6564 Loisdale CT, Suite 900 Springfield, VA 22150-1812.

SYSTEM MANAGER(S):

Amy Spande, HR Specialist, Human Capital Information System Division (HCISD), Office of the Chief Human Capital Officer (OCHCO), HUD HQ, 451 7th Street SW, Washington, DC 20410-0001; (202) 402-5665.

AUTHORITY FOR MAINTENANCE OF THE SYSTEM:

5 U.S.C. 1302, Regulations; 5 U.S.C. 1402, Authority and functions of agency Chief Human Capital Officers; 5 U.S.C. 2951, Reports to the Office of Personnel Management; 5 U.S.C. 3301(a), Civil Service; 5 U.S.C. 3372, General Provisions; 5 U.S.C. 3393, Career appointments; 42 U.S.C. 3535(c), Employment Compensation, Authority, and Duties of Personnel; and 5 CFR 250.204, Agency Roles and Responsibilities.

PURPOSES OF THE SYSTEM:

The purpose of the Human Resources Service Delivery (HRSD) system is to modernize and support enterprise-wide HR integration. HRSD improves the timeliness and accuracy of personnel data, reduces manual errors, enhances onboarding and hiring processes, and provides Program Offices with flexible reporting capabilities to support mission-driven decision making and meet HR management business needs.

CATEGORIES OF INDIVIDUALS COVERED BY THE SYSTEM:

Current and former HUD employees.

CATEGORIES OF RECORDS IN THE SYSTEM:

Full name, job title, HUD employee ID (HID), work and personal email addresses, employment status/history, work and personal phone numbers, user ID, work address, employee duty location, assigned program office, and employment status and history.

RECORD SOURCE CATEGORIES:

Office of Personnel Management USA Staffing.

ROUTINE USES OF RECORDS MAINTAINED IN THE SYSTEM, INCLUDING CATEGORIES OF USERS AND PURPOSES OF SUCH USES:

(1) To a congressional office from the record of an individual in response to an inquiry from the congressional office made at the request of that individual.

(2) To contractors, grantees, experts, consultants, Federal agencies, and non-Federal entities, including, but not limited to, State and local governments and other research institutions or their parties, and entities and their agents with whom HUD has a contract, service agreement, grant, cooperative agreement, or other agreement for the purposes of statistical analysis and research in support of program operations, management, performance monitoring, evaluation, risk management, and policy development, to support the Department's mission otherwise, or for other research and statistical purposes not otherwise prohibited by law or regulation. Records under this routine use may not be used in whole or in part to make decisions that affect the rights, benefits, or privileges of specific individuals. The entity receiving information under this routine use may not further disclose the records in an identifiable form.

(3) To contractors, grantees, experts, consultants, and their agents, or others performing or working under a contract, service, grant, or cooperative agreement with HUD or under contract to another agency when necessary to accomplish an agency function related to a system of records. Disclosure requirements are limited to only those data elements considered relevant to accomplishing an agency function.

(4) To appropriate agencies, entities, and persons when: (1) HUD suspects or has confirmed that there has been a breach of the system of records; (2) HUD has determined that as a result of the suspected or confirmed breach there is a risk of harm to individuals, HUD (including its information systems, programs, and operations), the Federal

Government, or national security; and (3) The disclosure made to such agencies, entities, and persons is reasonably necessary to assist in connection with HUD's efforts to respond to the suspected or confirmed breach or to prevent, minimize, or remedy such harm.

(5) To another Federal agency or Federal entity, when HUD determines that information from this system of records is reasonably necessary to assist the recipient agency or entity in (1) responding to a suspected or confirmed breach or (2) preventing, minimizing, or remedying the risk of harm to individuals, the recipient agency or entity (including its information systems, programs and operations), the Federal Government, or national security, resulting from a suspected or confirmed breach.

(6) To appropriate Federal, State, local, tribal, or governmental agencies or multilateral governmental organizations responsible for investigating or prosecuting the violations of, or for enforcing or implementing, a statute, rule, regulation, order, or license where HUD determines that the information would assist in the enforcement of civil or criminal laws and when such records, either alone or in conjunction with other information, indicate a violation or potential violation of law.

(7) To a court, magistrate, administrative tribunal, or arbitrator while presenting evidence, including disclosures to opposing counsel or witnesses during civil discovery, litigation, mediation, or settlement negotiations; or in connection with criminal law proceedings; when HUD determines that use of such records is relevant and necessary to the litigation and when any of the following is a party to the litigation or have an interest in such litigation: (1) HUD, or any component thereof; or (2) any HUD employee in his or her official capacity; or (3) any HUD employee in his or her individual capacity where HUD has agreed to represent the employee; or (4) the United States, or any agency thereof, where HUD determines that litigation is likely to affect HUD or any of its components.

(8) To any component of the Department of Justice or other Federal agency conducting litigation or in proceedings before any court, adjudicative, or administrative body, when HUD determines that the use of such records is relevant and necessary to the litigation and when any of the following is a party to the litigation or have an interest in such litigation: (1) HUD, or any component thereof; or (2) any HUD employee in his or her official

capacity; or (3) any HUD employee in his or her individual capacity where the Department of Justice or agency conducting the litigation has agreed to represent the employee; or (4) the United States, or any agency thereof, where HUD determines that litigation is likely to affect HUD or any of its components.

