

To: Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-06-15T10:01:54-04:00
Importance: Normal
Subject: arrivals/departures
Received: 2017-06-15T10:02:02-04:00
[Arrivals and Departures_061517.xlsx](#)

I think I fixed senior advisor in both places. Can you print out a copy and bring it up? I'll have my door closed but you can come in.

Thanks,
Mary

--

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

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Blanchard, Mary Josie	PMB	Deputy Director, Office of Environmental Policy and Compliance
Pierre-Louis, Alesia	PMB	Director, Office of Strategic Employee and Organizational Development/Chief Learning Officer
Davis, Mark	PMB	Director, Business Services
Sonderman, Debra	PMB	Director, Office of Acquisition and Property Management
Gidner, Jerry	ONRR	Senior Program Advisor
<i>SES Reassigned Into the Organization</i>		
Arroyo, Bryan	FWS	
Burckman, James	ASIA	
Cruzan, Darren	BIA	
Aragon, Jose	USGS	
<i>Internal Reassignments</i>		
Olsen, Megan	PMB	Director, Office of Small and Disadvantaged Business Utilization
Clement, Joel	PMB	Director, Office of Policy Analysis

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	ASFWP		
Washington, DC	ASIA		
Washington, DC	ASIA		
Washington, DC	BLM		
Washington, DC	OST		
		Deputy Director, Office of Environmental Policy and Compliance	Washington, DC
	PMB	Director, Business Services	Washington, DC
	PMB	Director, Office of Law Enforcement and Security	Washington, DC
	PMB	Senior Advisor	Albuquerque, NM
Washington, DC	PMB	Director, Office of Acquisition and Property Management	Washington, DC
Washington, DC	ONRR	Senior Program Advisor	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Hanna, Jeanette	BIA	Special Assistant to the Director, BIA
Riggs, Helen	BIA	Deputy Bureau Director-Trust Services
Loudermilk, Weldon	BIA	Director, Bureau of Indian Affairs
Burckman, James	ASIA	Director of Human Capital Management
Cruzan, Darren	BIA	Senior Advisor - Law Enforcement, Security, and School Safety
<i>SES Reassigned Into the Organization</i>		
James, James	OST	
Pierre-Louis, Alesia	PMB	
Lords, Douglas	OST	
Davis, Mark	PMB	
<i>Internal Reassignments</i>		
Speaks, Stanley	BIA	Regional Director, Northwest Region
Deerinwater, Daniel	BIA	Regional Director, Southern Plains
Black, Michael	BIA	Senior Advisor to the Director, BIA
Bearpaw, George	ASIA	Budget Officer

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	BLM		
Washington, DC	OST		
Washington, DC	OST		
Washington, DC	PMB		
Washington, DC	PMB		
	BIA	Deputy Bureau Director-Field Operations	Albuquerque, NM
	ASIA	Director of Human Capital Management	Washington, DC
	BIA	Deputy Bureau Director-Trust Services	Albuquerque, NM
	ASIA	Budget Officer	Washington, DC
Portland, OR	BIA	Regional Director, Southern Plains	Anadarko, OK
Anadarko, OK	BIA	Regional Director, Northwest Region	Portland, OR
Billings, MT	BIA	Regional Director, Alaska	Anchorage, AK
Washington, DC	BIA	Regional Director, Midwest Region	Minneapolis, MN

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Velasco , Janine	BLM	Assistant Director, Business, Fiscal and Information Resources Management
Cribley, Bud	BLM	State Director, Alaska
Lueders, Amy	BLM	State Director, New Mexico
Lauro, Salvatore	BLM	Director, Law Enforcement
Welch, Ruth	BLM	State Director, Colorado
<i>SES Reassigned Into the Organization</i>		
Sonderman, Debra	PMB	
Woody, William	FWS	
Hanna, Jeanette	BIA	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	FWS		
Anchorage, AK	FWS		
Santa Fe, NM	FWS		
Washington, DC	FWS		
Denver, CO	BOR		
		Assistant Director, Business, Fiscal and	
	BLM	Information Resources Management	Washington, DC
	BLM	Director, Law Enforcement	Washington, DC
		Senior Advisor for Tribal Energy	
	BLM	Development	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Wainman, Barbara	USGS	Associate Director for Communications and Publications
Aragon, Jose	USGS	Associate Director for Administration
<i>SES Reassigned Into the Organization</i>		
Welch, Ruth	BLM	
Hildebrandt, Betsy	FWS	
<i>Internal Reassignments</i>		
Gonzales-Schreiner, Roseann	BOR	Director, Policy and Administration
Burkett, Virginia	USGS	Associate Director for Climate

From Duty Station	To Bureau/Office	To Position	To Duty Station
Reston, VA	FWS		
Albuquerque, NM	PMB		
	BOR	Director, Policy and Administration	Lakewood, CO
	USGS	Associate Director for Communications and Publications	Reston, VA
Lakewood, CO	USGS	Associate Director for Administration	Lakewood, CO
Many, LA	ASWS	Senior Advisor to the Assistant Secretary - Water and Science	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Woody, William	FWS	Chief, Office of Law Enforcement
Hildebrandt, Betsy	FWS	Assistant Director - External Affairs
Arroyo, Bryan	FWS	Assistant Director - International Affairs
<i>SES Reassigned Into the Organization</i>		
Lueders, Amy	BLM	
Cribley, Bud	BLM	
Velasco , Janine	BLM	
Lauro, Salvatore	BLM	
Wainmann, Barbara	USGS	
Blanchard, Mary Josie	PMB	
<i>Internal Reassignments</i>		
Dohner, Cynthia	FWS	Regional Director - Atlanta
Tuggle, Benjamin	FWS	Regional Director - Albuquerque Superintendent, National Mall and Memorial Parks
Vietzke, Gay	NPS	

From Duty Station	To Bureau/Office	To Position	To Duty Station
Baileys Crossroads, VA	BLM		
Washington, DC	USGS		
Baileys Crossroads, VA	PMB		
	FWS	Regional Director, Albuquerque	Albuquerque, NM
	FWS	Senior Advisor for Energy	Washington, DC
	FWS	Assistant Director - Business Management Operations	Baileys Crossroads, VA
	FWS	Chief, Office of Law Enforcement	Baileys Crossroads, VA
	FWS	Assistant Director - External Affairs	Washington, DC
	ASFWP	Director, Gulf of Mexico Restoration	Washington, DC
Atlanta, GA	FWS	Assistant Director - International Affairs	Washington, DC
Albuquerque, NM	FWS	Assistant Director - Science Applications	Washington, DC
Washington, DC	NPS	Regional Director, Northeast Region	Philadelphia, PA

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Hanna, Jeanette	BIA	Special Assistant to the Director, BIA
Riggs, Helen	BIA	Deputy Bureau Director-Trust Services
Loudermilk, Weldon	BIA	Director, Bureau of Indian Affairs
Cruzan, Darren	BIA	Senior Advisor - Law Enforcement, Security, and School Safety
<i>SES Reassigned Into the Organization</i>		
Bearpaw, George	ASIA	
James, James	OST	
Lords, Douglas	OST	
<i>Internal Reassignments</i>		
Speaks, Stanley	BIA	Regional Director, Northwest Region
Deerinwater, Daniel	BIA	Regional Director, Southern Plains
Black, Michael	BIA	Senior Advisor to the Director, BIA

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	BLM		
Washington, DC	OST		
Washington, DC	OST		
Washington, DC	PMB		
	BIA	Regional Director, Midwest Region	Minneapolis, MN
	BIA	Deputy Bureau Director-Field Operations	Albuquerque, NM
	BIA	Deputy Bureau Director-Trust Services	Washington, DC
Portland, OR	BIA	Regional Director, Southern Plains	Anadarko, OK
Anadarko, OK	BIA	Regional Director, Northwest Region	Portland, OR
Billings, MT	BIA	Regional Director, Alaska	Anchorage, AK

Name	From			To	
	Bureau/Office	From Position	From Duty Station	Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
James, James	OST	Deputy Special Trustee-Field Operations
Lords, Douglas	OST	Deputy Special Trustee-Trust Services
<i>SES Reassigned Into the Organization</i>		
Riggs, Helen	BIA	
Loudermilk, Weldon	BIA	
Gidner, Jerry	PMB	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Albuquerque, NM	BIA		
Albuquerque, NM	BIA		
	OST	Deputy Special Trustee-Trust Services	Washington, DC
	OST	Deputy Special Trustee-Field Operations	Washington, DC
	OST	Principal Deputy Special Trustee	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Velasco , Janine	BLM	Assistant Director, Business, Fiscal and Information Resources Management
Cribley, Bud	BLM	State Director, Alaska
Lauro, Salvatore	BLM	Director, Law Enforcement
Lueders, Amy	BLM	State Director, New Mexico
Welch, Ruth	BLM	State Director, Colorado
<i>SES Reassigned Into the Organization</i>		
Sonderman, Debra	PMB	
Woody, William	FWS	
Hanna, Jeanette	BIA	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	FWS		
Anchorage, AK	FWS		
Washington, DC	FWS		
Santa Fe, NM	FWS		
Denver, CO	BOR		
		Assistant Director, Business, Fiscal and	
	BLM	Information Resources Management	Washington, DC
	BLM	Director, Law Enforcement	Washington, DC
		Senior Advisor for Tribal Energy	
	BLM	Development	Washington, DC

Name	From			To	
	Bureau/Office	From Position	From Duty Station	Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From			To	
	Bureau/Office	From Position	From Duty Station	Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From			To	
	Bureau/Office	From Position	From Duty Station	Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Wainman, Barbara	USGS	Associate Director for Communications and Publications
Aragon, Jose	USGS	Associate Director for Administration
Burkett, Virginia	USGS	Associate Director for Climate
<i>SES Reassigned Into the Organization</i>		
Hildebrandt, Betsy	FWS	
Gonzales-Schreiner, Roseann	BOR	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Reston, VA	FWS		
Albuquerque, NM	PMB		
Many, LA	ASWS		
	USGS	Associate Director for Communications and Publications	Reston, VA
	USGS	Associate Director for Administration	Lakewood, CO

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Gonzales-Schreiner, Roseann	BOR	Director, Policy and Administration
<i>SES Reassigned Into the Organization</i>		
Welch, Ruth	BLM	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Lakewood, CO	USGS		
	BOR	Director, Policy and Administration	Lakewood, CO

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
NONE		
<i>SES Reassigned Into the Organization</i>		
NONE		
<i>Internal Reassignments</i>		
Vietzke, Gay	NPS	Superintendent, National Mall and Memorial Parks

From Duty Station	To Bureau/Office	To Position	To Duty Station
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[Redacted]

[Redacted]

[Redacted]

Washington, DC	NPS	Regional Director, Northeast Region	Philadelphia, PA
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Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Woody, William	FWS	Chief, Office of Law Enforcement
Arroyo, Bryan	FWS	Assistant Director - International Affairs
Hildebrandt, Betsy	FWS	Assistant Director - External Affairs
<i>SES Reassigned Into the Organization</i>		
Luders, Amy	BLM	
Cribley, Bud	BLM	
Velasco , Janine	BLM	
Lauro, Salvatore	BLM	
Wainmann, Barbara	USGS	
<i>Internal Reassignments</i>		
Dohner, Cynthia	FWS	Regional Director - Atlanta
Tuggle, Benjamin	FWS	Regional Director - Albuquerque

From Duty Station	To Bureau/Office	To Position	To Duty Station
Baileys Crossroads, VA	BLM		
Baileys Crossroads, VA	PMB		
Washington, DC	USGS		
	FWS	Regional Director, Albuquerque	Albuquerque, NM
	FWS	Senior Advisor for Energy	Washington, DC
	FWS	Assistant Director - Business Management Operations	Baileys Crossroads, VA
	FWS	Chief, Office of Law Enforcement	VA
	FWS	Assistant Director - External Affairs	Washington, DC
Atlanta, GA	FWS	Assistant Director - International Affairs	Washington, DC
Albuquerque, NM	FWS	Assistant Director - Science Applications	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
NONE		
<i>SES Reassigned Into the Organization</i>		
NONE		
<i>Internal Reassignments</i>		
Romanik, Peg	SOL	Regional Solicitor, Northeast

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	SOL	Associate Solicitor for Parks and Wildlife	Washington, DC

To: Mashburn, Lori[lori_mashburn@ios.doi.gov]
From: Cabinet Affairs
Sent: 2017-10-05T17:48:02-04:00
Importance: Normal
Subject: FW: DOI Cabinet Affairs Report for 10/5/2017
Received: 2017-10-05T17:51:26-04:00
[DAILY UPDATE FOR CABINET AFFAIRS 10-05-17.docx](#)

What does DEPA below in CA stand for??

From: Cabinet Affairs
Sent: Thursday, October 5, 2017 4:18 PM
To: Flynn, Matthew J. EOP/WHO <Matthew.J.Flynn@who.eop.gov>
Subject: FW: DOI Cabinet Affairs Report for 10/5/2017

• **October 11:** Secretary Zinke will give remarks to the Congressional Coal Caucus

- 10/11 – Congressional Sportsmen Foundation event (Lexington, NC)
- 10/13 – National Park Foundation BOD Meeting (Grand Canyon, AZ)
- 10/21 – **DEPA** BOD Meeting (CA)

From: Mashburn, Lori [mailto:lori_mashburn@ios.doi.gov]
Sent: Thursday, October 5, 2017 12:38 PM
To: Cabinet Affairs <CabinetAffairs@who.eop.gov>
Cc: Natalie Davis <natalie_davis@ios.doi.gov>
Subject: DOI Cabinet Affairs Report for 10/5/2017

**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS –
10/05/17**

Lori Mashburn, White House Liaison

STATUS OF THE SECRETARY

10/5 Florida –

- Fort Pierce, FL --National Navy UDT-SEAL Museum
- Canal Point, FL – Lake Okeechobee & Herbert Hoover Dike Visit with Governor Rick Scott (tent.)
- Boynton Beach, FL – Loxahatchee National Wildlife Refuge Tour

10/6 Florida cont'd –

- Big Cypress National Preserve Tour

- o Tour Clyde Butcher Gallery
- o Visit National Preserve Hurricane Cleanup Activity (assist in cleanup at Fire Prairie Trail)
- Everglades City, FL – Tour Damaged Everglades National Park Sites & meet with NPS staff
 - o All Southern Florida NPS Employee Meeting
- Tour Damaged Big Cypress National Preserve Headquarters Facilities

10/7 Florida cont'd –

- Everglades, FL -- Python Briefing at Ernest F. Coe Visitor Center
- Flamingo, FL – View Hurricane Damaged Areas, Meet Impacted Employees, Commercial Operators
- Homestead, FL – Incident Command Center Visit

10/8, Florida cont'd –

- Biscayne National Park Tour Park and Hurricane Clean Up
 - o Tour Park Islands, Stiltsville, Convoy Point Visitor Center

STATUS OF THE DEPUTY SECRETARY

TODAY: The Deputy Secretary is Washington, DC.

Meeting with National Audubon Society, Trout Unlimited, and others re: Colorado River

MEDIA TODAY

Readout of the First Meeting of Re-chartered U.S. Interior Royalty Policy Committee

First Meeting Marks Significant Step Toward Restoring Public Trust, Collaborative Development of Federal Lands

WASHINGTON – Today, U.S. Secretary of the Interior Ryan Zinke and Counselor to the Secretary for Energy Policy Vincent DeVito welcomed new members of the Royalty Policy Committee, which was re-chartered on March 29 by the Secretary after an 8 year absence.

After introductions by the Secretary, new members were briefed on a variety of topics from their ethical responsibilities as appointees under the Federal Advisory Committee Act, to a detailed account of economic considerations the Department uses when offering public lands for lease.

The Committee was re-chartered in an effort to provide a continuous forum for

interested stakeholders to debate and deliberate recommendations to the Secretary on ensuring the public receives full value of natural resources produced on federal and Indian lands, including renewable energy sources. The Committee may also advise on the potential impacts of proposed policies and regulations related to revenue collection, including whether a need exists for regulatory reform.

Topics presented at the meeting ranged from ways to promote the expansion of American energy development, to providing greater input for local communities affected by leasing activities, to reassessing the economic models used by the Department.

Another topic discussed was valuation of oil, gas, and coal for royalty purposes. Long-standing regulations governing valuation were amended by the Consolidated Federal Oil and Gas and Federal and Indian Coal Valuation Reform Rule, which was to take effect on January 1, 2017, but was stayed, then repealed, after discovery of certain difficulties in implementation. The Committee has been tasked with determining the need for regulatory change that is consistent with this administration's goals of increasing domestic energy production and revenues while reducing regulatory burdens.

After the members were briefed on these issues, three subcommittees were formed: *the Subcommittee on Fair Return and Revenue*, which will review fair market return from resources produced on public lands; *the Subcommittee on Planning, Analysis, and Competitiveness*, which will assess the economic modeling used by the Department, present and future royalty rates, and ways to increase revenues and competition; and *the Subcommittee on Indian Affairs*, which will address issues specific to Tribal lands and trust.

The Committee is composed of 28 state, Tribal, and other stakeholder representatives. This is the first time the Committee has featured a member from the renewable energy sector. The Chairman is Vincent DeVito, Counselor to the Secretary for Energy Policy, and the Executive Director is James Schindler.

WH COMMS REPORT (submitted Wednesday, 10/4)

Press Inquiries:

- Many small inquiries and logistical inquiries.
- ** Multiple inquires on travel**
 - **DOI Statement:** “The Interior Department under the Trump Administration has always and will always continue to work to ensure all officials follow appropriate rules and regulations when traveling, including using government coach class fare options at all times appropriate and feasible, to ensure the efficient use of government resources.”
- ** Multiple inquires on Joel Clement, the Whistle-blower**
 - **Statement on Clement:** The Department does not comment on

ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter.

- **Regarding the shuffling of SES at DOI:** The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

Top Stories

- **Wall Street Journal:** [Government to Reopen Sage Grouse Lands for Potential Mining Projects](#)
- **Washington Post:** [Interior Department whistleblower resigns, calling Ryan Zinke's leadership a failure](#)
- **Washington Examiner:** [House GOP wants to compare Interior's Ryan Zinke's travel with predecessors](#)
- **U.S. News and World Report:** [Stonewall Jackson Monument Vandalized at Manassas Park](#)
- **Knoxville News Sentinel:** [Chimney Tops Trail in Smokies, where Gatlinburg fire started, to reopen](#)

Top Issues and Accomplishments

- Interior continues to support all Hurricane Harvey, Hurricane Irma, and Hurricane Maria efforts. All bureaus are executing their emergency plans and assisting in Hurricane relief.
- This week, Secretary Zinke is touring the Southeast. Monday, he was in South Carolina, and on Tuesday Zinke held an all team meeting with the Southeastern Regional employees in Atlanta, Georgia. The Secretary will spend the rest of the trip in Florida. There will be 3 media opportunities throughout the trip in Florida.
- Today, Interior hosted the first Royalty Policy Committee (RPC) meeting. The meeting was open press.

AGENCY MEDIA

WEEK AHEAD October 4 thru October 12, 2017 (Submitted 10/4)

U.S. Department of the Interior

Secretarial-level Announcements/Events/Interviews

- **October 2-8:** Secretary Zinke is traveling to South Carolina, Georgia, and Florida for multiple events. The main focus of this trip will be to visit with DOI personnel aiding in hurricane preparation and recovery efforts and to view damage to DOI assets. On Oct. 2, he will visit Fort Sumter Visitor Education Center to meet with staff and tour Fort Sumter National Monument. On Tues., Oct 3, he will hold an all-hands meeting with DOI Regional Directors in Atlanta. On Wed., Oct 4, he will tour Okefenokee National Wildlife Refuge in Folkston, GA. On Thurs., Oct 5 he will visit Lake Okeechobee & Herbert Hoover Dike with Florida Governor Rick Scott. He will also tour Loxahatchee National Wildlife Refuge. On Friday, Oct. 7, he will visit Big Cypress National Preserve and participate in Hurricane clean-up efforts, as well as tour damaged Everglades National Park Sites and hold briefing with all southern Florida National Park employees. On Saturday, Oct. 7, he will tour Everglades National Park and hold a media availability with Senator Marco Rubio and TBD Congressional delegation. On Sunday, Oct. 8, he will visit Biscayne National Park Headquarters and assess and assist with hurricane clean-up efforts.
- **October 11:** Secretary Zinke will give remarks to the Congressional Coal Caucus
- **October 4: Department-level Release:** DOI and BLM will announce the totals from all September oil and gas lease sales.
- **October 5: Department-level Release:** DOI and BOEM press release on Proposed Notice of Sale for Gulf of Mexico Lease Sale 250.

Interior Social Media Updates

- **October 5 (tent.): Department-level blog post:** DOI to publish a story on how FWS first responders saved women in Puerto Rico who was trapped under her mobility scooter thanks to the help of her dog.
- **October 10: Department-level video:** DOI to release a video highlighting national wildlife refuges for National Wildlife Refuge Week.
- **October 11: Department-level blog post:** DOI to publish a blog post on tips for fishing on public lands.

National Park Service

- **October 5 (tent.): National NPS Release:** NPS will announce the Director's Partnership Awards, which recognizes 17 NPS partners who supported six different complex, multi-year projects, including historic building rehab and trail construction projects.
- **October 6: Local NPS Release:** War in the Pacific NHP, American Memorial Park superintendent announcement. PWR aiming to release by the end of the week.
- **October TBD: National NPS Release:** Historic Preservation Tax Credits: NPS and/or DOI announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits

2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.

U.S. Fish and Wildlife Service

- **October 5: Local FWS Release(s):** FWS will send 12-month findings on 25 species, finding that none warrant ESA protections. These findings are for 14 Nevada springsnail species, Barbour's map turtle, Big Blue Springs cave crayfish, Bicknell's thrush, black-backed woodpecker, boreal toad, fisher, Florida Keys mole skink, Great Sand Dunes tiger beetle, Kirtland's snake, Pacific walrus and San Felipe gambusia. Outreach will be conducted on a region-by-region basis, including news releases with supporting FAQs where appropriate, to be sent to stakeholders and members of Congress. Some findings may be controversial. The Bicknell's thrush, fisher and Pacific walrus will likely attract significant media attention.
- **October TBD: Local FWS Release:** FWS will announce the final listing of four Everglades plants—the Everglades bully, Florida pineland crabgrass, pineland sandmat and Florida prairie-clover, plants that occur in south Florida. This action is not controversial.
- **October TBD: Local FWS Release:** FWS will announce a six-month extension of the final determination of list the Louisiana pine snake, found in Louisiana and Texas. While the Louisiana pine snake listing is controversial, the six-month extension is not expected to be controversial.

Bureau of Land Management

- **October 5: National BLM Release:** BLM will issue a release regarding the delay/suspension of the Waste Prevention Rule (Venting and Flaring).
- **October 10–11:** BLM-AK Fire Service will host the Alaska Wildfire Coordinating Group Interagency Fall Review in Fairbanks. The annual interagency review is a forum for federal, state, local and tribal wildland fire partners, land managers and agency administrators to focus on the response to this season's fires, issues with the Wildland Fire Decision Support system and fire management plans and other issues of interest to various agencies in Alaska.
- **October 11:** BLM-WY Casper Field Office will meet with local ranchers to discuss their concerns about tribal consultation on split-estate and wells built on private surface that intersect both private and federal minerals in Douglas.

CONGRESSIONAL

UPCOMING HNRC HEARING: The House Natural Resources Federal Lands Subcommittee will hold a legislative hearing on a series of bills. DOI will be sending a NPS witness for the Subcommittee Chairman's (McClintock) bill, HR3907. Written statements will be provided on the remaining bills.

Timing: 10 am, October 11, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

UPCOMING HOUSE SMALL BUSINESS HEARING: The House Small Business Committee will be holding an oversight hearing on the Federal government's compliance to the Paperwork Reduction Act. The committee has requested FWS provide a witness within the context of complying with the ESA. The witness will be Steve Guertin, Deputy Director, U.S. Fish and Wildlife Service.

Timing: 11 am, October 11, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

UPCOMING HNRC HEARING: The House Natural Resources Water, Power, and Oceans Subcommittee is hosting a legislative hearing on two bills: Rep. Calvert, H.R. ____, the "Endangered Species Consolidation Act of 2017" and Rep. McMorris Rodgers, H.R. 3144, "To provide for operations of the Federal Columbia River Power System pursuant to a certain operation plan for a specified period of time, and for other purposes." Chairman Calvert's bill will be supported by the Department, but will likely receive some opposition from Commerce. Alan Mikkelsen, the Acting Commissioner for the Bureau of Reclamation, is set to testify on behalf of the Department.

Timing: October 12, 2017

Contact: Amanda Kaster, Policy Adviser, Congressional Affairs

POLITICAL APPOINTEE UPDATE

DOI politicals on board = 59

3 PAS confirmed as of 9/18.

4 nominated awaiting confirmation:

- Pending Senate floor vote: Susan Combs, Assistant Secretary Policy Management and Budget.
- Pending Senate floor vote: Brenda Berman, Commissioner, Bureau of Reclamation.
- Pending Senate floor vote: Joe Balash, Assistant Secretary, Land and Minerals
- Pending Senate floor vote: Ryan Douglas Nelson, Solicitor

Overall:

- Schedule C: 33 of 68 onboard; 4 starting; 6 in process
- NC-SES: 23 of 44 onboard; 2 starting; 4 in process
- PAS: 3 Confirmed; 4 Announced; 15 of 17 Submitted to PPO

SECRETARY SPEAKING INVITATIONS

Accepted

10/11 – Congressional Sportsmen Foundation event (Lexington, NC)
10/13 – National Park Foundation BOD Meeting (Grand Canyon, AZ)
10/21 – DEPA BOD Meeting (CA)
Oct (TBC date) - Weyrich Lunch (DC)
Open (date TBC)- Americans for Tax Reform (DC)
Open (date TBC)- Detroit Economic Club

Outstanding Invitations in Process

10/11 - Remarks at 2nd National Wildlife Refuge System Expo co-hosted by the Congressional Wildlife Refuge Caucus and the Cooperative Alliance for Refuge Enhancement (CARE) (DC)
10/15-17 – Heritage Annual President’s Club Meeting (DC)
10/15 - National Congress of American Indians 74 Annual Convention (Milwaukee, WI)
10/30-11/3 – International Mining and Resources Conference (Melbourne, Australia)

Declining

10/5 – Alamocita Creek Land Protection and Access Project Celebration and Tour (Pie Town, NM)
10/10 – Natural Areas Conference (Ft. Collins, CO)
10/10 – American Sport fishing Association Annual Meeting (Clearwater Beach, FL)
10/13 - Public Land & Resources Law Review's Public Land Law Conference (Missoula, MT)
10/15-17 – Heritage Annual President’s Club Meeting (DC)
10/16 - Carlsbad Mayor's Energy Summit (Carlsbad, NM)
10-16-17 Americans For Tax Reform Coalition Leaders Summit (Miami Beach, FL)
10/17 – Folsom Dam Joint Federal Project Completion Ceremony (Folsom, CA)
10/17 – National Association of Sporting Goods Wholesalers (San Antonio, TX)
10/18 - Environmental Law Institute (ELI) 2017 Award Dinner (DC)
10/19 – USO Gala (Washington, DC)
10/19 – Grand Junction Petroleum and Mining Club (Grand Junction, CO)
10/20 - TXOGA Lone Star Energy Forum (Woodlands, TX)
10/26 - Montana Chamber Annual Meeting (Great Falls, MT)
10/28 – Cattle Producers of Washington Annual Meeting (Airway Heights, WA)
10/31 - George B. Hartzog, Jr. Awards and Speaker Program Clemson University (SC)
11/4 Governor Reynolds Annual Pheasant Hunt
11/7-9 National Ranger Council Annual Meeting (Gettysburg, PA)
11/8 – WY Governor Annual Business Forum (Cheyenne, WY)
11/9 - America First Energy Conference hosted by Heartland Institute (Houston, TX)
11/9 - Bass Fishing Hall of Fame Induction Dinner at the Wonders of Wildlife (Springfield, MO)
11/14 – George Rogers Clark National Historical Park Quarter Launch (Vincennes, Indiana)

EMERGENCY MANAGEMENT (new)

The National Weather Service (NWS) reports chances for shower and thunderstorm activity will increase across Puerto Rico and the U.S. Virgin Islands today and Friday as deep tropical moisture streams in from the east. Some storms will be capable of producing heavy downpours, cloud to ground lightning, and flooding of low lying areas. In addition, hot and humid conditions will persist with heat indices approaching 100 degrees which may cause heat related illness resulting from prolonged exposure.

The Department of Homeland Security reports that an additional 87 gas stations have opened in Puerto Rico, bringing the total to 837.

Stabilization efforts continue for the Guajataca Dam spillway, and evacuations remain in effect. Seven Department of Defense ships are scheduled to arrive today with 3.5 million liters of water and 5.5 million meals. A U.S. Coast Guard (USCG) Enhanced Mobile Incident Command Post is also scheduled to arrive in San Juan today. Hurricane response operations throughout Puerto Rico and the U.S. Virgin Islands are being supported by the U.S. National Guard from 36 states.

In the U.S. Virgin Islands, a Boil Water Advisory remains in effect. There are four days of emergency water storage for St. Thomas, St. John, and St. Croix, totaling more than 207,000,000 gallons of water. Most highways on St. Croix are open, while numerous roads are closed or partially closed on St. Thomas and St. John.

While more than 30,000 households in Texas and Florida remain in temporary housing, Gulf Coast states have begun monitoring the development of Tropical Depression Sixteen.

One team member from Maria Quick Response Team (QRT) 3 demobilized Wednesday. Nineteen members from QRT 2 arrived in Orlando, Florida, yesterday. Continuing operations involve providing force protection for Urban Search and Rescue (USAR), Disaster Medical Assistance Teams (DMAT), and other Federal Operations Support (FOS) missions.

NPS reports that distribution of supplies aboard the Motor Vessel (M/V) Fort Jefferson docked at Christiansted National Historic Site/St. Croix has begun. Staff are working abbreviated schedules to allow time for personal recovery. Air conditioning units powered by generators are being brought in to preserve museum collections. At Virgin Islands National Park, cleanup, debris removal, and debris disposal coordination efforts continue at the park. NPS approved usage of the Baseball Field for the U.S. Postal Service to set up operations. A commercial dive team was hired to assess moorings. At San Juan National Historic Site, a majority of the Incident Management Team (IMT) returned to the Emergency Operations Center (EOC) at Convention Center for connectivity and communications purposes. A dock at the pier was secured for the return of MV Fort Jefferson. The US Army approached NPS to request a Landing Zone (LZ) for patients requiring evacuation from San Juan to the USNS Comfort which docked nearby; the request was approved by the superintendent and IMT, but a more suitable LZ was located and established nearby.

FWS Teams 1 and 2 have combined resources and are now referred to as the FWS Team. The team continues performing welfare checks on employees unable to reach

distribution points. Additionally, the team will conduct initial damage assessments on FWS facilities, coordinate with FEMA on aviation support, provide security to FWS assets and infrastructure, and assist with debris removal. The high demand for flights departing the island creates a challenge for FWS team member rotation. FWS has arranged to have a representative at the Joint Field Office (JFO) in Puerto Rico to enhance coordination efforts. The FWS Information Technology (IT) Specialist will combine efforts with the DOI Office of Chief Information Officer (OCIO) to assist with infrastructure impacts and other relevant issues. FWS continues coordination with ESF #8 (Public Health and Medical Services) in order to provide assistance for an employee family member in critical need of treatment.

USGS is working to safely install new streamgages downstream of the Guajataca Lake spillway. In addition to gage repair and installation, USGS is monitoring the Guajataca spillway via video feed. Lights and a generator are still needed in order to provide 24-hour monitoring.

Twenty-six employees from DOI Bureaus and Offices are currently supporting the FEMA Surge Capacity Force. The group is comprised of volunteers supporting recovery efforts in Puerto Rico, Texas, the U.S. Virgin Islands, Mississippi, Nevada, and Alabama. OEM is working with FEMA to deploy an additional 27 DOI employees on October 8.

The Small Business Administration (SBA) is working with 67 DOI employees in order to place them roles with the SBA to provide support to hurricane victims. These personnel may be deployed as early as weeks' end. DOI is working to identify other resources that can support the SBA mission in the coming weeks.

There are 170 personnel supporting interagency efforts in response to Hurricanes Irma and Maria.

OUTSIDE MEDIA OF INTEREST (new)

Interior Secretary Zinke To Visit Florida This Week.

The Tampa Bay (FL) Times (10/4, Leary) reports that Interior Secretary Ryan Zinke will travel to Florida on Thursday to “conduct on-the-ground assessments of hurricane damage at National Park Service locations and to receive a briefing on Everglades Restoration,” according to a release. On Thursday, Zinke will receive “a briefing on infrastructure upgrades and Everglades restoration at Lake Okeechobee.” On Friday, Zinke will assess “hurricane damage and clean-up at Big Cypress National Preserve.” And Saturday, Zinke will “hold a media event with Sen. Marco Rubio and members of the congressional delegation.”

Additional coverage was provided by the Palm Beach (FL) Post (10/4, Bennett) and WJXT-TV Jacksonville, FL (10/4).

Interior Secretary Ryan Zinke Visits Okefenokee Swamp. The Florida Times-Union (10/4, Dickson) reports that Interior Secretary Ryan Zinke visited Okefenokee National Wildlife and held “closed door talks with the refuge management.” The Okefenokee Swamp is “a watery field right now after the persistent late spring and early summer rain that extinguished the enormous West Mims Fire and more recently a dousing from Tropical Storm Irma.” Zinke “had said he will concentrate on restoring revenue streams that could meet a lot of shortages in the National Park Service and

others.”

House GOP Wants To Compare Interior’s Ryan Zinke’s Travel With Predecessors.

The [Washington Examiner](#) (10/4, Ferrechio) reports that “House Republicans want to compare the travel records of Interior Secretary Ryan Zinke with those of the department heads during President Obama’s administration.” House Natural Resources Committee Chairman Rob Bishop “asked Zinke to provide records on the use of private, chartered, rented, and government-owned aircraft by secretaries of the interior dating back to Obama’s first day in office.” Bishop is looking “to compare non-commercial aircraft use by Obama Interior Secretaries Ken Salazar (2009-2013) and Sally Jewell (2013-2017) to that of Zinke, who is under investigation by the department’s inspector general for using chartered and military planes for official travel that was also mixed with political business.”

Also reporting are [Roll Call](#) (10/4), the [AP](#) (10/4), [Politico Morning Energy](#) (10/4, Adragna), and [Law360](#) (10/4, Westney).

- **Zinke's not alone:** Obama administration officials had their own struggles mixing official business with politics. A watchdog group requested a probe of whether then-Secretary Ken Salazar had violated the Hatch Act while taking an Obama re-election campaign RV tour of Colorado. The Office of Special Counsel [found](#) HHS Secretary Kathleen Sebelius violated the Hatch Act in 2012, saying she had made "extemporaneous partisan remarks" in North Carolina. Former Interior chief Sally Jewell said she thought Zinke was within his rights, noting she once appeared at a fundraiser for Democratic Sen. [Maria Cantwell](#) that she paid her own way to. "If he had legitimate business while he's on the island, to do a political thing on the side I don't think that is that unusual," Jewell said.

House Democrats Demand More Transparency In National Monument Review.

The [Salt Lake \(UT\) Tribune](#) (10/5, Burr) reports that Democrats in the House on Wednesday “introduced a resolution to require more transparency of the Interior Department’s review of national monuments, a move that could force a vote of the chamber.” The resolution “demands action within 14 legislative days by the House Natural Resources Committee or, under House rules, the Democrats could take their challenge to the House floor.” According to the article, “should the resolution come before the full House, the likely outcome of a vote would be a rejection, given the partisan breakdown of the GOP-controlled Congress.”

- ***The President Is Quietly Taking Aim At Our National Monuments.*** For the “Congress” blog of [The Hill](#) (10/4, Grijalva), Rep. Raúl M. Grijalva claims that the Trump Administration, “urged on by well-funded ideologues and fossil fuel interests, is engaged in an unprecedented effort to destroy our country’s system of public lands.” Grijalva warns that “if President Trump, Interior Secretary Ryan Zinke and their allies on Capitol Hill have their way, few monuments – whether they protect historic Native American sites, iconic natural wonders or world-class wildlife habitats – will be safe over the long haul.” Grijalva criticizes Zinke’s handling of the review of national monuments, as well as his recommendation to shrink four monuments.

Court Blocks Trump's 'Unlawful' Delay Of Obama Methane Leak Rule.

The Hill (10/4, Cama) reports that "late Wednesday" Judge Elizabeth Laporte of the District Court for the Northern District of California ruled "that the Trump administration broke the law when it tried this summer to delay an Obama administration rule related to greenhouse gas released through oil and natural gas drilling." Laporte "said the Interior Department cannot use a provision in the Administrative Procedure Act to delay the rule on methane emissions on federal land, as it tried to do in June." The judge's decision "represents another bump in the road on the Trump administration's deregulatory agenda," and "it means that for now, the January 2018 compliance date for the rule is in effect."

- ***Interior Moves To Delay Obama-era Rule On Methane***

Emissions. The AP (10/4, Daly) reports that the Interior is attempting to delay a regulation that is meant to restrict methane emissions on federal lands coming from oil and gas production. The department hopes to delay the Obama-era rule, which was finalized last November, until January 2019. The AP states "the Interior Department said in a notice to be published Thursday in the Federal Register that an analysis conducted during the Obama administration may have underestimated costs and overestimated benefits."

- The Hill (10/4, Cama) reports that the Department of the Interior's notice said "the BLM is currently reviewing the 2016 final rule and wants to avoid imposing temporary or permanent compliance costs on operators for requirements that may be rescinded or significantly revised in the near future." American Petroleum Institute Director of Upstream Operations Erik Milito said "we welcome BLM's efforts to get this right and encourage the agency to develop an achievable rule in the months ahead that serves to prevent waste and conserve resources while encouraging energy production on federal lands."

- Natural Gas Intelligence (10/4, Passut) reports that Bureau of Land Management Acting Director Michael Nedd said "as we strengthen America's energy independence, we intend to evaluate regulations to determine if they unnecessarily encumber energy production, constrain economic growth, or prevent job creation." Nedd also said, "our proposal would give the BLM sufficient time to review the 2016 final rule and consider revising or rescinding its requirements."

Interior Department Whistleblower Resigns, Calling Ryan Zinke's Leadership A Failure.

The Washington Post (10/4, Fears) reports that "an Interior Department executive turned whistleblower who claimed the Trump administration retaliated against him for publicly disclosing how climate change affects Native Alaskan communities resigned Wednesday." The Hill (10/4, Cama) reports that in a resignation letter to Interior Secretary Ryan Zinke, Joel Clement "said he objected to his June reassignment out of a climate change role." Clement "also cited 'poor leadership' by Zinke, climate change skepticism and wasted tax money."

Ryan Zinke Focuses On Energy Development On Public Lands As New Committee Starts.

The Washington Examiner (10/4, Siciliano) reports that the Interior Department held the first meeting for its new Royalty Policy Committee Wednesday. The department's Energy Policy Counselor Vincent DeVito said the committee's creation represents the start of a more heightened prioritization for energy instead of a "sleepy portfolio." DeVito said "this is a business committee, this is our board, our shareholders are the American people."

25 Species, Including Pacific Walrus, Denied Endangered Protection By Trump Administration.

USA Today (10/4, Rice) reports that the Trump Administration on Wednesday "declined to list 25 species as endangered, noting that extra protection 'is not warranted at this time.'" USA Today says environmental groups are particularly concerned about the Pacific walrus, but the US Fish and Wildlife Service "reported that it can't say with certainty that the Pacific walrus is likely to become endangered, despite an extensive loss of Arctic Sea ice due to global warming." The decision that was "applauded" by Alaska's Republican congressional delegation.

Stonewall Jackson Monument Vandalized At Manassas Park.

The AP (10/4) reports that the National Park Service "says it is making repairs to a Stonewall Jackson monument that was vandalized at Manassas National Battlefield." The NPS "says the vandalism at the monument depicting the Confederate general was discovered early Wednesday morning and occurred overnight." According to the article, "white paint was splashed on the granite base of the monument, and the word 'Dead!' was added in gold spray paint."

FEDERAL REGISTER LISTINGS:

REG0007176 BLM Notice of Application for a Recordable Disclaimer of Interest: Harris County, Texas -- The BLM provides notice that it has received an application pursuant to the Federal Land Policy and Management Act of 1976 (FLPMA) for a Recordable Disclaimer of Interest from RKE-2 Real Estate, LLC, a Texas limited liability company, for certain surface land in Harris County, Texas. The BLM invites public comments over 90 days and announces its intent to grant the requested Disclaimer of Interest if it receives no valid objections within that period. Notice 10/04/2017

REG0007353 BLM Notice of Intent to Prepare an Environmental Impact Statement for the Alkali Creek Reservoir Project, Big Horn County, Wyoming -- The BLM announces its intent to prepare an environmental impact statement (EIS) for the proposed Alkali Creek Reservoir Project and invites public scoping comments over 30 days. The BLM also announces that the proposed action may require an amendment to the 2015 Worland Field Office Resource Management Plan (RMP). Notice 10/04/2017

REG0007455 BLM Notice of Public Meetings: Southeast Oregon Resource Advisory Council -- The Southeast Oregon Resource Advisory Council is scheduled to meet on Monday, October 16 & Tuesday, October 17, 2017, in Lakeview, OR. Notice 10/04/2017

REG0007483 BLM Notice of Public Meeting: Sierra Front-Northwestern Great Basin

Resource Advisory Council The Sierra Front-Northwestern Great Basin Resource Advisory Council will hold a public meeting on Thursday, October 12, 2017 and a field trip on Friday, October 13, 2017 to the Porter Springs Recreation Area. Notice 10/04/2017

REG0007408 FWS Receipt of Applications for Incidental Take Permit; Draft Low-Effect Habitat Conservation Plan for the California Tiger Salamander; Rice Ranch Development Project, Santa Barbara County, CA -- FWS has received an application from John Scardino of Highlands at Double R, LLC for an incidental take permit under the Endangered Species Act. Notice 10/04/2017

REG0007434 FWS Information Collection Activities; Administrative Procedures for U.S. Fish and Wildlife Service Financial Assistance Programs --This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that FWS will ask the Office of Management and Budget (OMB) to renew (and revise) its approval of an information collection associated with financial assistance programs administered by the Service. FWS is requesting public comments on the renewal for 60 days. Notice 10/04/2017

REG0007437 FWS Receipt of Application for Incidental Take Permit; Draft Low-Effect Habitat Conservation Plan for the California Tiger Salamander; La Purisima Golf Course Solar Array Project, Santa Barbara County -- FWS received an application from Protek Investments, LLC for an incidental take permit under the Endangered Species Act Notice 10/04/2017

REG0007490 FWS Agency Information Collection Activities; Land-Based Wind Energy Guidelines This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that FWS will ask the Office of Management and Budget (OMB) to renew its approval of an information collection for the Service's voluntary Land-Based Wind Energy Guidelines. FWS is requesting public comments on the renewal for 60 days. Notice 10/04/2017

Lori K. Mashburn
White House Liaison
Department of the Interior
202.208.1694

DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS – 10/05/17

Lori Mashburn, White House Liaison

STATUS OF THE SECRETARY

10/5 Florida –

- Fort Pierce, FL --National Navy UDT-SEAL Museum
- Canal Point, FL – Lake Okeechobee & Herbert Hoover Dike Visit with Governor Rick Scott (tent.)
- Boynton Beach, FL – Loxahatchee National Wildlife Refuge Tour

10/6 Florida cont'd –

- Big Cypress National Preserve Tour
 - Tour Clyde Butcher Gallery
 - Visit National Preserve Hurricane Cleanup Activity (assist in cleanup at Fire Prairie Trail)
- Everglades City, FL – Tour Damaged Everglades National Park Sites & meet with NPS staff
 - All Southern Florida NPS Employee Meeting
- Tour Damaged Big Cypress National Preserve Headquarters Facilities

10/7 Florida cont'd –

- Everglades, FL -- Python Briefing at Ernest F. Coe Visitor Center
- Flamingo, FL – View Hurricane Damaged Areas, Meet Impacted Employees, Commercial Operators
- Homestead, FL – Incident Command Center Visit

10/8, Florida cont'd –

- Biscayne National Park Tour Park and Hurricane Clean Up
 - Tour Park Islands, Stiltsville, Convoy Point Visitor Center

STATUS OF THE DEPUTY SECRETARY

TODAY: The Deputy Secretary is Washington, DC.

