

From: Barron, Mace
To: [Smith, Mark A.](#); [Peabody, Hitch](#)
Cc: [Adams, Elizabeth](#); [Alison Goss Eng](#); [Chuck Gepford](#); [Doug Luehe](#); [Ebbert, Laura](#); [Estornell, Paula](#); [Frazer, Brian](#); [Garcia, David](#); [Hayley Hughes](#); [Libertz, Catherine](#); [Lowery, Brigid](#); [Maher, Karen](#); [Margaret Schaus](#); [Mclain, Jennifer](#); [McManus, Catharine](#); [Miller, Amy](#); [Montgomery, Michael](#); [Scott Haraburda](#); [Shimkin, Martha](#); [Steven Harris](#); [Tellis, Vickie](#); [Tiwanda Burse](#); [Torres, Ramon](#); [Armstead, John A.](#); [Mary Pletcher](#); [Reeder, John](#); [Simon, Nigel](#); [Thomas, Deb](#); [Vizian, Donna](#); [Gray, Linda](#); [Carpenter, Wesley](#); [Griffin, Malissa](#); [Jeff Underwood \(jeff_underwood@fws.gov\)](#); [linda_mcpheeters@ios.doi.gov](#); HANSCOMB, SHARI
Subject: RE: approved developmental assignments
Date: Friday, June 02, 2017 9:15:25 AM

They look like awesome assignments. Congrats to all!

From: Smith, Mark A.
Sent: Thursday, June 01, 2017 7:13 PM
To: Peabody, Hitch <Peabody.Hitch@epa.gov>
Cc: Adams, Elizabeth <Adams.Elizabeth@epa.gov>; Alison Goss Eng <Alison.GossEng@ee.doe.gov>; Barron, Mace <Barron.Mace@epa.gov>; Chuck Gepford <charles.gepford@va.gov>; Doug Luehe <d-luehe@gmail.com>; Ebbert, Laura <Ebbert.Laura@epa.gov>; Estornell, Paula <Estornell.Paula@epa.gov>; Frazer, Brian <Frazer.Brian@epa.gov>; Garcia, David <Garcia.David@epa.gov>; Hayley Hughes <hayley.hughes@hq.dhs.gov>; Libertz, Catherine <Libertz.Catherine@epa.gov>; Lowery, Brigid <Lowery.Brigid@epa.gov>; Maher, Karen <Maher.Karen@epa.gov>; Margaret Schaus <mvschaus@gmail.com>; Mclain, Jennifer <Mclain.Jennifer@epa.gov>; McManus, Catharine <mcmanus.catharine@epa.gov>; Miller, Amy <Miller.Amy@epa.gov>; Montgomery, Michael <Montgomery.Michael@epa.gov>; Scott Haraburda <scott.s.haraburda.civ@mail.mil>; Shimkin, Martha <Shimkin.Martha@epa.gov>; Steven Harris <harris110668@gmail.com>; Tellis, Vickie <Tellis.Vickie@epa.gov>; Tiwanda Burse <Tiwanda.M.Burse@census.gov>; Torres, Ramon <Torres.Ramon@epa.gov>; Armstead, John A. <Armstead.John@epa.gov>; Mary Pletcher <mary_pletcher@ios.doi.gov>; Reeder, John <Reeder.John@epa.gov>; Simon, Nigel <Simon.Nigel@epa.gov>; Thomas, Deb <thomas.debrah@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Griffin, Malissa <Griffin.Malissa@epa.gov>; Jeff Underwood (jeff_underwood@fws.gov) <jeff_underwood@fws.gov>; linda_mcpheeters@ios.doi.gov; HANSCOMB, SHARI <shari_hanscomb@ios.doi.gov>
Subject: Re: approved developmental assignments

And a hearty congrats to all of you! Bringing pride to our cohort and blazing a trail. This attached pic is what you inspire in me...



Sent from my iPhone

On Jun 1, 2017, at 1:43 PM, Peabody, Hitch <Peabody.Hitch@epa.gov> wrote:

All

The ERB met this afternoon and approved the following developmental assignments:

Doug Luehe	Region 9 Chief of Staff
Brigid Lowery	Region 5 Director, Land and Chemicals Division
Paula Estornell	DOI Information and Technology Lead, Office of CIO
Kate McManus	Region 3 Director, Water Protection Division
David Garcia	OECA Director, International Compliance and Assurance Division

Along with Karen Maher and Ramon Torres, that makes a total of seven placements so far. A couple of offices are still considering candidates who have interviewed for positions. I don't have any additional opportunities to advertise at this point, but we're working on it.