(9) To officials of labor organizations recognized under the Civil Service Reform Act when relevant and necessary to their duties of exclusive representation concerning personnel policies, practices, and matters affecting work conditions.

(10) To the Office of Personnel Management (OPM), the Merit Systems Protection Board (and its office of the Special Counsel), the Federal Labor Relations Authority (and its General Counsel), or the Equal Employment Opportunity Commission when requested in performance of their authorized duties of exclusive representation concerning personnel policies, practices, and matters affecting work conditions.

(11) To the National Archives and Records Administration, Office of Government Information Services (OGIS), to the extent necessary to fulfill its responsibilities in 5 U.S.C. 552(h), to review administrative agency policies, procedures and compliance with the Freedom of Information Act (FOIA), and to facilitate OGIS' offering of mediation services to resolve disputes between persons making FOIA requests and administrative agencies.

(12) To the Department of Treasury and the National Finance Center, a component office of the U.S. Department of Agriculture, for the purposes of delivering human resource services in support of program operations and management functions which include recruiting, promoting, compiling management reports, and processing transactions to meet human capital and workforce information management needs.

(13) To the Office of Personnel Management's USA Staffing portal, for the purpose of receiving data requests from agency personnel processing systems, to provide those agency personnel systems with real-time status and updates relating to requests, vacancies, and job announcements.

POLICIES AND PRACTICES FOR STORAGE OF RECORDS:

Records are maintained in electronic format. The electrical files are stored in OCHCO designated shared drive. The shared drive is restricted to only those with a need-to-know.

POLICIES AND PRACTICES FOR RETRIEVAL OF RECORDS:

Records are retrieved by Full Name.

POLICIES AND PRACTICES FOR RETENTION AND DISPOSAL OF RECORDS:

General Record Schedule (GRS) 2.2 refers to Employee Management Records and Employee Incentive Award Records. The "temporary" destruction periods are listed to show how long records are kept. The agency's awards files include recommendations for awards, approved nominations, and correspondence about awards from other Federal agencies or non-Federal organizations. These files also provide reports about agency-sponsored cash and noncash awards, honorary awards, informal recognition awards, cost savings awards, and time off awards. Lump-sum cash awards are included for both current and former employees. These temporary records are destroyed 2 years after final actions have been completed, but longer retention periods are authorized if required for business use. Copies of Standard Forms (SF 50) Notifications of Personnel Actions documenting all hiring, promotions, transfers, and separation actions are kept only as long as needed for business use. Chronological files, fact sheets, general correspondence, and forms about pending personnel actions are maintained by the agency's Human Resources offices. Temporary records of performance appraisals of non-senior executive service employees are destroyed no sooner than 4 years after the date of the appraisal, while records of senior executive service employees are destroyed no sooner than 5 years after the date of appraisal. All performance appraisals are authorized to be kept longer, if required for business use. Supervisors' personnel files, known as working files and/or unofficial personnel files, consist of records on information relating to positions, training records, telework agreements and award recommendations. These records are not appropriate for inclusion in the Official Performance File (OPF). Outdated items are removed and all remaining records are destroyed 1 year after the employee leaves or transfers. Destruction instructions may be included in the system's Privacy Impact Assessment (PIA).

ADMINISTRATIVE, TECHNICAL, AND PHYSICAL SAFEGUARDS:

For Electronic Records:

Comprehensive electronic records are maintained and stored in an electronic encryption database system. These records can only be accessed based on

the user's rights and privileges to the system. Electronic records are stored in the ServiceNow Enterprise environment on the department's network (HUD). This environment complies with the security and privacy controls and procedures under the Federal Information Security Management Act (FISMA), National Institute of Standards and Technology (NIST) Special Publications, and Federal Information Processing Standards (FIPS). Access to the HRSD requires a valid HSPD-12 ID Credential, access to HUD's LAN, a valid User ID and Password, and a Personalized Identification Number (PIN). Records are accessible only to authorized personnel who require access to perform official duties.

For Electronic Records (cloud-based): Electronic records are secured and maintained within a Federal Risk and Authorization Management Program (FedRAMP) authorized, and Federal Information Security Management Act (FISMA) Moderate cloud environment. All data stored in the cloud is protected by firewalls and encrypted both at rest and in transit, consistent with HUD encryption standards. Security mechanisms for handling data follow HUD's technical, administrative, and operational safeguards to ensure confidentiality, integrity, and availability.

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unsworn declaration made under 24 CFR 16.4.

EXEMPTIONS PROMULGATED FOR THE SYSTEM:
None.

HISTORY: NONE.

Kimberly Morton,

Acting Chief Privacy Officer, Office of Administration.

[FR Doc. 2026-15421 Filed 7-29-26; 8:45 am]

BILLING CODE 4210-67-P

DEPARTMENT OF THE INTERIOR

Bureau of Indian Affairs

[267A2100DD/AAKC001030/
A0A501010.000000]

Rate Adjustments for Indian Irrigation Projects

AGENCY: Bureau of Indian Affairs, Interior.