Meeting with National Audubon Society, Trout Unlimited, and others re: Colorado River

MEDIA TODAY

Readout of the First Meeting of Re-chartered U.S. Interior Royalty Policy Committee

First Meeting Marks Significant Step Toward Restoring Public Trust, Collaborative Development of Federal Lands

WASHINGTON – Today, U.S. Secretary of the Interior Ryan Zinke and Counselor to the Secretary for Energy Policy Vincent DeVito welcomed new members of the Royalty Policy Committee, which was re-chartered on March 29 by the Secretary after an 8 year absence.

After introductions by the Secretary, new members were briefed on a variety of topics from their ethical responsibilities as appointees under the Federal Advisory Committee Act, to a detailed account of economic considerations the Department uses when offering public lands for lease.

The Committee was re-chartered in an effort to provide a continuous forum for interested stakeholders to debate and deliberate recommendations to the Secretary on ensuring the public receives full value of natural resources produced on federal and Indian lands, including renewable energy sources. The

Committee may also advise on the potential impacts of proposed policies and regulations related to revenue collection, including whether a needs exists for regulatory reform.

Topics presented at the meeting ranged from ways to promote the expansion of American energy development, to providing greater input for local communities affected by leasing activities, to reassessing the economic models used by the Department.

Another topic discussed was valuation of oil, gas, and coal for royalty purposes. Long-standing regulations governing valuation were amended by the Consolidated Federal Oil and Gas and Federal and Indian Coal Valuation Reform Rule, which was to take effect on January 1, 2017, but was stayed, then repealed, after discovery of certain difficulties in implementation. The Committee has been tasked with determining the need for regulatory change that is consistent with this administration's goals of increasing domestic energy production and revenues while reducing regulatory burdens.

After the members were briefed on these issues, three subcommittees were formed: *the Subcommittee on Fair Return and Revenue*, which will review fair market return from resources produced on public lands; *the Subcommittee on Planning, Analysis, and Competitiveness*, which will assess the economic modeling used by the Department, present and future royalty rates, and ways to increase revenues and competition; and *the Subcommittee on Indian Affairs*, which will address issues specific to Tribal lands and trust.

The Committee is composed of 28 state, Tribal, and other stakeholder representatives. This is the first time the Committee has featured a member from the renewable energy sector. The Chairman is Vincent DeVito, Counselor to the Secretary for Energy Policy, and the Executive Director is James Schindler.

WH COMMS REPORT (submitted Wednesday, 10/4)

Press Inquiries:

- Many small inquiries and logistical inquiries.
- ** Multiple inquires on travel**
 - **DOI Statement:** “The Interior Department under the Trump Administration has always and will always continue to work to ensure all officials follow appropriate rules and regulations when traveling, including using government coach class fare options at all times appropriate and feasible, to ensure the efficient use of government resources.”
- ** Multiple inquires on Joel Clement, the Whistle-blower**
 - **Statement on Clement:** The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter.
 - **Regarding the shuffling of SES at DOI:** The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

Top Stories

- **Wall Street Journal:** [Government to Reopen Sage Grouse Lands for Potential Mining Projects](#)
- **Washington Post:** [Interior Department whistleblower resigns, calling Ryan Zinke's leadership a failure](#)
- **Washington Examiner:** [House GOP wants to compare Interior's Ryan Zinke's travel with predecessors](#)
- **U.S. News and World Report:** [Stonewall Jackson Monument Vandalized at Manassas Park](#)
- **Knoxville News Sentinel:** [Chimney Tops Trail in Smokies, where Gatlinburg fire started, to reopen](#)

Top Issues and Accomplishments

- Interior continues to support all Hurricane Harvey, Hurricane Irma, and Hurricane Maria efforts. All bureaus are executing their emergency plans and assisting in Hurricane relief.
- This week, Secretary Zinke is touring the Southeast. Monday, he was in South Carolina, and on Tuesday Zinke held an all team meeting with the Southeastern Regional employees in Atlanta, Georgia. The Secretary will spend the rest of the trip in Florida. There will be 3 media opportunities throughout the trip in Florida.
- Today, Interior hosted the first Royalty Policy Committee (RPC) meeting. The meeting was open press.

AGENCY MEDIA

WEEK AHEAD October 4 thru October 12, 2017 (Submitted 10/4)

U.S. Department of the Interior

Secretarial-level Announcements/Events/Interviews

- **October 2-8:** Secretary Zinke is traveling to South Carolina, Georgia, and Florida for multiple events. The main focus of this trip will be to visit with DOI personnel aiding in hurricane preparation and recovery efforts and to view damage to DOI assets. On Oct. 2, he will visit Fort Sumter Visitor Education Center to meet with staff and tour Fort Sumter National Monument. On Tues., Oct 3, he will hold an all-hands meeting with DOI Regional Directors in Atlanta. On Wed., Oct 4, he will tour Okefenokee National Wildlife Refuge in Folkston, GA. On Thurs., Oct 5 he will visit Lake Okeechobee & Herbert Hoover Dike with Florida Governor Rick Scott. He will also tour Loxahatchee National Wildlife Refuge. On Friday, Oct. 7, he will visit Big Cypress National Preserve and participate in Hurricane clean-up efforts, as well as tour damaged Everglades National Park Sites and hold briefing with all southern Florida National Park employees. On Saturday, Oct. 7, he will tour Everglades National Park and hold a media availability with Senator Marco Rubio and TBD Congressional delegation. On Sunday, Oct. 8, he will visit Biscayne National Park Headquarters and assess and assist with hurricane clean-up efforts.
- **October 11:** Secretary Zinke will give remarks to the Congressional Coal Caucus
- **October 4: Department-level Release:** DOI and BLM will announce the totals from all September oil and gas lease sales.
- **October 5: Department-level Release:** DOI and BOEM press release on Proposed Notice of Sale for Gulf of Mexico Lease Sale 250.

Interior Social Media Updates

- **October 5 (tent.): Department-level blog post:** DOI to publish a story on how FWS first responders saved women in Puerto Rico who was trapped under her mobility scooter thanks to the help of her dog.

- **October 10: Department-level video:** DOI to release a video highlighting national wildlife refuges for National Wildlife Refuge Week.
- **October 11: Department-level blog post:** DOI to publish a blog post on tips for fishing on public lands.

National Park Service

- **October 5 (tent.): National NPS Release:** NPS will announce the Director's Partnership Awards, which recognizes 17 NPS partners who supported six different complex, multi-year projects, including historic building rehab and trail construction projects.
- **October 6: Local NPS Release:** War in the Pacific NHP, American Memorial Park superintendent announcement. PWR aiming to release by the end of the week.
- **October TBD: National NPS Release:** Historic Preservation Tax Credits: NPS and/or DOI announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.

U.S. Fish and Wildlife Service

- **October 5: Local FWS Release(s):** FWS will send 12-month findings on 25 species, finding that none warrant ESA protections. These findings are for 14 Nevada springsnail species, Barbour's map turtle, Big Blue Springs cave crayfish, Bicknell's thrush, black-backed woodpecker, boreal toad, fisher, Florida Keys mole skink, Great Sand Dunes tiger beetle, Kirtland's snake, Pacific walrus and San Felipe gambusia. Outreach will be conducted on a region-by-region basis, including news releases with supporting FAQs where appropriate, to be sent to stakeholders and members of Congress. Some findings may be controversial. The Bicknell's thrush, fisher and Pacific walrus will likely attract significant media attention.
- **October TBD: Local FWS Release:** FWS will announce the final listing of four Everglades plants—the Everglades bully, Florida pineland crabgrass, pineland sandmat and Florida prairie-clover, plants that occur in south Florida. This action is not controversial.
- **October TBD: Local FWS Release:** FWS will announce a six-month extension of the final determination of list the Louisiana pine snake, found in Louisiana and Texas. While the Louisiana pine snake listing is controversial, the six-month extension is not expected to be controversial.

Bureau of Land Management

- **October 5: National BLM Release:** BLM will issue a release regarding the delay/suspension of the Waste Prevention Rule (Venting and Flaring).
- **October 10–11:** BLM-AK Fire Service will host the Alaska Wildfire Coordinating Group Interagency Fall Review in Fairbanks. The annual interagency review is a forum for federal, state, local and tribal wildland fire partners, land managers and agency administrators to focus on the response to this season's fires, issues with the Wildland Fire Decision Support system and fire management plans and other issues of interest to various agencies in Alaska.
- **October 11:** BLM-WY Casper Field Office will meet with local ranchers to discuss their concerns about tribal consultation on split-estate and wells built on private surface that intersect both private and federal minerals in Douglas.

CONGRESSIONAL

UPCOMING HNRC HEARING: The House Natural Resources Federal Lands Subcommittee will hold a legislative hearing on a series of bills. DOI will be sending a NPS witness for the Subcommittee Chairman's (McClintock) bill, HR3907. Written statements will be provided on the remaining bills.

Timing: 10 am, October 11, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

UPCOMING HOUSE SMALL BUSINESS HEARING: The House Small Business Committee will be holding an oversight hearing on the Federal government's compliance to the Paperwork Reduction Act. The committee has requested FWS provide a witness within the context of complying with the ESA. The witness will be Steve Guertin, Deputy Director, U.S. Fish and Wildlife Service.

Timing: 11 am, October 11, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

UPCOMING HNRC HEARING: The House Natural Resources Water, Power, and Oceans Subcommittee is hosting a legislative hearing on two bills: Rep. Calvert, H.R. ____, the "Endangered Species Consolidation Act of 2017" and Rep. McMorris Rodgers, H.R. 3144, "To provide for operations of the Federal Columbia River Power System pursuant to a certain operation plan for a specified period of time, and for other purposes." Chairman Calvert's bill will be supported by the Department, but will likely receive some opposition from Commerce. Alan Mikkelsen, the Acting Commissioner for the Bureau of Reclamation, is set to testify on behalf of the Department.

Timing: October 12, 2017

Contact: Amanda Kaster, Policy Adviser, Congressional Affairs

POLITICAL APPOINTEE UPDATE

DOI politicals on board = 59

3 PAS confirmed as of 9/18.

4 nominated awaiting confirmation:

- Pending Senate floor vote: Susan Combs, Assistant Secretary Policy Management and Budget.
- Pending Senate floor vote: Brenda Berman, Commissioner, Bureau of Reclamation.
- Pending Senate floor vote: Joe Balash, Assistant Secretary, Land and Minerals
- Pending Senate floor vote: Ryan Douglas Nelson, Solicitor

Overall:

- Schedule C: 33 of 68 onboard; 4 starting; 6 in process
- NC-SES: 23 of 44 onboard; 2 starting; 4 in process
- PAS: 3 Confirmed; 4 Announced; 15 of 17 Submitted to PPO

SECRETARY SPEAKING INVITATIONS

Accepted

10/11 – Congressional Sportsmen Foundation event (Lexington, NC)

10/13 – National Park Foundation BOD Meeting (Grand Canyon, AZ)

10/21 – DEPA BOD Meeting (CA)

Oct (TBC date) - Weyrich Lunch (DC)

Open (date TBC)- Americans for Tax Reform (DC)

Open (date TBC)- Detroit Economic Club

Outstanding Invitations in Process

10/11 - Remarks at 2nd National Wildlife Refuge System Expo co-hosted by the Congressional Wildlife Refuge Caucus and the Cooperative Alliance for Refuge Enhancement (CARE) (DC)

10/15-17 – Heritage Annual President's Club Meeting (DC)

10/15 - National Congress of American Indians 74 Annual Convention (Milwaukee, WI)

10/30-11/3 – International Mining and Resources Conference (Melbourne, Australia)

Declining

10/5 – Alamocita Creek Land Protection and Access Project Celebration and Tour (Pie Town, NM)
10/10 – Natural Areas Conference (Ft. Collins, CO)
10/10 – American Sport fishing Association Annual Meeting (Clearwater Beach, FL)
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10/26 - Montana Chamber Annual Meeting (Great Falls, MT)
10/28 – Cattle Producers of Washington Annual Meeting (Airway Heights, WA)
10/31 - George B. Hartzog, Jr. Awards and Speaker Program Clemson University (SC)
11/4 Governor Reynolds Annual Pheasant Hunt
11/7-9 National Ranger Council Annual Meeting (Gettysburg, PA)
11/8 – WY Governor Annual Business Forum (Cheyenne, WY)
11/9 - America First Energy Conference hosted by Heartland Institute (Houston, TX)
11/9 - Bass Fishing Hall of Fame Induction Dinner at the Wonders of Wildlife (Springfield, MO)
11/14 – George Rogers Clark National Historical Park Quarter Launch (Vincennes, Indiana)

EMERGENCY MANAGEMENT (new)

The National Weather Service (NWS) reports chances for shower and thunderstorm activity will increase across Puerto Rico and the U.S. Virgin Islands today and Friday as deep tropical moisture streams in from the east. Some storms will be capable of producing heavy downpours, cloud to ground lightning, and flooding of low lying areas. In addition, hot and humid conditions will persist with heat indices approaching 100 degrees which may cause heat related illness resulting from prolonged exposure.

The Department of Homeland Security reports that an additional 87 gas stations have opened in Puerto Rico, bringing the total to 837.

Stabilization efforts continue for the Guajataca Dam spillway, and evacuations remain in effect. Seven Department of Defense ships are scheduled to arrive today with 3.5 million liters of water and 5.5 million meals. A U.S. Coast Guard (USCG) Enhanced Mobile Incident Command Post is also scheduled to arrive in San Juan today. Hurricane response operations throughout Puerto Rico and the U.S. Virgin Islands are being supported by the U.S. National Guard from 36 states.

In the U.S. Virgin Islands, a Boil Water Advisory remains in effect. There are four days of emergency water storage for St. Thomas, St. John, and St. Croix, totaling more than 207,000,000 gallons of water. Most highways on St. Croix are open, while numerous roads are closed or partially closed on St. Thomas and St. John.

While more than 30,000 households in Texas and Florida remain in temporary housing, Gulf Coast states have begun monitoring the development of Tropical Depression Sixteen.

One team member from Maria Quick Response Team (QRT) 3 demobilized Wednesday. Nineteen members from QRT 2 arrived in Orlando, Florida, yesterday. Continuing operations involve providing force protection for Urban Search and Rescue (USAR), Disaster Medical Assistance Teams (DMAT), and other Federal Operations Support (FOS) missions.

NPS reports that distribution of supplies aboard the Motor Vessel (M/V) Fort Jefferson docked at Christiansted National Historic Site/St. Croix has begun. Staff are working abbreviated schedules to allow time for personal recovery. Air conditioning units powered by generators are being brought in to preserve museum collections. At Virgin Islands National Park, cleanup, debris removal, and debris disposal coordination efforts continue at the park. NPS approved usage of the Baseball Field for the U.S. Postal Service to set up operations. A commercial dive team was hired to assess moorings. At San Juan National Historic Site, a majority of the Incident Management Team (IMT) returned to the Emergency Operations Center (EOC) at Convention Center for connectivity and communications purposes. A dock at the pier was secured for the return of MV Fort Jefferson. The US Army approached NPS to request a Landing Zone (LZ) for patients requiring evacuation from San Juan to the USNS Comfort which docked nearby; the request was approved by the superintendent and IMT, but a more suitable LZ was located and established nearby.

FWS Teams 1 and 2 have combined resources and are now referred to as the FWS Team. The team continues performing welfare checks on employees unable to reach distribution points. Additionally, the team will conduct initial damage assessments on FWS facilities, coordinate with FEMA on aviation support, provide security to FWS assets and infrastructure, and assist with debris removal. The high demand for flights departing the island creates a challenge for FWS team member rotation. FWS has arranged to have a representative at the Joint Field Office (JFO) in Puerto Rico to enhance coordination efforts. The FWS Information Technology (IT) Specialist will combine efforts with the DOI Office of Chief Information Officer (OCIO) to assist with infrastructure impacts and other relevant issues. FWS continues coordination with ESF #8 (Public Health and Medical Services) in order to provide assistance for an employee family member in critical need of treatment.

USGS is working to safely install new streamgages downstream of the Guajataca Lake spillway. In addition to gage repair and installation, USGS is monitoring the Guajataca spillway via video feed. Lights and a generator are still needed in order to provide 24-hour monitoring.

Twenty-six employees from DOI Bureaus and Offices are currently supporting the FEMA Surge Capacity Force. The group is comprised of volunteers supporting recovery efforts in Puerto Rico, Texas, the U.S. Virgin Islands, Mississippi, Nevada, and Alabama. OEM is working with FEMA to deploy an additional 27 DOI employees on October 8.

The Small Business Administration (SBA) is working with 67 DOI employees in order to place them roles with the SBA to provide support to hurricane victims. These personnel may be deployed as early as weeks' end. DOI is working to identify other resources that can support the SBA mission in the coming weeks.

There are 170 personnel supporting interagency efforts in response to Hurricanes Irma and Maria.

OUTSIDE MEDIA OF INTEREST (new)

Interior Secretary Zinke To Visit Florida This Week.

The [Tampa Bay \(FL\) Times](#) (10/4, Leary) reports that Interior Secretary Ryan Zinke will travel to Florida on Thursday to “conduct on-the-ground assessments of hurricane damage at National Park Service locations and to receive a briefing on Everglades Restoration,” according to a release. On Thursday, Zinke will receive “a briefing on infrastructure upgrades and Everglades restoration at Lake

Okeechobee.” On Friday, Zinke will assess “hurricane damage and clean-up at Big Cypress National Preserve.” And Saturday, Zinke will “hold a media event with Sen. Marco Rubio and members of the congressional delegation.”

Additional coverage was provided by the [Palm Beach \(FL\) Post](#) (10/4, Bennett) and [WJXT-TV Jacksonville, FL](#) (10/4).

Interior Secretary Ryan Zinke Visits Okefenokee Swamp. The [Florida Times-Union](#) (10/4, Dickson) reports that Interior Secretary Ryan Zinke visited Okefenokee National Wildlife and held “closed door talks with the refuge management.” The Okefenokee Swamp is “a watery field right now after the persistent late spring and early summer rain that extinguished the enormous West Mims Fire and more recently a dousing from Tropical Storm Irma.” Zinke “had said he will concentrate on restoring revenue streams that could meet a lot of shortages in the National Park Service and others.”

House GOP Wants To Compare Interior’s Ryan Zinke’s Travel With Predecessors.

The [Washington Examiner](#) (10/4, Ferrechio) reports that “House Republicans want to compare the travel records of Interior Secretary Ryan Zinke with those of the department heads during President Obama’s administration.” House Natural Resources Committee Chairman Rob Bishop “asked Zinke to provide records on the use of private, chartered, rented, and government-owned aircraft by secretaries of the interior dating back to Obama’s first day in office.” Bishop is looking “to compare non-commercial aircraft use by Obama Interior Secretaries Ken Salazar (2009-2013) and Sally Jewell (2013-2017) to that of Zinke, who is under investigation by the department’s inspector general for using chartered and military planes for official travel that was also mixed with political business.”

Also reporting are [Roll Call](#) (10/4), the [AP](#) (10/4), [Politico Morning Energy](#) (10/4, Adragna), and [Law360](#) (10/4, Westney).

- **Zinke's not alone:** Obama administration officials had their own struggles mixing official business with politics. A watchdog group requested a probe of whether then-Secretary Ken Salazar had violated the Hatch Act while taking an Obama re-election campaign RV tour of Colorado. The Office of Special Counsel [found](#) HHS Secretary Kathleen Sebelius violated the Hatch Act in 2012, saying she had made “extemporaneous partisan remarks” in North Carolina. Former Interior chief Sally Jewell said she thought Zinke was within his rights, noting she once appeared at a fundraiser for Democratic Sen. [Maria Cantwell](#) that she paid her own way to. “If he had legitimate business while he’s on the island, to do a political thing on the side I don’t think that is that unusual,” Jewell said.

House Democrats Demand More Transparency In National Monument Review.

The [Salt Lake \(UT\) Tribune](#) (10/5, Burr) reports that Democrats in the House on Wednesday “introduced a resolution to require more transparency of the Interior Department’s review of national monuments, a move that could force a vote of the chamber.” The resolution “demands action within 14 legislative days by the House Natural Resources Committee or, under House rules, the Democrats could take their challenge to the House floor.” According to the article, “should the resolution come before the full House, the likely outcome of a vote would be a rejection, given the partisan breakdown of the GOP-controlled Congress.”

- ***The President Is Quietly Taking Aim At Our National Monuments.*** For the “Congress” blog of [The Hill](#) (10/4, Grijalva), Rep. Raúl M. Grijalva claims that the Trump Administration, “urged on by well-funded ideologues and fossil fuel interests, is engaged in an unprecedented effort to destroy our country’s system of public lands.” Grijalva warns that “if President Trump, Interior Secretary Ryan Zinke and their allies on Capitol Hill have their way, few monuments – whether

they protect historic Native American sites, iconic natural wonders or world-class wildlife habitats – will be safe over the long haul.” Grijalva criticizes Zinke’s handling of the review of national monuments, as well as his recommendation to shrink four monuments.

Court Blocks Trump’s ‘Unlawful’ Delay Of Obama Methane Leak Rule.

The [Hill](#) (10/4, Cama) reports that “late Wednesday” Judge Elizabeth Laporte of the District Court for the Northern District of California ruled “that the Trump administration broke the law when it tried this summer to delay an Obama administration rule related to greenhouse gas released through oil and natural gas drilling.” Laporte “said the Interior Department cannot use a provision in the Administrative Procedure Act to delay the rule on methane emissions on federal land, as it tried to do in June.” The judge’s decision “represents another bump in the road on the Trump administration’s deregulatory agenda,” and “it means that for now, the January 2018 compliance date for the rule is in effect.”

- ***Interior Moves To Delay Obama-era Rule On Methane Emissions.*** The [AP](#) (10/4, Daly) reports that the Interior is attempting to delay a regulation that is meant to restrict methane emissions on federal lands coming from oil and gas production. The department hopes to delay the Obama-era rule, which was finalized last November, until January 2019. The AP states “the Interior Department said in a notice to be published Thursday in the Federal Register that an analysis conducted during the Obama administration may have underestimated costs and overestimated benefits.”
- [The Hill](#) (10/4, Cama) reports that the Department of the Interior’s notice said “the BLM is currently reviewing the 2016 final rule and wants to avoid imposing temporary or permanent compliance costs on operators for requirements that may be rescinded or significantly revised in the near future.” American Petroleum Institute Director of Upstream Operations Erik Milito said “we welcome BLM’s efforts to get this right and encourage the agency to develop an achievable rule in the months ahead that serves to prevent waste and conserve resources while encouraging energy production on federal lands.”
- [Natural Gas Intelligence](#) (10/4, Passut) reports that Bureau of Land Management Acting Director Michael Nedd said “as we strengthen America’s energy independence, we intend to evaluate regulations to determine if they unnecessarily encumber energy production, constrain economic growth, or prevent job creation.” Nedd also said, “our proposal would give the BLM sufficient time to review the 2016 final rule and consider revising or rescinding its requirements.”

Interior Department Whistleblower Resigns, Calling Ryan Zinke’s Leadership A Failure.

The [Washington Post](#) (10/4, Fears) reports that “an Interior Department executive turned whistleblower who claimed the Trump administration retaliated against him for publicly disclosing how climate change affects Native Alaskan communities resigned Wednesday.” [The Hill](#) (10/4, Cama) reports that in a resignation letter to Interior Secretary Ryan Zinke, Joel Clement “said he objected to his June reassignment out of a climate change role.” Clement “also cited ‘poor leadership’ by Zinke, climate change skepticism and wasted tax money.”

Ryan Zinke Focuses On Energy Development On Public Lands As New Committee Starts.

The [Washington Examiner](#) (10/4, Siciliano) reports that the Interior Department held the first meeting for its new Royalty Policy Committee Wednesday. The department’s Energy Policy Counselor Vincent DeVito said the committee’s creation represents the start of a more heightened prioritization for energy instead of a “sleepy portfolio.” DeVito said “this is a business committee, this is our board, our shareholders are the American people.”

25 Species, Including Pacific Walrus, Denied Endangered Protection By Trump Administration.

USA Today (10/4, Rice) reports that the Trump Administration on Wednesday “declined to list 25 species as endangered, noting that extra protection ‘is not warranted at this time.’” USA Today says environmental groups are particularly concerned about the Pacific walrus, but the US Fish and Wildlife Service “reported that it can’t say with certainty that the Pacific walrus is likely to become endangered, despite an extensive loss of Arctic Sea ice due to global warming.” The decision that was “applauded” by Alaska’s Republican congressional delegation.

Stonewall Jackson Monument Vandalized At Manassas Park.

The AP (10/4) reports that the National Park Service “says it is making repairs to a Stonewall Jackson monument that was vandalized at Manassas National Battlefield.” The NPS “says the vandalism at the monument depicting the Confederate general was discovered early Wednesday morning and occurred overnight.” According to the article, “white paint was splashed on the granite base of the monument, and the word ‘Dead!’ was added in gold spray paint.”

FEDERAL REGISTER LISTINGS:

REG0007176 BLM Notice of Application for a Recordable Disclaimer of Interest: Harris County, Texas -- The BLM provides notice that it has received an application pursuant to the Federal Land Policy and Management Act of 1976 (FLPMA) for a Recordable Disclaimer of Interest from RKE-2 Real Estate, LLC, a Texas limited liability company, for certain surface land in Harris County, Texas. The BLM invites public comments over 90 days and announces its intent to grant the requested Disclaimer of Interest if it receives no valid objections within that period. Notice 10/04/2017

REG0007353 BLM Notice of Intent to Prepare an Environmental Impact Statement for the Alkali Creek Reservoir Project, Big Horn County, Wyoming -- The BLM announces its intent to prepare an environmental impact statement (EIS) for the proposed Alkali Creek Reservoir Project and invites public scoping comments over 30 days. The BLM also announces that the proposed action may require an amendment to the 2015 Worland Field Office Resource Management Plan (RMP). Notice 10/04/2017

REG0007455 BLM Notice of Public Meetings: Southeast Oregon Resource Advisory Council -- The Southeast Oregon Resource Advisory Council is scheduled to meet on Monday, October 16 & Tuesday, October 17, 2017, in Lakeview, OR. Notice 10/04/2017

REG0007483 BLM Notice of Public Meeting: Sierra Front-Northwestern Great Basin Resource Advisory Council The Sierra Front-Northwestern Great Basin Resource Advisory Council will hold a public meeting on Thursday, October 12, 2017 and a field trip on Friday, October 13, 2017 to the Porter Springs Recreation Area. Notice 10/04/2017

REG0007408 FWS Receipt of Applications for Incidental Take Permit; Draft Low-Effect Habitat Conservation Plan for the California Tiger Salamander; Rice Ranch Development Project, Santa Barbara County, CA -- FWS has received an application from John Scardino of Highlands at Double R, LLC for an incidental take permit under the Endangered Species Act. Notice 10/04/2017

REG0007434 FWS Information Collection Activities; Administrative Procedures for U.S. Fish and Wildlife Service Financial Assistance Programs --This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that FWS will ask the Office of Management and Budget (OMB) to renew (and revise) its

approval of an information collection associated with financial assistance programs administered by the Service. FWS is requesting public comments on the renewal for 60 days. Notice 10/04/2017

REG0007437 FWS Receipt of Application for Incidental Take Permit; Draft Low-Effect Habitat Conservation Plan for the California Tiger Salamander; La Purisima Golf Course Solar Array Project, Santa Barbara County FWS received an application from Protek Investments, LLC for an incidental take permit under the Endangered Species Act Notice 10/04/2017

REG0007490 FWS Agency Information Collection Activities; Land-Based Wind Energy Guidelines This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that FWS will ask the Office of Management and Budget (OMB) to renew its approval of an information collection for the Service's voluntary Land-Based Wind Energy Guidelines. FWS is requesting public comments on the renewal for 60 days. Notice 10/04/2017

To: ktanenbaum@osc.gov[ktanenbaum@osc.gov]
From: Mary Pletcher
Sent: 2017-08-28T20:58:50-04:00
Importance: Normal
Subject: Fwd: Boards
Received: 2017-08-28T21:24:50-04:00

Karen,

Please see the attachments below of the boards generated for the May 12th meeting. The pictures of the boards reflect the "after". There are colored stickies on names of individuals considered for reassignments. These were subsequently turned into tracking spreadsheets which iterated over time.

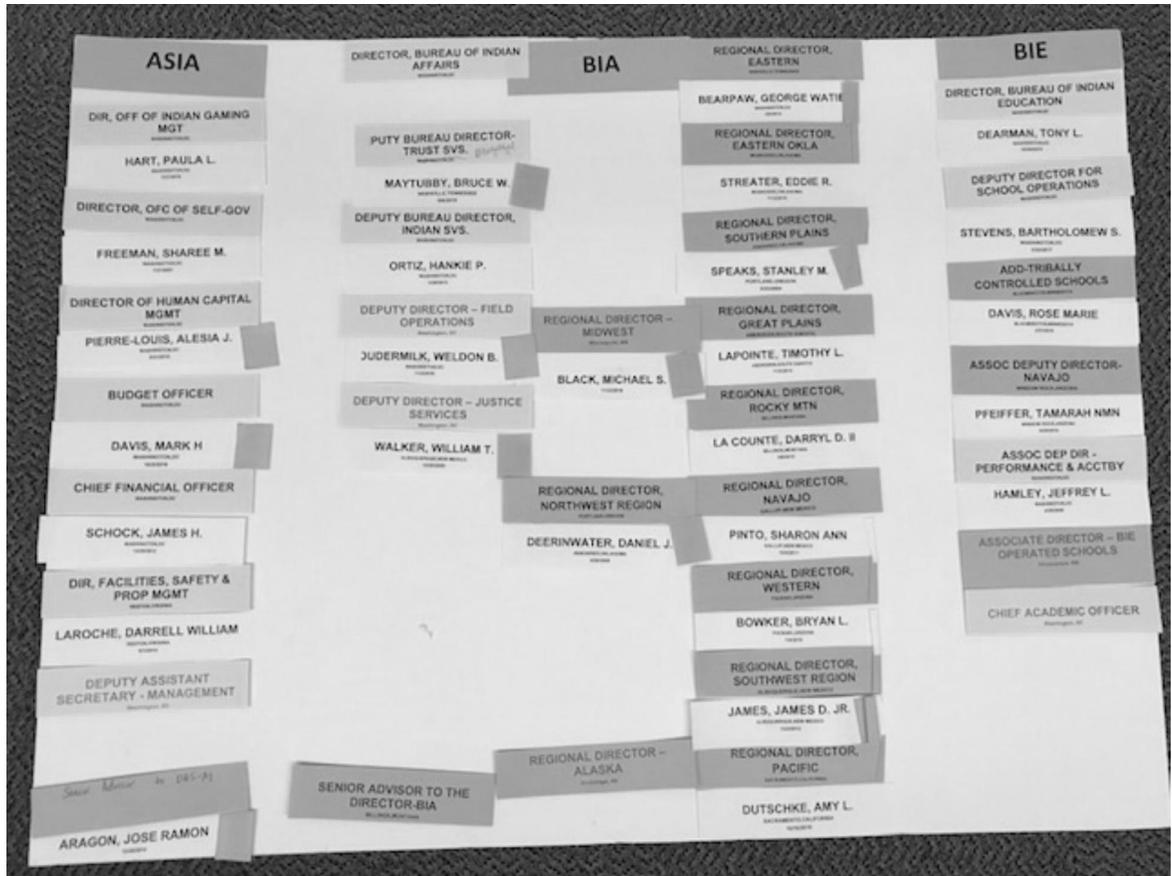
Thanks,
Mary

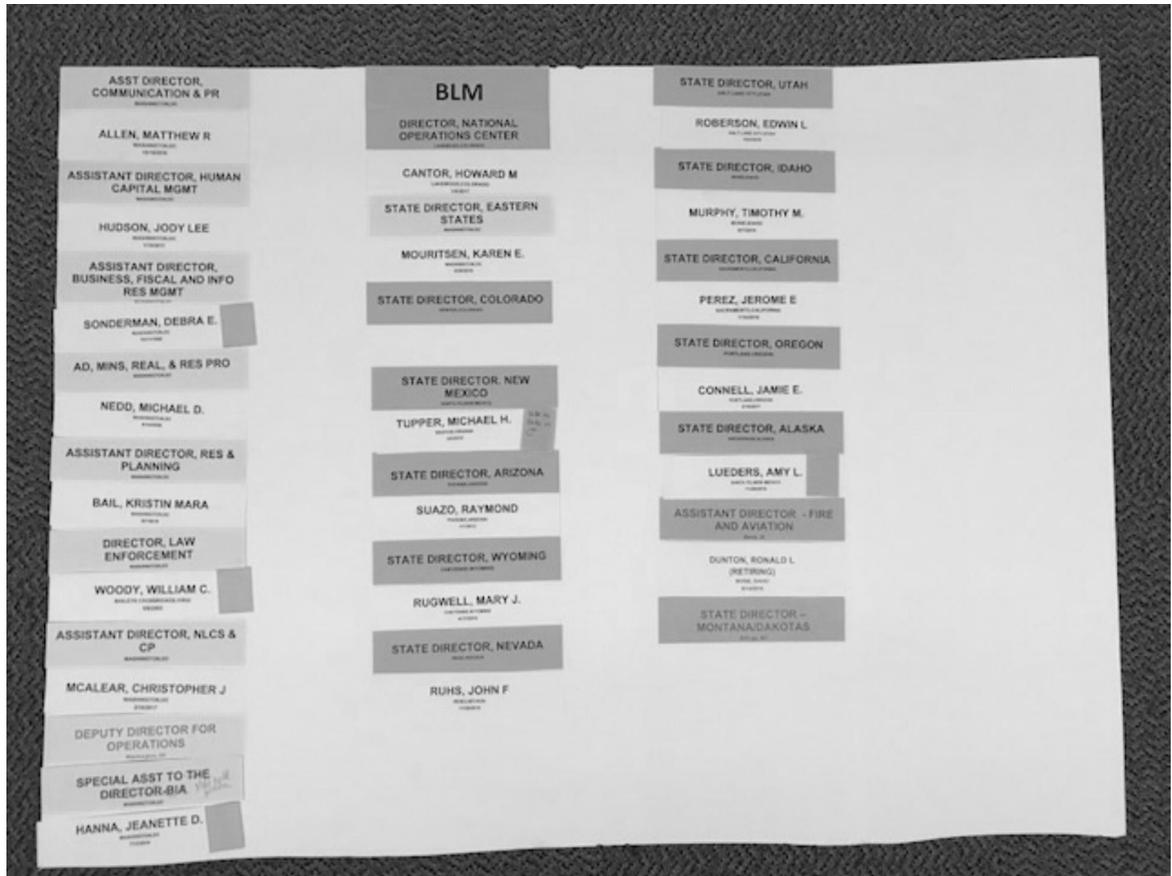
Sent from my iPhone

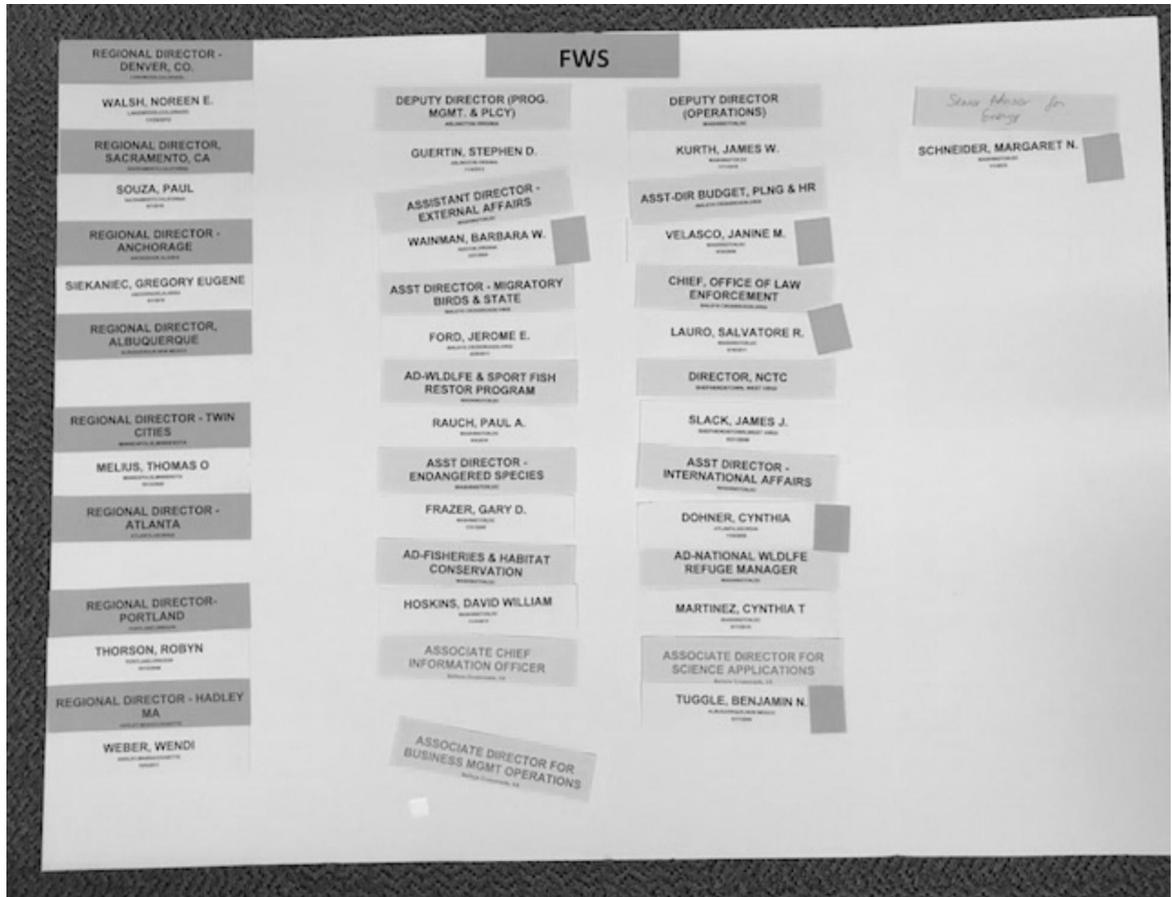
Begin forwarded message:

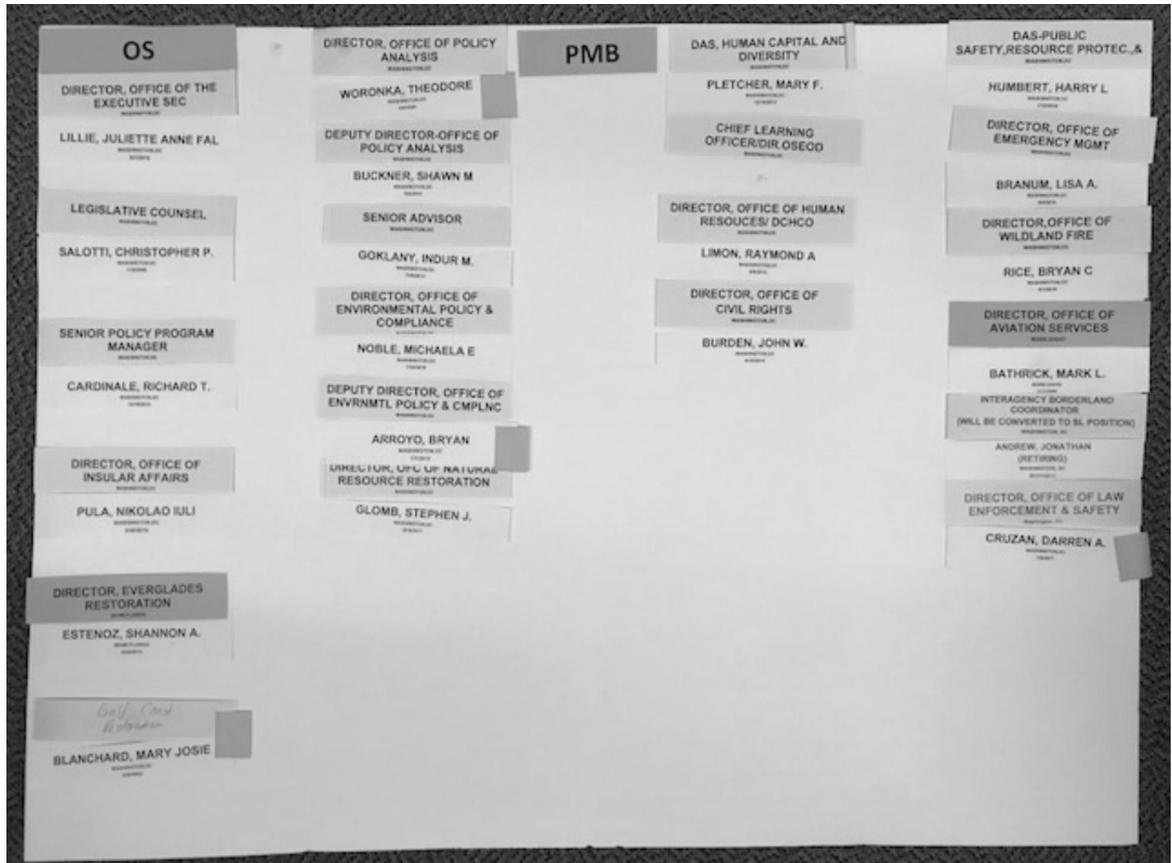
From: "Mack, Jonathan" <jonathan_mack@ios.doi.gov>
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, "Caroline (Carrie) Soave" <caroline_soave@ios.doi.gov>
Subject: **Fwd: Boards**

Mary, please see below. Does this work?
Thanks!









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GOULD, GREGORY J.