Hitch

Hitch Peabody
Acting Director, Executive Resources Division
Office of Human Resources | OARM | EPA

202.564.8596 desk | 571.302.1440 cell

From: Torres, Ramon
To: [Smith, Mark A.](#)
Cc: [Peabody, Hitch](#); [Adams, Elizabeth](#); [Alison Goss Eng](#); [Barron, Mace](#); [Chuck Gepford](#); [Doug Luehe](#); [Ebbert, Laura](#); [Estornell, Paula](#); [Frazer, Brian](#); [Garcia, David](#); [Hayley Hughes](#); [Libertz, Catherine](#); [Lowery, Brigid](#); [Maher, Karen](#); [Margaret Schaus](#); [McLain, Jennifer](#); [McManus, Catharine](#); [Miller, Amy](#); [Montgomery, Michael](#); [Scott Haraburda](#); [Shimkin, Martha](#); [Steven Harris](#); [Tellis, Vickie](#); [Tiwanda Burse](#); [Armstead, John A.](#); [Mary Pletcher](#); [Reeder, John](#); [Simon, Nigel](#); [Thomas, Deb](#); [Vizian, Donna](#); [Gray, Linda](#); [Carpenter, Wesley](#); [Griffin, Malissa](#); [Jeff Underwood \(jeff_underwood@fws.gov\)](#); [linda_mcpheeters@ios.doi.gov](#); [HANSCOMB, SHARI](#)
Subject: Re: approved developmental assignments
Date: Thursday, June 01, 2017 9:38:37 PM

Congrats! I am scheduled to start my assignment July 9...

Sent from my iPhone

On Jun 1, 2017, at 8:13 PM, Smith, Mark A. <Smith.Marka@epa.gov> wrote:

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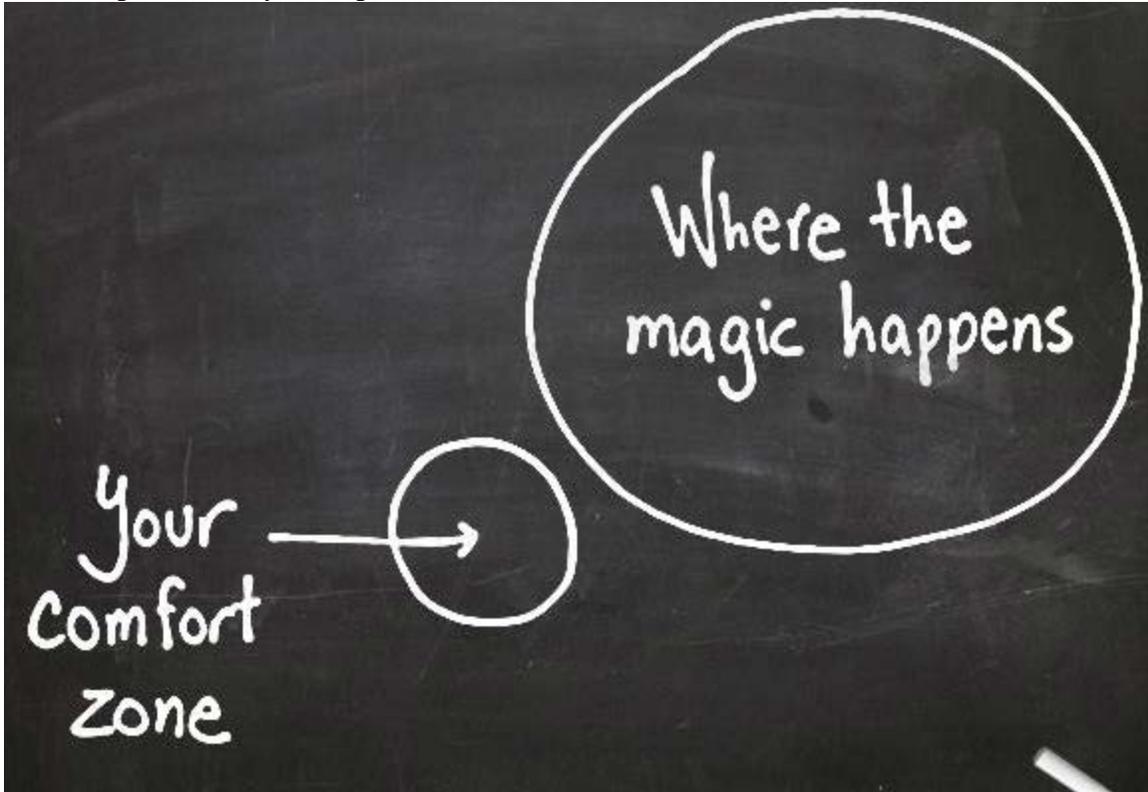
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Subject: Re: approved developmental assignments
Date: Thursday, June 01, 2017 8:13:40 PM

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From: Reeder, John
To: [Thomas, Deb](#); [Peabody, Hitch](#); mary_pletcher@ios.doi.gov; [Simon, Nigel](#)
Cc: [Vizian, Donna](#); [Armstead, John A.](#); [Wheeler, Kimberly](#)
Subject: RE: DOI CDP ERB quorum today?
Date: Wednesday, May 24, 2017 12:23:38 PM

I can make it

From: Thomas, Deb
Sent: Wednesday, May 24, 2017 10:15 AM
To: Peabody, Hitch <Peabody.Hitch@epa.gov>; mary_pletcher@ios.doi.gov; [Simon, Nigel](#) <Simon.Nigel@epa.gov>; [Reeder, John](#) <Reeder.John@epa.gov>
Cc: [Vizian, Donna](#) <Vizian.Donna@epa.gov>; [Armstead, John A.](#) <Armstead.John@epa.gov>; [Wheeler, Kimberly](#) <Wheeler.Kimberly@epa.gov>
Subject: RE: DOI CDP ERB quorum today?