ACTION: Notice.

SUMMARY: The Bureau of Indian Affairs (BIA) owns or has an interest in irrigation projects located on or associated with various Indian reservations throughout the United States. We are required to establish irrigation assessment rates to recover the costs to administer, operate, maintain, and rehabilitate these projects. We are notifying you that we have adjusted the irrigation assessment rates at several of our irrigation projects and facilities to reflect current costs of administration, operation, maintenance, and rehabilitation.

DATES: The 2027 Irrigation Assessment Rates are effective on January 1, 2027.

FOR FURTHER INFORMATION CONTACT: Leslie Underwood, Program Specialist, Division of Water and Power, Office of Trust Services, (406) 657-5985. For details about a particular BIA irrigation project, please use the tables in the **SUPPLEMENTARY INFORMATION** section to contact the BIA regional or local office where the irrigation project is located. Individuals in the United States who are deaf, deafblind, hard of hearing, or have a speech disability may dial 711 (TTY, TDD, or TeleBraille) to access telecommunications relay services.

SUPPLEMENTARY INFORMATION: A Notice of Proposed Rate Adjustment was published in the **Federal Register** on March 23, 2026 (91 FR 13856) to propose adjustments to the irrigation assessment rates at several BIA irrigation projects. The public and interested parties were provided an opportunity to submit written

comments during the 60-day period that ended May 22, 2026.

Did BIA defer or change any proposed rate increases?

No, BIA did not defer any proposed rate increases.

Did BIA receive any comments on the proposed irrigation assessment rate adjustments?

Yes. BIA received a total of nine (9) written comments related to the proposed 2027 irrigation assessment rate adjustments: two related to the Colorado River Indian Irrigation Project (CRIP), which included comments from the Colorado River Indian Tribes (CRIT) and an individual; and seven related to the Flathead Indian Irrigation Project (FIIP), which included comments from six individuals and legal counsel for the Flathead Irrigation District. The comments were received by letter and email.

What issues were of concern to the commenters?

BIA's summary of the issues and responses are provided below.

The following comments are specific to the Colorado River Indian Irrigation Project (CRIP):

Comment: CRIT requests a lower assessment, raising concerns related to rates increasing too quickly and impacts on irrigators' budgets.

Response: As noted when rates were proposed in the **Federal Register** on March 23, 2026 (91 FR 13856) and at our January tribal consultation and February water user meeting, BIA is required to establish irrigation assessment rates that recover the costs to administer, operate, maintain, and rehabilitate our projects. BIA's projects are important economic contributors to the local communities they serve, and they contribute millions of dollars in crop value annually. However, the costs associated with operating and maintaining an irrigation project may increase independently of prices and costs that are realized by the irrigators. Historically, BIA tempered irrigation rates to demonstrate sensitivity and lessen economic impact on water users, but that past practice created rate deficiencies at several irrigation projects. Therefore, funding to operate and maintain these projects must come directly from the water users they serve.

BIA's irrigation program has been the subject of several Office of Inspector General (OIG) and U.S. Government Accountability Office (GAO) audits. In the most recent OIG audit, No. 96-I-641, March 1996, the OIG concluded:

Operation and maintenance revenues were insufficient to maintain the projects, and some projects had deteriorated to the extent that their continued capability to deliver water was in doubt. This occurred because operation and maintenance rates were not based on the full cost of delivering irrigation water, including the costs of systematically rehabilitating and replacing project facilities and equipment, and because project personnel did not seek regular rate increases to cover the full cost of project operation.

To address these deficiencies, BIA must systematically review irrigation assessment rates and adjust them to reflect the full cost of operation and maintenance of project infrastructure and to ensure its safe and reliable operation. Failure to make timely rate adjustments allows deficiencies to accumulate, eventually requiring larger, more abrupt increases over shorter periods than would have been otherwise necessary. By adjusting rates with actual rising costs (such as inflation, labor, materials, and construction) CRIP can secure essential resources through strategies like long-term contracts and bulk purchasing, safeguard against future price increases, and ensure the timely maintenance and replacement of critical infrastructure. These financial adjustments also enable the agency to address high-priority needs promptly, maintain reserve funding, and invest in staff recruitment and training, all of which contribute to more reliable water delivery and improved project operations. Ultimately, increased O&M revenues provide necessary funding to maintain and enhance infrastructure, ensuring dependable service to the irrigators, and support long-term agricultural productivity.

CRIP's assessments increased minimally from 2004 and 2024. We must now increase assessments by larger increments to keep up with rising construction, inflation, and maintenance costs. Additional revenues are necessary to fill staffing vacancies and complete major rehabilitation activities identified in modernization studies. The CRIP budget was developed in accordance with BIA's financial guidelines. Based on increased costs associated with administering, operating, maintaining, and rehabilitating the project, the proposed rate increase is clearly needed and justified.

We appreciate CRIT's participation in our public meetings and comments regarding how to improve CRIP, and we have sent a follow-up letter to CRIT with additional details.