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PMB

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PROGRAM MANAGER FOR DHS

HOLMES, TROY EDWARD

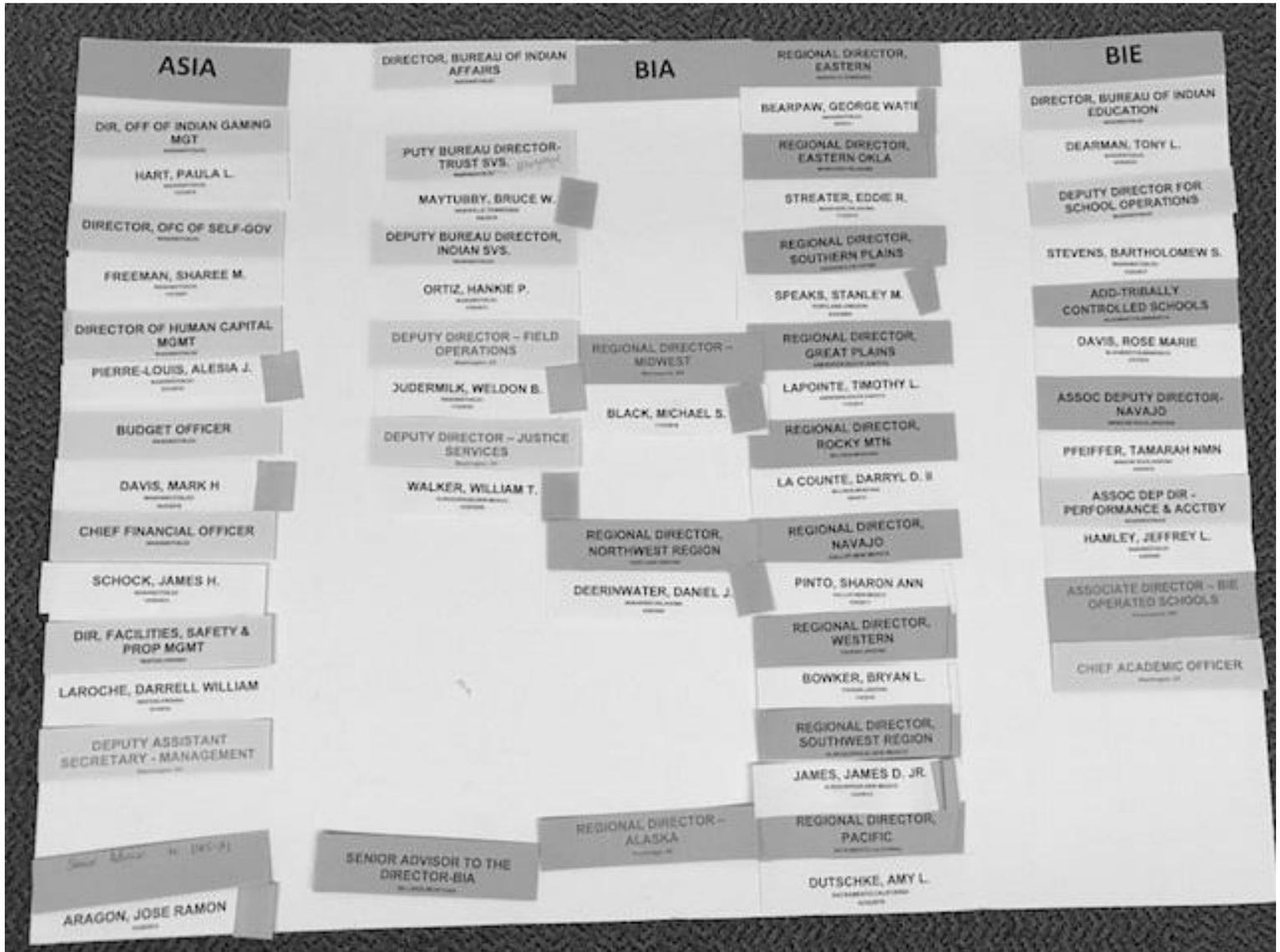
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EDSALL, DONNA LYNN

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WILLIAMS, LC

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LOFTIN, MELINDA J.					
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(SUPERINTENDENT)

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BOR

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DEPUTY COMMISSIONER, P&B

PAYNE, GRAYFORD F.

DIR, PROGRAM & BUDGET

WOLF, ROBERT W

ASSOCIATE CHIEF INFORMATION OFFICER

SMILEY, KARLA J.

DIR MISSION SUPPORT ORGANIZATION

CORDOVA-HARRISON, ELIZABE

DIRECTOR POLICY AND ADMINISTRATION

WELCH, RUTH L.

DIR SECURITY, SAFETY & LAW ENFORCEMENT

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Schneider, Margaret N.

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LILLIE, JULIETTE ANNE FAL

LEGISLATIVE COUNSEL

SALOTTI, CHRISTOPHER P.

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ESTENOZ, SHANNON A.

Gail Ann Robinson
BLANCHARD, MARY JOSIE

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BUCKNER, SHAWN M

SENIOR ADVISOR

GOKLANY, INDUR M.

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NOBLE, MICHAELA E

DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE

ARROYO, BRYAN

DIRECTOR, UPL OF NATURAL RESOURCE RESTORATION

GLOMB, STEPHEN J.

PMB

DAS, HUMAN CAPITAL AND DIVERSITY

FLETCHER, MARY F.

CHIEF LEARNING OFFICER/DIR OSEOD

DIRECTOR, OFFICE OF HUMAN RESOURCES/ DCHCO

LIMON, RAYMOND A

DIRECTOR, OFFICE OF CIVIL RIGHTS

BURDEN, JOHN W.

DAS-PUBLIC SAFETY, RESOURCE PROTEC. &

HUMBERT, HARRY L.

DIRECTOR, OFFICE OF EMERGENCY MGMT

BRANUM, LISA A.

DIRECTOR, OFFICE OF WILDLAND FIRE

RICE, BRYAN C

DIRECTOR, OFFICE OF AVIATION SERVICES

BATHRICK, MARK L.

INTERAGENCY BORDERLAND COORDINATOR (WILL BE CONVERTED TO SL POSITION)

ANDREW, JONATHAN (RETURN)

DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY

CRUZAN, DARREN A.

To: Peter Symmes[Peter_Symmes@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-04-11T10:16:47-04:00
Importance: Normal
Subject: Fwd: Can you get me current list of SES on probationary period
Received: 2017-04-11T10:16:56-04:00
[SES - PP 2017-08.xlsx](#)

Here's the report that Chris provided me.

Thanks,
Mary

----- Forwarded message -----

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Mon, Apr 10, 2017 at 12:24 PM
Subject: Re: Can you get me current list of SES on probationary period
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: Jonathan Mack <jonathan_mack@ios.doi.gov>

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Mon, Apr 10, 2017 at 11:54 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

This seems to be missing the positions individuals are in - can you rerun?

Thanks,
Mary

On Fri, Apr 7, 2017 at 5:18 PM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

resending

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

----- Forwarded message -----

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Fri, Apr 7, 2017 at 4:57 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Jonathan Mack <jonathan_mack@ios.doi.gov>

Jonathan:

Michelle indicated that there are errors in FPPS, so I pulled all SES and included the relevant dates. I only pulled SES. Let me know if she needs SL/ST.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Fri, Apr 7, 2017 at 4:33 PM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

Sent from my iPad

Begin forwarded message:

From: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Date: April 7, 2017 at 3:51:07 PM EDT
To: Jonathan Mack <jonathan_mack@ios.doi.gov>
Subject: Fwd: Can you get me current list of SES on probationary period

Does not include how long employees have been in the SES or how long they have been in their current positions. I think these are separate data fields Michelle pulls.

Thanks,
Mary

----- Forwarded message -----

From: **Oxyer, Michelle** <michelle_oxyer@ios.doi.gov>
Date: Tue, Mar 14, 2017 at 2:56 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Mary, Here is the latest report. Full disclosure, I have reviewed the previous report that I ran and highlighted the errors but have not worked with the bureaus to fix them. So there are still errors on this report. Will contact the bureaus this week.

Michelle Oxyer

Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
Fax 202-208-5285
michelle_oxyer@ios.doi.gov

On Tue, Mar 14, 2017 at 12:07 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

I know we have had some kick off the list now that we are in March.
Can you send me the latest?

Thanks,
Mary

Sent from my iPhone

--

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

--

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

--

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

To: Howarth, Robert[robert_howarth@ios.doi.gov]; Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Chambers, Micah
Sent: 2017-10-30T10:41:31-04:00
Importance: Normal
Subject: Fwd: Letter from Ranking Member Elijah E. Cummings to Secretary Zinke
Received: 2017-10-30T10:42:19-04:00
[2017-10-06.EEC to Zinke-Interior re reassignment of employees.pdf](#)

This is older and I'm sure you have it already, but add this to the list of congressional letters that need a narrative response.

----- Forwarded message -----

From: **LaNier, Elisa** <Elisa.LaNier@mail.house.gov>
Date: Fri, Oct 6, 2017 at 12:41 PM
Subject: Letter from Ranking Member Elijah E. Cummings to Secretary Zinke
To: "micah_chambers@ios.doi.gov" <micah_chambers@ios.doi.gov>
Cc: "Boyd, Krista" <Krista.Boyd@mail.house.gov>

Hello—

Please see attached letter to Secretary Zinke, U.S. Department of the Interior, from Ranking Member Elijah E. Cummings, Committee on Oversight and Government Reform. Please acknowledge receipt of letter.

Thanks

--

Micah Chambers
Acting Director
Office of Congressional & Legislative Affairs
Office of the Secretary of the Interior

Congress of the United States
House of Representatives

COMMITTEE ON OVERSIGHT AND GOVERNMENT REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

WASHINGTON, DC 20515-6143

MAJORITY (202) 225-5074
MINORITY (202) 225-5051
<http://oversight.house.gov>

October 6, 2017

The Honorable Ryan Zinke
Secretary
U.S. Department of the Interior
1849 C Street, N.W.
Washington, D.C. 20240

Dear Mr. Secretary:

I am writing to request documents relating to the reassignment of numerous Senior Executive Service (SES) employees and career civil servants within the Department of the Interior, including Joel Clement, one of the Department's foremost policy experts on climate change. Mr. Clement resigned this week after one of your top deputies reassigned him to a position for which he had no professional expertise in alleged retaliation for blowing the whistle on activities within the Department. I am concerned that many additional senior employees may be receiving similar treatment.

**Warnings Against Disloyalty and Threats to Use
Reassignments to Reduce the Workforce**

Over the past several months, you have reportedly threatened to use personnel reassignments to move individuals who are disloyal to the Trump Administration and to shrink the Department's workforce.

According to media reports, you claimed in a speech to the National Petroleum Council that you believe a significant number of career employees in the Department are disloyal. You reportedly stated, "I got 30 percent of the crew that's not loyal to the flag." You compared your "experience taking over Interior to capturing a pirate ship where 'only the captain and the first mate row over' to take the vessel." You "promised a 'huge' change by restructuring staff positions" and explained that you "wanted to ensure Interior officials accelerated federal permitting for drilling and mining activities on federal land."¹

In June, you submitted testimony to the Senate Subcommittee on Interior, Environment, and Related Agencies explaining that President Trump has "launched a government-wide effort

¹ *Zinke Says a Third of Interior's Staff is Disloyal to Trump and Promises "Huge" Changes*, Washington Post (Sept. 26, 2017) (online at www.washingtonpost.com/news/energy-environment/wp/2017/09/26/zinke-says-a-third-of-interiors-staff-is-disloyal-to-trump-and-promises-huge-changes/?tid=a_inl&utm_term=.5b8d40860da1).

to create a leaner, more efficient, and more responsive government.” You testified that the President proposed budget cuts in 2018 to “lower priority programs,” and you explained that for the Department of the Interior, this “represents an estimated reduction of roughly 4,000 full time equivalent staff from 2017.” You stated that “the Department will rely on a combination of attrition, reassignments, and separation incentives,” and “attrition rates and acceptance of separation incentives will determine the need for further action to reduce staffing.”²

Just days before your testimony, you reportedly reassigned as many as 50 SES employees without providing a clear rationale.³ A memo provided to the employees stated: “Rotation of SES provides an opportunity to improve talent development, mission delivery and collaboration.”⁴ A Department spokesperson stated: “Personnel moves are being conducted to better serve the taxpayer and the Department’s operations through matching Senior Executive skill sets with mission and operational requirements.”⁵

However, your reassignments appear to do exactly the opposite. The use of personnel reassignments to punish employees you believe are not “loyal” or to try to drive employees to leave the Department could constitute prohibited personnel practices that violate the merit systems protections set forth in 5 U.S.C. §2301.

SES Employee Claims His Reassignment Was Retaliation for Blowing the Whistle

Joel Clement, a member of the career SES, was hired as the Director of the Office of Policy Analysis in 2011 and served in that position until June 15, 2017, when he was notified by one of your deputies that he was being reassigned.⁶ Mr. Clement served as the Department’s lead policy expert on Arctic issues and climate change and worked “to help Alaska Native communities in danger of being washed into the sea.”⁷

² Statement of Ryan Zinke, Secretary of the Interior, *Hearing on the 2018 President’s Budget Request*, Senate Subcommittee on Interior, Environment and Related Agencies (June 21, 2017) (online at www.appropriations.senate.gov/imo/media/doc/062117-Zinke-Testimony.pdf).

³ *Zinke Moving Dozens of Senior Interior Department Officials in Shake-up*, Washington Post (June 16, 2017) (online at www.washingtonpost.com/politics/zinke-moving-dozens-of-senior-interior-officials-in-shake-up/2017/06/16/11801d3a-5295-11e7-b064-828ba60fbb98_story.html?utm_term=.ad25df8ac0e1).

⁴ Memorandum from James Cason, Associate Deputy Secretary, Department of the Interior, to Joel Clement, Director, Office of Policy Analysis, Office of the Secretary, Department of the Interior (June 15, 2017).

⁵ *Zinke Moving Dozens of Senior Interior Department Officials in Shake-up*, Washington Post (June 16, 2017) (online at www.washingtonpost.com/politics/zinke-moving-dozens-of-senior-interior-officials-in-shake-up/2017/06/16/11801d3a-5295-11e7-b064-828ba60fbb98_story.html?utm_term=.ad25df8ac0e1).

⁶ *I’m a Scientist. I’m Blowing the Whistle on the Trump Administration*, Washington Post (July 19, 2017) (online at www.washingtonpost.com/opinions/im-a-scientist-the-trump-administration-reassigned-me-for-speaking-up-about-climate-change/2017/07/19/389b8dce-6b12-11e7-9c15-177740635e83_story.html?utm_term=.08c133dcfd4).

⁷ Complaint of Possible Prohibited Personnel Practice or Other Prohibited Activity, Joel Clement (Form OSC-11) (July 19, 2017) (online at <https://tinyurl.com/WHAClement>).

Your office transferred Mr. Clement to the Office of Natural Resources Revenue (ONRR), which collects and verifies revenue from oil and gas leases. Regarding this reassignment, Mr. Clement reported:

I have no training in auditing and have never worked on such revenues. I met with my new boss and he confirmed ONRR has no need for an employee with my knowledge and experience. I was reassigned to a position with a job title, but no duties. I believe I was reassigned to this position so I would be unable to work on mitigating the danger to Native Alaskan communities, to punish me for my past such efforts, and to push me to quit.⁸

Under 5 U.S.C. §3395, a member of the career SES may be reassigned only to another SES position “in the same agency for which the appointee is qualified.” In this case, Mr. Clement appeared to be unqualified for a job managing royalties collected by the federal government for fossil fuel leases.

Mr. Clement believes his reassignment was in retaliation for disclosures he made to George D. Banks, the Special Assistant to the President for International Energy and Environment, about the risks to human health in Alaska Native communities created by the effects of climate change. On April 21, 2017, approximately two months before he was reassigned, Mr. Clement sent an email warning Mr. Banks of “the importance of building resilience for these communities,” which are “imminently threatened.”⁹

Mr. Banks previously served as the Executive Vice President of the American Council for Capital Formation, a pro-business lobbying group.¹⁰ Mr. Banks registered to lobby for the Council in 2015 and 2016 on “Tax, Environment, and Regulatory Issues.”¹¹ Despite his previous lobbying activity, it does not appear that Mr. Banks has been granted a waiver under Executive Order 13770, which President Trump issued on January 28, 2017, to prohibit former lobbyists who enter the Administration from participating “in any particular matter” on which the individual lobbied.¹² For example, Mr. Banks’ portfolio includes such policy issues as whether

⁸ *Id.*

⁹ *Id.*

¹⁰ The White House, *White House National Economic Council Director Announces Senior Staff Appointments* (Feb. 27, 2017) (online at www.whitehouse.gov/the-press-office/2017/02/27/white-house-national-economic-council-director-announces-senior-staff) (last accessed Oct. 6, 2017).

¹¹ American Council for Capital Formation, *Lobbying Report, Q4 (10/1-12/31) (2015)* (online at www.soprweb.senate.gov/index.cfm?event=getFilingDetails&filingID=CD62DEAE-82F3-4B54-A38B-03E6C8829E21&filingTypeID=78); American Council for Capital Formation, *Lobbying Report, Q1 (1/1-3/31) (2016)* (online at www.soprweb.senate.gov/index.cfm?event=getFilingDetails&filingID=CC626C97-78EB-4D7F-94F6-0A183AEC7495&filingTypeID=51).

¹² Exec. Order No. 13770, *Ethics Commitments by Executive Branch Appointees* (Jan. 28, 2017) (online at www.whitehouse.gov/the-press-office/2017/01/28/executive-order-ethics-commitments-executive-branch-appointees). See also Office of Government Ethics, *Certain Agency Records Received in Response to OGE’s Data Call for Waivers and Authorizations* (June 7, 2012) (online at www.oge.gov/web/OGE.nsf/0/67460009B646BBF88525813800566276/%24FILE/Certain%20agency%20records%20recd%20in%20response%20to%20PA-17-02.pdf).

the United States should withdraw from the Paris climate accord.¹³

Mr. Banks has also publicly expressed his opinion about the need for agency leadership to be “loyal” to President Trump. He published an editorial in *Real Clear Energy* on December 9, 2016, writing, “Trump needs loyal foot soldiers leading his agencies to implement his bold vision.”¹⁴

This week, Mr. Clement finally resigned from his position with the Department, writing to you:

You have disrespected the career staff of the Department by questioning their loyalty and you have played fast and loose with government regulations to score points with your political base at the expense of American health and safety. Secretary Zinke, your agenda profoundly undermines the DOI mission and betrays the American people.¹⁵

Request for Documents and Information

The reassignments of Mr. Clement and the other Department employees raise serious concerns about whether they are being retaliated against in violation of the law and whether the Department is using taxpayer funds to carry out its missions appropriately.

It is a violation of the Whistleblower Protection Act to reassign employees in retaliation for protected disclosures that they reasonably believe are evidence of substantial and specific dangers to public health or safety.¹⁶

For these reasons, I request that you produce, by October 19, 2017, the following documents and information:

1. all documents and communications regarding or relating to the reassignment or proposed reassignment of any career SES employee or civil service employee that has been considered or has occurred since January 20, 2017;
2. all documents and communications regarding or relating to the costs associated with the reassignment or proposed reassignment of any career SES employee or

¹³ *Trump's Team is Split Over the Paris Agreement*, Scientific American (Apr. 18, 2017) (online at www.scientificamerican.com/article/trumps-team-is-split-over-the-paris-agreement/); *How Trump Left the Paris Climate Deal*, The Hill (June 1, 2017) (online at www.thehill.com/policy/energy-environment/336015-how-trump-left-the-paris-climate-deal).

¹⁴ George David Banks, *Trump Shouldn't Trade Energy Cabinet Slot for Senate Seat*, RealClear Energy (Dec. 9, 2016) (online at www.realclearenergy.org/articles/2016/12/09/trump_shouldnt_trade_energy_cabinet_slot_for_senate_seat_110139.html).

¹⁵ *Climate Policy Whistleblower Resigns*, E&E News (Oct. 4, 2017) (online at www.eenews.net/eenewspm/2017/10/04/stories/1060062627).

¹⁶ 5 U.S.C. § 2302(b)(8).

civil service employee that has been considered or has occurred since January 20, 2017; and

3. all documents and communications regarding or relating to how the reassignment or proposed reassignment of any career SES employee or civil service employee that has been considered or has occurred since January 20, 2017, will better serve taxpayer interests and the Department's operations by matching employee skill sets with mission and operational requirements.

Please contact Lucinda Lessley of the Democratic Committee staff at (202) 225-5051 if you have any questions. Thank you for your cooperation with this request.

Sincerely,

A handwritten signature in black ink that reads "Elijah E. Cummings". The signature is stylized and cursive.

Elijah E. Cummings
Ranking Member

cc: The Honorable Trey Gowdy, Chairman

To: Jonathan Mack[jonathan_mack@ios.doi.gov]; Caroline (Carrie) Soave[caroline_soave@ios.doi.gov]; Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-13T14:25:59-04:00
Importance: Normal
Subject: Fwd: OPM FY 2017 Data Call on Executive Rotations
Received: 2017-10-13T14:26:06-04:00
[2017-10-13 Executive Rotations Report Template v-2.xlsx](#)

Can you start working on our response?

Thanks,
Mary

----- Forwarded message -----

From: **Shih, Stephen T.** <Stephen.Shih@opm.gov>
Date: Fri, Oct 13, 2017 at 2:20 PM
Subject: OPM FY 2017 Data Call on Executive Rotations
To: "Blanks, Julie A." <Julie.a.blanks.civ@mail.mil>, "danielle.r.opalka.civ@mail.mil" <danielle.r.opalka.civ@mail.mil>, "Mackey, Tonya" <Tonya.Mackey@hq.doe.gov>, "Major, Christine" <Christine.Major@hhs.gov>, "Brooks, Towanda" <towanda.a.brooks@hud.gov>, "Lori.Sealy@hud.gov" <Lori.Sealy@hud.gov>, "tia.n.butler@va.gov" <tia.n.butler@va.gov>, "Harris, Toni" <Antonia.harris@gsa.gov>, "autumn.jones@gsa.gov" <autumn.jones@gsa.gov>, "Reinhold, Mark D" <Mark.Reinhold@opm.gov>, "Doyle, Bonnie" <bonnie.doyle@ssa.gov>, "Jeanquart, Bobbi" <bobbi.jeanquart@dm.usda.gov>, "Cuffee-Graves, Cassandra" <cassandra.cuffee-graves@ed.gov>, "Bacon, Ellsworth" <ellsworth.bacon@ed.gov>, "Cunningham.Lucy.A@dol.gov" <Cunningham.Lucy.A@dol.gov>, "Filipponi, Karen" <Karen.Filipponi@dot.gov>, "Gibbs, Robert" <Robert.Gibbs@nasa.gov>, "Vizian, Donna" <Vizian.Donna@epa.gov>, "peabody.hitch@epa.gov" <peabody.hitch@epa.gov>, "Hernandez, Elias" <Elias.Hernandez@sba.gov>, "Cantor, Carmen" <CantorCG@state.gov>, "Blair, Anita" <anita.k.blair.civ@mail.mil>, Pletcher Mary <mary_pletcher@ios.doi.gov>, "NOSborn@doc.gov" <NOSborn@doc.gov>, "chip.fulghum@dhs.gov" <chip.fulghum@dhs.gov>, "Thomas.vieira@dhs.gov" <Thomas.vieira@dhs.gov>, "Santangelo, Mari Barr" <mari.santangelo@usdoj.gov>, "Davis, Thomas" <thdavis@usaid.gov>, "Spooner, Sarah W." <Sarah.W.Spooner@omb.eop.gov>, "Tornow, Joanne" <jtornow@nsf.gov>, "Cohen, Miriam" <Miriam.Cohen@nrc.gov>, "Lisa.Williams@eeoc.gov" <Lisa.Williams@eeoc.gov>, "Tom.Green@fcc.gov" <Tom.Green@fcc.gov>, "Wiggins, Marsha" <Marsha.Wiggins@dm.usda.gov>, "Kelly, Karlease" <Karlease.Kelly@dm.usda.gov>
Cc: "Brill, Julie" <Julie.Brill@opm.gov>, "Guerrero, Yadira" <Yadira.Guerrero@opm.gov>

Dear Colleagues,

This correspondence constitutes the U.S. Office of Personnel Management's annual data call to Executive Departments and Agencies, with 20 or more SES positions, for information on executive rotations, as required by Executive Order (EO) - "Strengthening the Senior Executive Service"(<<https://obamawhitehouse.archives.gov/the-press-office/2015/12/15/executive-order-strengthening-senior-executive-service>>," issued on December 15, 2015. The EO requirements

that define, support, and promote executive rotations are as follows:

- * Rotations must be for a minimum period of 120 days
- * Annual Government-wide goal, beginning in FY 2017, of 15% of SES members on rotations (no agency-specific goal)

- * Annual reporting to OPM on SES rotations

To meet the annual EO reporting requirements, organizations must complete and submit the attached spreadsheet with the following metrics:

- * Total # of executives broken out by career SES, SL, and ST who have served on a rotational assignment a minimum of 120 calendar days during FY 2017
- * Total # of agency executives broken out by career SES, SL, and ST(as of October 1, 2016)
- * # of each type of rotation (developmental assignment, detail/acting in another executive position, sabbatical, reassignment, transfers into your agency, IPA)
- * # of internal agency rotations
- * # of rotations to another Federal agency
- * # of rotations outside the Federal Government

OPM will consolidate the submitted data and report to the President the status of agency executive rotations and accomplishment of the annual fifteen percent (15%) Government-wide goal. Agencies are responsible for ensuring the accuracy of data reported. The agency's Senior Accountability Official, or their designee, must review the data for accuracy and completeness prior to submitting to OPM.

These reports must be submitted by e-mail to

SESDevelopment@opm.gov<mailto:SESDevelopment@opm.gov> using the attached template with this data call, no later than close of business on November 14, 2017.

If you have any questions, please contact Yadira Guerrero by email at

Yadira.Guerrero@opm.gov<mailto:Yadira.Guerrero@opm.gov> or by telephone at (202) 606-7954.

Thanks so much!

Steve Shih

Deputy Associate Director

for Senior Executive Services

and Performance Management

U.S. Office of Personnel Management

Tel. (202) 606-8046

--

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

**Executive Rotations Data for
FY 2017 Annual Report
Reporting Period: October 1,
2016 - September 30, 2017**

Agency: _____

Point of Contact Name, Phone Number and Email: _____

Name of Senior Accountability Officer, or designee, who reviewed data for accuracy and completeness: _____

As of October 1, 2016	
Total # of Career SES::	
Total # of Career SLs:	
Total # of Career STs:	

Career SES Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A
# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

Career SL Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A

Date: _____

Date: _____

# of Reassignments	# of Sabbaticals	# of IPAs
N/A	N/A	N/A

# of Reassignments	# of Sabbaticals	# of IPAs

# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

Career ST Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A
# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

N/A	N/A	N/A

# of Reassignments	# of Sabbaticals	# of IPAs
N/A	N/A	N/A

Definitions

Rotation

Developmental Assignment

Reassignment

Transfer

Detail

Sabbatical

Intergovernmental Personnel Act (IPA) Assignments

Note: The FY 2017 report should only include rotations that lasted a minimum of 120 calendar days and ended by September 30, 2017. If a rotation exceeded 120 days but ended after September 30, 2017, it should be captured in the FY 2018 rotations report.

Note: In the case of transfers, the gaining agency will track and report the transfer as a rotation.

Note : In the case of a detail or developmental assignment external to the agency, the home agency will track and report the assignment as a rotation.

Note: SL,ST, and SES Equivalentents do not count toward the governmentwide 15% target. Agencies are encouraged, to implement rotational programs for their SL and ST employees as appropriate.

A development process, involving movement to another position or an assignment, that broadens the executive's knowledge, skill and experience in order to improve talent development, mission delivery and collaboration." A rotation must last a minimum of 120 consecutive calendar days and provide experience outside the executive's current role.

An assignment to another executive position as part of a **formal executive development program**.

A reassignment means a permanent assignment to another SES position within the employing executive agency or military department (5 CFR 317.901).

A transfer means a permanent assignment or appointment to another SES position in a different executive agency or military department (5 CFR 317.902).

A detail means the temporary assignment of an SES member to another position (within or outside of the SES) or the temporary assignment of a non-SES member to an SES position, with the expectation that the employee will return to the official position of record upon expiration of the detail (5 CFR 317.903).

A sabbatical is an assignment for a prolonged period of time away from work with all the benefits that attach to Federal employment and is not a part-time activity.

Sabbaticals may be used for teaching, study (independent or structured), research, or to develop work experience in the private sector, non-profit organizations, and State, Local, or Foreign governments (5 U.S.C. 3396(c)(2)).

IPA assignments are temporary assignments to State, local, and Indian tribal governments, institutions of higher education, and other eligible organizations, under provisions of title IV of the Intergovernmental Personnel Act and title VI of the Civil Service Reform Act, in accordance with requirements in 5 CFR part 334.

To: Olivia B Ferriter[Olivia_Ferriter@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-17T14:23:17-04:00
Importance: Normal
Subject: Fwd: OPM FY 2017 Data Call on Executive Rotations
Received: 2017-10-17T14:23:24-04:00
[2017-10-13 Executive Rotations Report Template v-2.xlsx](#)

This is the data call OPM sent out end of last week.

Mary

----- Forwarded message -----

From: **Shih, Stephen T.** <Stephen.Shih@opm.gov>
Date: Fri, Oct 13, 2017 at 2:20 PM
Subject: OPM FY 2017 Data Call on Executive Rotations
To: "Blanks, Julie A." <Julie.a.blanks.civ@mail.mil>, "danielle.r.opalka.civ@mail.mil" <danielle.r.opalka.civ@mail.mil>, "Mackey, Tonya" <Tonya.Mackey@hq.doe.gov>, "Major, Christine" <Christine.Major@hhs.gov>, "Brooks, Towanda" <towanda.a.brooks@hud.gov>, "Lori.Sealy@hud.gov" <Lori.Sealy@hud.gov>, "tia.n.butler@va.gov" <tia.n.butler@va.gov>, "Harris, Toni" <Antonia.harris@gsa.gov>, "autumn.jones@gsa.gov" <autumn.jones@gsa.gov>, "Reinhold, Mark D" <Mark.Reinhold@opm.gov>, "Doyle, Bonnie" <bonnie.doyle@ssa.gov>, "Jeanquart, Bobbi" <bobbi.jeanquart@dm.usda.gov>, "Cuffee-Graves, Cassandra" <cassandra.cuffee-graves@ed.gov>, "Bacon, Ellsworth" <ellsworth.bacon@ed.gov>, "Cunningham.Lucy.A@dol.gov" <Cunningham.Lucy.A@dol.gov>, "Filipponi, Karen" <Karen.Filipponi@dot.gov>, "Gibbs, Robert" <Robert.Gibbs@nasa.gov>, "Vizian, Donna" <Vizian.Donna@epa.gov>, "peabody.hitch@epa.gov" <peabody.hitch@epa.gov>, "Hernandez, Elias" <Elias.Hernandez@sba.gov>, "Cantor, Carmen" <CantorCG@state.gov>, "Blair, Anita" <anita.k.blair.civ@mail.mil>, Pletcher Mary <mary_pletcher@ios.doi.gov>, "NOSborn@doc.gov" <NOSborn@doc.gov>, "chip.fulghum@dhs.gov" <chip.fulghum@dhs.gov>, "Thomas.vieira@dhs.gov" <Thomas.vieira@dhs.gov>, "Santangelo, Mari Barr" <mari.santangelo@usdoj.gov>, "Davis, Thomas" <thdavis@usaid.gov>, "Spooner, Sarah W." <Sarah.W.Spooner@omb.eop.gov>, "Tornow, Joanne" <jtornow@nsf.gov>, "Cohen, Miriam" <Miriam.Cohen@nrc.gov>, "Lisa.Williams@eoc.gov" <Lisa.Williams@eoc.gov>, "Tom.Green@fcc.gov" <Tom.Green@fcc.gov>, "Wiggins, Marsha" <Marsha.Wiggins@dm.usda.gov>, "Kelly, Karlease" <Karlease.Kelly@dm.usda.gov>
Cc: "Brill, Julie" <Julie.Brill@opm.gov>, "Guerrero, Yadira" <Yadira.Guerrero@opm.gov>

Dear Colleagues,

This correspondence constitutes the U.S. Office of Personnel Management's annual data call to Executive Departments and Agencies, with 20 or more SES positions, for information on executive rotations, as required by Executive Order (EO) - "Strengthening the Senior Executive Service"(<<https://obamawhitehouse.archives.gov/the-press-office/2015/12/15/executive-order-strengthening-senior-executive-service>>," issued on December 15, 2015. The EO requirements that define, support, and promote executive rotations are as follows:

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- * Total # of executives broken out by career SES, SL, and ST who have served on a rotational assignment a minimum of 120 calendar days during FY 2017
- * Total # of agency executives broken out by career SES, SL, and ST(as of October 1, 2016)
- * # of each type of rotation (developmental assignment, detail/acting in another executive position, sabbatical, reassignment, transfers into your agency, IPA)
- * # of internal agency rotations
- * # of rotations to another Federal agency
- * # of rotations outside the Federal Government

OPM will consolidate the submitted data and report to the President the status of agency executive rotations and accomplishment of the annual fifteen percent (15%) Government-wide goal. Agencies are responsible for ensuring the accuracy of data reported. The agency's Senior Accountability Official, or their designee, must review the data for accuracy and completeness prior to submitting to OPM.

These reports must be submitted by e-mail to SESDevelopment@opm.gov using the attached template with this data call, no later than close of business on November 14, 2017.

If you have any questions, please contact Yadira Guerrero by email at Yadira.Guerrero@opm.gov or by telephone at (202) 606-7954.

Thanks so much!

Steve Shih
Deputy Associate Director
for Senior Executive Services
and Performance Management
U.S. Office of Personnel Management
Tel. (202) 606-8046

--

Mary Pletcher
Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
(202) 208-4505

**Executive Rotations Data for
FY 2017 Annual Report
Reporting Period: October 1,
2016 - September 30, 2017**

Agency: _____

Point of Contact Name, Phone Number and Email: _____

Name of Senior Accountability Officer, or designee, who reviewed data for accuracy and completeness: _____

As of October 1, 2016	
Total # of Career SES::	
Total # of Career SLs:	
Total # of Career STs:	

Career SES Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A
# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

Career SL Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A

_____ Date: _____

_____ Date: _____

# of Reassignments	# of Sabbaticals	# of IPAs
N/A	N/A	N/A

# of Reassignments	# of Sabbaticals	# of IPAs

# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

Career ST Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A
# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

N/A	N/A	N/A

# of Reassignments	# of Sabbaticals	# of IPAs
N/A	N/A	N/A

Definitions

Rotation

Developmental Assignment

Reassignment

Transfer

Detail

Sabbatical

Intergovernmental Personnel Act (IPA) Assignments

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IPA assignments are temporary assignments to State, local, and Indian tribal governments, institutions of higher education, and other eligible organizations, under provisions of title IV of the Intergovernmental Personnel Act and title VI of the Civil Service Reform Act, in accordance with requirements in 5 CFR part 334.

To: Michelle Oxyer[michelle_oxyer@ios.doi.gov]; Jonathan Mack[jonathan_mack@ios.doi.gov];
Caroline (Carrie) Soave[caroline_soave@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-25T09:06:14-04:00
Importance: Normal
Subject: Fwd: reassignment preference form
Received: 2017-10-25T09:06:22-04:00

----- Forwarded message -----

From: **Tom Melius** <tom_melius@fws.gov>
Date: Tue, Oct 10, 2017 at 8:05 AM
Subject: Re: reassignment preference form
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>

Mary, I'm traveling this week an unable to download the reassignment form, please go ahead and check the line that I will accept the reassignment to AD International Affairs.

Sent from my iPad

On Oct 6, 2017, at 12:21 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Tom,

Following up on the conversation that you had with Greg earlier this week and with me earlier today, the Executive Resources Board is considering reassigning you from your current position to the Assistant Director - International Affairs with the U.S. Fish and Wildlife Service located in Washington, DC. The attached form provides an opportunity for you to express your preferences with respect to the reassignment under consideration.

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members. As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. You have served as Regional Director of both the Midwest and Alaska Regions. As Regional Director, you have served as a U.S. Commissioner on the Great

Lakes Fishery Commission working with United States and Canadian counterparts. Prior to serving as Regional Director in Alaska, you served as Assistant Director External Affairs where you oversaw the national programs for Public Affairs, Congressional and Legislative Affairs and the Office of the Native American Liaison. You also served as the Assistant Director for Migratory Birds and State Programs where you oversaw policy development and led programs on conservation and management of migratory birds, implementation of the North American Waterfowl Management Plan and wetlands programs, Federal Duck Stamps, federal grant programs and conservation partnerships. The Assistant Director for International Affairs is responsible for coordinating domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats with a focus on species of international concern. Your extensive knowledge of Service programs and on-the-ground operations gained as Regional Director in two different regions and strong experience working with domestic and international partners to advance Service priorities would make you well qualified to serve as Assistant Director for International Affairs.

Please return the completed preference form electronically to me at mary_pletcher@ios.doi.gov by **close of business on October 13, 2017**.

If you have any questions, please let me know. I can be reached at (202) 208-4505.

Best,
Mary

--

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

<Melius Preference Form.docx>

--

Mary Pletcher
Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
(202) 208-4505

To: karen.richardson@sol.doi.gov[karen.richardson@sol.doi.gov]
From: Mary Pletcher
Sent: 2017-10-23T16:40:54-04:00
Importance: Normal
Subject: Fwd: SES Reassignment
Received: 2017-10-23T16:41:05-04:00

Sent from my iPhone

Begin forwarded message:

From: (b)(6),(b)(7)(C) @doioig.gov>
Date: October 23, 2017 at 2:29:28 PM EDT
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Subject: SES Reassignment

Good Afternoon Mary,
As part of our review, we are going to reach out to the career SES. Can you provide me with the DOI Career SES email list?

Please let me know if you have any questions,

Thank you!

(b)(6),(b)(7)(C)

U.S. Department of the Interior
Office of Inspector General
(b)(6),(b)(7)(C)

To: Richardson, Karen[karen.richardson@sol.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-25T15:36:31-04:00
Importance: Normal
Subject: Fwd: talking points
Received: 2017-10-25T15:37:28-04:00

----- Forwarded message -----

From: Pletcher, Mary <mary_pletcher@ios.doi.gov>
Date: Mon, Oct 16, 2017 at 9:16 AM
Subject: talking points
To: Olivia B Ferriter <Olivia_Ferriter@ios.doi.gov>

Here are talking points. Is there any other information that would be helpful?

- The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations.
- Congress intended the SES to be a mobile corps of managers.
- Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration.
- Good government groups such as the Partnership for Public Service have published reports for years discussing Congress' original intention for the SES to be a mobile cadre as well as the benefits of SES mobility - both for agencies and the individual executive.
- On December 15, 2015, President Obama issued an executive order related to strengthening the SES. As part of this order, the Obama administration required agencies to develop plans to increase the number of SES members who are rotated. Rotations include reassignments, details of at least 120 days, transfers between agencies, developmental assignments, IPAs and sabbaticals.
- There is **annual** government-wide goal beginning in **FY 2017** of **15% of SES being rotated**. Agencies are required to report annually to OPM on SES rotations.
- The Obama administration also reassigned SES. There were 140 reassignment actions of career SES. Had President Obama's executive order been issued earlier in the administration, the number of reassignments would have increased significantly to meet the 15% annual government-wide target.
- Legislation requiring Congressional notification before any SES reassignments would severely hinder Interior's ability to manage the senior most career leaders in the organization.
 - Reduces the ability to match SES member skill sets with mission needs.
 - Promotions of existing SES also constitutes a reassignment. Requiring Congressional notification ahead of time could disincentive promotions of existing Interior SES.
 - Reduces individual career mobility and encourages agencies to keep SES in a single position. This is out of alignment with leadership best practices.
 - Greater collaboration and problem-solving across bureaus is a management practice that transcends Administrations. SES mobility helps foster collaboration and problem-solving.

- Disincentives high performing GS 14s and 15s and equivalents from applying to SES jobs knowing the degree of Congressional scrutiny they will be under. With the retirement eligibility rates of the Interior SES cadre, this could have long lasting mission impacts.
- Reduces the ability to address performance issues.
- Blurs the line between executive and legislative branches. All career SES become quasi-political appointees.
 - The number of SES receiving formal or proposed notice of reassignments has been exaggerated in the media.

Mary Pletcher

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

--

Mary Pletcher

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

To: Alan Mikkelsen[amikkelsen@usbr.gov]; Grayford Payne[gfpayne@usbr.gov]; David Palumbo[dpalumbo@usbr.gov]; Hess, James[JHESS@usbr.gov]; Kerry Rae[kerry_rae@ios.doi.gov]; Deborah Lawler[DLawler@usbr.gov]; Andrea Travnicek[andrea_travnicek@ios.doi.gov]; Christina Kalavritinos[ckalavritinos@usbr.gov]; Austin Ewell[austin_ewell@ios.doi.gov]; Fred Brown[fbrown@usbr.gov]; Lauren Meredith (work Mobile)[lmeredith@usbr.gov]; Peter Soeth[PSoeth@usbr.gov]; Stephen Major[smajor@usbr.gov]; Emily Quinn[emquinn@usbr.gov]; Gabour, Robert[rgabour@usbr.gov]; Alexander Stephens[astephens@usbr.gov]; Maucieri, Mathew[MMAUCIERI@usbr.gov]
From: Aaron, Patricia
Sent: 2017-10-19T14:51:42-04:00
Importance: Normal
Subject: Greenwire article about Dan DuBray
Received: 2017-10-19T14:52:34-04:00

Acting spokesman was once Gale Norton's press secretary

Scott Streater, E&E News reporter
Published: Thursday, October 19, 2017

The Bureau of Land Management has appointed a new acting communications director with extensive experience at the Interior Department, having once served as Interior press secretary for Gale Norton during the George W. Bush administration.

Dan DuBray, who since 2006 has served as public affairs chief at the Bureau of Reclamation, is moving on a 120-day detail to serve as BLM's acting communications director.

He served as BLM assistant director of communications for nearly a year in 2006, after serving a stint as Interior press secretary.

DuBray replaces Matthew Allen, an Obama-era appointee who was named BLM's communications director in October 2016 and was permanently "reassigned" last month to a position with the Bureau of Safety and Environmental Enforcement (*E&E News PM*, Sept. 20).

Jeff Krauss, BLM's acting deputy assistant director of communications, temporarily filled in for about three weeks after Allen's reassignment.

Dan DuBray. @DuBray/Twitter

BLM spokeswoman Megan Crandall confirmed DuBray's temporary reassignment to the agency, which he began Monday. DuBray is listed in the new position on the agency's online [organization chart](#).

Patricia Aaron, a Bureau of Reclamation spokeswoman in the agency's national office, will serve as acting chief of public affairs while DuBray is on assignment.

"Dan is a westerner and a seasoned Interior professional, and we are thankful for him stepping into this temporary role at a time of transition," Heather Swift, an Interior spokeswoman, said in an email.

"His previous experience at BLM will be a huge asset as the bureau continues to create revenue for state and local communities," she added. "There's no shortage of talent at Interior and we are confident that Dan, and Reclamation's acting chief of public affairs, Patti Aaron, will continue to do phenomenal jobs."

DuBray joined Interior in 2002 as a special assistant for communications in the Office of the Assistant Secretary for Indian Affairs. Three years later, in 2005, he became Interior's press

secretary, according to a Bureau of Reclamation profile.

DuBray left to become BLM's assistant director of communications in early 2006.

He had extensive broadcasting experience in both television and radio news prior to working at Interior. That included stints with National Public Radio affiliates in Salt Lake City and his hometown of Billings, Mont., according to the Reclamation profile.