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Cc: [Vizian, Donna](#) <Vizian.Donna@epa.gov>; [Armstead, John A.](#) <Armstead.John@epa.gov>; [Wheeler, Kimberly](#) <Wheeler.Kimberly@epa.gov>
Subject: DOI CDP ERB quorum today?

Mary, Nigel, John, Deb

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Subject: RE: DOI CDP 2018 ERB Meeting (Attachments)

Thanks Hitch, got another DRA meeting mix up with this one. Unfortunately, the trial starts today @ 10 and we are informed it could be 2-3 days.

John A. Armstead
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EPA Mid-Atlantic Region 3
215-814-2918 (o)

From: Peabody, Hitch
Sent: Wednesday, May 24, 2017 7:41 AM
To: Armstead, John A. <Armstead.John@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>; jeff_underwood@fws.gov; Cooper, Marian <Cooper.Marian@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>
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John

I'm not sure if it affects your freedom to attend, but the ERB this week is *today at 2:00*, not Thursday.

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From: Armstead, John A.
Sent: Tuesday, May 23, 2017 5:12 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>; mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>; jeff_underwood@fws.gov; Cooper, Marian <Cooper.Marian@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>; Carpenter, Wesley

<Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Peabody, Hitch
<Peabody.Hitch@epa.gov>

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215-814-2918 (o)

-----Original Appointment-----

From: Wheeler, Kimberly **On Behalf Of** Vizian, Donna

Sent: Thursday, May 11, 2017 2:25 PM

To: Vizian, Donna; mary_pletcher@ios.doi.gov; Armstead, John A.; Simon, Nigel; Reeder, John; jeff_underwood@fws.gov; Cooper, Marian; Bell, Matthew; Carpenter, Wesley; Gray, Linda; Peabody, Hitch

Subject: DOI CDP 2018 ERB Meeting (Attachments)

When: Wednesday, May 24, 2017 2:00 PM-3:15 PM (UTC-05:00) Eastern Time (US & Canada).

Where: DCROOMWJCN3330Q

The agenda will be:

2:00 Doug Luehe

2:15 Brigid Lowery

2:30 Paula Estornell

Conference Call: (b) (5)

Description: Regularly scheduled CDP ERB meeting to discuss program management; review and approve Mentors, Developmental Assignments and Executive Development Plans; and, address ERB participation in CDP Core Sessions, approval of CDP Faculty and other matters as needed.

Agenda: EDP review and approval, to include approval of candidate's developmental assignment. Up to 4 candidates will be reviewed each week.

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From: Peabody, Hitch
To: [Simon, Nigel](#); [Thomas, Deb](#); mary_pletcher@ios.doi.gov; [Reeder, John](#)
Cc: [Vizian, Donna](#); [Armstead, John A.](#); [Wheeler, Kimberly](#)
Subject: RE: DOI CDP ERB quorum today?
Date: Wednesday, May 24, 2017 12:02:36 PM

Thank you all for your responses this morning. It sounds like we do have a quorum, and so we'll have the ERB meeting as scheduled. Talk to you soon.

Hitch

From: Simon, Nigel
Sent: Wednesday, May 24, 2017 10:15 AM
To: Thomas, Deb <thomas.debrah@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>; mary_pletcher@ios.doi.gov; Reeder, John <Reeder.John@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Armstead, John A. <Armstead.John@epa.gov>; Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>
Subject: RE: DOI CDP ERB quorum today?

Same here.

Nigel

From: Thomas, Deb
Sent: Wednesday, May 24, 2017 10:15 AM
To: Peabody, Hitch <Peabody.Hitch@epa.gov>; mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Armstead, John A. <Armstead.John@epa.gov>; Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>
Subject: RE: DOI CDP ERB quorum today?

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Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Armstead, John A. <Armstead.John@epa.gov>; Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>
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Sent: Thursday, May 11, 2017 2:25 PM

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From: Correa, Laura
To: [Vizian, Donna](#); mary_pletcher@ios.doi.gov; [Simon, Nigel](#); [Reeder, John](#); jeff_underwood@fws.gov; [Cooper, Marian](#); [Bell, Matthew](#); [Carpenter, Wesley](#); [Gray, Linda](#); [Peabody, Hitch](#)
Subject: FW: DOI CDP 2018 ERB Meeting (Attachments)
Date: Wednesday, May 24, 2017 10:38:21 AM

Good day,
John will attend today's DOI CDP Meeting.

From: Armstead, John A.
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From: Pletcher, Mary
To: [Thomas, Deb](#)
Cc: [Peabody, Hitch](#); [Simon, Nigel](#); [Reeder, John](#); [Vizian, Donna](#); [Armstead, John A.](#); [Wheeler, Kimberly](#)
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Sent: Tuesday, May 23, 2017 5:12 PM

To: Vizian, Donna <Vizian.Donna@epa.gov>; mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>; jeff_underwood@fws.gov; Cooper, Marian <Cooper.Marian@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>

Subject: RE: DOI CDP 2018 ERB Meeting (Attachments)

Good day folks, I will miss this week's call on Thursday due to jury duty (I got picked for a civil matter).