DuBray earned a bachelor's degree in communications arts and mass media from Montana State University, Billings. He is a licensed amateur radio operator and an enrolled member of the Rosebud Sioux Tribe of South Dakota, according to the profile.

Email: ssreater@eenews.net

Patti Aaron
Acting Chief, Public Affairs
Bureau of Reclamation / Commissioner's Office
202.513.0544 (office) / 202.236.2628 (mobile)
www.usbr.gov

To: Blanks, Julie A.[Julie.a.blanks.civ@mail.mil]; danielle.r.opalka.civ@mail.mil[danielle.r.opalka.civ@mail.mil]; Mackey, Tonya[Tonya.Mackey@hq.doe.gov]; Major, Christine[Christine.Major@hhs.gov]; Brooks, Towanda[towanda.a.brooks@hud.gov]; Lori.Sealy@hud.gov[Lori.Sealy@hud.gov]; tia.n.butler@va.gov[tia.n.butler@va.gov]; Harris, Toni[Antonia.harris@gsa.gov]; autumn.jones@gsa.gov[autumn.jones@gsa.gov]; Reinhold, Mark D[Mark.Reinhold@opm.gov]; Doyle, Bonnie[bonnie.doyle@ssa.gov]; Jeanquart, Bobbi[bobbi.jeanquart@dm.usda.gov]; Cuffee-Graves, Cassandra[cassandra.cuffee-graves@ed.gov]; Bacon, Ellsworth[ellsworth.bacon@ed.gov]; Cunningham.Lucy.A@dol.gov[Cunningham.Lucy.A@dol.gov]; Filipponi, Karen[Karen.Filipponi@dot.gov]; Gibbs, Robert[Robert.Gibbs@nasa.gov]; Vizian, Donna[Vizian.Donna@epa.gov]; peabody.hitch@epa.gov[peabody.hitch@epa.gov]; Hernandez, Elias[Elias.Hernandez@sba.gov]; Cantor, Carmen[CantorCG@state.gov]; Blair, Anita[anita.k.blair.civ@mail.mil]; Pletcher Mary[mary_pletcher@ios.doi.gov]; NOsborn@doc.gov[NOsborn@doc.gov]; chip.fulghum@dhs.gov[chip.fulghum@dhs.gov]; Thomas.vieira@dhs.gov[Thomas.vieira@dhs.gov]; Santangelo, Mari Barr[mari.santangelo@usdoj.gov]; Davis, Thomas[thdavis@usaid.gov]; Spooner, Sarah W.[Sarah.W.Spooner@omb.eop.gov]; Tornow, Joanne[jtornow@nsf.gov]; Cohen, Miriam[Miriam.Cohen@nrc.gov]; Lisa.Williams@eeoc.gov[Lisa.Williams@eeoc.gov]; Tom.Green@fcc.gov[Tom.Green@fcc.gov]; Wiggins, Marsha[Marsha.Wiggins@dm.usda.gov]; Kelly, Karlease[Karlease.Kelly@dm.usda.gov]

Cc: Brill, Julie[Julie.Brill@opm.gov]; Guerrero, Yadira[Yadira.Guerrero@opm.gov]

From: Shih, Stephen T.

Sent: 2017-10-13T14:20:25-04:00

Importance: High

Subject: OPM FY 2017 Data Call on Executive Rotations

Received: 2017-10-13T14:20:46-04:00

[2017-10-13 Executive Rotations Report Template v-2.xlsx](#)

Dear Colleagues,

This correspondence constitutes the U.S. Office of Personnel Management's annual data call to Executive Departments and Agencies, with 20 or more SES positions, for information on executive rotations, as required by [Executive Order \(EO\) – "Strengthening the Senior Executive Service,"](#) issued on December 15, 2015. The EO requirements that define, support, and promote executive rotations are as follows:

- Rotations must be for a minimum period of 120 days
- Annual Government-wide goal, beginning in FY 2017, of 15% of SES members on rotations (no agency-specific goal)
- Annual reporting to OPM on SES rotations

To meet the annual EO reporting requirements, organizations must complete and submit the attached spreadsheet with the following metrics:

- Total # of executives broken out by career SES, SL, and ST who have served on a rotational assignment a minimum of 120 calendar days during FY 2017
- Total # of agency executives broken out by career SES, SL, and ST(as of October 1, 2016)
- # of each type of rotation (developmental assignment, detail/acting in another executive position, sabbatical, reassignment, transfers into your agency, IPA)
- # of internal agency rotations
- # of rotations to another Federal agency
- # of rotations outside the Federal Government

OPM will consolidate the submitted data and report to the President the status of agency executive rotations and accomplishment of the annual fifteen percent (15%) Government-wide goal. Agencies are responsible for ensuring the accuracy of data reported. The agency's Senior Accountability Official, or their designee, must review the data for accuracy and completeness prior to submitting to OPM.

These reports must be submitted by e-mail to SESDevelopment@opm.gov using the attached template with this data call, no later than close of business on November 14, 2017.

If you have any questions, please contact Yadira Guerrero by email at Yadira.Guerrero@opm.gov or by telephone at (202) 606-7954.

Thanks so much!

Steve Shih
Deputy Associate Director
for Senior Executive Services
and Performance Management
U.S. Office of Personnel Management
Tel. (202) 606-8046

**Executive Rotations Data for
FY 2017 Annual Report
Reporting Period: October 1,
2016 - September 30, 2017**

Agency: _____

Point of Contact Name, Phone Number and Email: _____

Name of Senior Accountability Officer, or designee, who reviewed data for accuracy and completeness: _____

As of October 1, 2016	
Total # of Career SES::	
Total # of Career SLs:	
Total # of Career STs:	

Career SES Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A
# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

Career SL Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A

_____ Date: _____

_____ Date: _____

# of Reassignments	# of Sabbaticals	# of IPAs
N/A	N/A	N/A

# of Reassignments	# of Sabbaticals	# of IPAs

# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

Career ST Rotations by Rotation Type			
	# of Developmental Assignments	# of Details/Acting in Another Executive Position	# of Transfers
# of Internal Agency Rotations			N/A
# of Rotations to Another Federal Agency			N/A
# of Rotations Outside the Federal Government			N/A
# transfers into your Agency	N/A	N/A	
Total			

N/A	N/A	N/A

# of Reassignments	# of Sabbaticals	# of IPAs
N/A	N/A	N/A

Definitions

Rotation

Developmental Assignment

Reassignment

Transfer

Detail

Sabbatical

Intergovernmental Personnel Act (IPA) Assignments

Note: The FY 2017 report should only include rotations that lasted a minimum of 120 calendar days and ended by September 30, 2017. If a rotation exceeded 120 days but ended after September 30, 2017, it should be captured in the FY 2018 rotations report.

Note: In the case of transfers, the gaining agency will track and report the transfer as a rotation.

Note : In the case of a detail or developmental assignment external to the agency, the home agency will track and report the assignment as a rotation.

Note: SL,ST, and SES Equivalentents do not count toward the governmentwide 15% target. Agencies are encouraged, to implement rotational programs for their SL and ST employees as appropriate.

A development process, involving movement to another position or an assignment, that broadens the executive's knowledge, skill and experience in order to improve talent development, mission delivery and collaboration." A rotation must last a minimum of 120 consecutive calendar days and provide experience outside the executive's current role.

An assignment to another executive position as part of a **formal executive development program**.

A reassignment means a permanent assignment to another SES position within the employing executive agency or military department (5 CFR 317.901).

A transfer means a permanent assignment or appointment to another SES position in a different executive agency or military department (5 CFR 317.902).

A detail means the temporary assignment of an SES member to another position (within or outside of the SES) or the temporary assignment of a non-SES member to an SES position, with the expectation that the employee will return to the official position of record upon expiration of the detail (5 CFR 317.903).

A sabbatical is an assignment for a prolonged period of time away from work with all the benefits that attach to Federal employment and is not a part-time activity.

Sabbaticals may be used for teaching, study (independent or structured), research, or to develop work experience in the private sector, non-profit organizations, and State, Local, or Foreign governments (5 U.S.C. 3396(c)(2)).

IPA assignments are temporary assignments to State, local, and Indian tribal governments, institutions of higher education, and other eligible organizations, under provisions of title IV of the Intergovernmental Personnel Act and title VI of the Civil Service Reform Act, in accordance with requirements in 5 CFR part 334.

To: Domenech, Douglas[douglas_domenech@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-02-21T13:36:22-05:00
Importance: Normal
Subject: OST, IG, SOL, BLM, BOR, BIA, BIE
Received: 2017-02-21T13:36:39-05:00

[BLM.pptx](#)

[SOL.pptx](#)

[OST.pptx](#)

[IG.pptx](#)

[BOR.pptx](#)

[BIE.pptx](#)

[BIA.pptx](#)

Michelle Oxyer

Executive Resources Division

Office of Human Resources

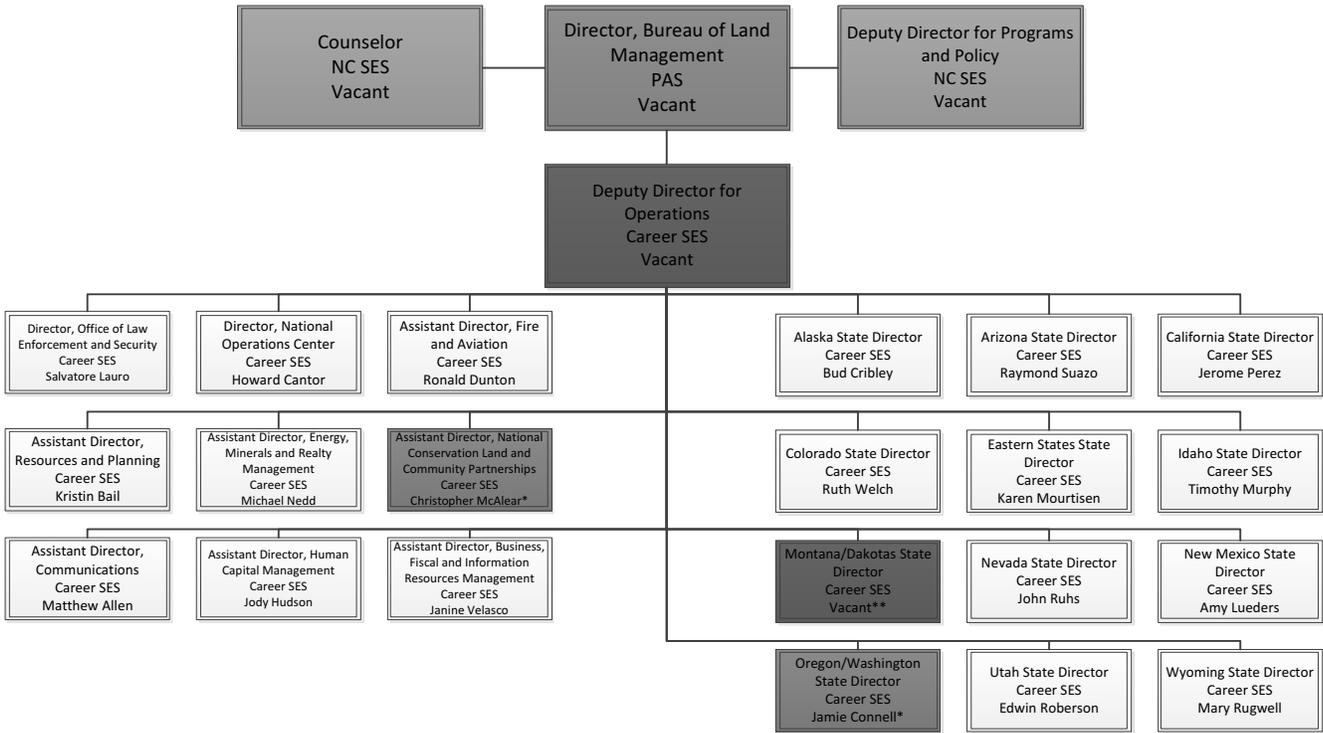
Department of the Interior

Phone 202-208-6943

Fax 202-208-5285

michelle_oxyer@ios.doi.gov

Bureau of Land Management



Color Code Legend

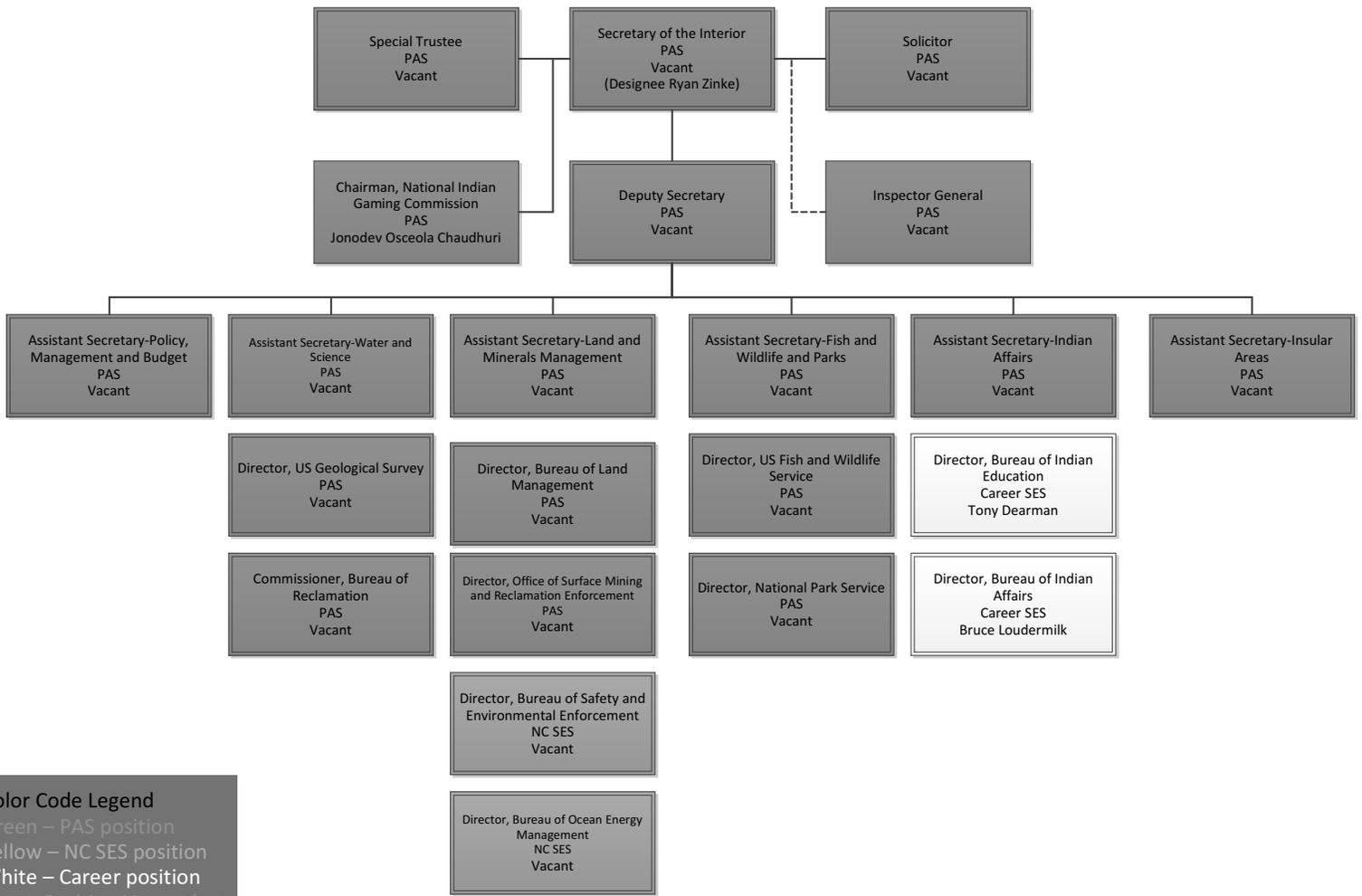
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

Notes Summary:

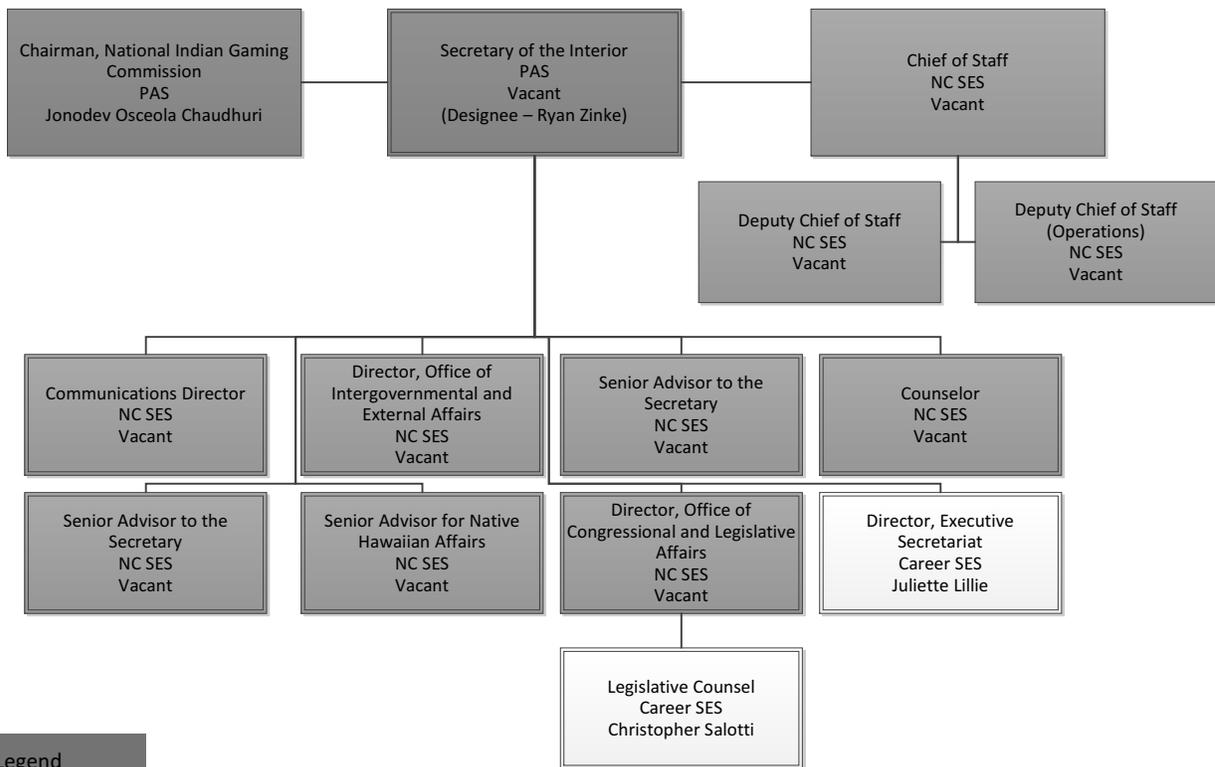
No speaker notes are contained in this presentation.

**Department of the Interior
 Presidential Appointments with Senate Confirmation and Senior Bureau Leadership**



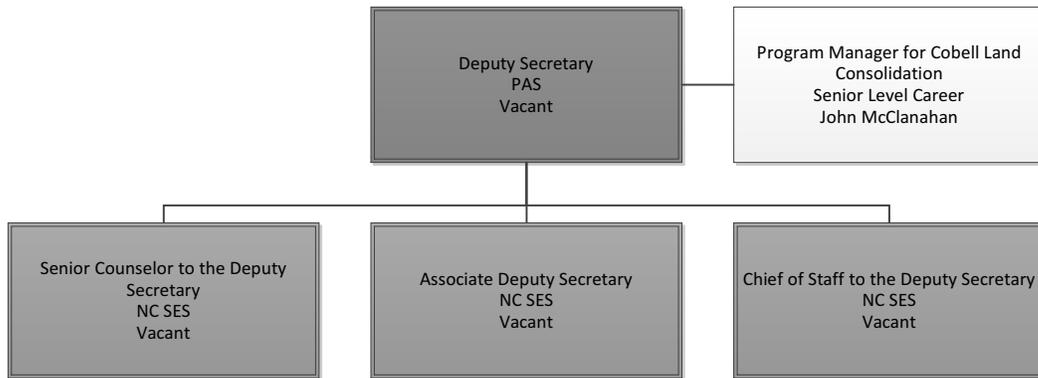
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Secretary's Immediate Office



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

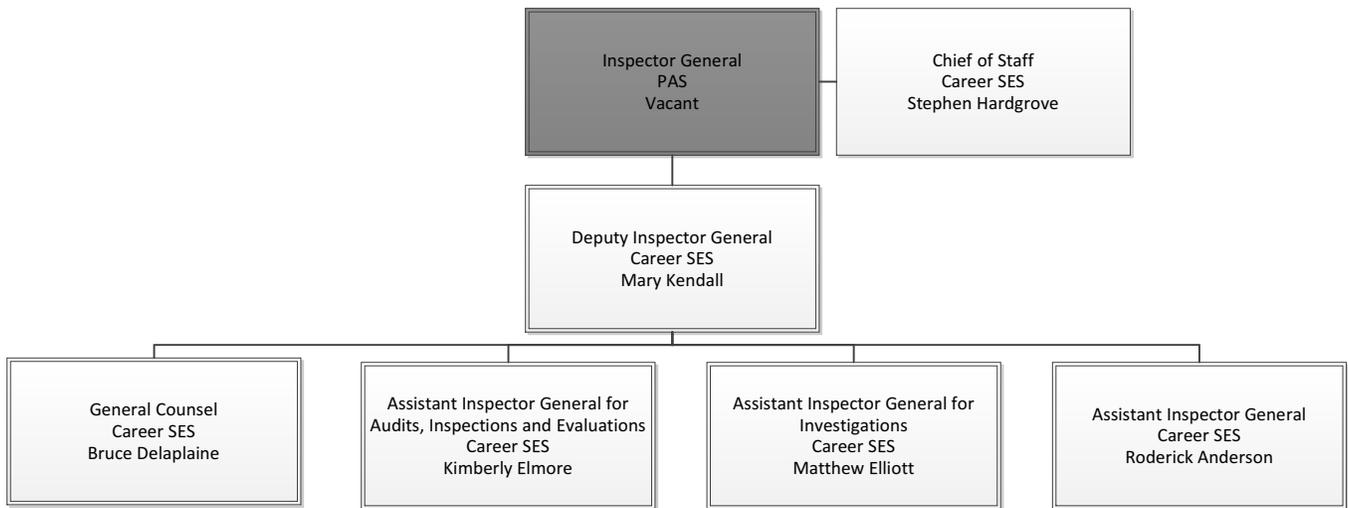
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Inspector General



Color Code Legend

Green – PAS position

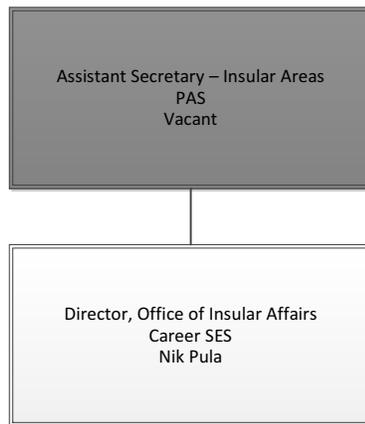
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

Yellow – NC SES position

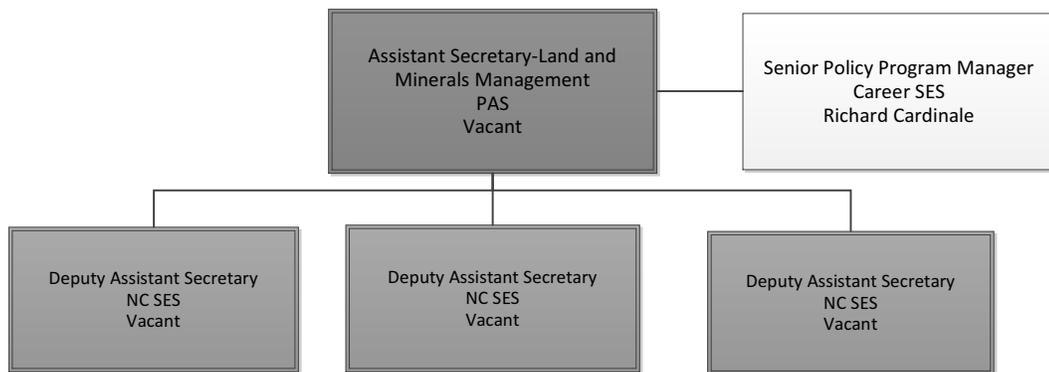
White – Career position

Blue – Position Vacant but

Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

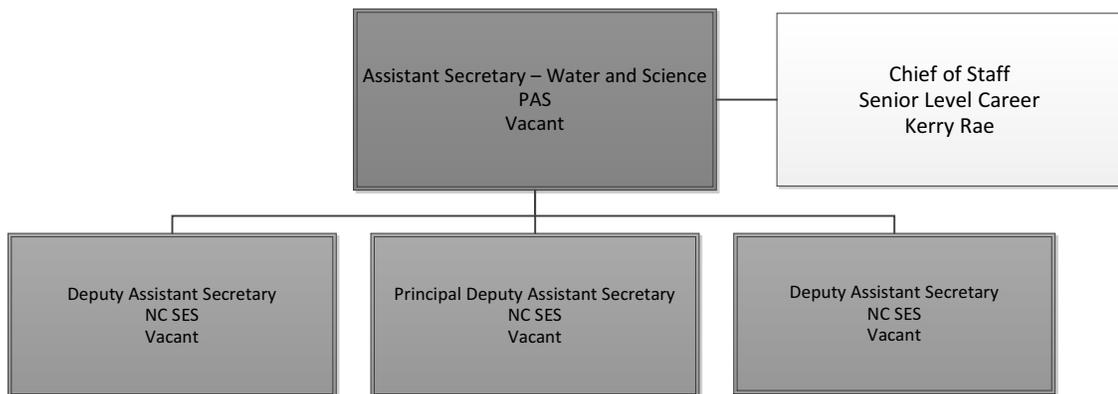
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

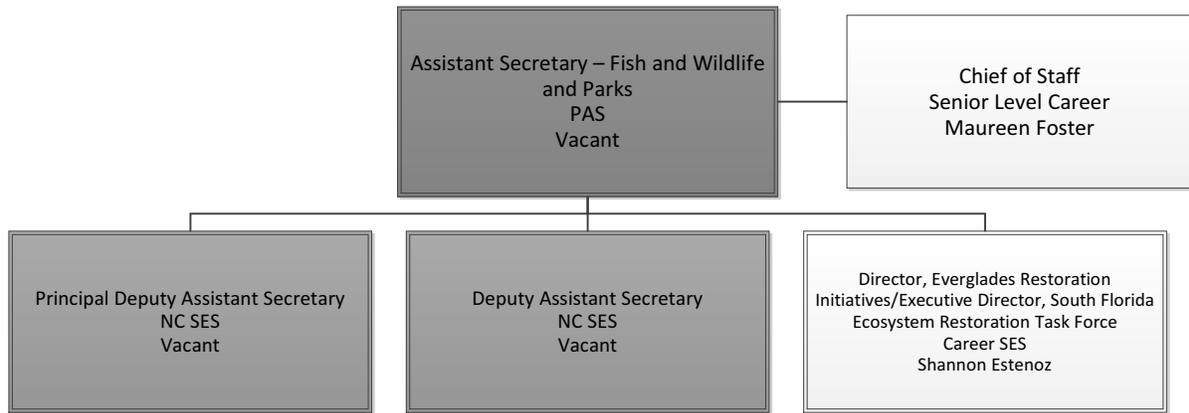
Red – Position Vacant

Assistant Secretary – Water and Science



Color Code Legend
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White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend

Green – PAS position

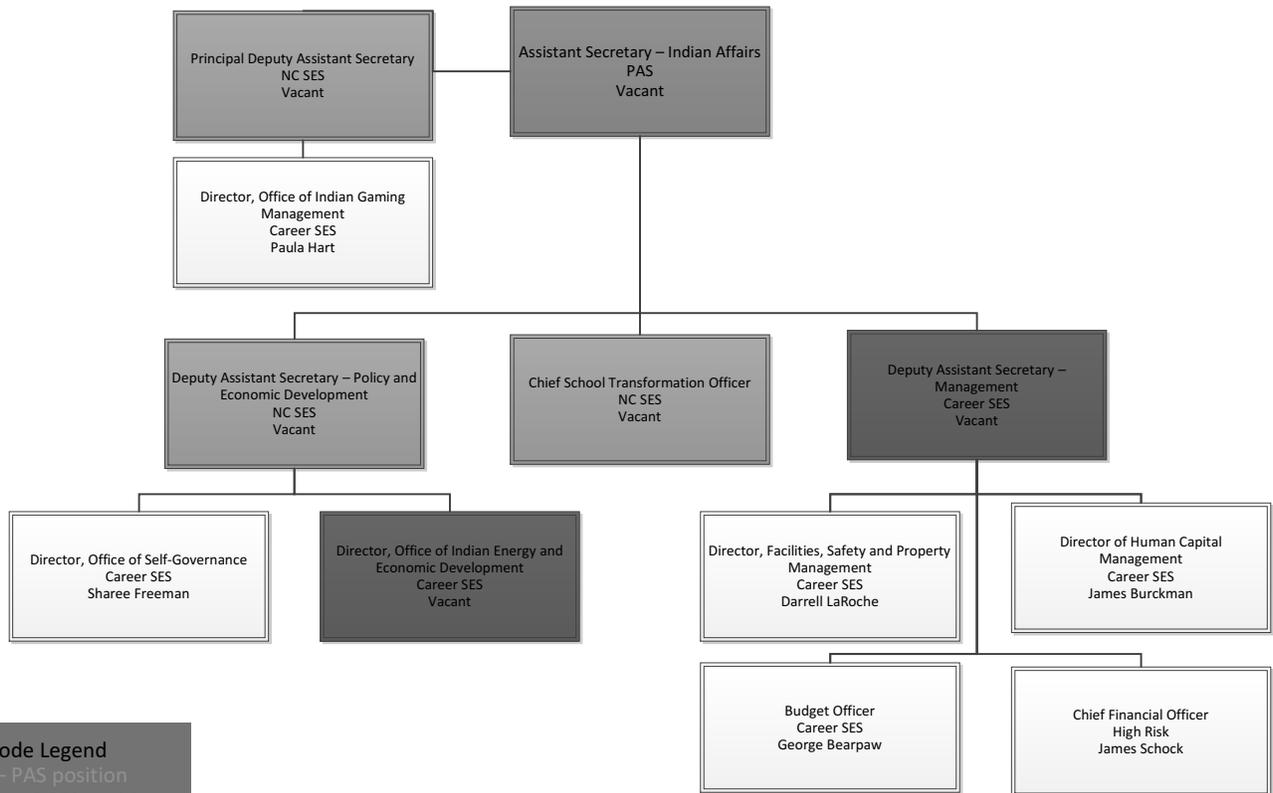
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

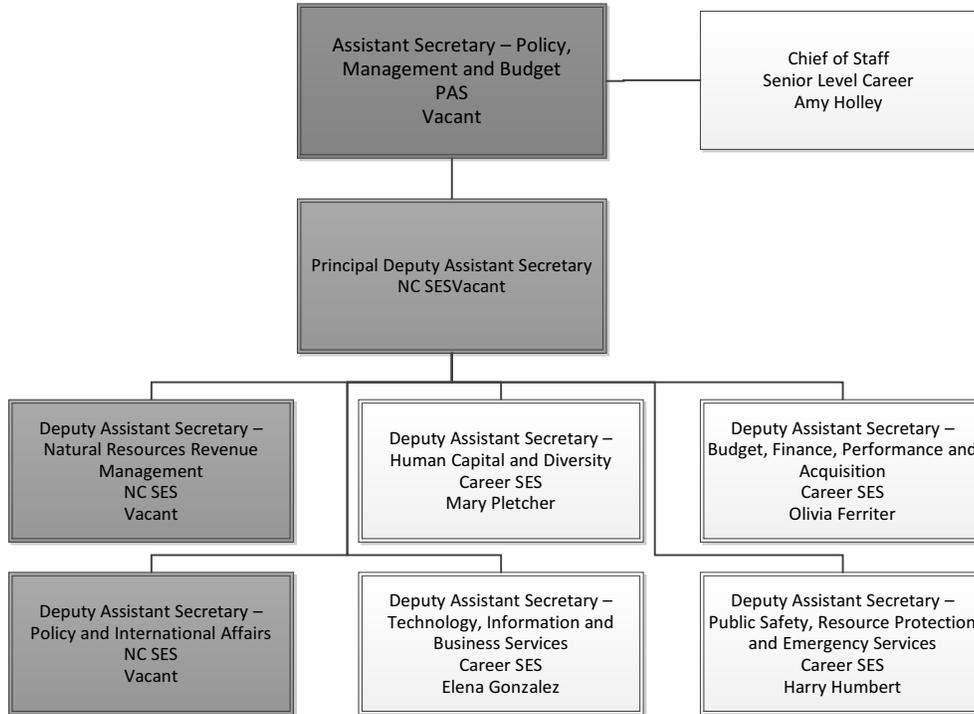
Assistant Secretary – Indian Affairs



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

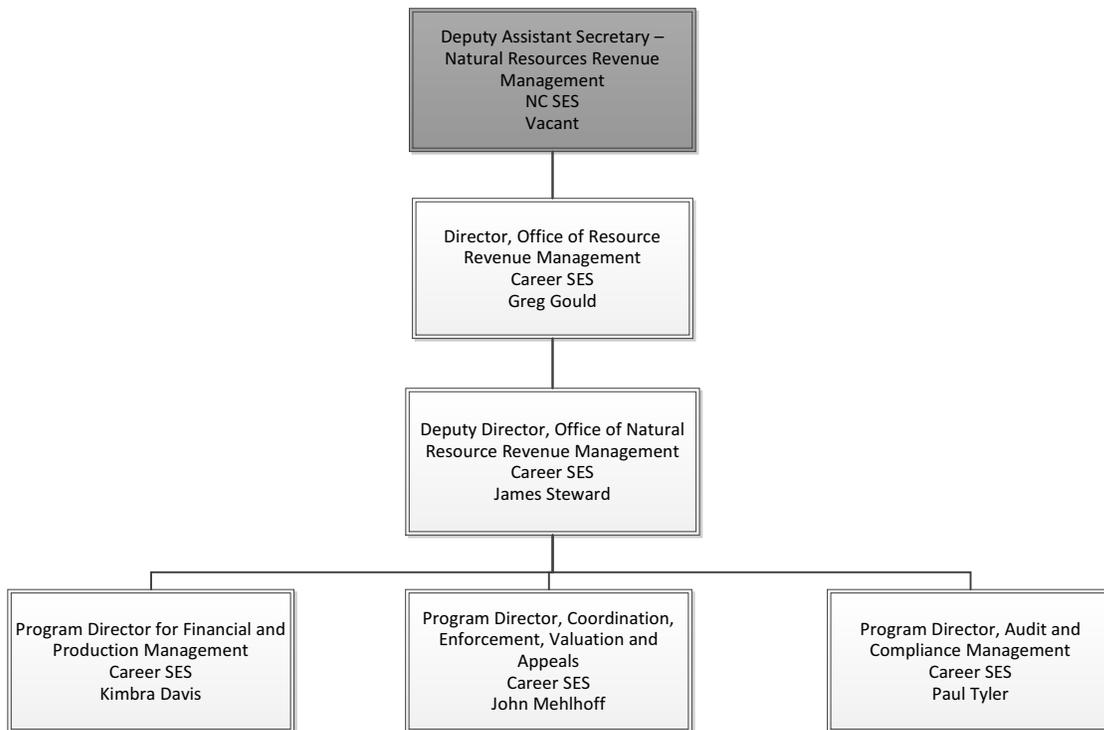
Assistant Secretary – Policy, Management and Budget



Color Code Legend

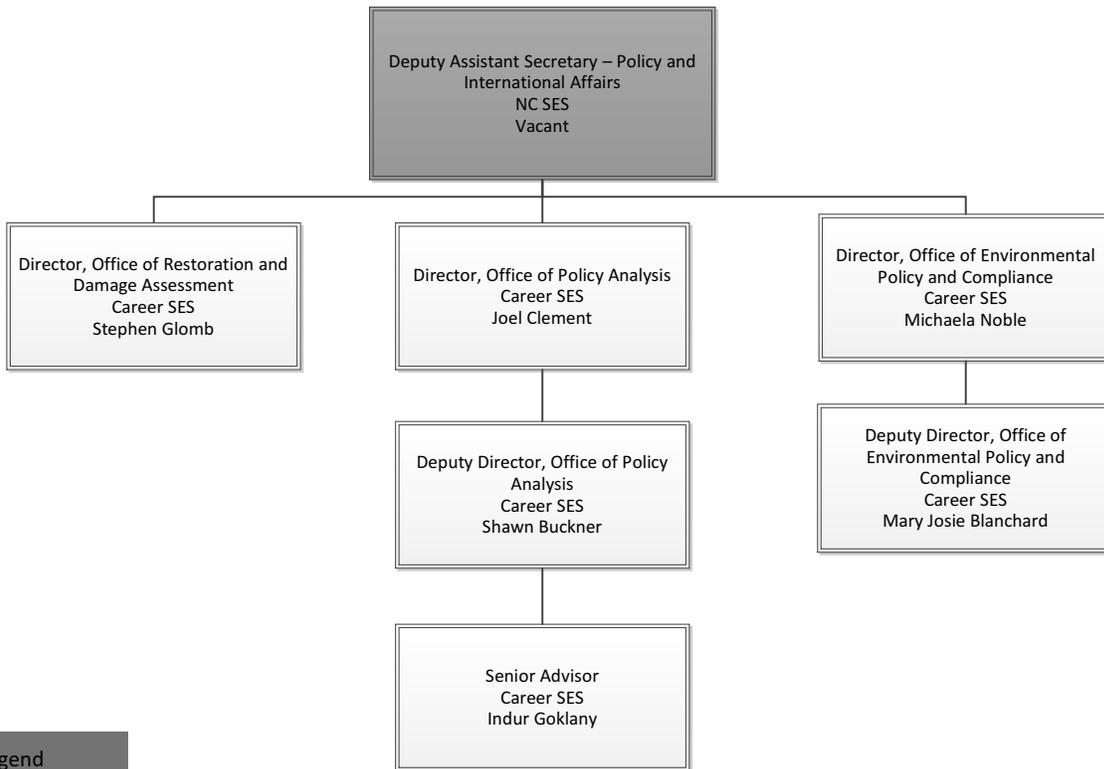
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- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



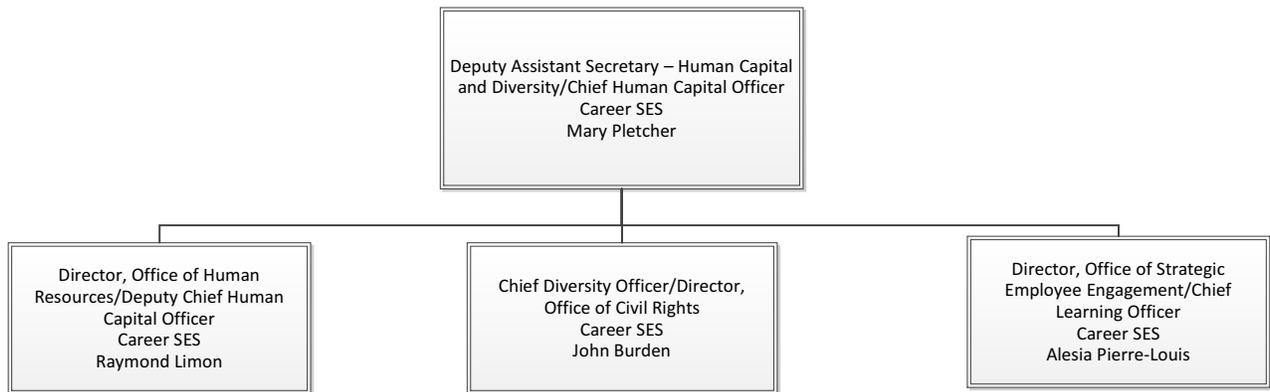
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Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Policy and International Affairs



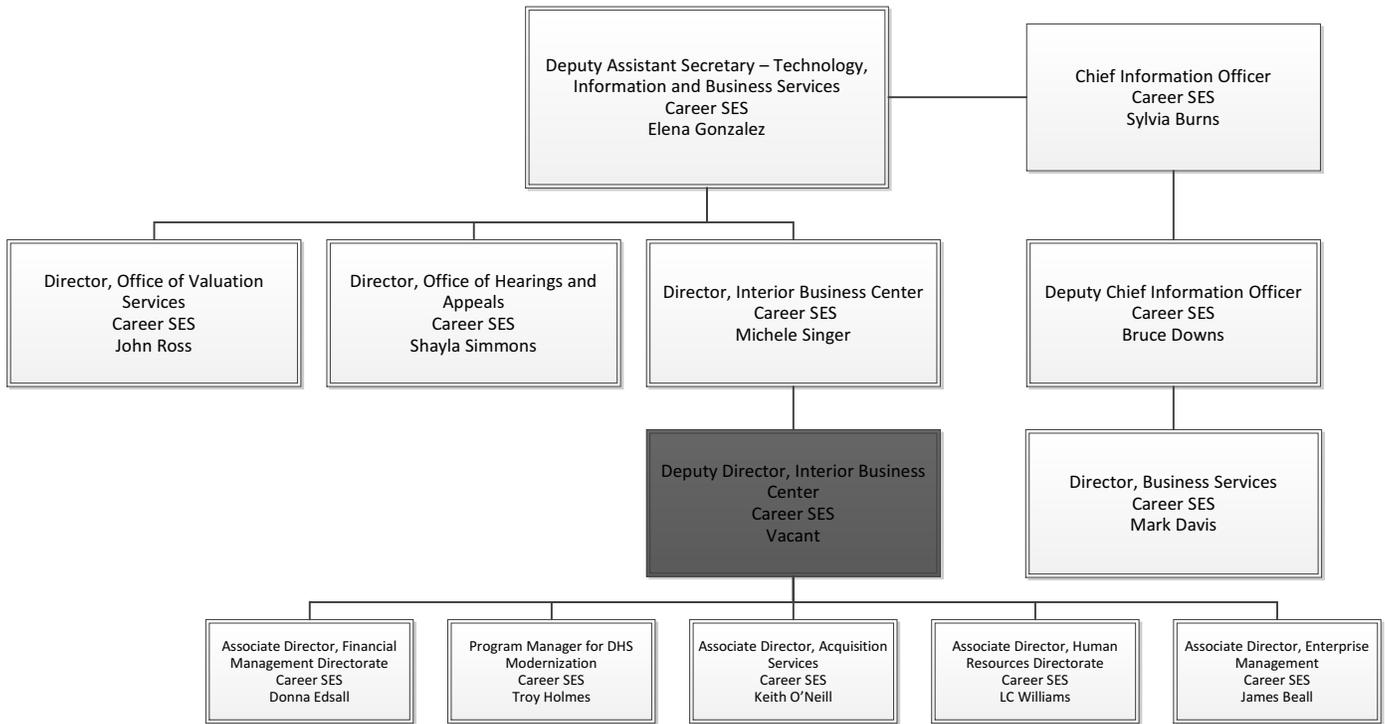
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Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



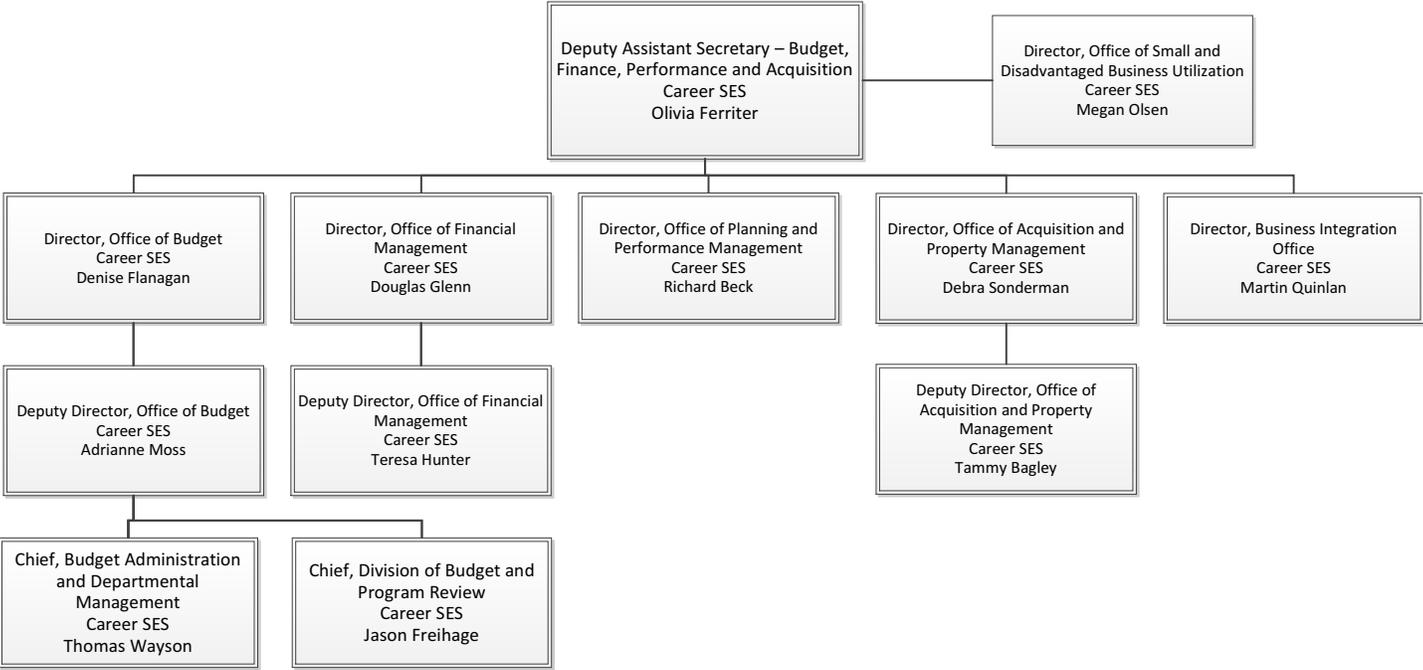
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Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



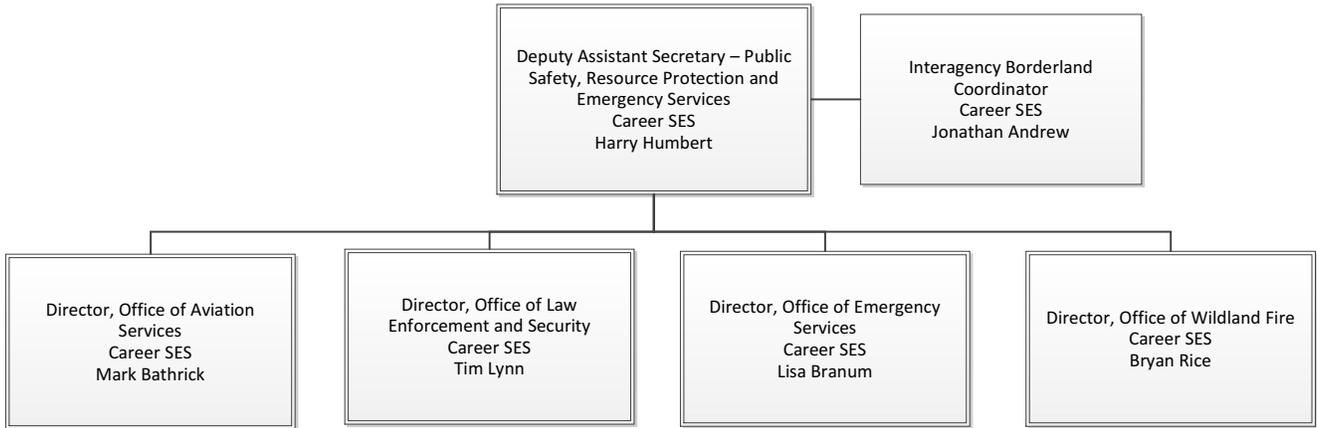
Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant
 but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



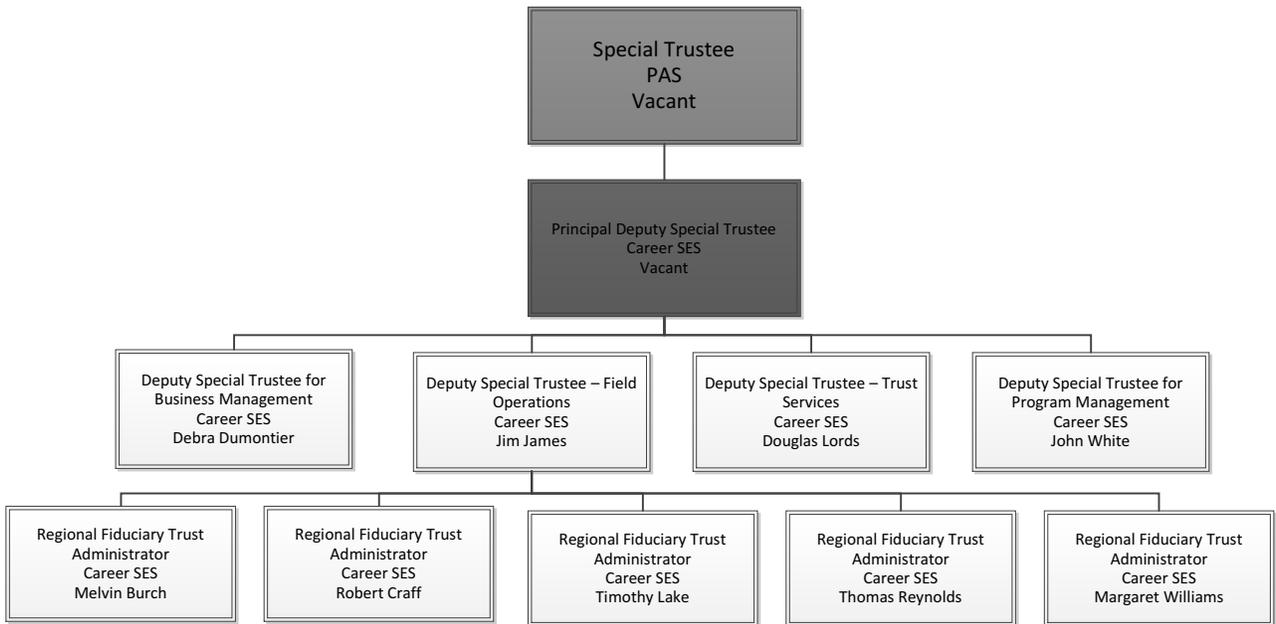
Color Code Legend
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 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



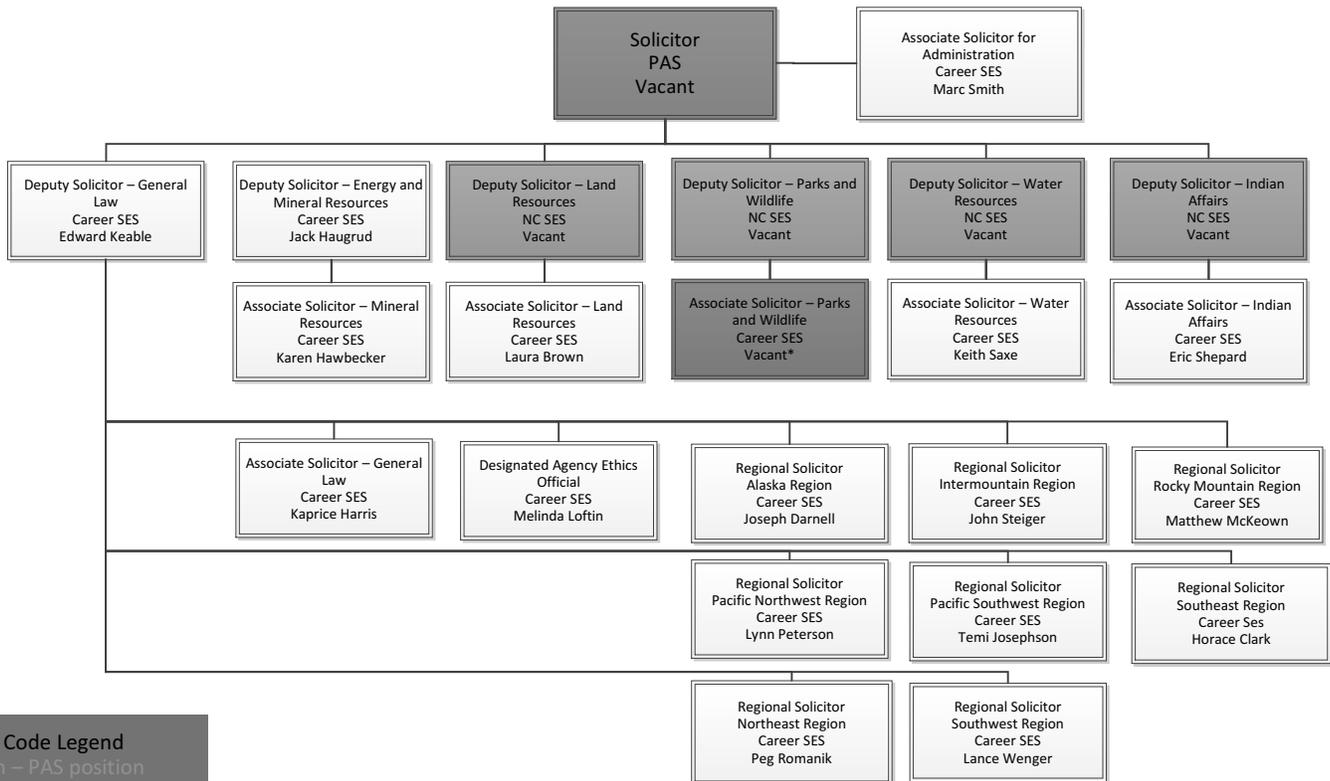
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Blue – Position Vacant but Obligated
Red – Position Vacant

Office of the Special Trustee for American Indians



Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

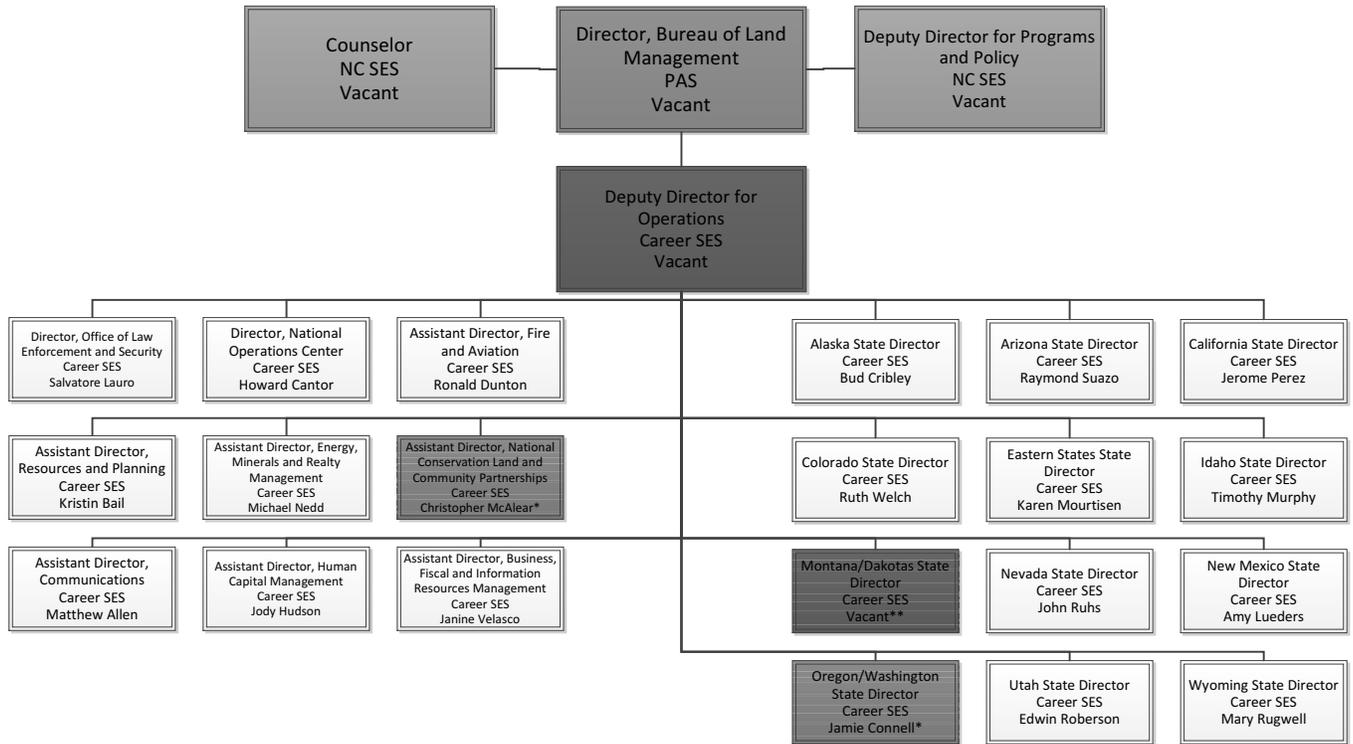
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

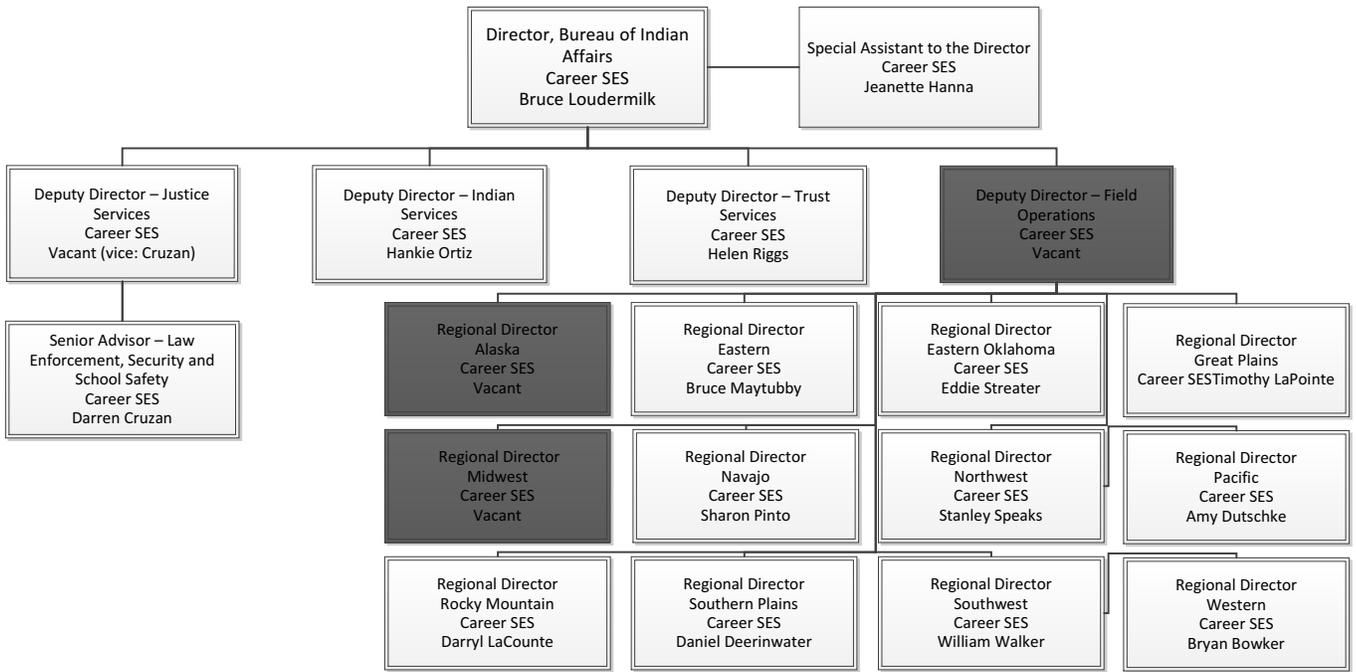
Bureau of Land Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

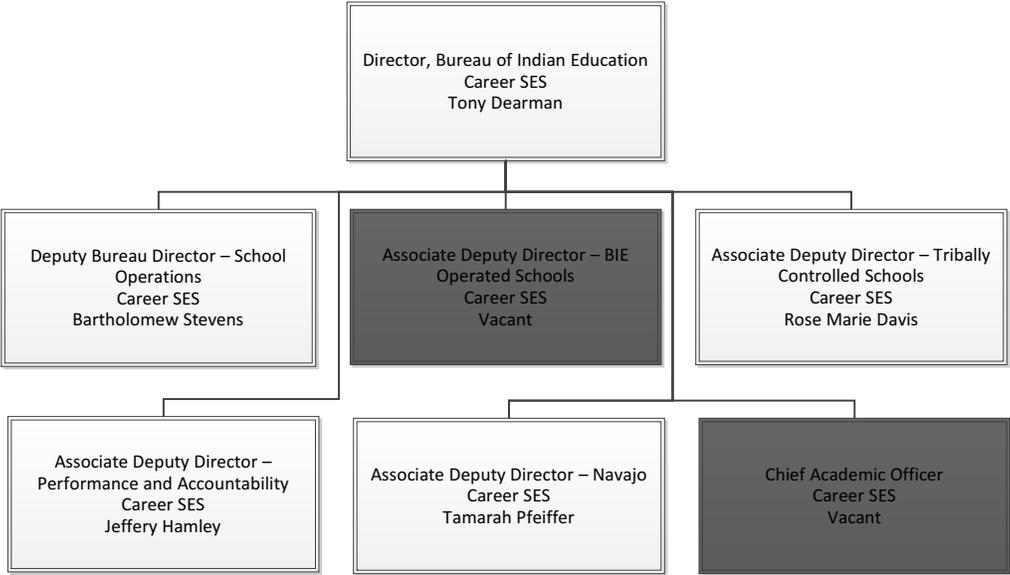
Bureau of Indian Affairs



Color Code Legend

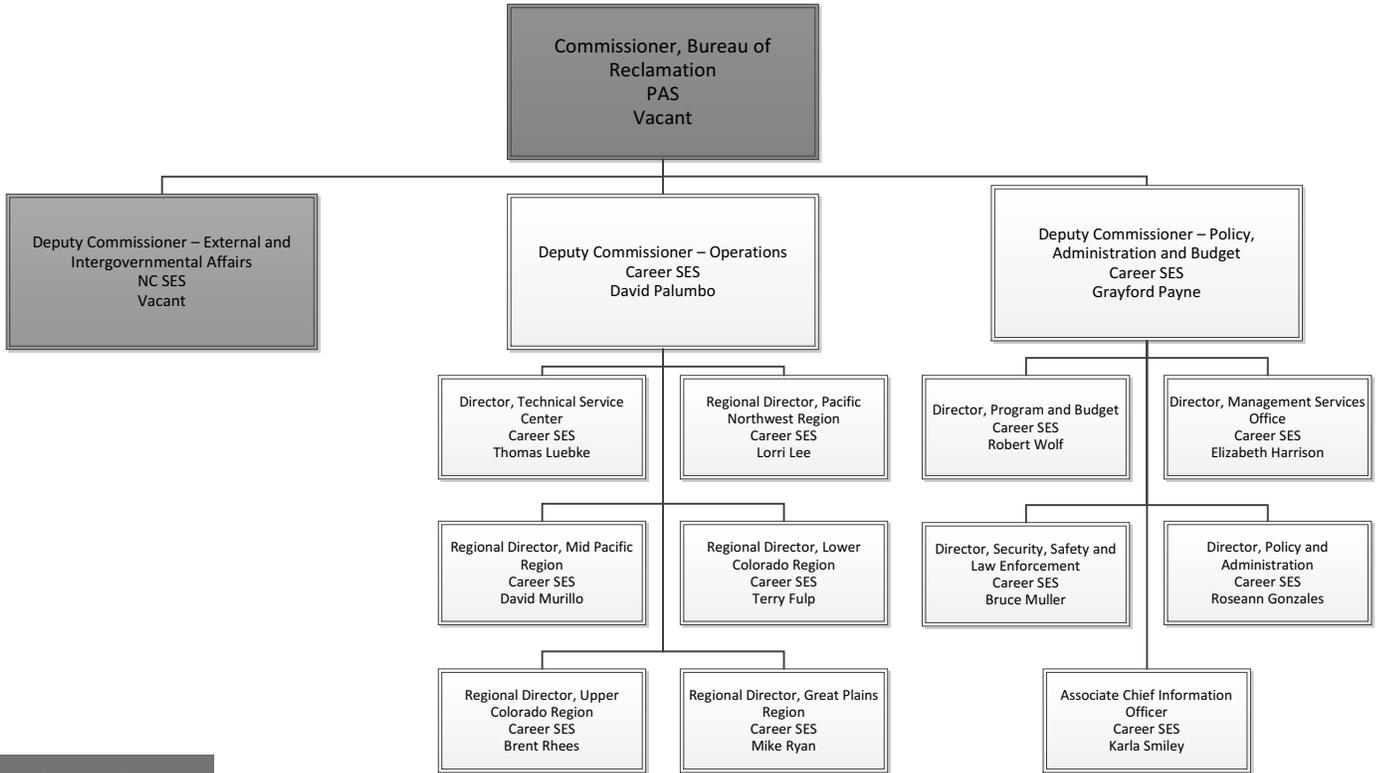
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- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Bureau of Indian Education



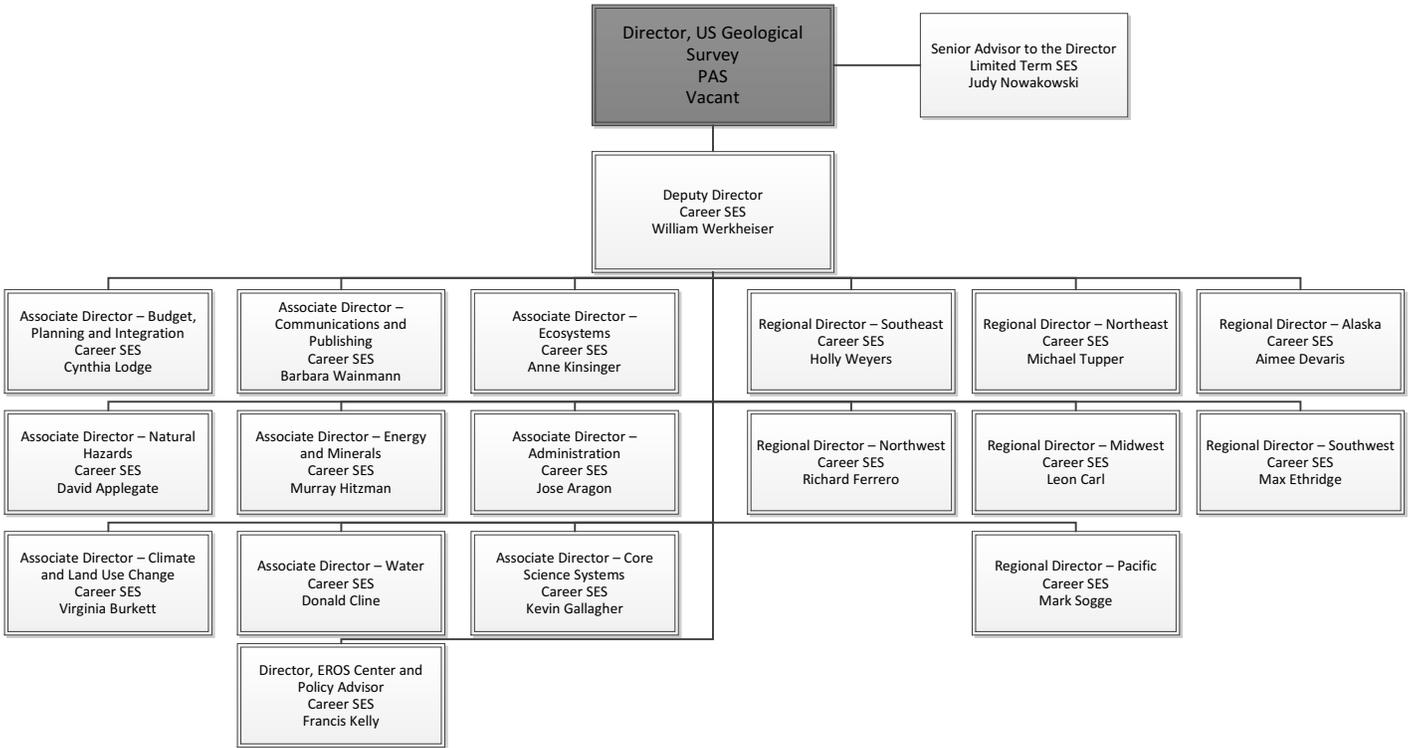
Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Bureau of Reclamation



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

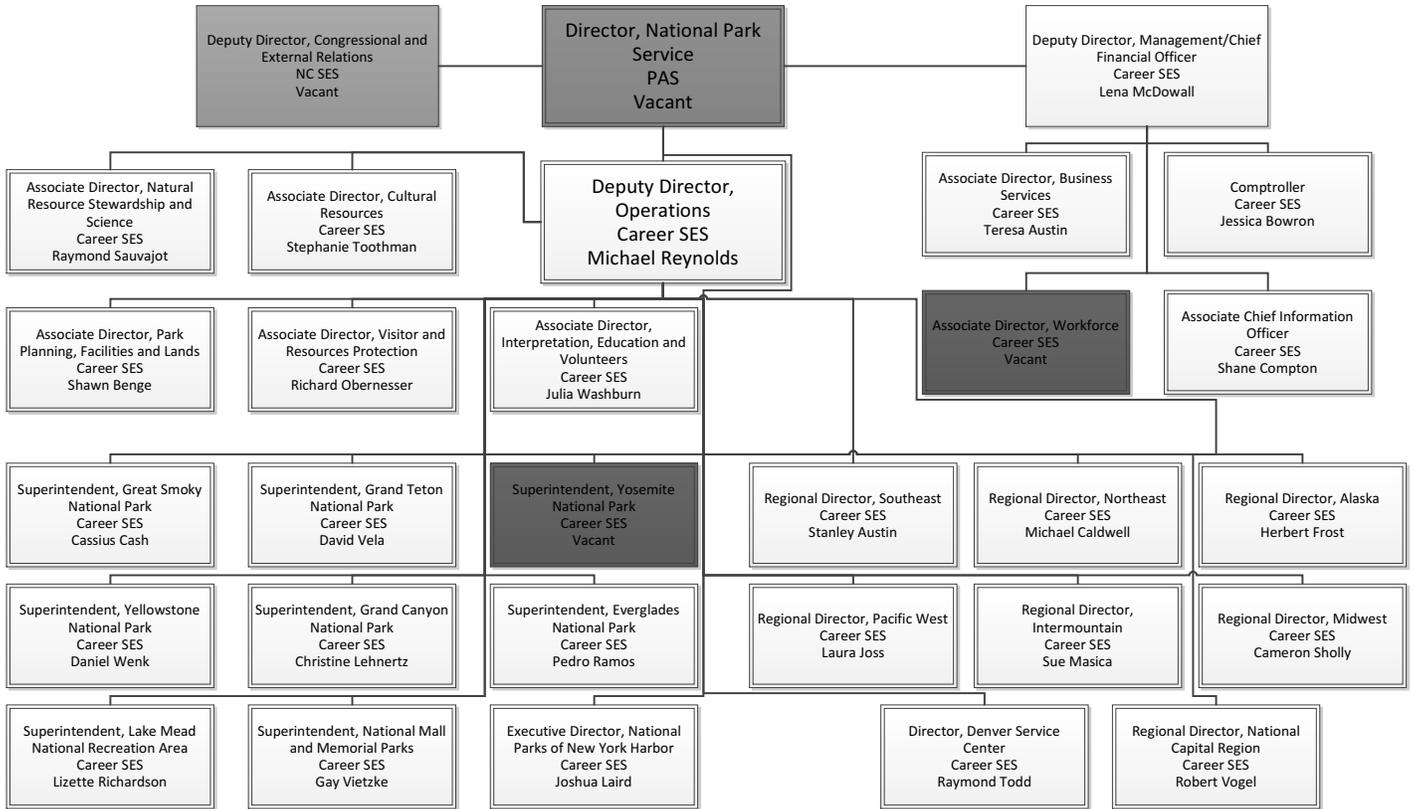
US Geological Survey



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

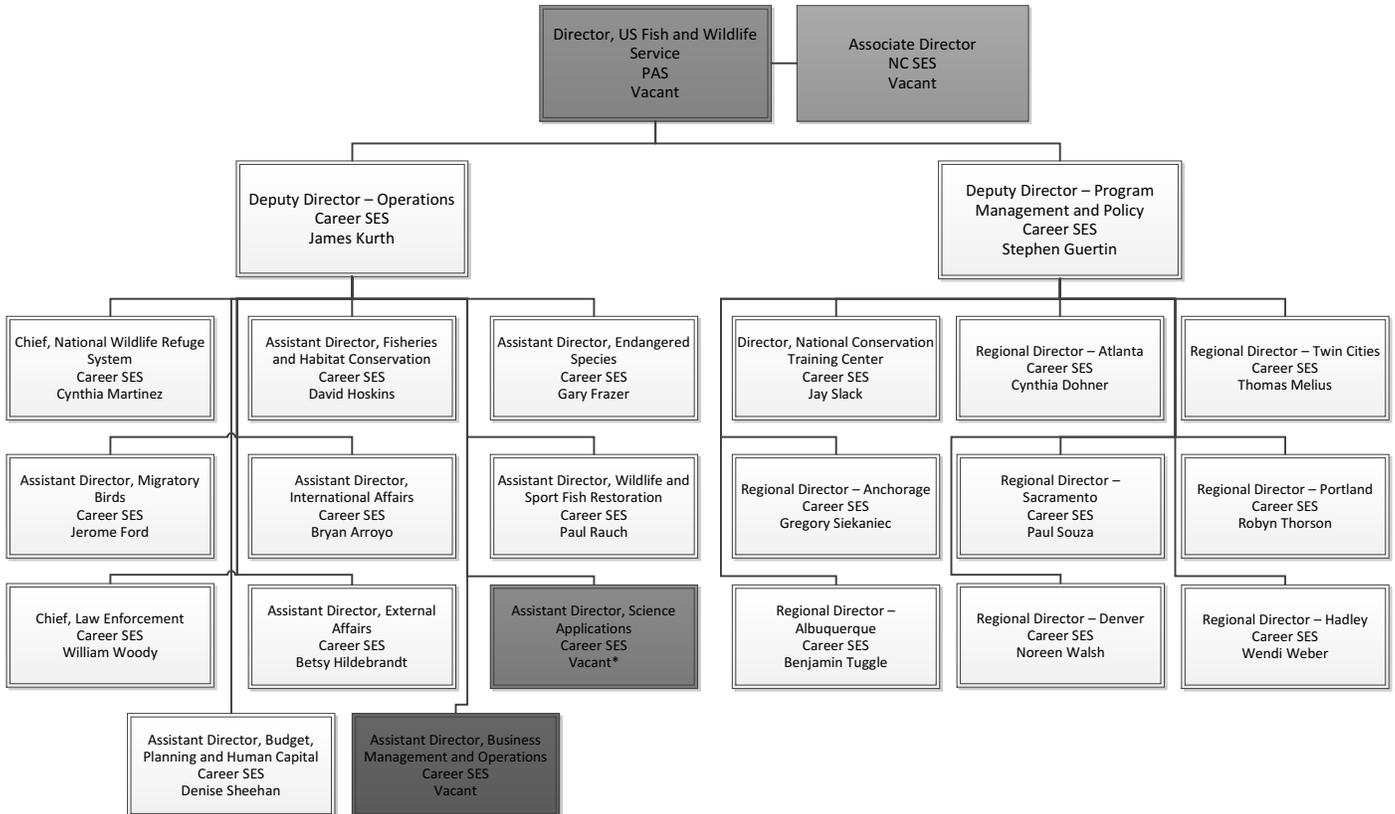
National Park Service



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

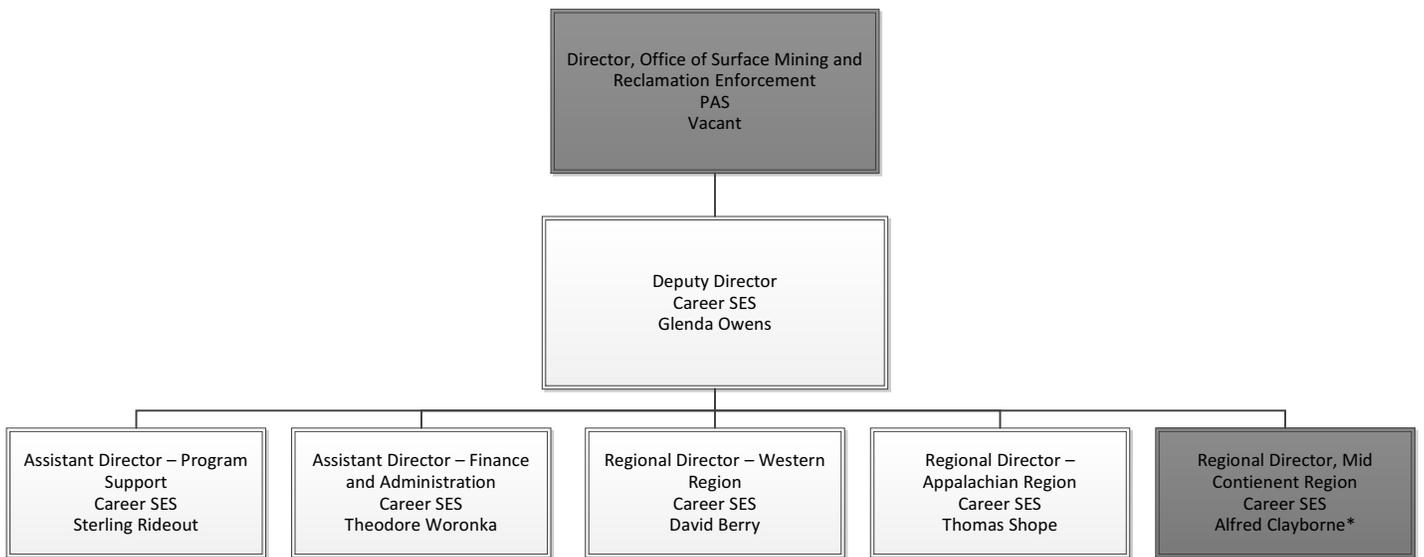
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

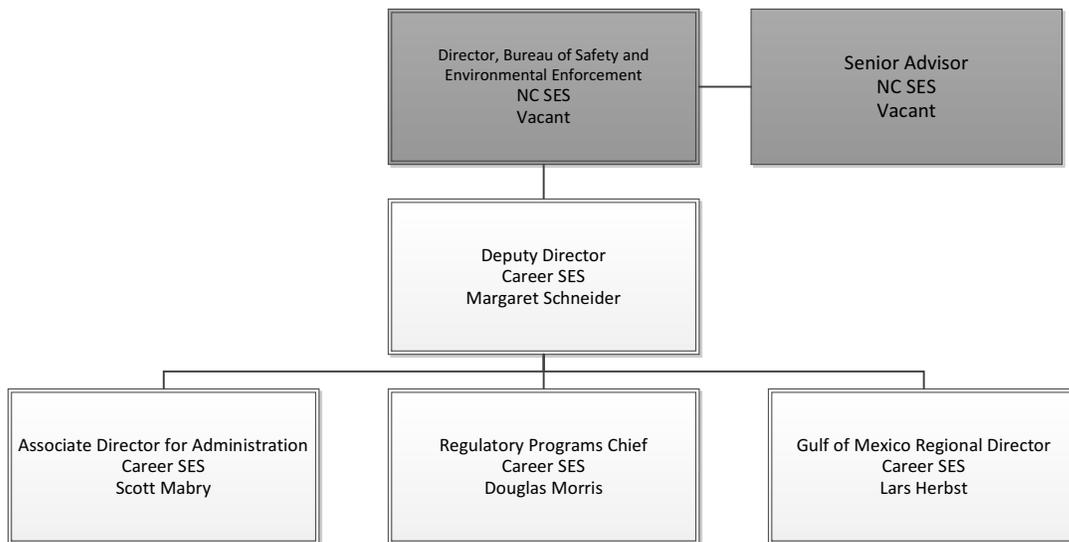
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

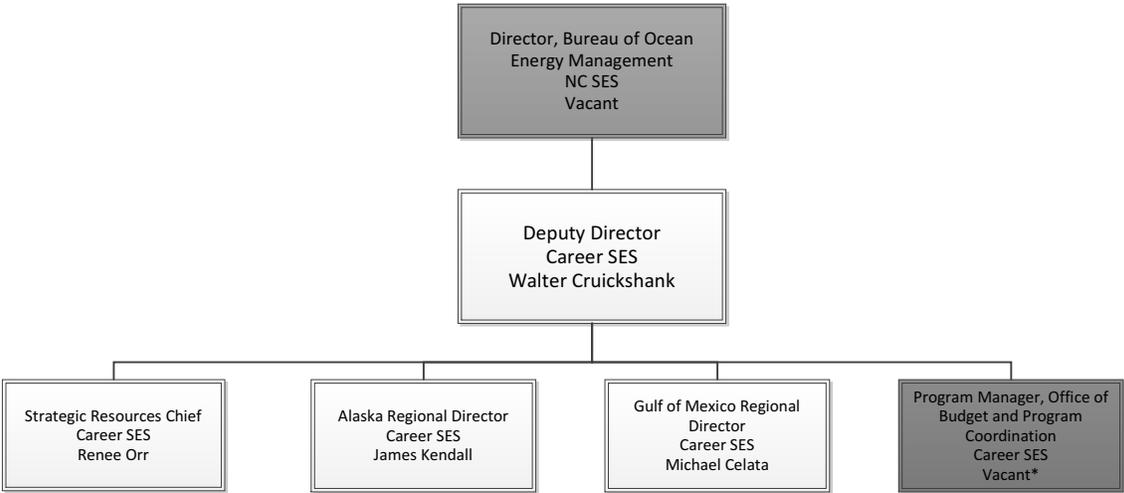
Bureau of Safety and Environmental Enforcement



Color Code Legend

Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

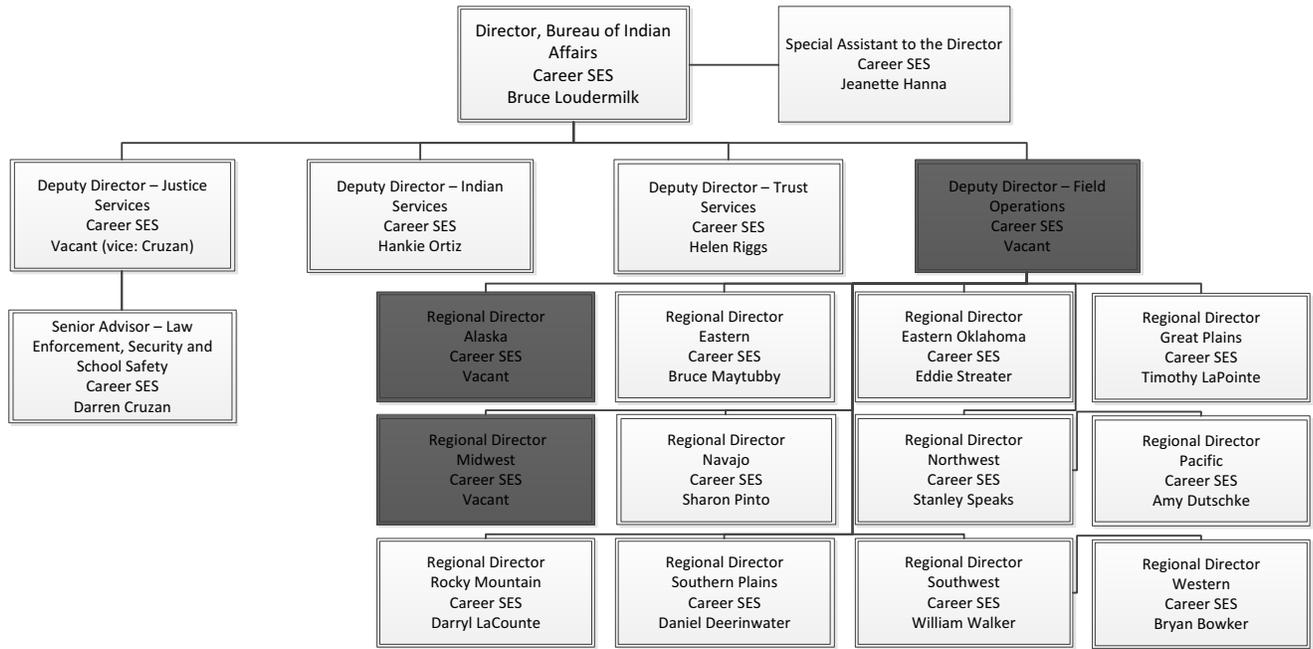
Bureau of Ocean Energy Management



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

*Decision made but not yet processed

Bureau of Indian Affairs



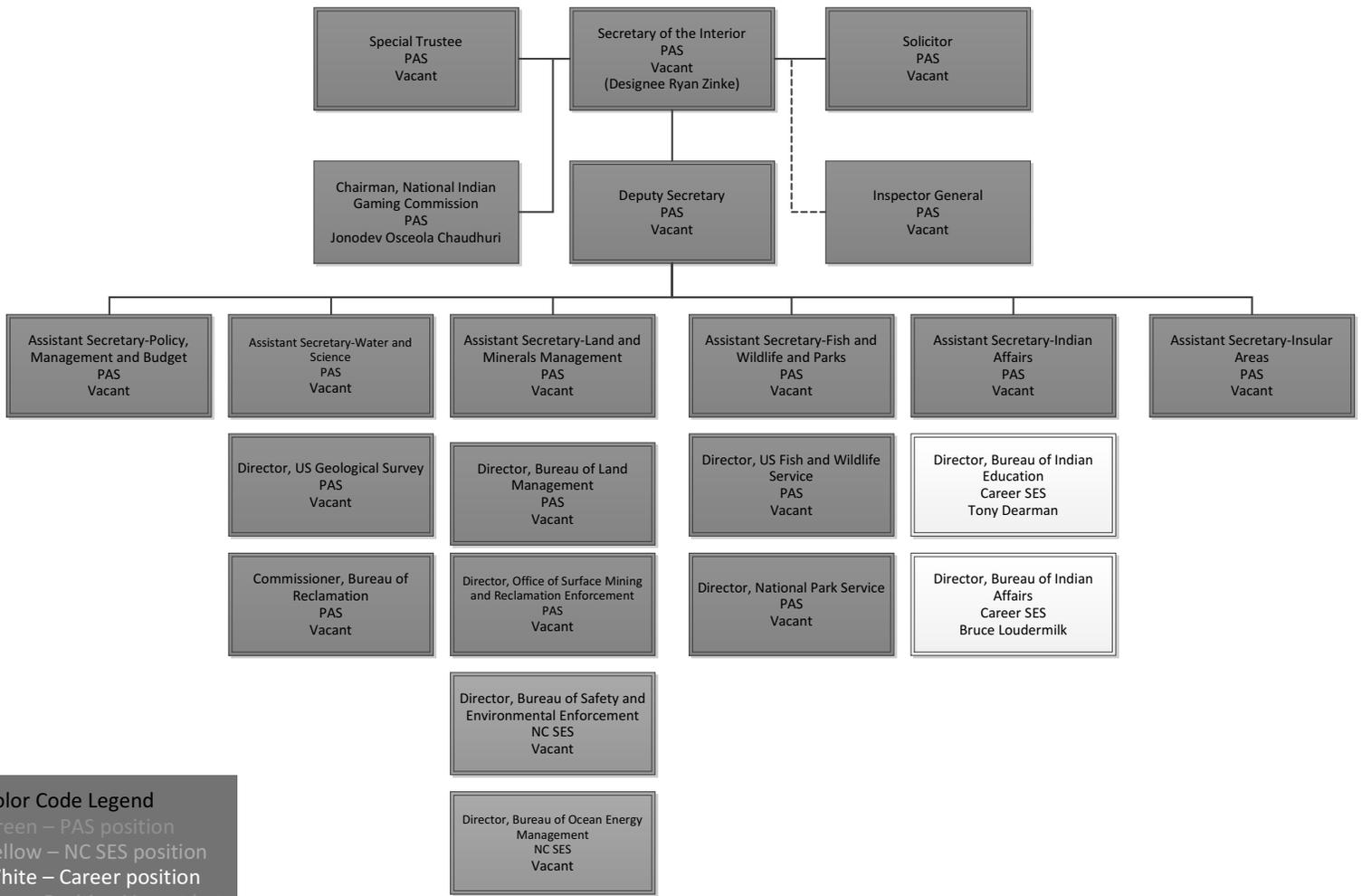
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- Red – Position Vacant

Notes Summary:

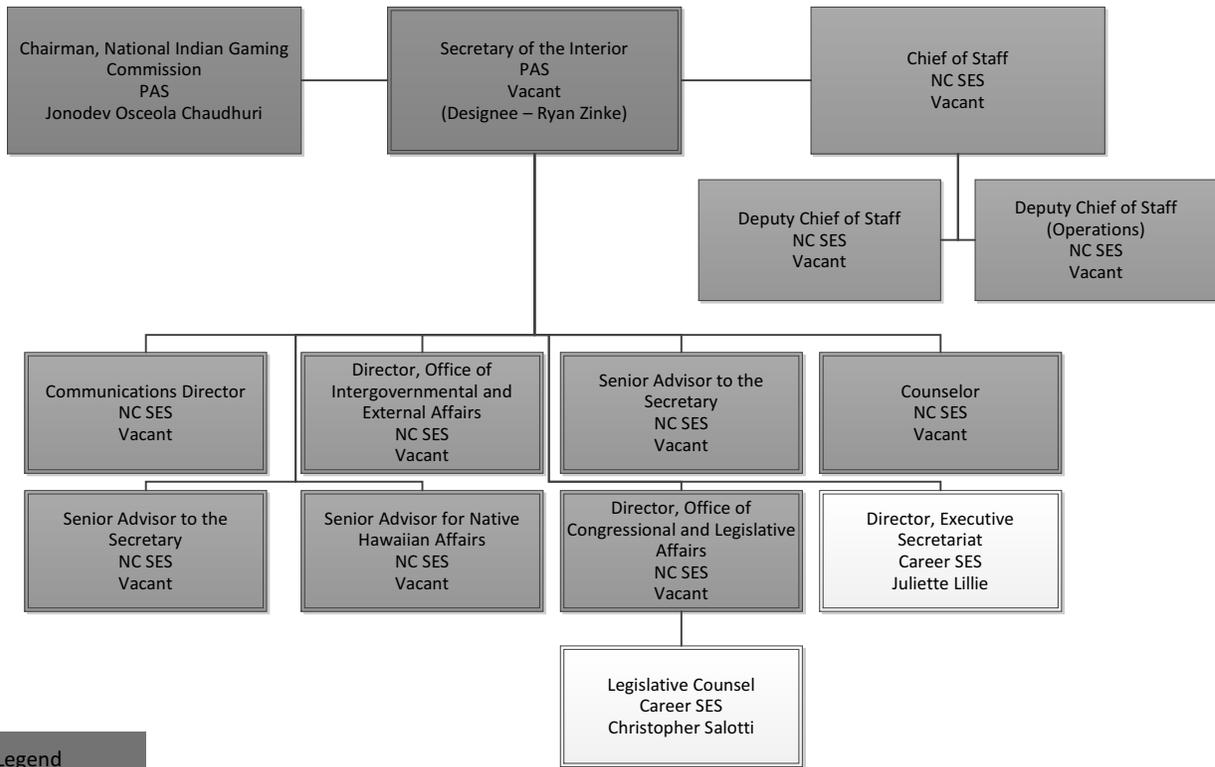
No speaker notes are contained in this presentation.