John A. Armstead
Acting Deputy Regional Administrator
EPA Mid-Atlantic Region 3
215-814-2918 (o)

-----Original Appointment-----

From: Wheeler, Kimberly **On Behalf Of** Vizian, Donna

Sent: Thursday, May 11, 2017 2:25 PM

To: Vizian, Donna; mary_pletcher@ios.doi.gov; Armstead, John A.; Simon, Nigel; Reeder, John; jeff_underwood@fws.gov; Cooper, Marian; Bell, Matthew; Carpenter, Wesley; Gray, Linda; Peabody, Hitch

Subject: DOI CDP 2018 ERB Meeting (Attachments)

When: Wednesday, May 24, 2017 2:00 PM-3:15 PM (UTC-05:00) Eastern Time (US & Canada).

Where: DCROOMWJCN3330Q

The agenda will be:

2:00 Doug Luehe

2:15 Brigid Lowery

2:30 Paula Estornell

Conference Call: (b) (5)

Description: Regularly scheduled CDP ERB meeting to discuss program management; review and approve Mentors, Developmental Assignments and Executive Development Plans; and, address ERB participation in CDP Core Sessions, approval of CDP Faculty and other matters as needed.

Agenda: EDP review and approval, to include approval of candidate's developmental assignment. Up to 4 candidates will be reviewed each week.

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--

Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
(202) 208-4505

From: Thomas, Deb
To: [Peabody, Hitch](#); mary_pletcher@ios.doi.gov; [Simon, Nigel](#); [Reeder, John](#)
Cc: [Vizian, Donna](#); [Armstead, John A.](#); [Wheeler, Kimberly](#)
Subject: RE: DOI CDP ERB quorum today?
Date: Wednesday, May 24, 2017 10:20:39 AM

I can make it.

From: Peabody, Hitch
Sent: Wednesday, May 24, 2017 7:57 AM
To: mary_pletcher@ios.doi.gov; [Simon, Nigel <Simon.Nigel@epa.gov>](mailto:Simon.Nigel@epa.gov); [Reeder, John <Reeder.John@epa.gov>](mailto:Reeder.John@epa.gov); [Thomas, Deb <thomas.debrah@epa.gov>](mailto:thomas.debrah@epa.gov)
Cc: [Vizian, Donna <Vizian.Donna@epa.gov>](mailto:Vizian.Donna@epa.gov); [Armstead, John A. <Armstead.John@epa.gov>](mailto:Armstead.John@epa.gov); [Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>](mailto:Wheeler.Kimberly@epa.gov)
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Office of Human Resources | OARM | EPA
202.564.8596 desk | 571.302.1440 cell

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From: Simon, Nigel
To: [Thomas, Deb](#); [Peabody, Hitch](#); mary_pletcher@ios.doi.gov; [Reeder, John](#)
Cc: [Vizian, Donna](#); [Armstead, John A.](#); [Wheeler, Kimberly](#)
Subject: RE: DOI CDP ERB quorum today?
Date: Wednesday, May 24, 2017 10:15:28 AM

Same here.

Nigel

From: Thomas, Deb
Sent: Wednesday, May 24, 2017 10:15 AM
To: Peabody, Hitch <Peabody.Hitch@epa.gov>; mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Armstead, John A. <Armstead.John@epa.gov>; Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>
Subject: RE: DOI CDP ERB quorum today?

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To: mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>; Thomas, Deb <thomas.debrah@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Armstead, John A. <Armstead.John@epa.gov>; Wheeler, Kimberly <Wheeler.Kimberly@epa.gov>
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Sent: Thursday, May 11, 2017 2:25 PM

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2:00 Doug Luehe

2:15 Brigid Lowery

2:30 Paula Estornell

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From: Wheeler, Kimberly
To: mary_pletcher@ios.doi.gov; [Armstead, John A.](#); [Simon, Nigel](#); [Reeder, John](#); jeff_underwood@fws.gov; [Peabody, Hitch](#); [Thomas, Deb](#)
Subject: DOI CDP Participation for today
Date: Wednesday, May 24, 2017 9:57:56 AM

Good Morning-

I wanted to make sure we have enough participation for the CDP 2018 ERB Meeting today. Both Donna Vizian and John Armstead will not be attendance. If we do not have enough participants, we will reschedule. Please respond to email asap to let me know if you will be in attendance. Thanks.