Department of the Interior
Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



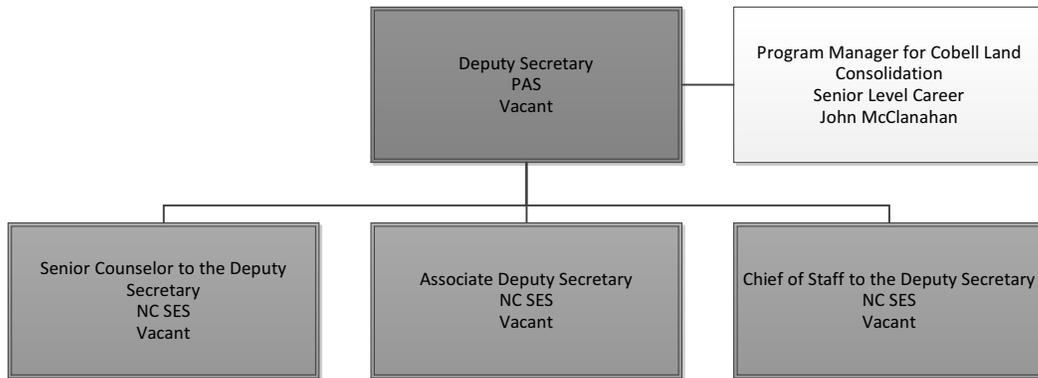
Color Code Legend
 Green – PAS position
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 Blue – Position Vacant but Obligated
 Red – Position Vacant

Secretary's Immediate Office



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

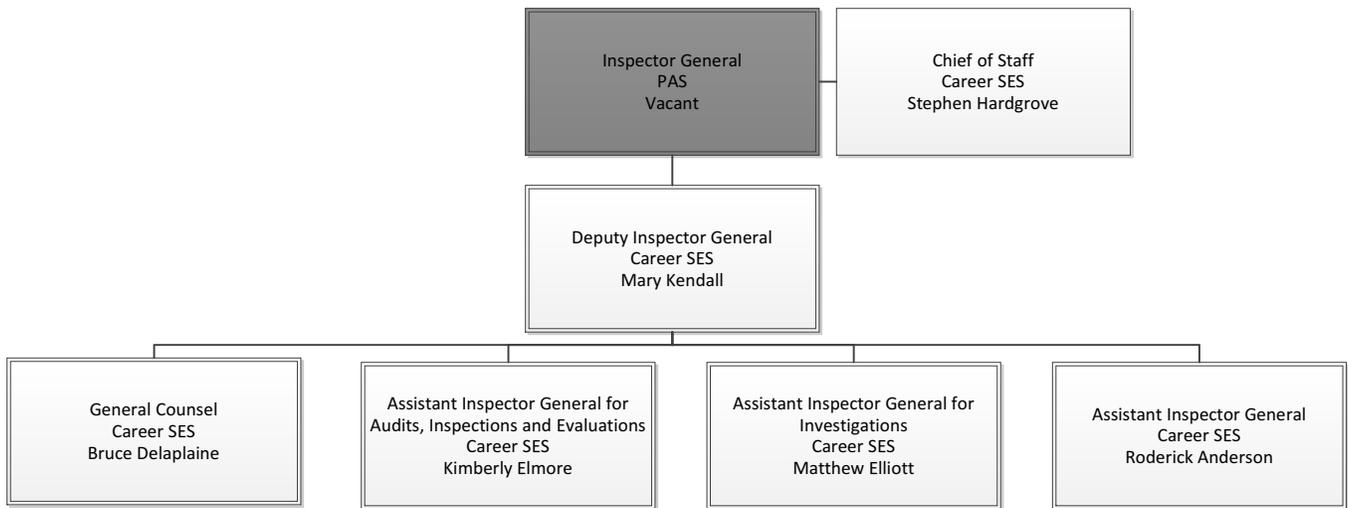
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Inspector General



Color Code Legend

Green – PAS position

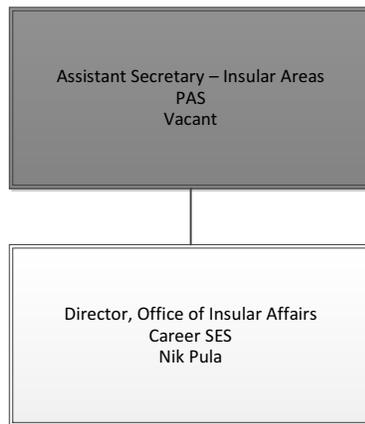
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

Yellow – NC SES position

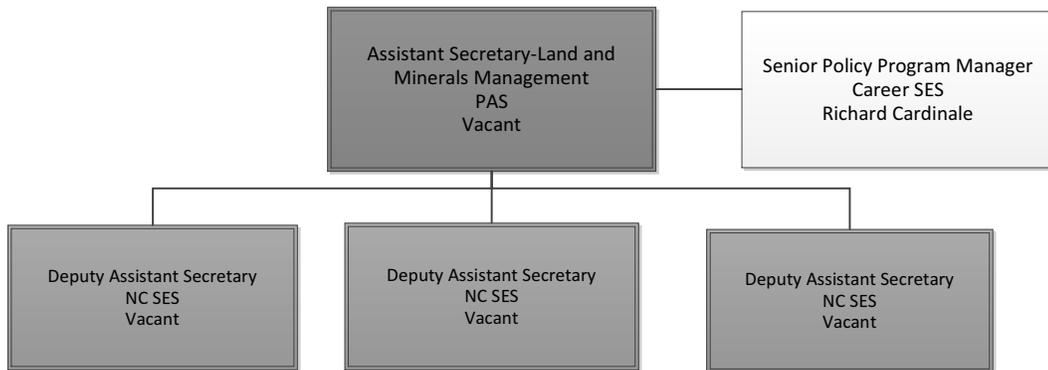
White – Career position

Blue – Position Vacant but

Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

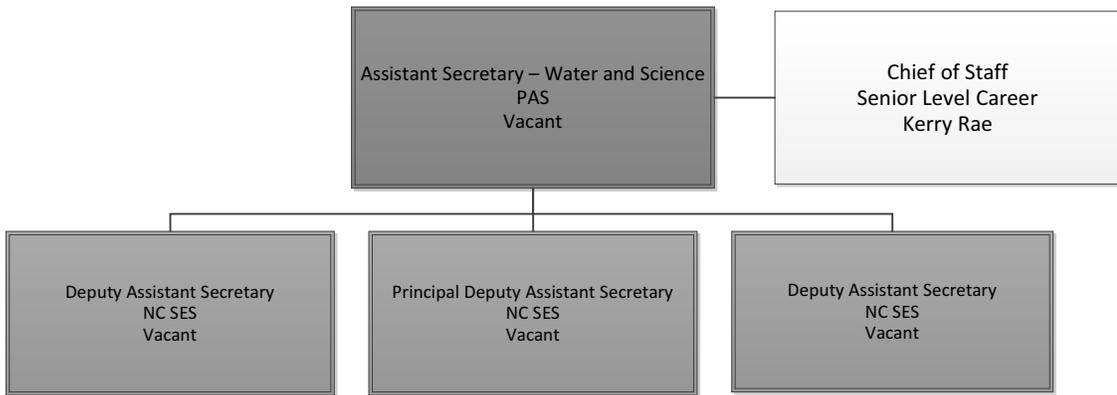
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

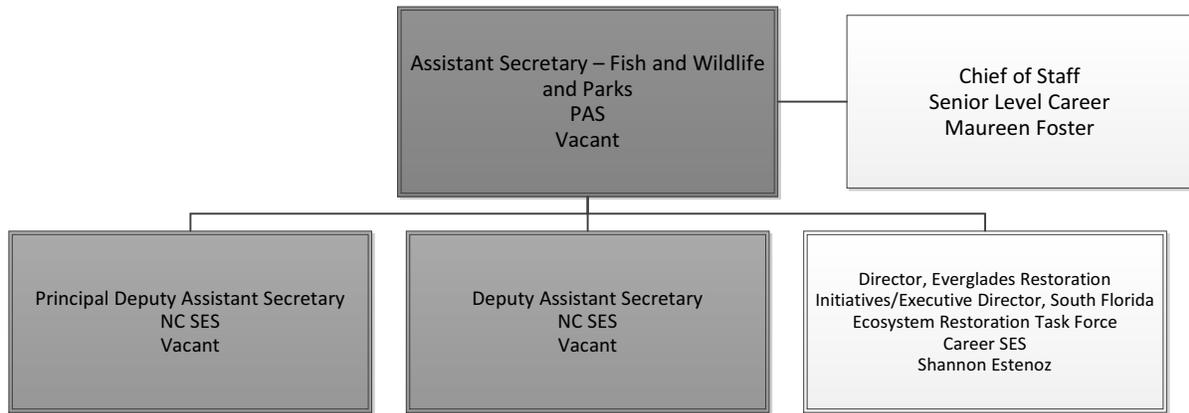
Red – Position Vacant

Assistant Secretary – Water and Science



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend

Green – PAS position

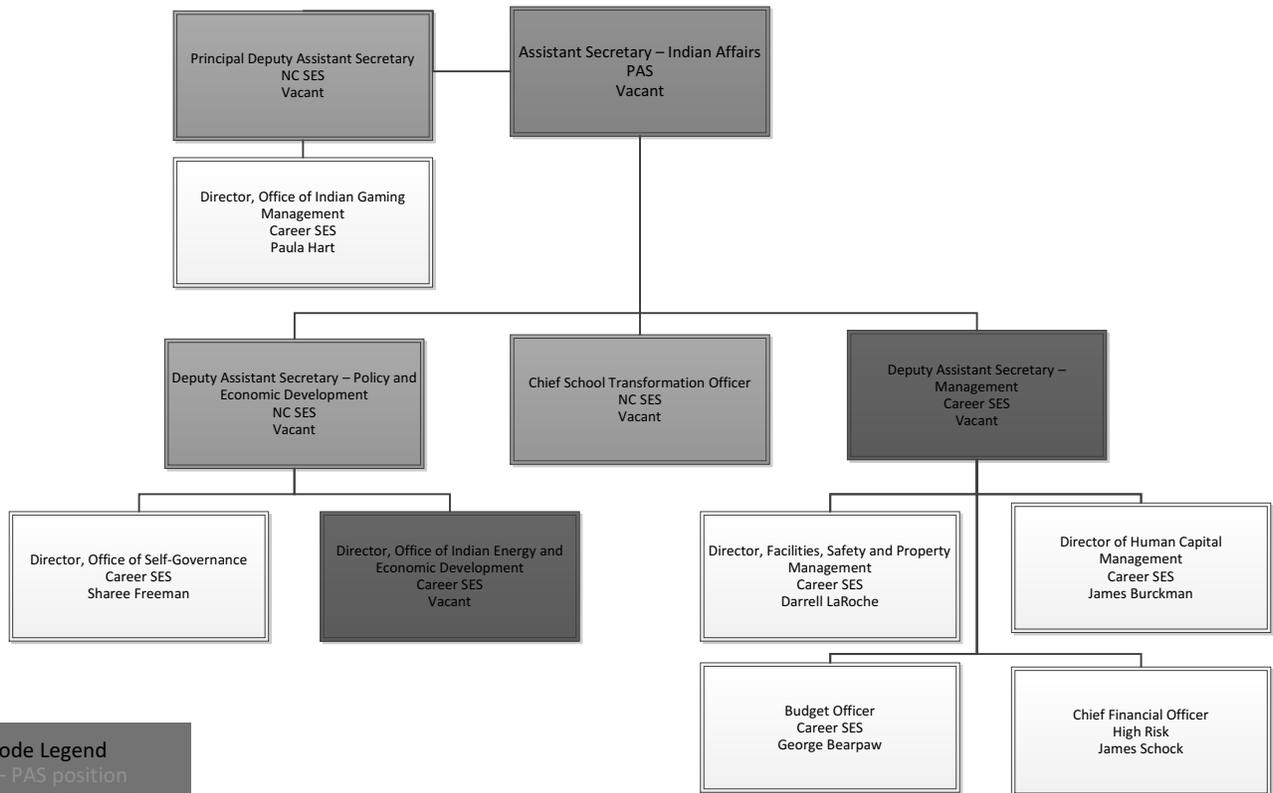
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

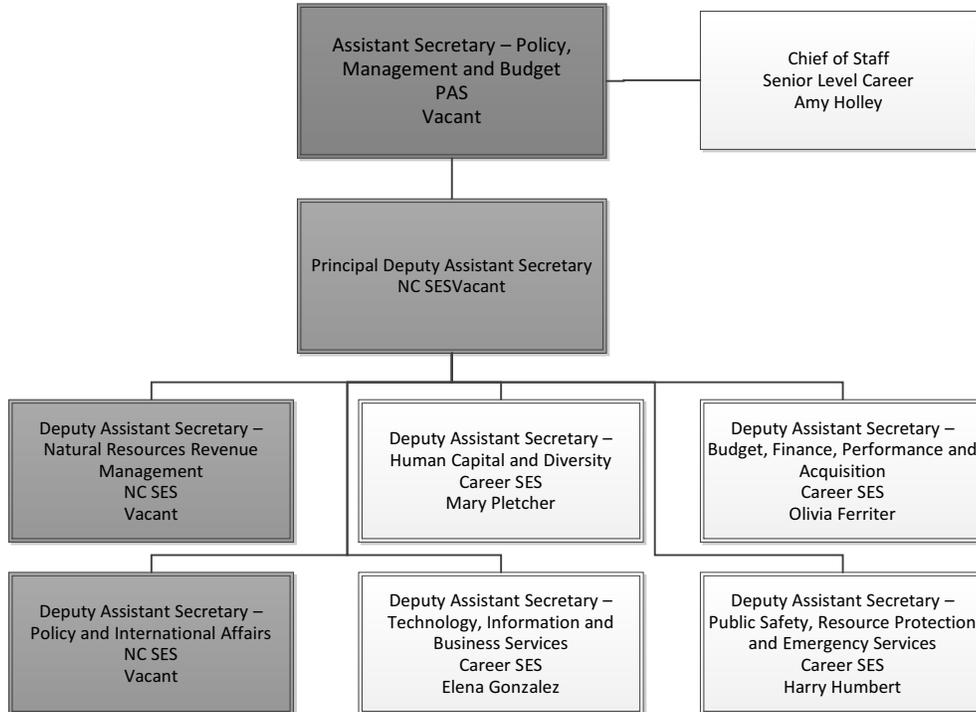
Assistant Secretary – Indian Affairs



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

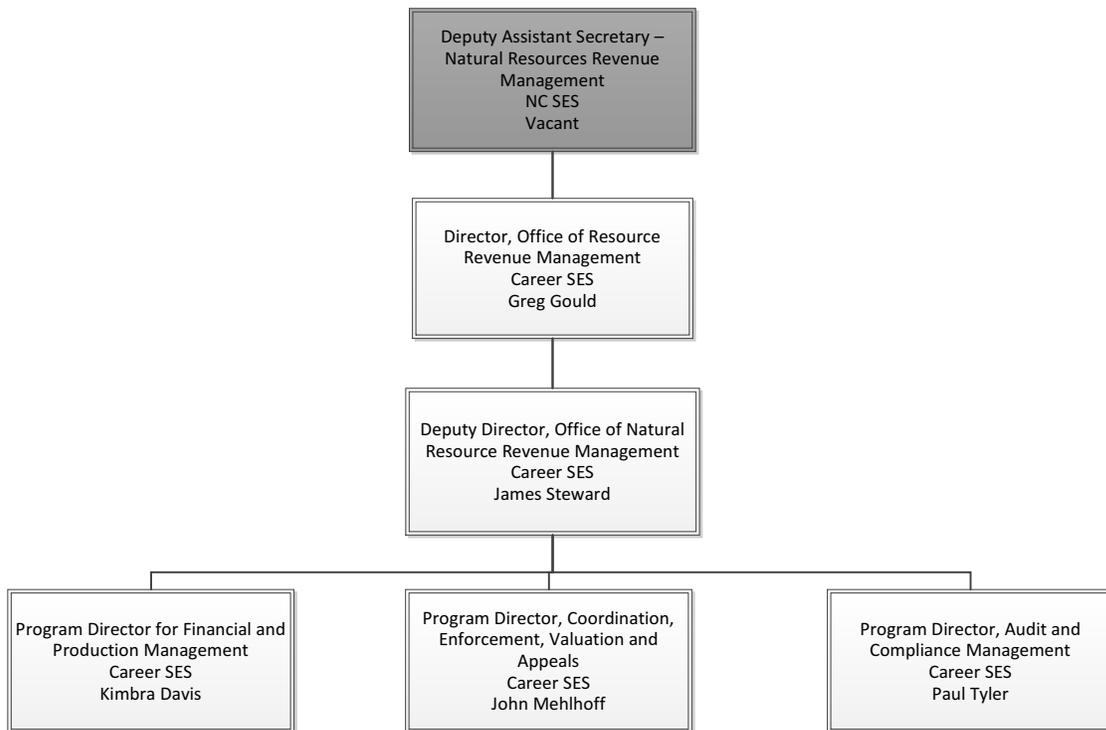
Assistant Secretary – Policy, Management and Budget



Color Code Legend

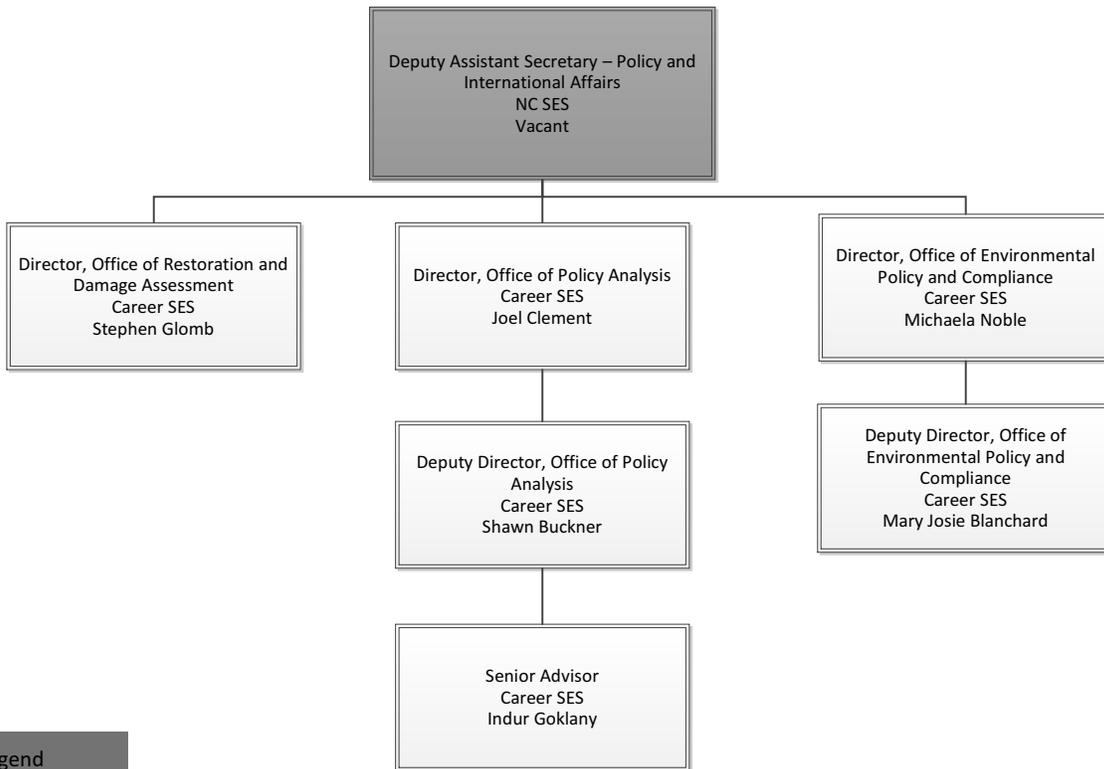
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



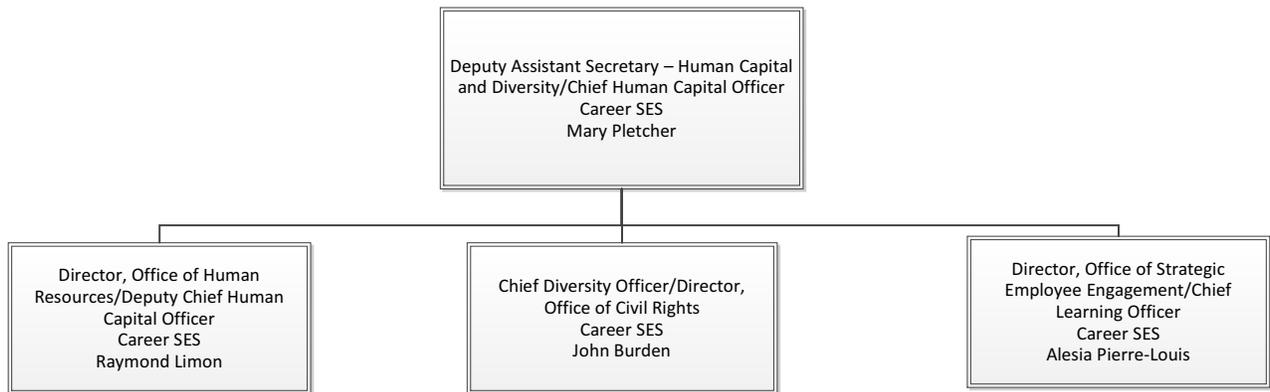
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but
 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Policy and International Affairs



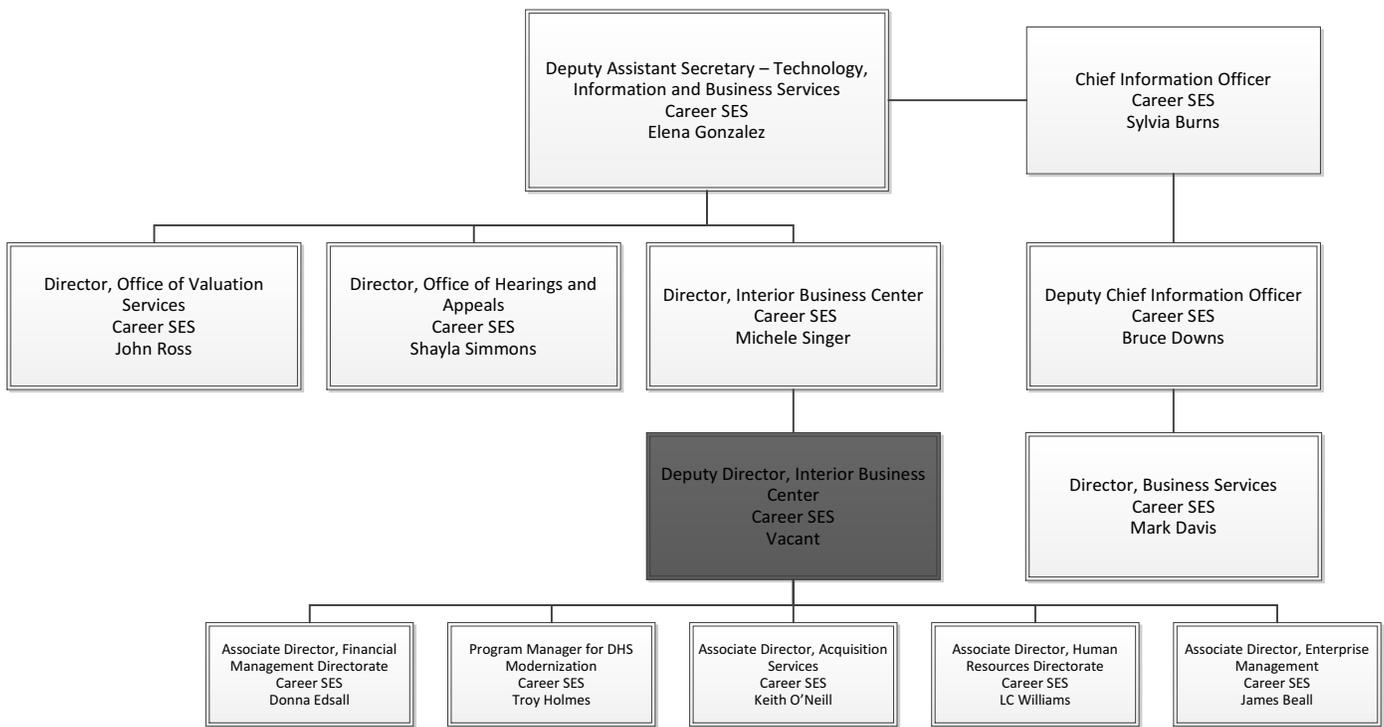
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



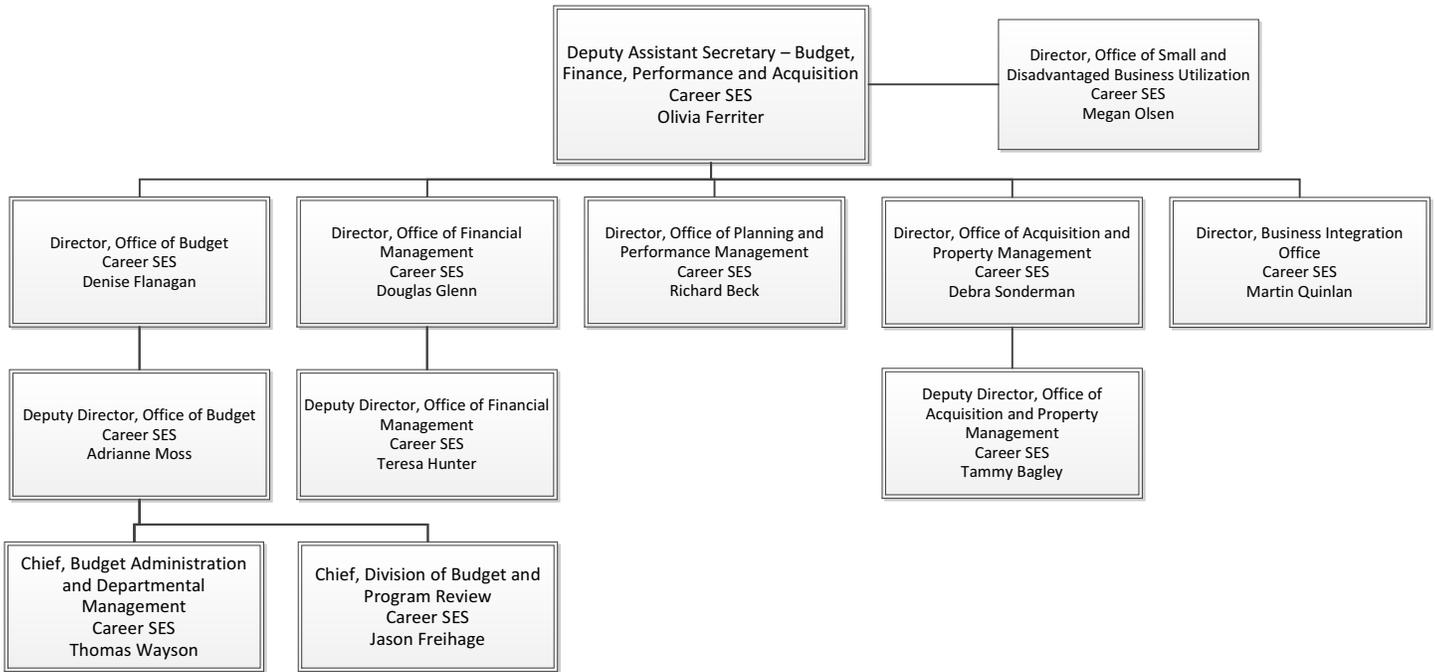
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



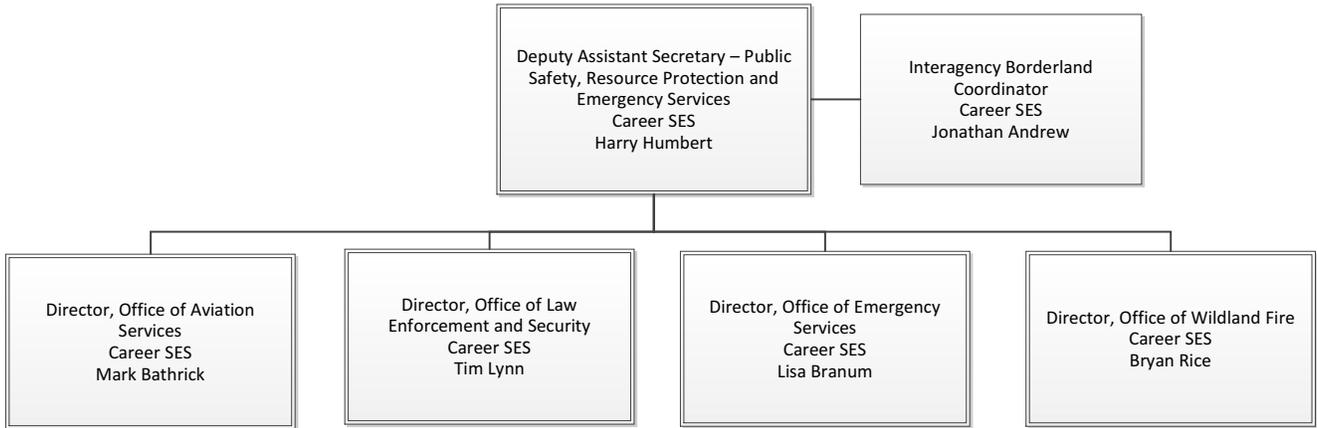
Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



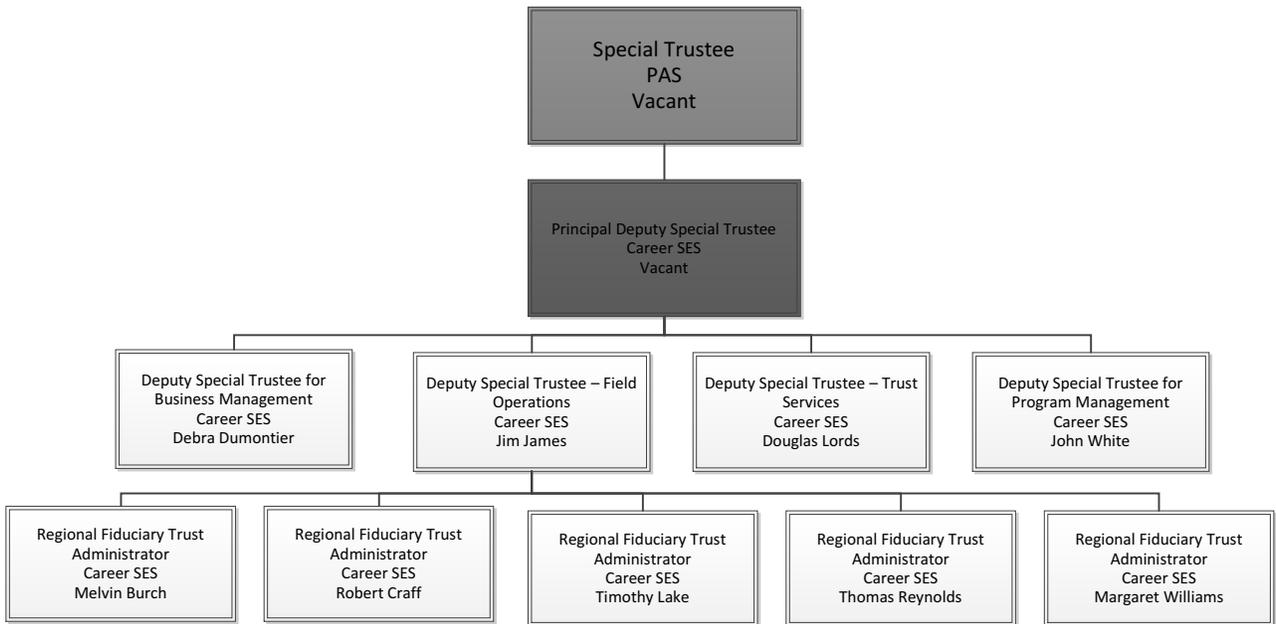
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but
 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



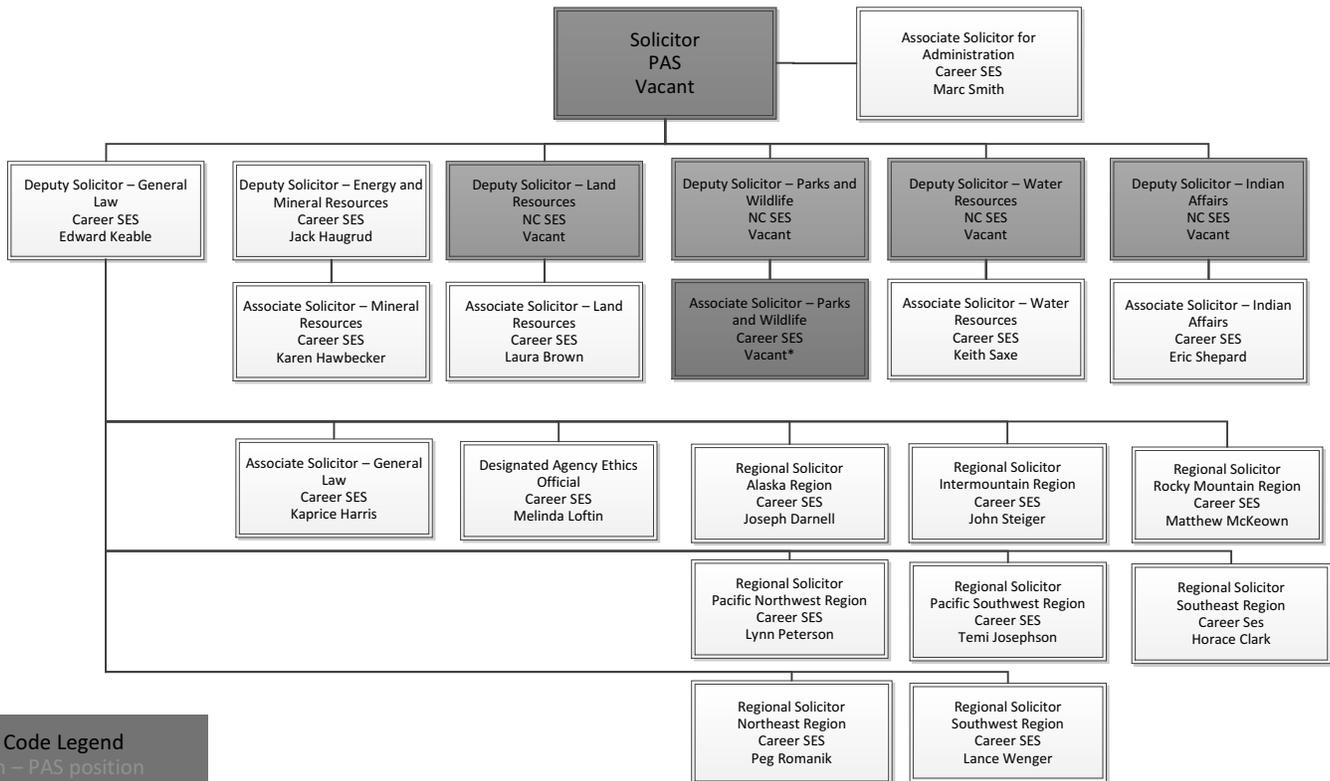
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Office of the Special Trustee for American Indians



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

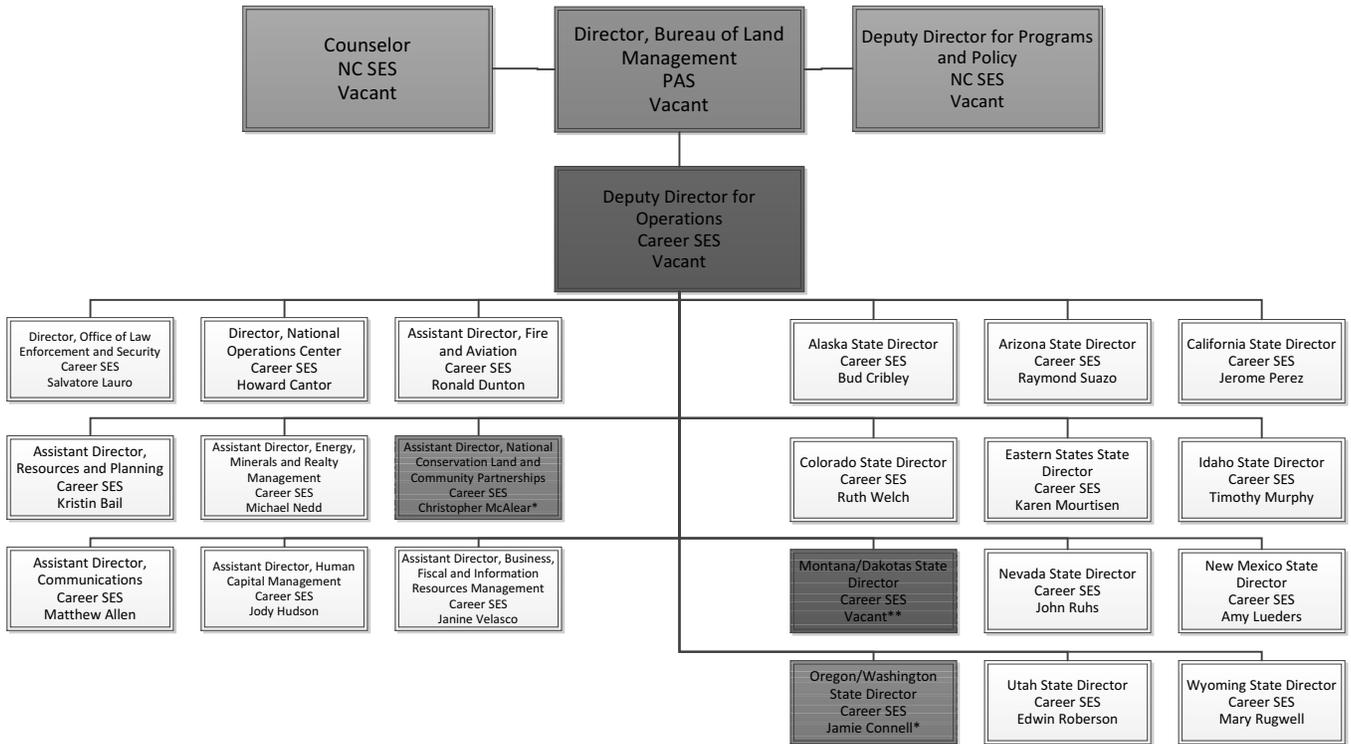
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