Kimberly L. Wheeler

Lead Program Specialist/Scheduler for Donna Vizian

Environmental Protection Agency

Office of Administration and Resources Management - Immediate Office

1200 Pennsylvania Avenue, Washington, DC 20460

Room: 3330P WJC North Building - Mailcode: 3101A

main: 202.564.4600 | direct: 202.564.1877 | fax: 202.564.0233 | email:

wheeler.kimberly@epa.gov

From: Peabody, Hitch
To: mary_pletcher@ios.doi.gov; [Simon, Nigel](mailto:Simon.Nigel@epa.gov); [Reeder, John](mailto:Reeder.John@epa.gov); [Thomas, Deb](mailto:Thomas.Deb@epa.gov)
Cc: [Vizian, Donna](mailto:Vizian.Donna@epa.gov); [Armstead, John A.](mailto:Armstead.John.A@epa.gov); [Wheeler, Kimberly](mailto:Wheeler.Kimberly@epa.gov)
Subject: DOI CDP ERB quorum today?
Date: Wednesday, May 24, 2017 9:57:17 AM

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EPA Mid-Atlantic Region 3
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To: Armstead, John A. <Armstead.John@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>;

mary_pletcher@ios.doi.gov; Simon, Nigel <Simon.Nigel@epa.gov>; Reeder, John <Reeder.John@epa.gov>; jeff_underwood@fws.gov; Cooper, Marian <Cooper.Marian@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>

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Subject: RE: DOI CDP 2018 ERB Meeting (Attachments)
Date: Wednesday, May 24, 2017 8:18:10 AM

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To: Vizian, Donna; mary_pletcher@ios.doi.gov; Armstead, John A.; Simon, Nigel; Reeder, John; jeff_underwood@fws.gov; Cooper, Marian; Bell, Matthew; Carpenter, Wesley; Gray, Linda; Peabody, Hitch
Subject: DOI CDP 2018 ERB Meeting (Attachments)
When: Wednesday, May 24, 2017 2:00 PM-3:15 PM (UTC-05:00) Eastern Time (US & Canada).
Where: DCROOMWJCN3330Q

The agenda will be:

- 2:00 Doug Luehe
- 2:15 Brigid Lowery
- 2:30 Paula Estornell

Conference Call: (b) (5)

Description: Regularly scheduled CDP ERB meeting to discuss program management; review and approve Mentors, Developmental Assignments and

Executive Development Plans; and, address ERB participation in CDP Core Sessions, approval of CDP Faculty and other matters as needed.

Agenda: EDP review and approval, to include approval of candidate's developmental assignment. Up to 4 candidates will be reviewed each week.

<< File: 1-page Resume for Doug Luehe.pdf >> << File: SESCO DP 2018 Developmental Assignment Description (Detail) for Doug Luehe....pdf >> << File: SESCO DP 2018 Executive Development Plan (EDP) for Doug Luehe.pdf >> << File: SESCO DP EDP EPA CLASS 2018 to ERB.DOC >> << File: SESCO DP Detail lowery may 22 to ERB.DOC >>

From: Peabody, Hitch
To: [Adams, Elizabeth](#); [Alison Goss Eng](#); [Barron, Mace](#); [Chuck Gepford](#); [Doug Luehe](#); [Ebbert, Laura](#); [Estornell, Paula](#); [Frazer, Brian](#); [Garcia, David](#); [Hayley Hughes](#); [Libertz, Catherine](#); [Lowery, Brigid](#); [Maher, Karen](#); [Margaret Schaus](#); [Mclain, Jennifer](#); [McManus, Catharine](#); [Miller, Amy](#); [Montgomery, Michael](#); [Scott Haraburda](#); [Shimkin, Martha](#); [Smith, Mark A.](#); [Steven Harris](#); [Tellis, Vickie](#); [Tiwanda Burse](#); [Torres, Ramon](#)
Cc: [Armstead, John A.](#); [Mary Pletcher](#); [Reeder, John](#); [Simon, Nigel](#); [Thomas, Deb](#); [Vizian, Donna](#); [Jeff Underwood \(jeff_underwood@fws.gov\)](#); [Griffin, Malissa](#); [HANSCOMB, SHARI](#); [MCPHEETERS, LINDA](#); [Gray, Linda](#); [Carpenter, Wesley](#)
Subject: RE: developmental assignments
Date: Monday, May 08, 2017 10:28:33 AM

All

My thanks for the prompt response to the opportunities below. We will be forwarding resume of interested candidates to the managers today, with a request that they make their decisions this week. Once they have reviewed the submitted resumes, if they think you're a good fit, they will most likely contact you for a phone interview.

Keep in mind that any proposed developmental assignment fit will need to be approved by the ERB in conjunction with a phone presentation of your EDP. We have tentatively planned the first of those ERB sessions for next week.