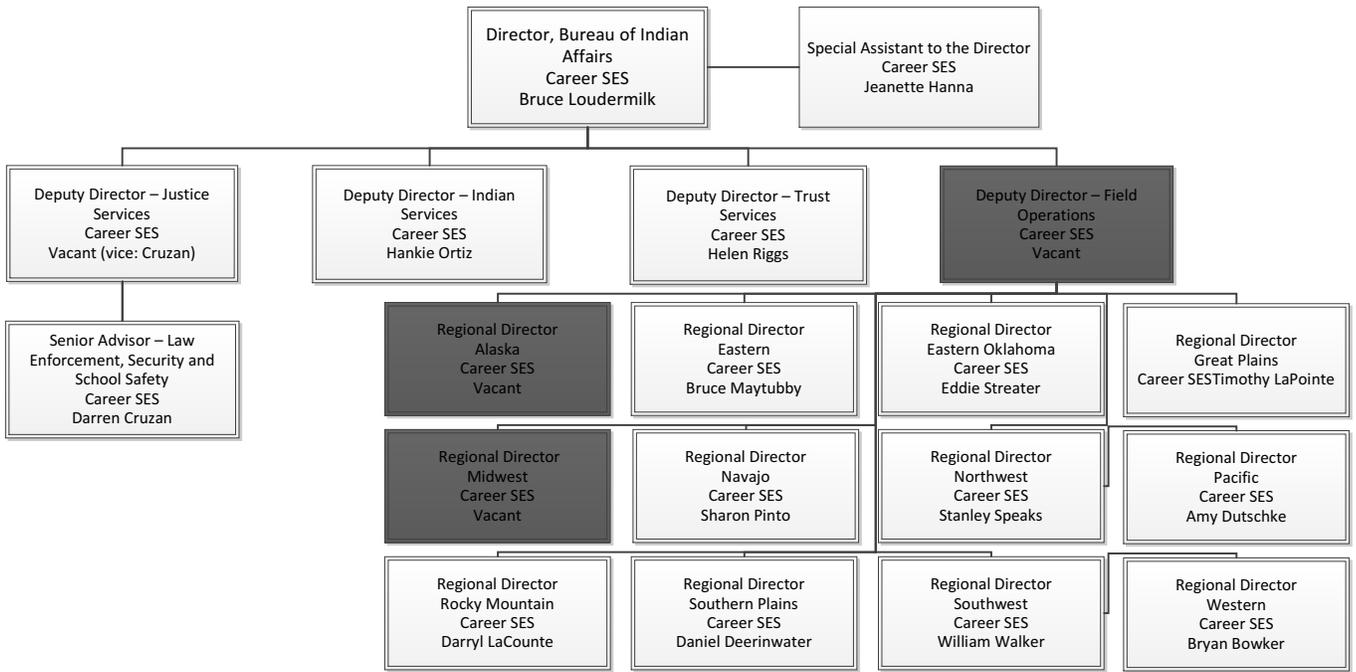
Bureau of Land Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

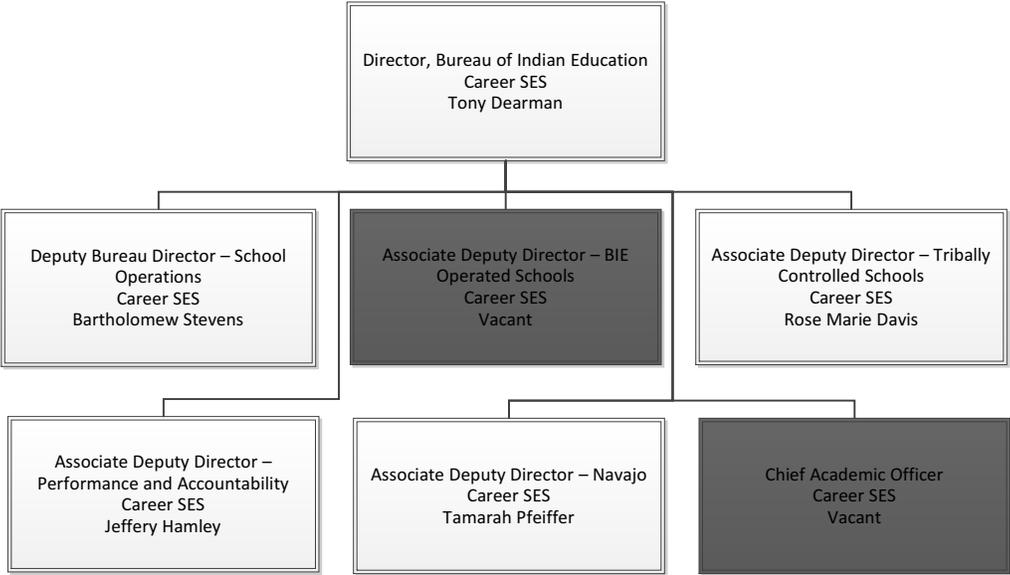
Bureau of Indian Affairs



Color Code Legend

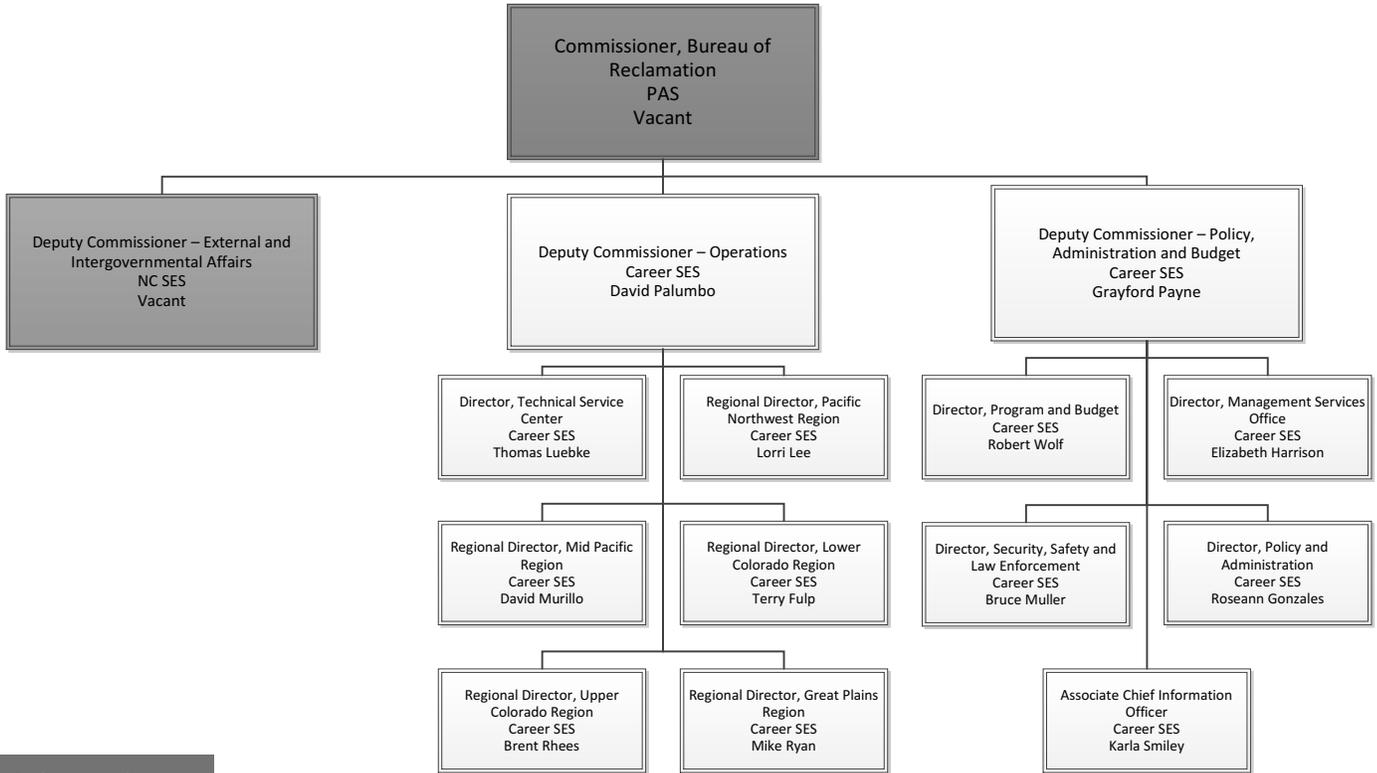
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Bureau of Indian Education



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

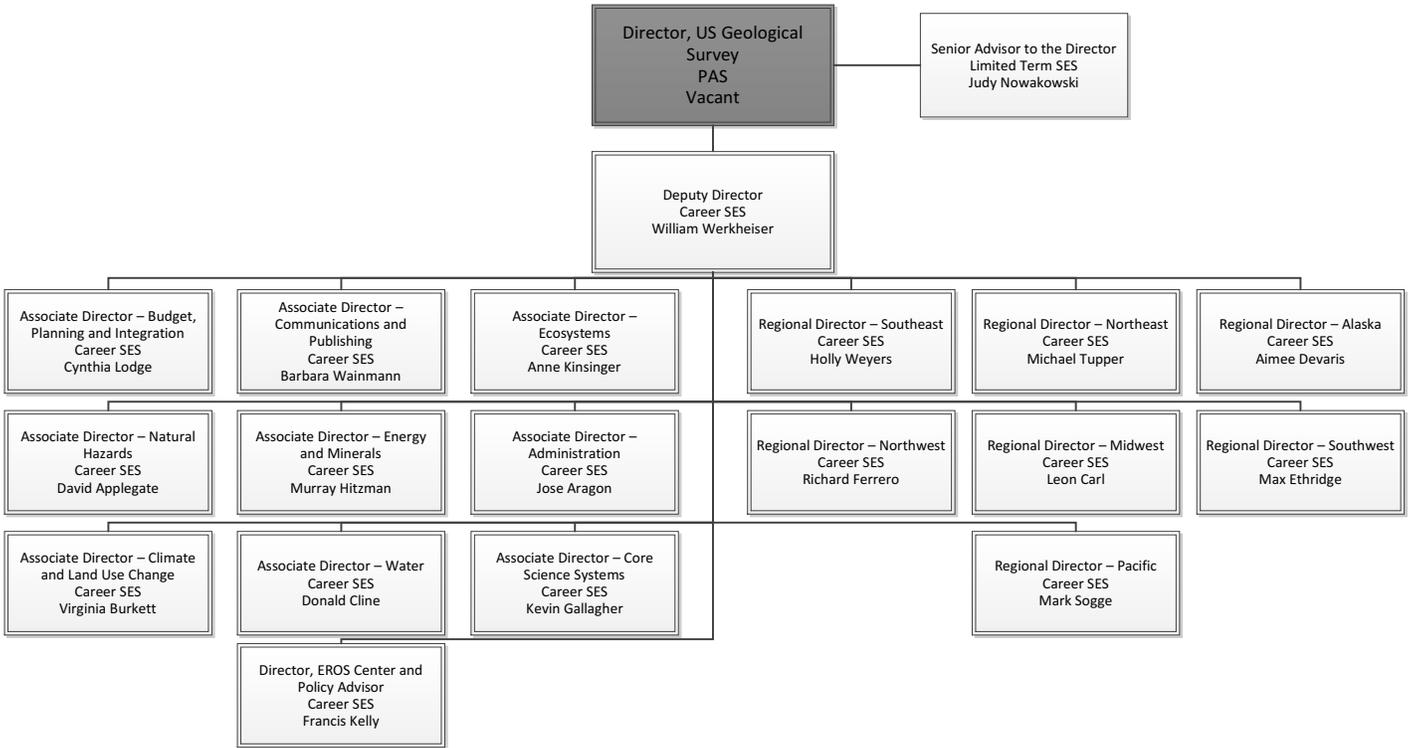
Bureau of Reclamation



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

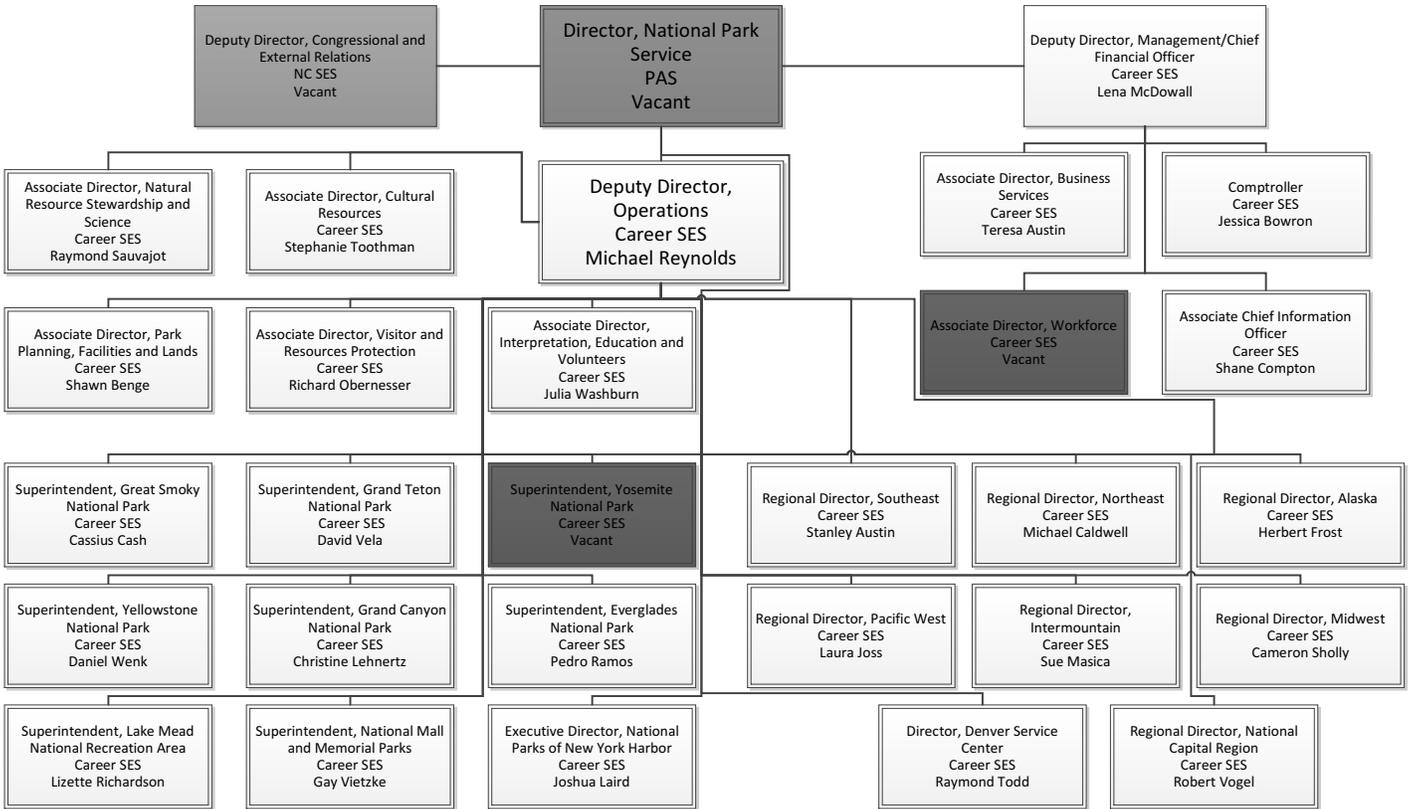
US Geological Survey



Color Code Legend

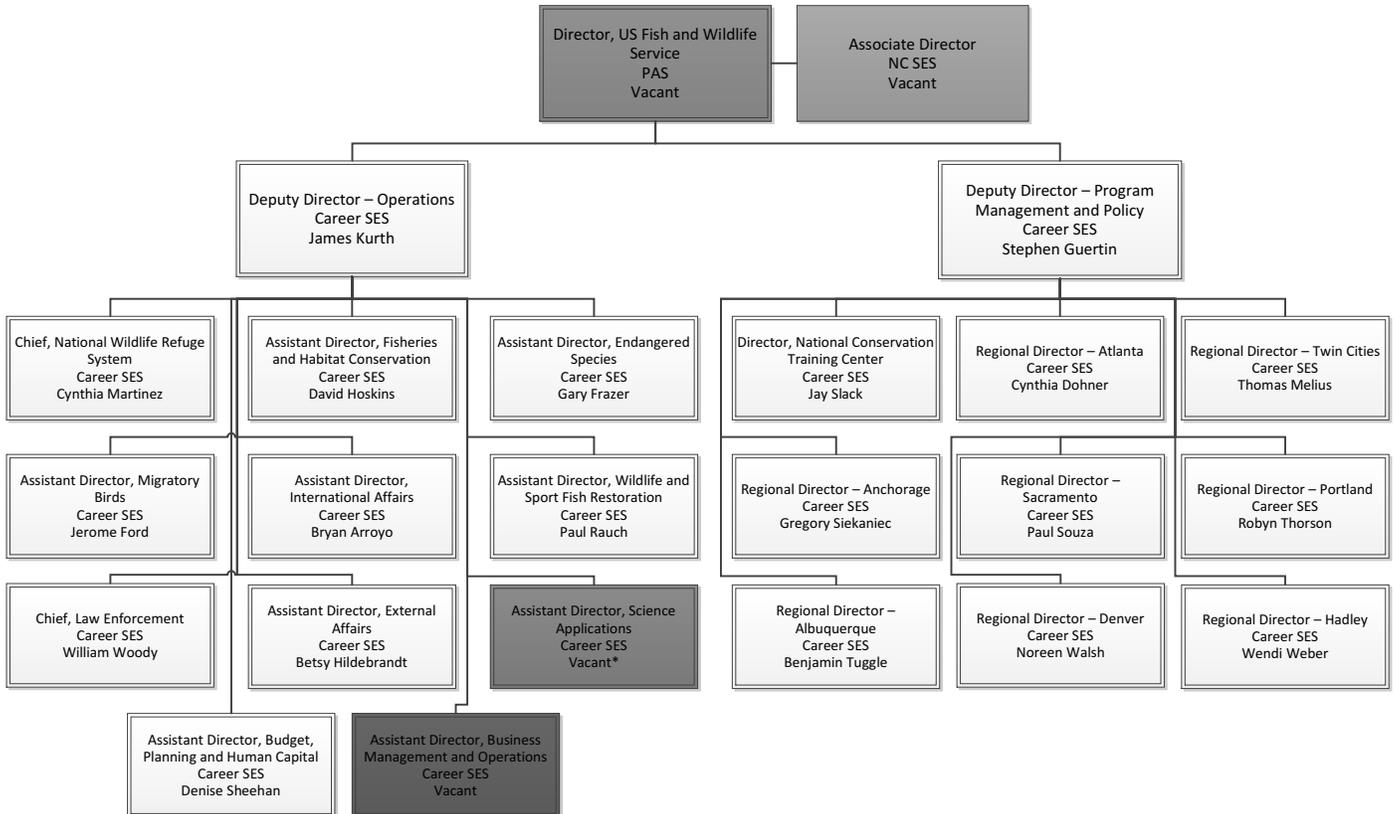
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

National Park Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but Obligated
 Red – Position Vacant

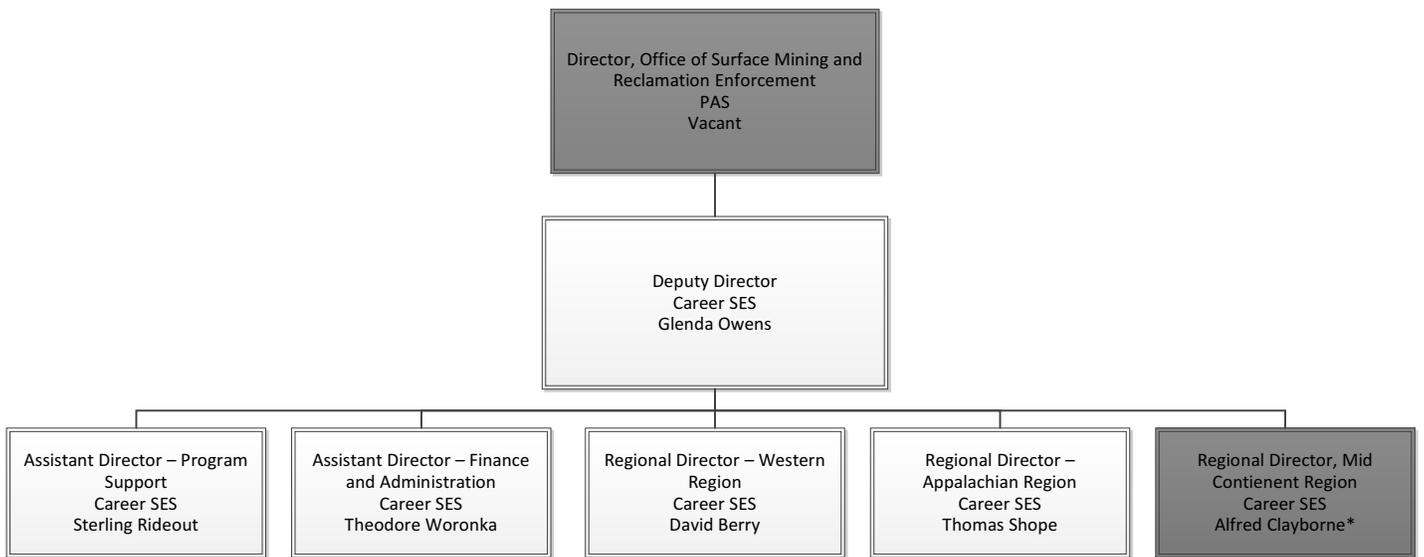
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

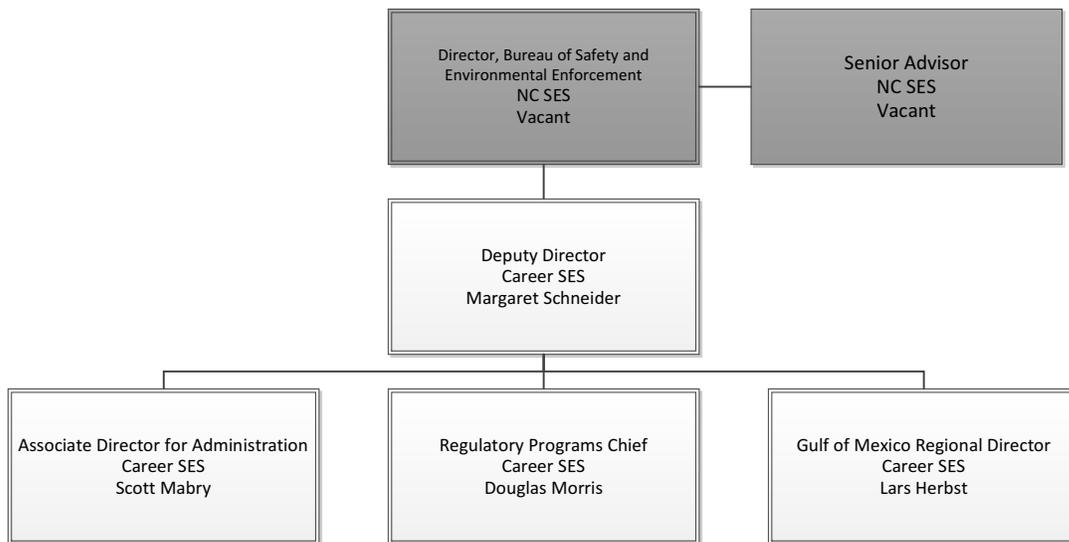
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

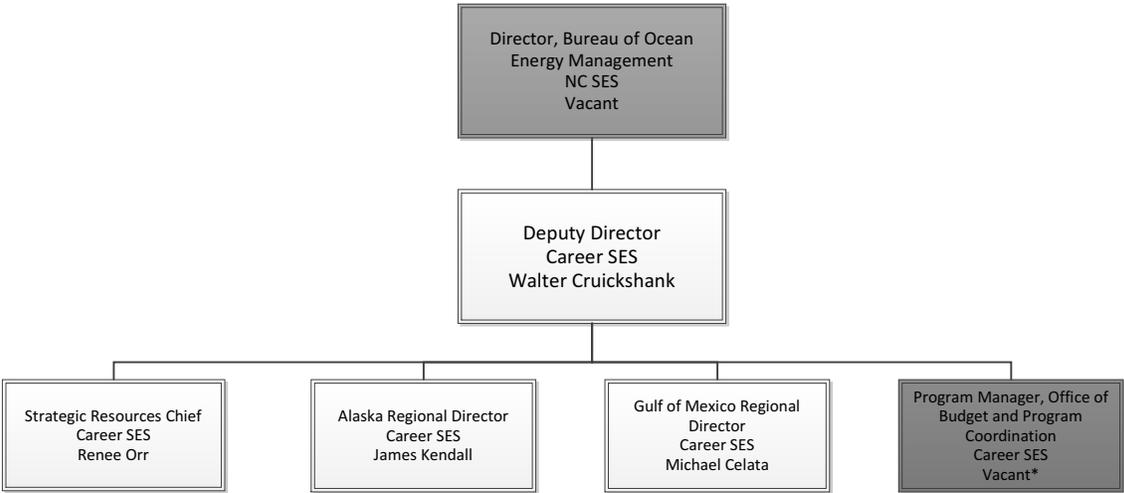
*Decision made but not yet processed

Bureau of Safety and Environmental Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

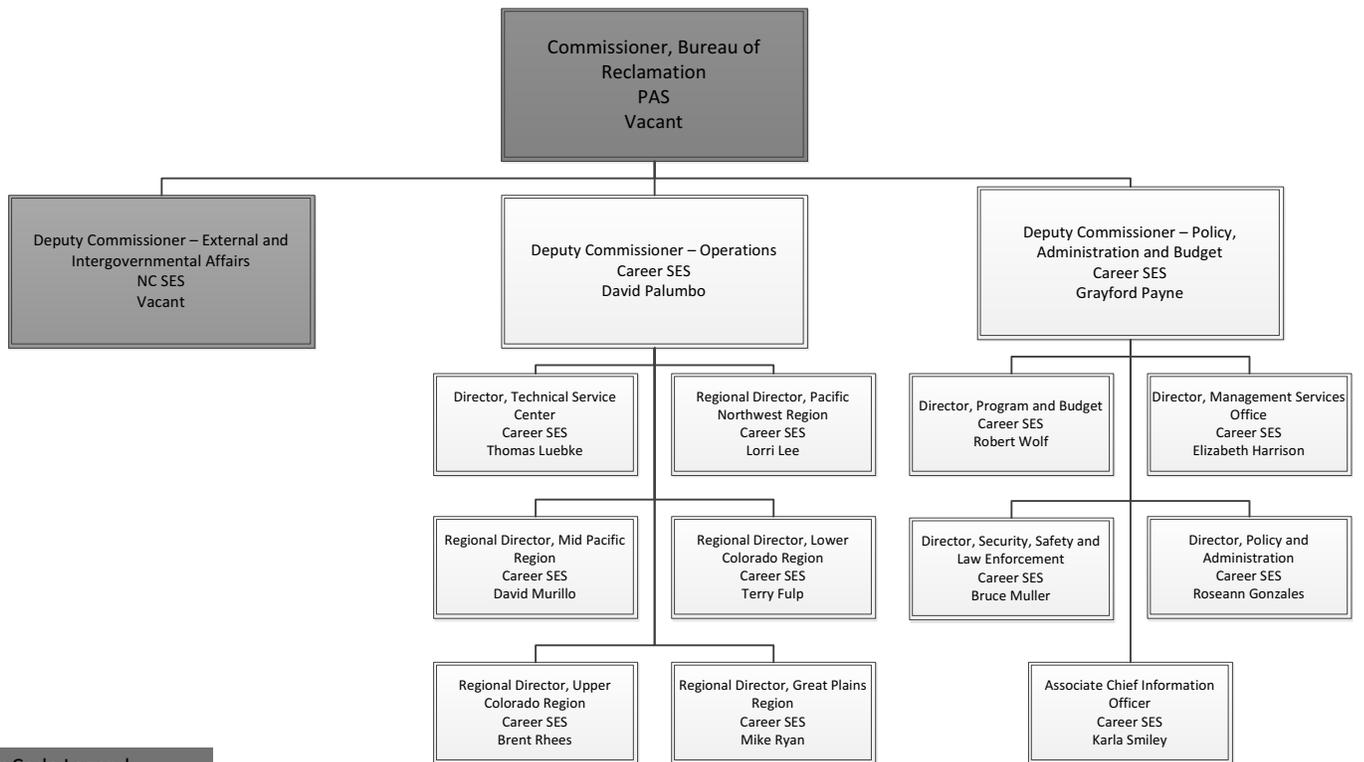
Bureau of Ocean Energy Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Bureau of Reclamation



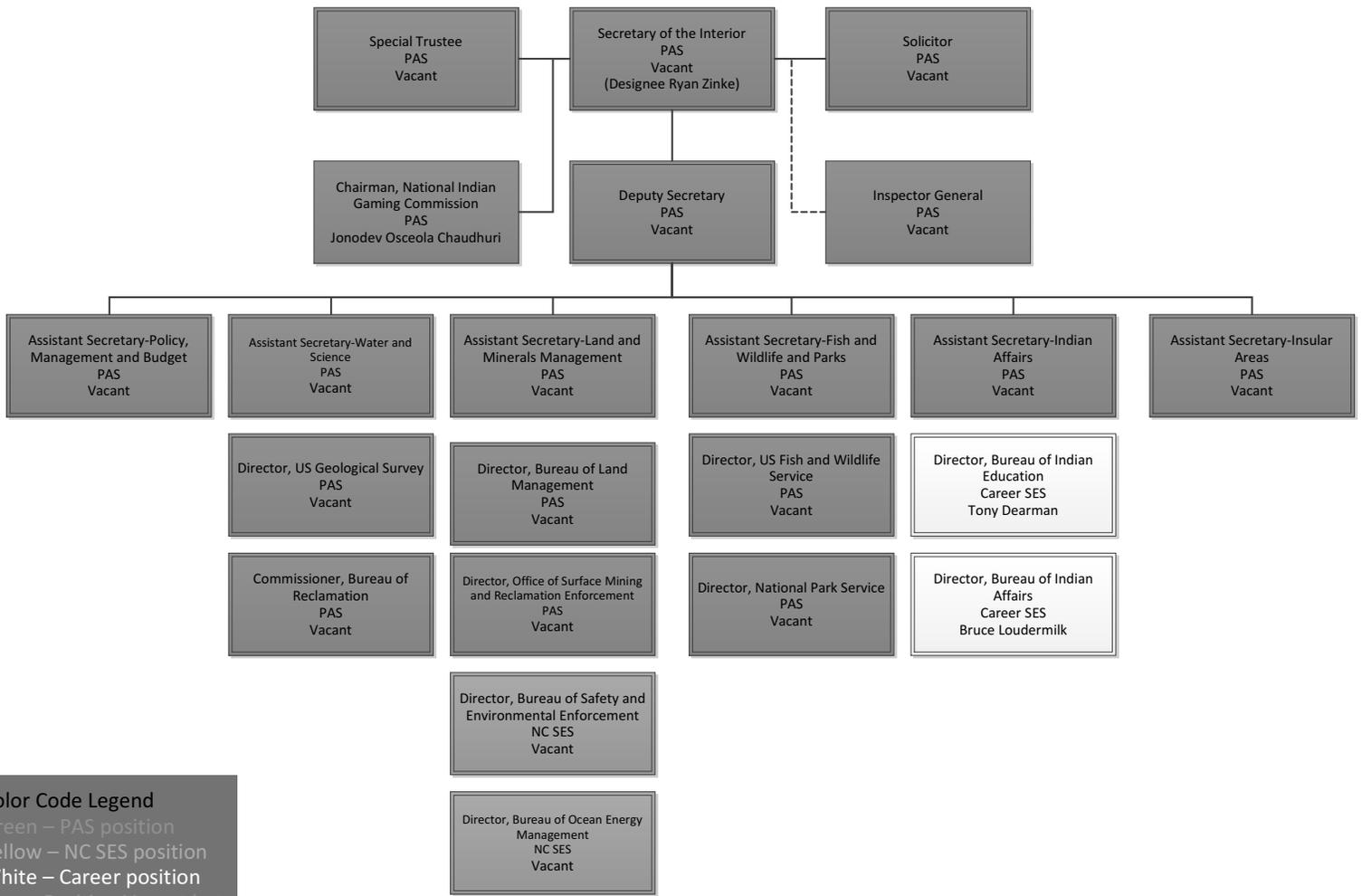
Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Notes Summary:

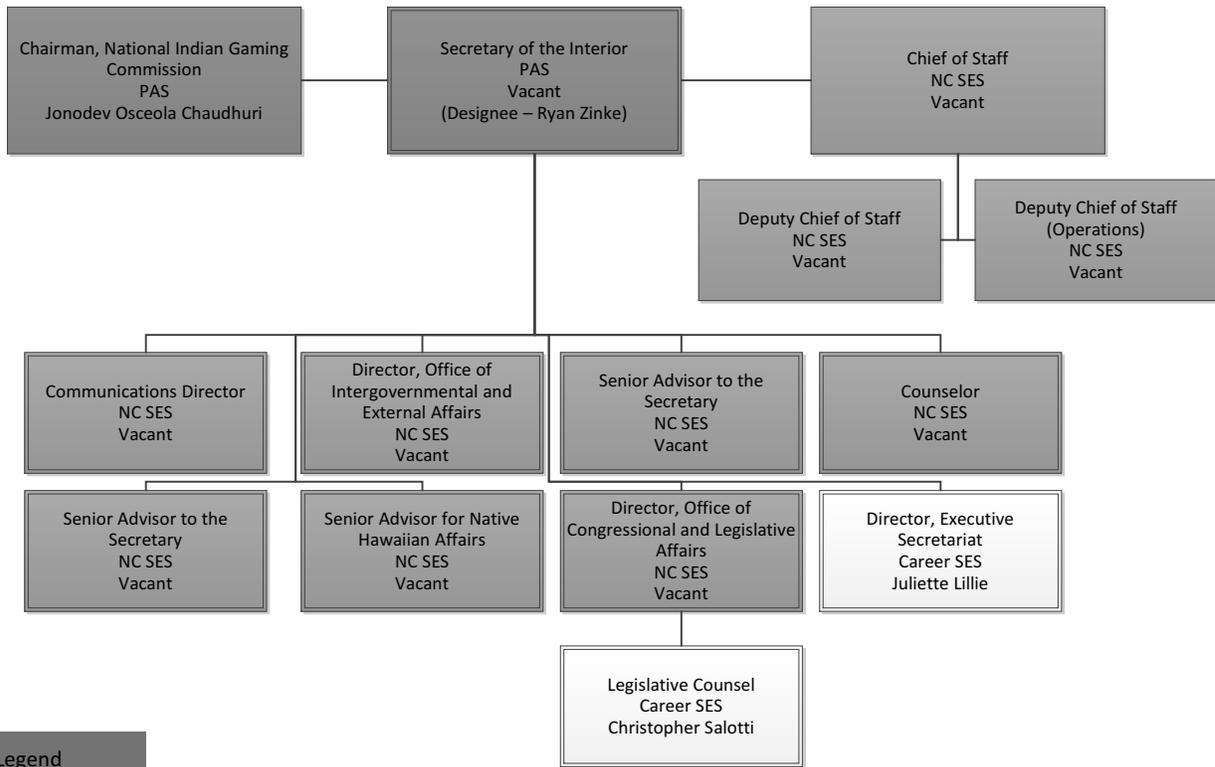
No speaker notes are contained in this presentation.

Department of the Interior
Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

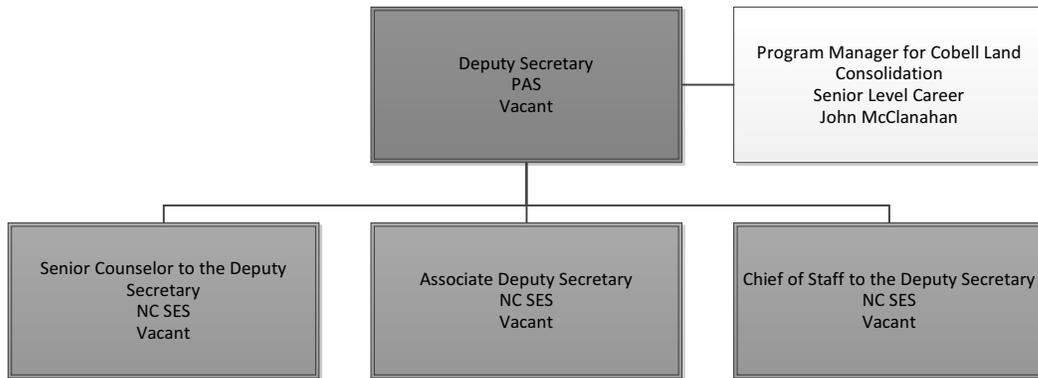
Secretary's Immediate Office



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

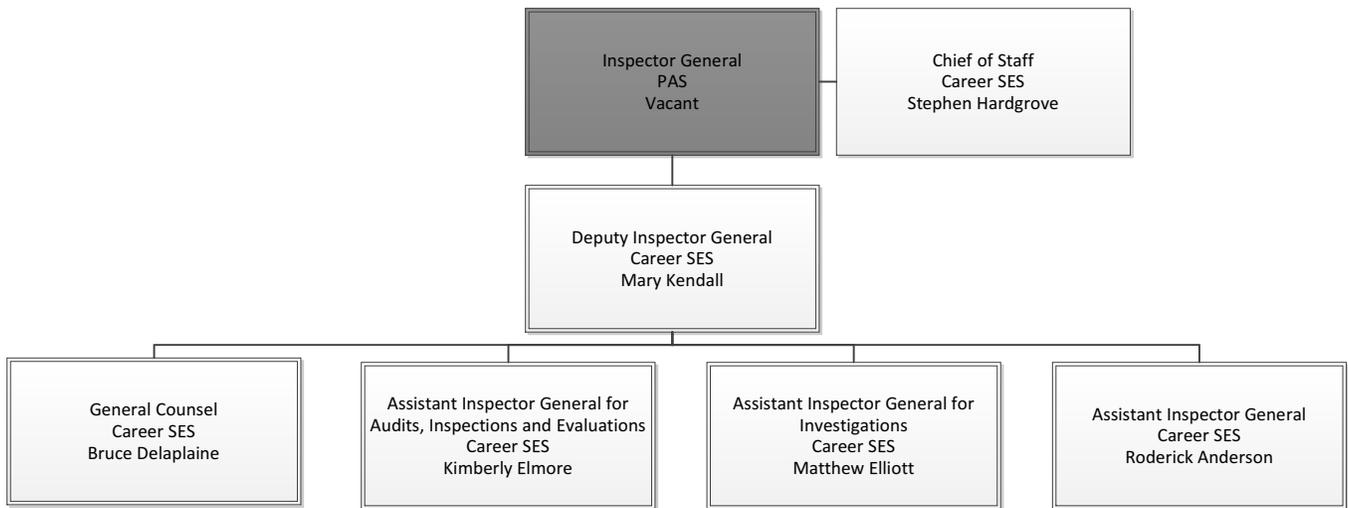
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

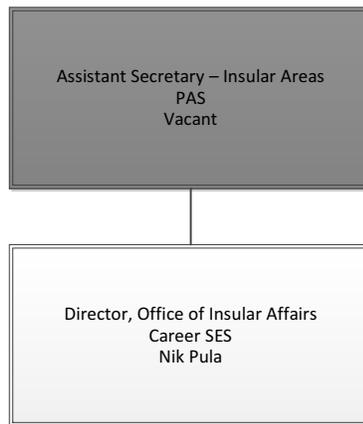
Red – Position Vacant

Office of the Inspector General



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

Yellow – NC SES position

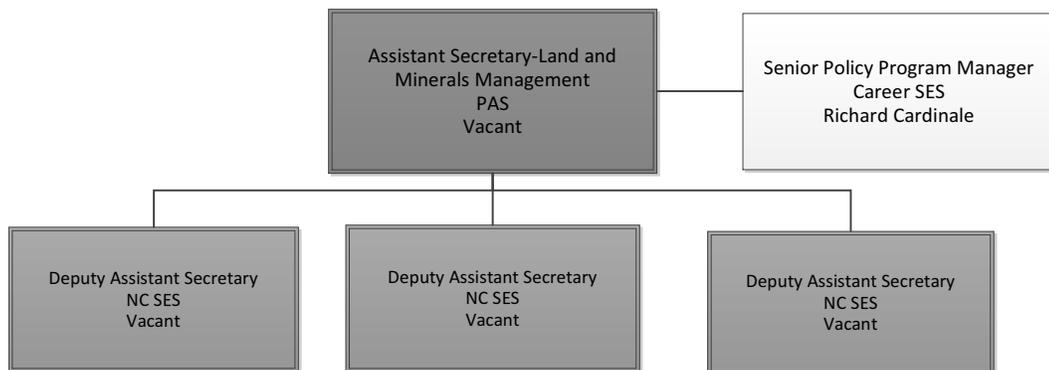
White – Career position

Blue – Position Vacant but

Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

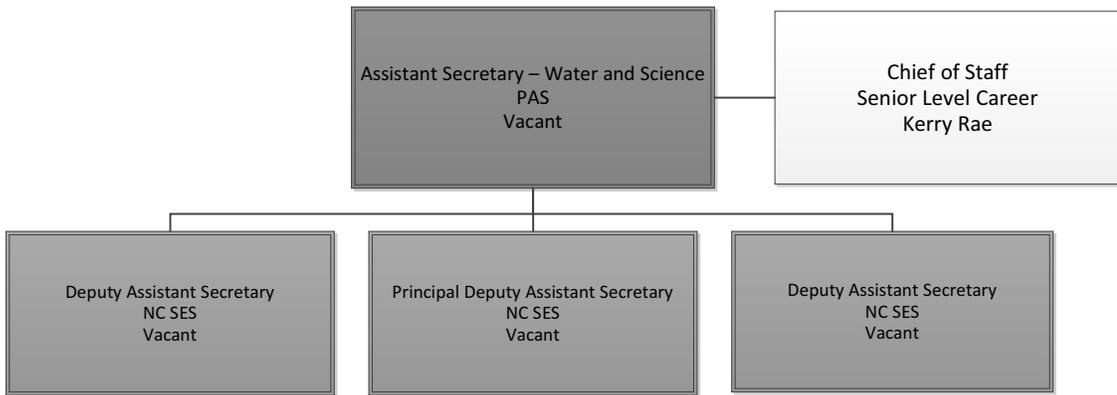
Yellow – NC SES position

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Blue – Position Vacant but
Obligated