Hitch

From: Peabody, Hitch
Sent: Wednesday, May 03, 2017 1:27 PM
To: Adams, Elizabeth <Adams.Elizabeth@epa.gov>; 'Alison Goss Eng' <Alison.GossEng@ee.doe.gov>; Barron, Mace <Barron.Mace@epa.gov>; 'Chuck Gepford' <charles.gepford@va.gov>; 'Doug Luehe' <dloehe@gmail.com>; Ebbert, Laura <Ebbert.Laura@epa.gov>; Estornell, Paula <Estornell.Paula@epa.gov>; Frazer, Brian <Frazer.Brian@epa.gov>; Garcia, David <Garcia.David@epa.gov>; 'Hayley Hughes' <hayley.hughes@hq.dhs.gov>; Libertz, Catherine <Libertz.Catherine@epa.gov>; Lowery, Brigid <Lowery.Brigid@epa.gov>; Maher, Karen <Maher.Karen@epa.gov>; 'Margaret Schaus' <mvschaus@gmail.com>; Mclain, Jennifer <Mclain.Jennifer@epa.gov>; McManus, Catharine <mcmanus.catharine@epa.gov>; Miller, Amy <Miller.Amy@epa.gov>; Montgomery, Michael <Montgomery.Michael@epa.gov>; 'Scott Haraburda' <scott.s.haraburda.civ@mail.mil>; Shimkin, Martha <Shimkin.Martha@epa.gov>; Smith, Mark A. <Smith.Marka@epa.gov>; 'Steven Harris' <harris110668@gmail.com>; Tellis, Vickie <Tellis.Vickie@epa.gov>; Tiwanda Burse <Tiwanda.M.Burse@census.gov>; Torres, Ramon <Torres.Ramon@epa.gov>
Cc: Armstead, John A. <Armstead.John@epa.gov>; Mary Pletcher <mary_pletcher@ios.doi.gov>; Reeder, John <Reeder.John@epa.gov>; Simon, Nigel <Simon.Nigel@epa.gov>; Thomas, Deb <thomas.debrah@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Jeff Underwood (jeff_underwood@fws.gov) <jeff_underwood@fws.gov>; Griffin, Malissa <Griffin.Malissa@epa.gov>; HANSCOMB, SHARI <shari_hanscomb@ios.doi.gov>; 'MCPHEETERS, LINDA' <linda_mcpheeters@ios.doi.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: developmental assignments

All

Here is the anxiously awaited first list of developmental assignments. Clearly there are not enough opportunities listed here for all of you. There will be more opportunities to come as vacancies open up in the coming months, and I will update this list and send it out when they do arise. This list is just to start the process.

You are also welcome to arrange a developmental assignment on your own. Some of you have already submitted resumes for possible opportunities at DOI. You may know of opportunities at other agencies elsewhere in the government. You can also look for opportunities in state government, or even outside the government. Initiative on your part is encouraged!

As you are considering the possibilities, keep in mind OPM's basic requirements for a CDP developmental assignment:

- Must be at the executive level
- Must be at least 120 days outside your current organization
- Must differ from current and past assignments to ensure leadership growth

Here is how the process works:

- You tell me which DA you're interested in
- If it's from the list below, send me your resume as well
- I will forward resumes of interested candidates to supervisors of the DAs
- Once they make a selection, I will provide feedback to selected and non-selected candidates

Once you have your DA identified, you can complete your EDP and send it to me. I will then schedule you to present your EDP to the ERB by teleconference. Your time slot will be 15 minutes, which gives enough time for you to explain how your DA is a good stretch opportunity for you, and how it fits your developmental needs. The ERB will be meeting once a week starting the week of May 15, and can take four candidate presentations each week.

Please let me know if you have questions.

Hitch

Org	Position Title	Description
OLEM (Washington, DC)	Director, Assessment and Remediation Division, Office of Superfund Remediation & Technology Innovation	The Assessment & Remediation Division is responsible for supporting regions on all aspects of Superfund remediation, including site assessment, RI/FS, NPL listing and delisting, study and design, remedy selection and implementation, and post construction activities. Responsible for coordination with state and tribal organizations, and for

involvement of the community in Superfund issues. The division serves as the lead with The Office of Superfund Remediation & Technology Innovation for science policy issues, including risk assessment policies and technologies, chemical specific policies, and coordination of research.

OCSPP
(Washington,
DC) Director,
National
Program
Chemicals
Divison

The position is located in the Immediate Office of National Program Chemicals Division, Office of Pollution Prevention and Toxics, OCSPP. The Director is responsible for leading program implementation and rule development support for OPPT's legacy chemical program. This includes the PCB provision of TSCA, the national Asbestos laws, the Residential Lead-Based Paint Hazard Reduction Act, and the new Formaldehyde Standards for Composite Wood Products Act. Provides leadership and direction for OPPT activities involving lead, mercury, formaldehyde, PCBs, asbestos, and a number of TSCA Action Plan chemicals.

OCR
(Washington,
DC) Deputy
Director

The Office of Civil Rights (OCR) serves as the principal adviser to the Administrator with respect to EPA's nationwide internal and external equal opportunity and civil rights programs and policies. OCR also investigates and resolves complaints of unlawful discrimination either by EPA or its financial assistance recipients. OCR provides leadership direction and guidance in carrying out the

agency's equal employment programs. In addition, it provides policy and technical assistance to EPA 's Headquarters offices, Regional offices, and laboratories located throughout the country in carrying out their responsibilities related to civil rights and in complying with Equal Employment Opportunity (EEO) laws and regulations which includes ensuring that employees and applicants for employment are not subjected to discrimination under any program or activity funded by the Agency. OCR functional areas are: Affirmative Employment, Employee Complaints Processing, and External Complaints and Compliance.

OECA
(Washington,
DC)

Director,
Enforcement
Targeting
and Data
Division

Position requires knowledge of EPA's enforcement and compliance program with an appreciation of how data is used to manage the program. A summary of responsibilities include:

- Oversee and/or participate in the development of new and innovative enforcement techniques through cutting-edge data collection and reporting technologies (e.g., electronic reporting);
- Lead the development of cutting edge applications that analyze information on environmental enforcement and compliance activities nationwide;
- Maintains OECA's primary database for managing the enforcement and

compliance program, the Integrated Compliance Information System (ICIS), as well as, the database for transparency and public access to enforcement and compliance monitoring data via the Enforcement and Compliance History Online (ECHO); and

- Overseeing and managing the modernization of existing data systems, as appropriate.

OECA
(Washington,
DC)

Director,
International
Compliance
Assurance
Division

- Develop performance metrics for the import-export consent program
- Develop and implement a customer survey to gauge satisfaction with processing speed and accuracy
- Lead a process improvement event (Black Belt assigned by OP) to map the existing process, then streamline by eliminating non-value added steps
- Conduct a manpower assessment; impact of added or lost FTEs on overall cycle time

Region 5
(Chicago, IL)

Director,
Land and
Chemicals
Division

The Director develops and implements plans, policies and programs and through subordinate supervisors, manages, develops and directs the day to day activities of a large, diversified, highly trained senior level multi-disciplinary technical and professional staff of engineers, scientist and program specialists engaged in Region 5 pesticides, toxics, underground storage tank and solid and hazardous waste management and enforcement

activities which directly affect
public health and the land,
groundwater, surface water and
air environments.

Hitch Peabody
Acting Director, Executive Resources Division
Office of Human Resources | OARM | EPA
202.564.8596 desk | 571.302.1440 cell

From: Peabody, Hitch
To: [Adams, Elizabeth](#); [Alison Goss Eng](#); [Barron, Mace](#); [Chuck Gepford](#); [Doug Luehe](#); [Ebbert, Laura](#); [Estornell, Paula](#); [Frazer, Brian](#); [Garcia, David](#); [Hayley Hughes](#); [Libertz, Catherine](#); [Lowery, Brgid](#); [Maher, Karen](#); [Margaret Schaus](#); [Mclain, Jennifer](#); [McManus, Catharine](#); [Miller, Amy](#); [Montgomery, Michael](#); [Scott Haraburda](#); [Shimkin, Martha](#); [Smith, Mark A.](#); [Steven Harris](#); [Tellis, Vickie](#); [Tiwanda Burse](#); [Torres, Ramon](#)
Cc: [Armstead, John A.](#); [Mary Pletcher](#); [Reeder, John](#); [Simon, Nigel](#); [Thomas, Deb](#); [Vizian, Donna](#); [Jeff Underwood \(jeff_underwood@fws.gov\)](#); [Griffin, Malissa](#); [HANSCOMB, SHARI](#); [MCPHEETERS, LINDA](#); [Gray, Linda](#); [Carpenter, Wesley](#)
Subject: developmental assignments
Date: Wednesday, May 03, 2017 1:27:14 PM

All

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Division

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Hitch Peabody

Acting Director, Executive Resources Division

Office of Human Resources | OARM | EPA

202.564.8596 desk | 571.302.1440 cell

From: Peabody, Hitch
To: [Adams, Elizabeth](#); [Alison Goss Eng](#); [Barron, Mace](#); [Chuck Gepford](#); [Doug Luehe](#); [Ebbert, Laura](#); [Estornell, Paula](#); [Frazer, Brian](#); [Garcia, David](#); [Hayley Hughes](#); [Libertz, Catherine](#); [Lowery, Brigid](#); [Maher, Karen](#); [Margaret Schaus](#); [McClain, Jennifer](#); [McManus, Catharine](#); [Miller, Amy](#); [Montgomery, Michael](#); [Scott Haraburda](#); [Shimkin, Martha](#); [Smith, Mark A.](#); [Steven Harris](#); [Tellis, Vickie](#); [Tiwanda Burse](#); [Torres, Ramon](#)
Cc: [Armstead, John A.](#); [Mary Pletcher](#); [Reeder, John](#); [Simon, Nigel](#); [Thomas, Deb](#); [Vizian, Donna](#); [Jeff Underwood \(jeff_underwood@fws.gov\)](#); [Griffin, Malissa](#)
Subject: DOI developmental assignment opportunity
Date: Tuesday, June 06, 2017 10:39:19 AM

Paula Estornell has begun her DA working for the CIO at DOI. She has discovered another possible DA that some of you may want to consider.

To meet DOI's needs, this position would require someone with a technical background. The project is focused on the future of hosting in DOI. In a nutshell, Data Center Consolidation, Cloud, and Technology Business Management are programs that are operating in silos. The incumbent would look across the OCIO Divisions and Bureaus and establish a plan to consolidate and integrate these three programs. End-state vision is a consolidated enterprise environment that is financially viable with the flexibility and elasticity to easily integrate other programs and processes.

If you are interested in this opportunity, please send me your resume and I'll pass it along to the hiring manager at DOI, who would likely want to interview candidates. If we find a fit, keep in mind it still needs to be presented to the ERB for approval.

Hitch

Hitch Peabody
Acting Director, Executive Resources Division
Office of Human Resources | OARM | EPA
202.564.8596 desk | 571.302.1440 cell

From: Peabody, Hitch
To: [Adams, Elizabeth](#); [Alison Goss Eng](#); [Barron, Mace](#); [Chuck Gepford](#); [Doug Luehe](#); [Ebbert, Laura](#); [Estornell, Paula](#); [Frazer, Brian](#); [Garcia, David](#); [Hayley Hughes](#); [Libertz, Catherine](#); [Lowery, Brigid](#); [Maher, Karen](#); [Margaret Schaus](#); [McClain, Jennifer](#); [McManus, Catharine](#); [Miller, Amy](#); [Montgomery, Michael](#); [Scott Haraburda](#); [Shimkin, Martha](#); [Smith, Mark A.](#); [Steven Harris](#); [Tellis, Vickie](#); [Tiwanda Burse](#); [Torres, Ramon](#)
Cc: [Armstead, John A.](#); [Mary Pletcher](#); [Reeder, John](#); [Simon, Nigel](#); [Thomas, Deb](#); [Vizian, Donna](#); [Gray, Linda](#); [Carpenter, Wesley](#); [Griffin, Malissa](#); [Jeff Underwood \(jeff_underwood@fws.gov\)](#); [linda_mcpheeters@ios.doi.gov](#); [HANSCOMB, SHARI](#)
Subject: approved developmental assignments
Date: Thursday, June 01, 2017 4:43:57 PM

All

The ERB met this afternoon and approved the following developmental assignments:

Doug Luehe	Region 9 Chief of Staff
Brigid Lowery	Region 5 Director, Land and Chemicals Division
Paula Estornell	DOI Information and Technology Lead, Office of CIO
Kate McManus	Region 3 Director, Water Protection Division
David Garcia	OECA Director, International Compliance and Assurance Division

Along with Karen Maher and Ramon Torres, that makes a total of seven placements so far. A couple of offices are still considering candidates who have interviewed for positions. I don't have any additional opportunities to advertise at this point, but we're working on it.

Hitch

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Acting Director, Executive Resources Division
Office of Human Resources | OARM | EPA
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From: Simon, Nigel
To: [Wheeler, Kimberly](#); mary_pletcher@ios.doi.gov; [Armstead, John A.](#); jeff_underwood@fws.gov; [Carpenter, Wesley](#); [Gray, Linda](#); [Peabody, Hitch](#); [Thomas, Deb](#)
Subject: Re: DOI CDP ERB Meeting tomorrow
Date: Wednesday, June 21, 2017 1:48:03 PM

Unfortunately, I will not be in attendance tomorrow because it conflicts with our OLEM All Hands Meeting on VERA/VSIP.

Nigel

Nigel Simon
U.S. Environmental Protection Agency
Senior Information Official/Director, Office of Program Management
Office of Solid Waste and Emergency Response
1200 Pennsylvania Avenue, NW
Mail Code 5103T
Washington, DC 20460
Phone: 202-564-6629

From: Wheeler, Kimberly
Sent: Wednesday, June 21, 2017 10:10:48 AM
To: mary_pletcher@ios.doi.gov; [Armstead, John A.](#); [Simon, Nigel](#); jeff_underwood@fws.gov; [Carpenter, Wesley](#); [Gray, Linda](#); [Peabody, Hitch](#); [Thomas, Deb](#)
Subject: DOI CDP ERB Meeting tomorrow

Good Morning-

This is a follow-up to make sure everyone will be in attendance or participating in the DOI CDP 2018 ERB Meeting tomorrow. Please respond and let me know whether you will be present in person or by conference call. Thanks.

John Reeder – out of office
Hitch Peabody – available
Donna Vizian - available
Jeff Underwood ?
John Armstead ?
Mary Pletcher?
Nigel Simon ?
Deb Thomas – conflict with schedule – may not be in attendance?
Wes Carpenter – fyi only
Linda Gray – fyi only

Kimberly L. Wheeler

Lead Program Specialist/Scheduler for Donna Vizian
Alternate Peopleplus Coordinator for OARM
Environmental Protection Agency
Office of Administration and Resources Management - Immediate Office
1200 Pennsylvania Avenue, Washington, DC 20460
Room: 3330P WJC North Building - Mailcode: 3101A
main: 202.564.4600 | direct: 202.564.1877 | fax: 202.564.0233 | email:
wheeler.kimberly@epa.gov

From: Wheeler, Kimberly
To: mary_pletcher@ios.doi.gov; [Armstead, John A.](#); [Simon, Nigel](#); jeff_underwood@fws.gov; [Carpenter, Wesley](#); [Gray, Linda](#); [Peabody, Hitch](#); [Thomas, Deb](#)
Subject: DOI CDP ERB Meeting tomorrow
Date: Wednesday, June 21, 2017 10:10:58 AM

Good Morning-

This is a follow-up to make sure everyone will be in attendance or participating in the DOI CDP 2018 ERB Meeting tomorrow. Please respond and let me know whether you will be present in person or by conference call. Thanks.

John Reeder – out of office

Hitch Peabody – available

Donna Vizian - available

Jeff Underwood ?

John Armstead ?

Mary Pletcher?

Nigel Simon ?

Deb Thomas – conflict with schedule – may not be in attendance?

Wes Carpenter – fyi only

Linda Gray – fyi only

Kimberly L. Wheeler

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Environmental Protection Agency

Office of Administration and Resources Management - Immediate Office

1200 Pennsylvania Avenue, Washington, DC 20460

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