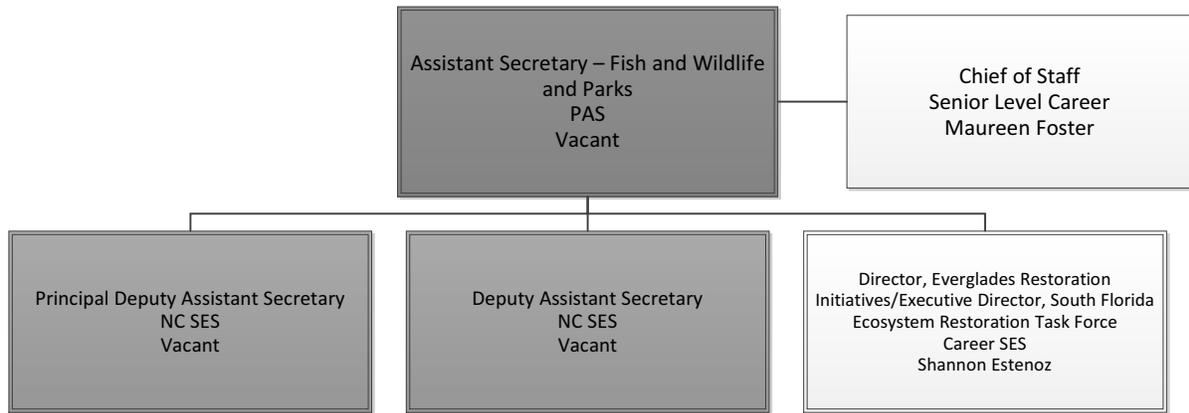
Red – Position Vacant

Assistant Secretary – Water and Science



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend

Green – PAS position

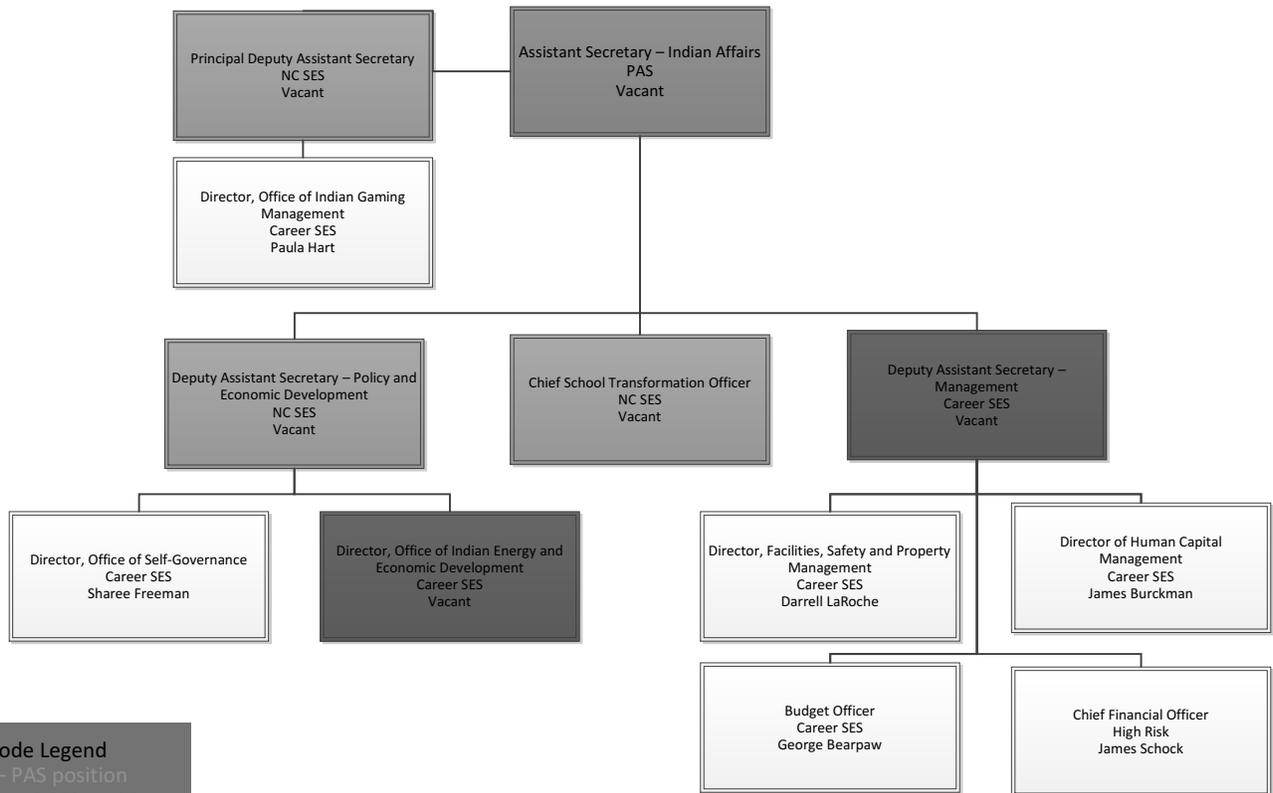
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

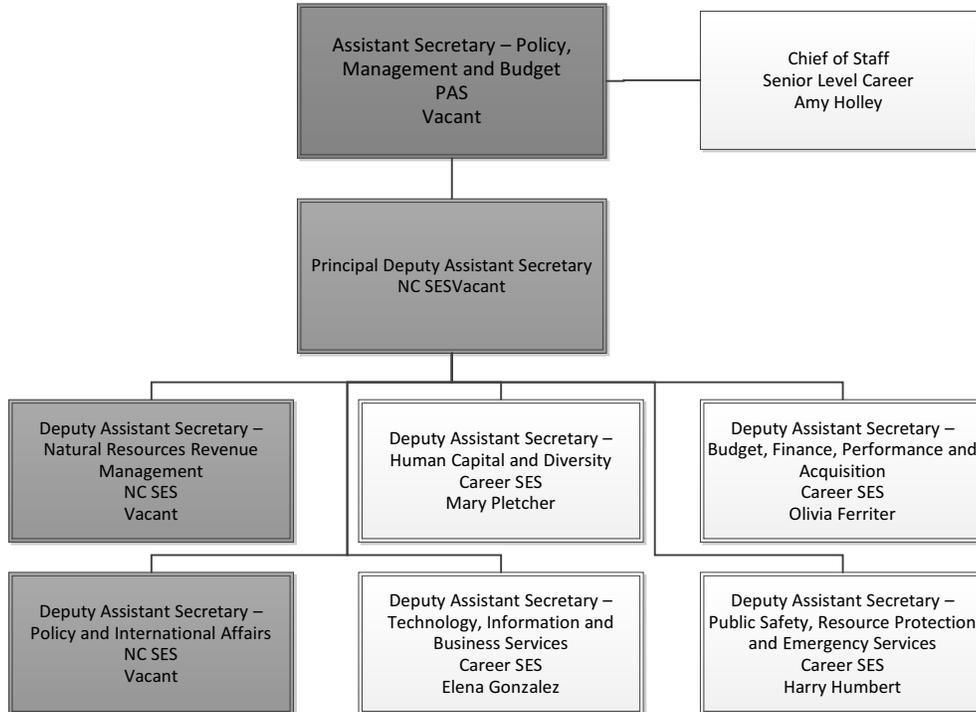
Assistant Secretary – Indian Affairs



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

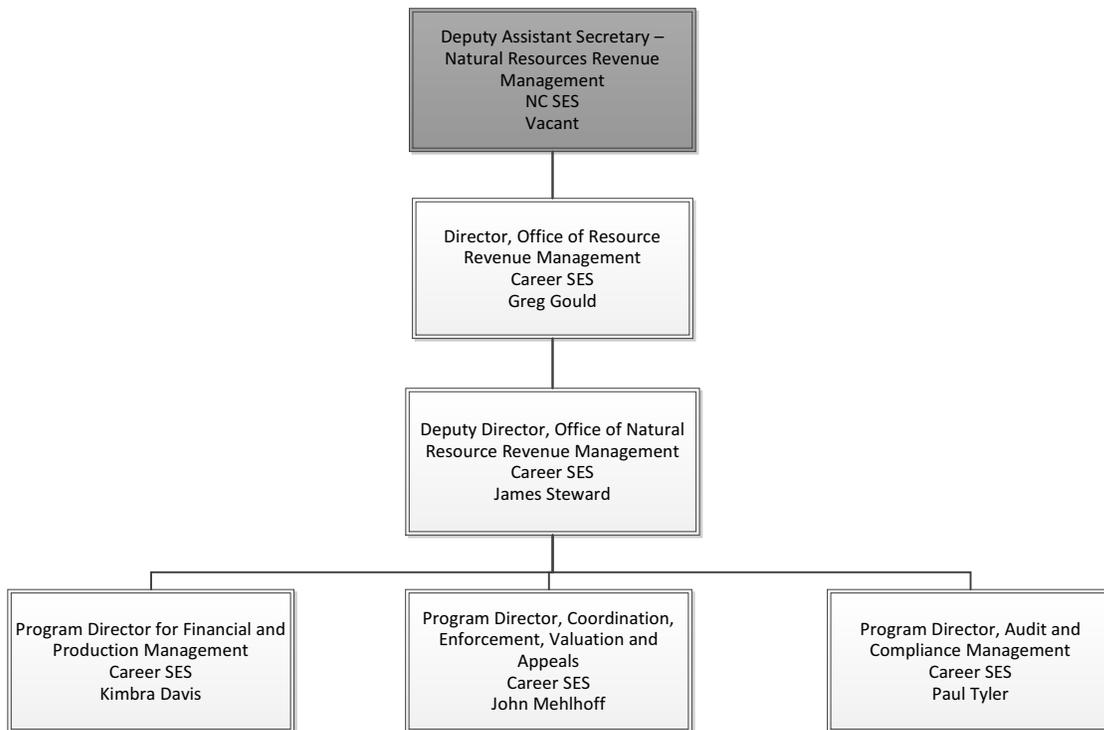
Assistant Secretary – Policy, Management and Budget



Color Code Legend

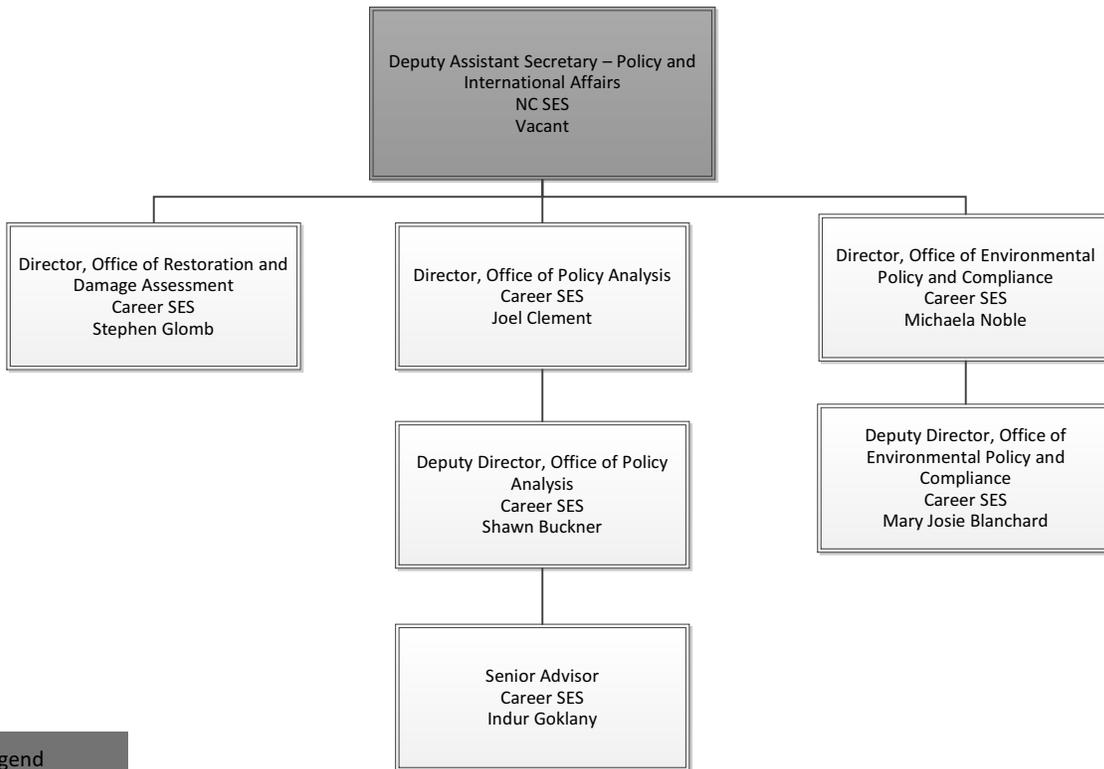
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



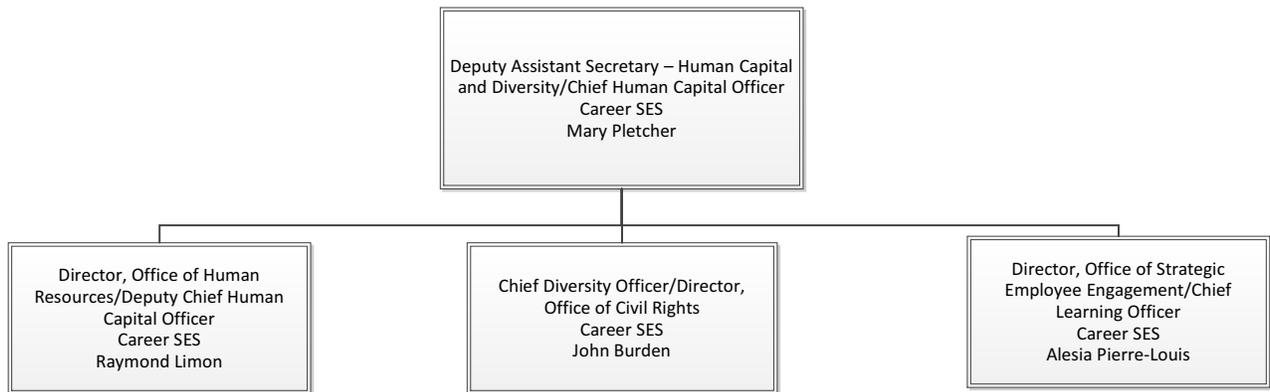
Color Code Legend
 Green – PAS position
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 White – Career position
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 Obligated
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Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Policy and International Affairs



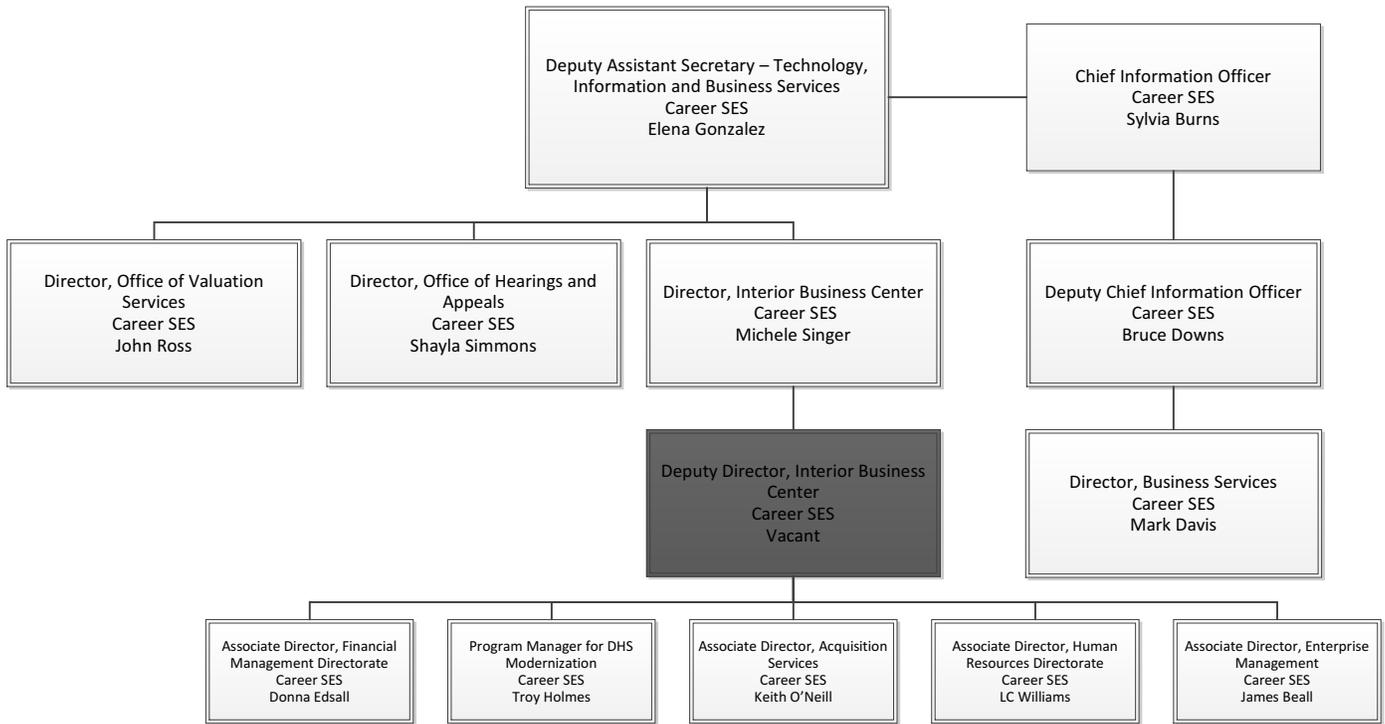
Color Code Legend
 Green – PAS position
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 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



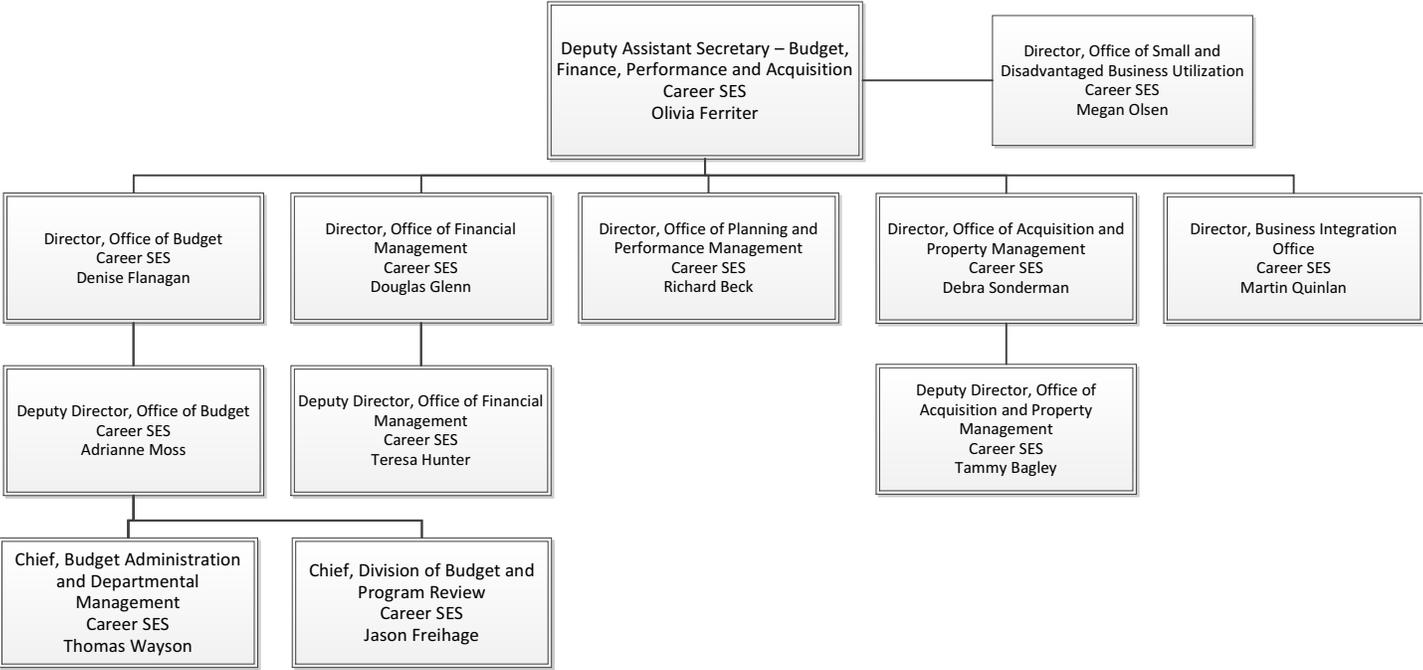
Color Code Legend
Green – PAS position
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Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



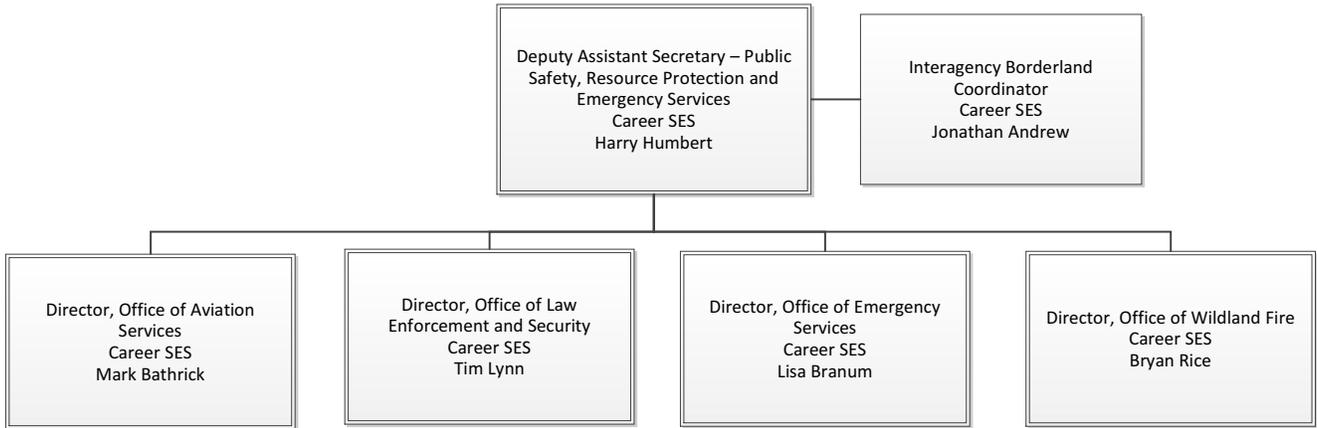
Color Code Legend
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Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



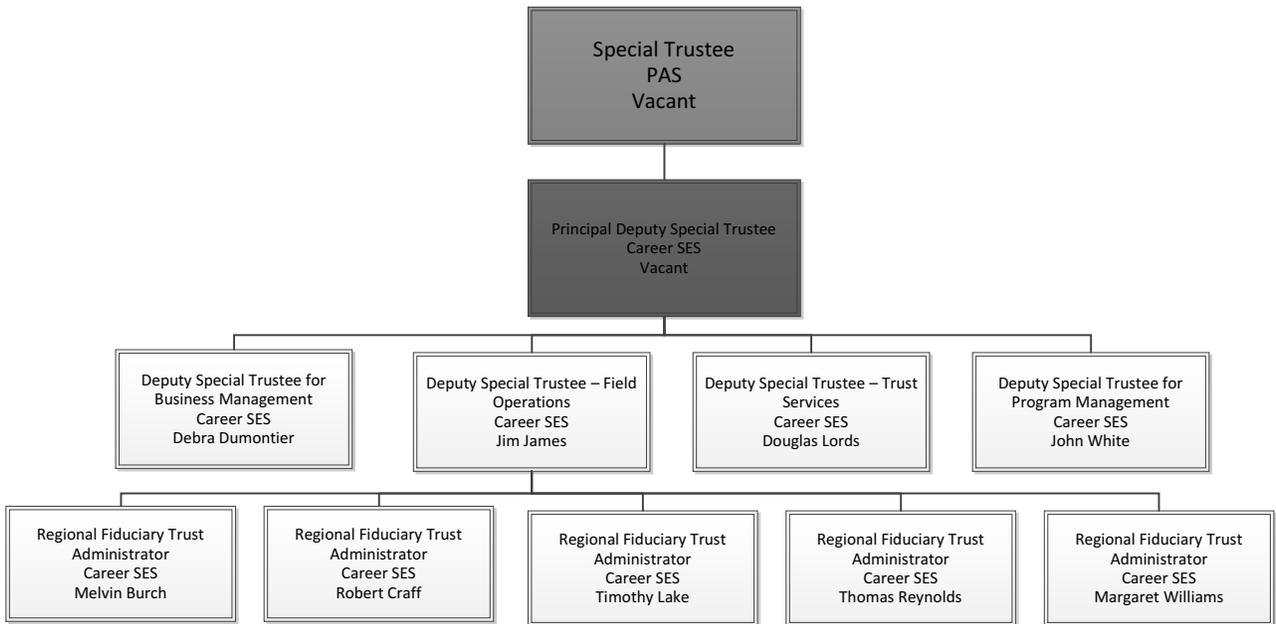
Color Code Legend
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 Obligated
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Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



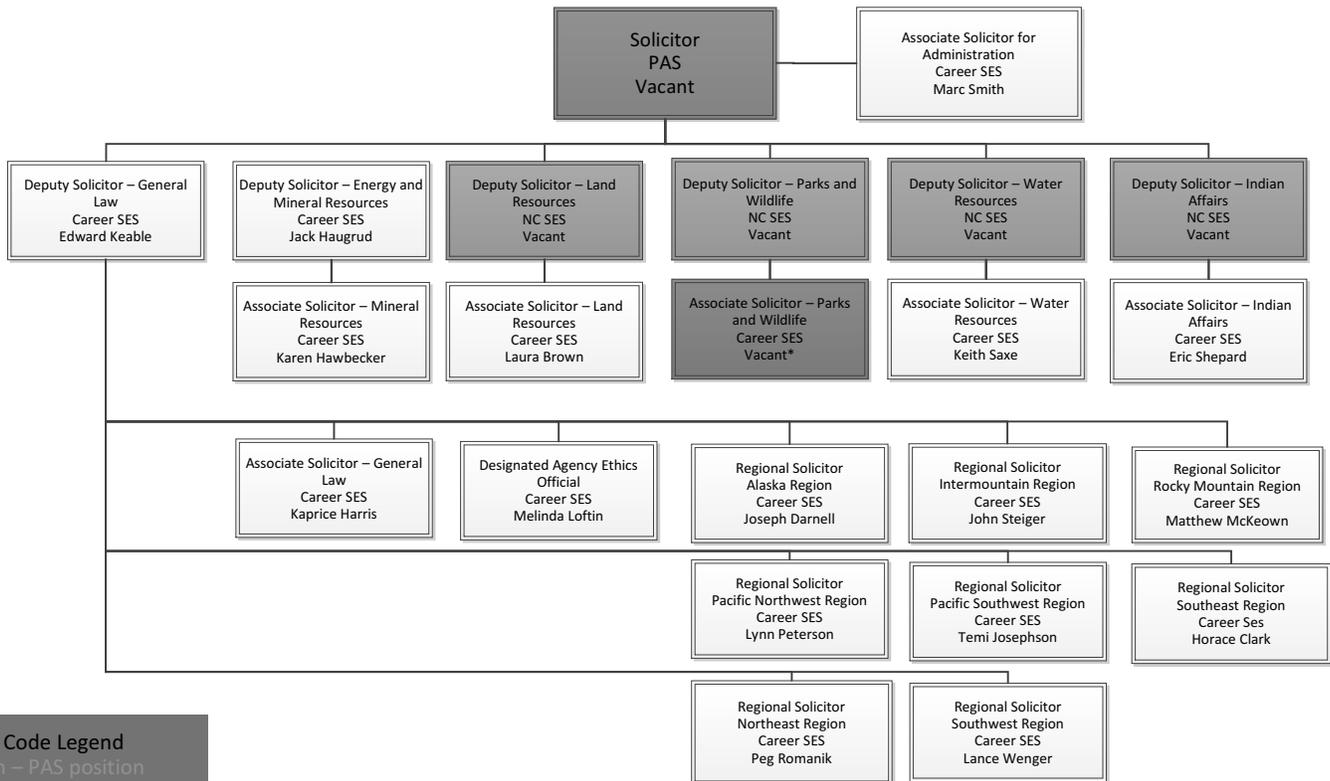
Color Code Legend
Green – PAS position
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Office of the Special Trustee for American Indians



Color Code Legend
 Green – PAS position
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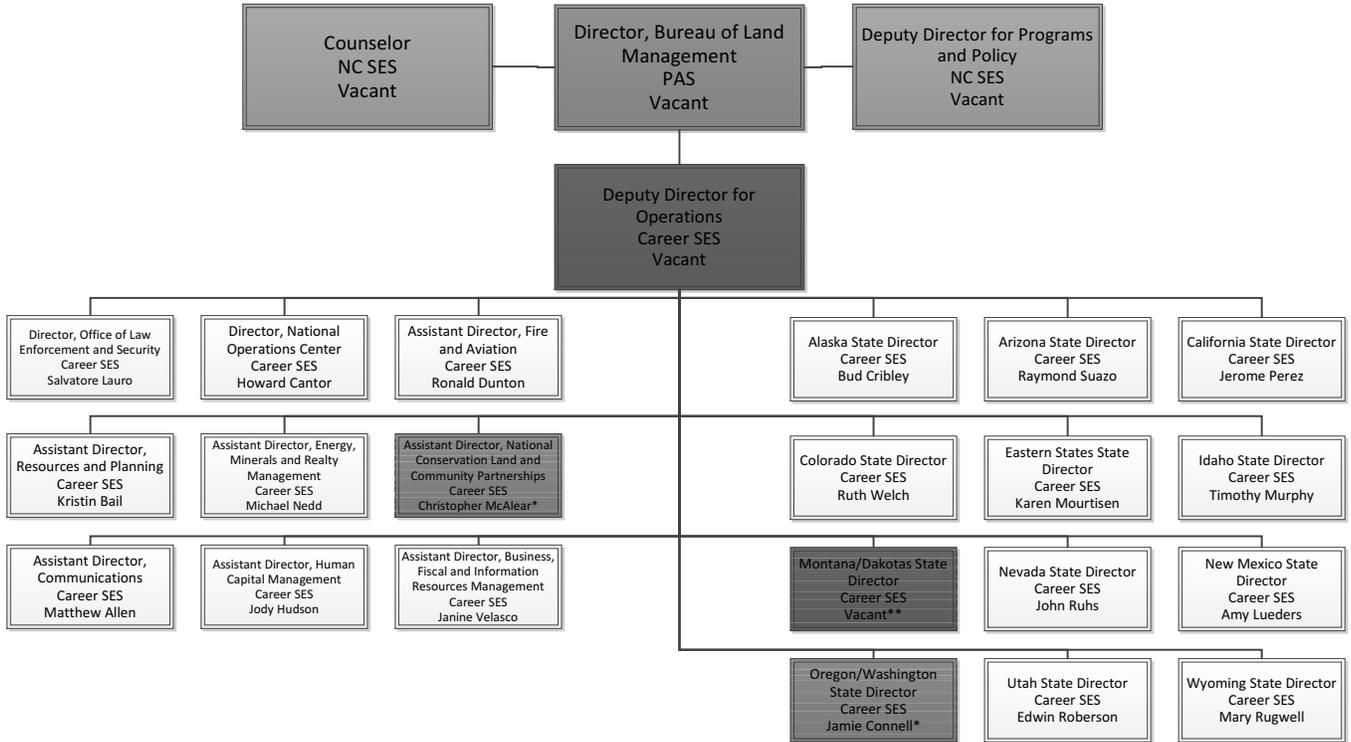
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
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*Decision made but not yet processed

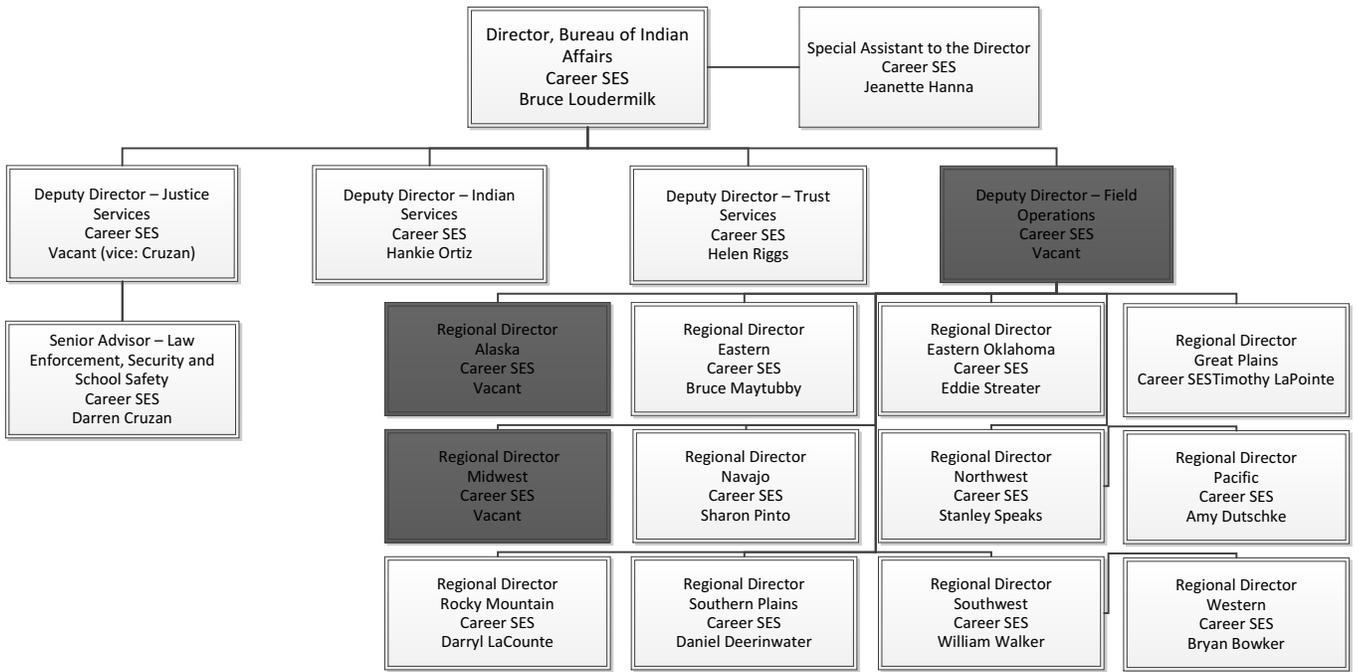
Bureau of Land Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
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 Red – Position Vacant

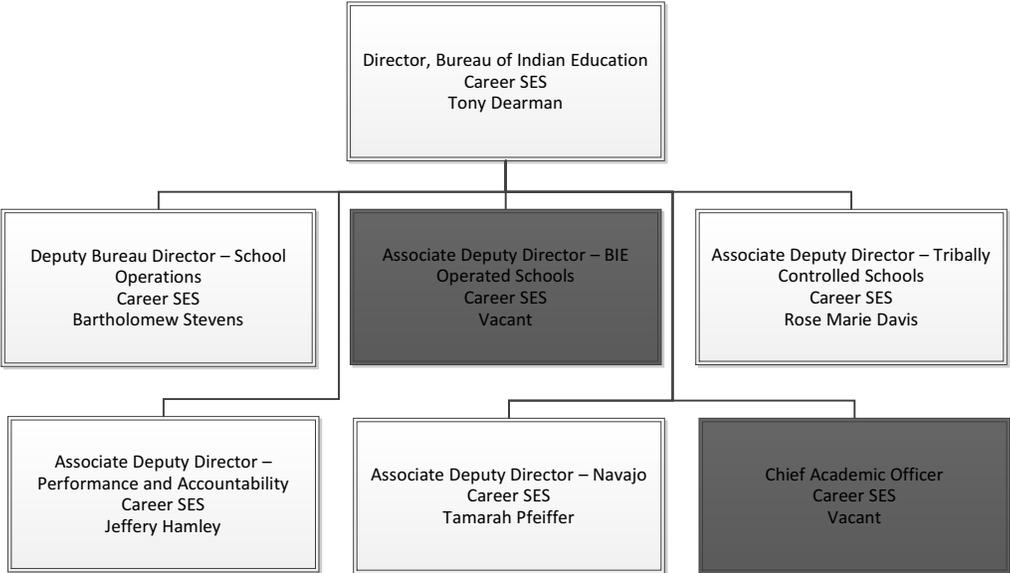
*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

Bureau of Indian Affairs



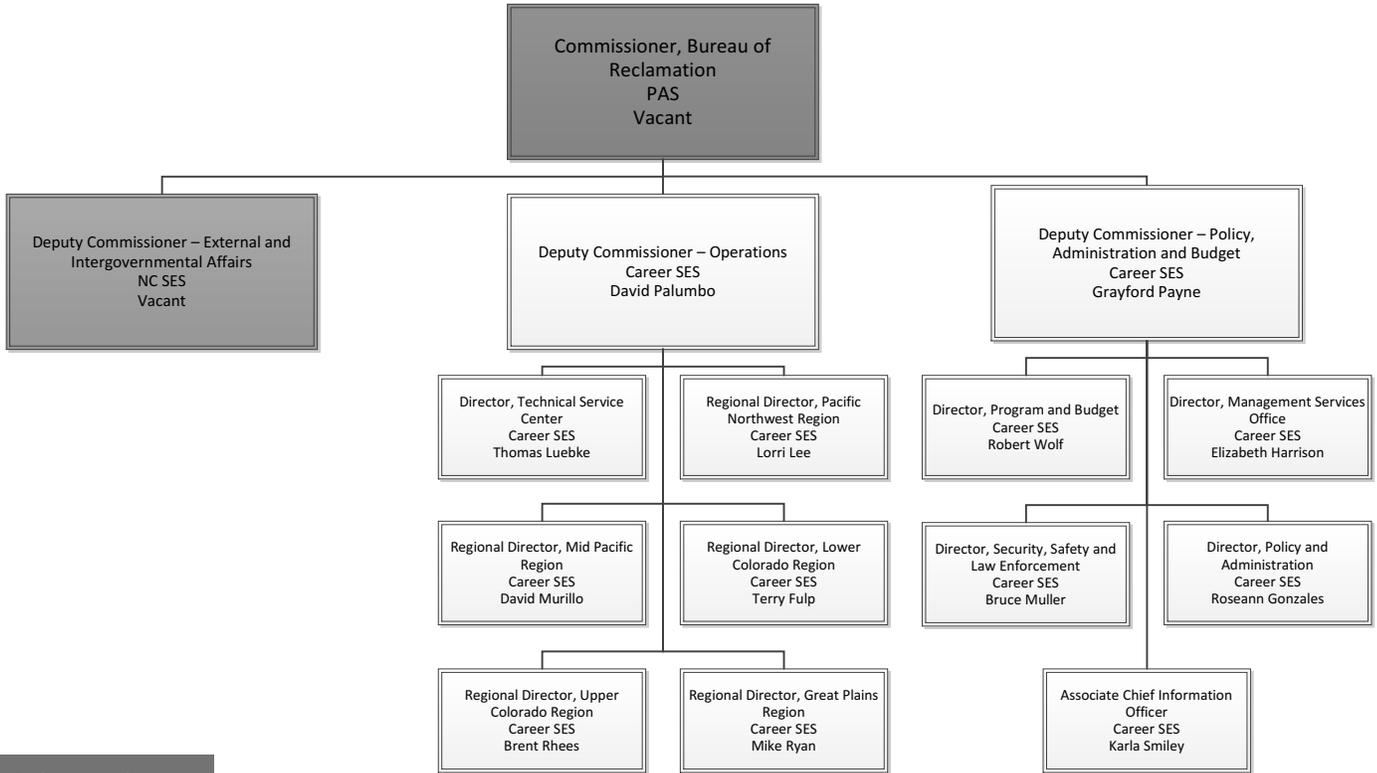
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
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 Red – Position Vacant

Bureau of Indian Education



Color Code Legend
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 Yellow – NC SES position
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 Blue – Position Vacant but Obligated
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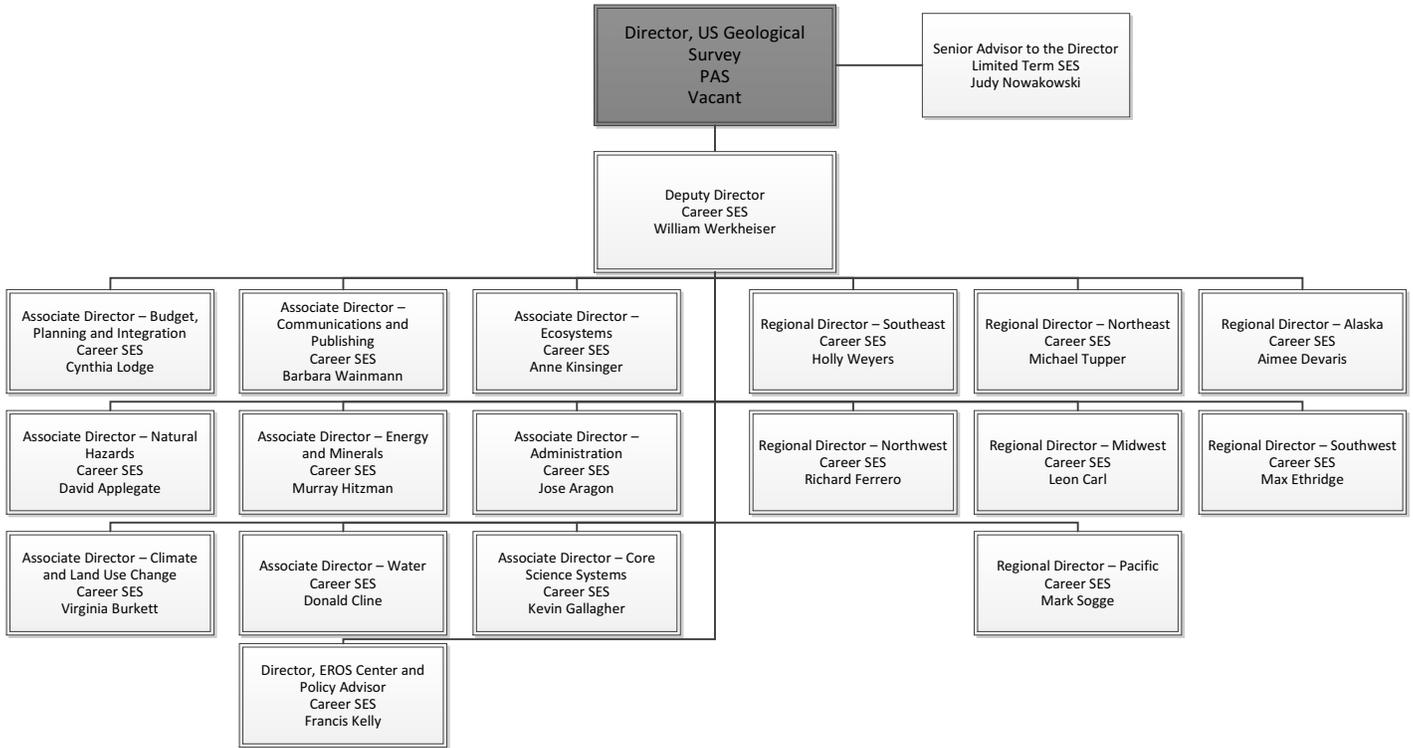
Bureau of Reclamation



Color Code Legend

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- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

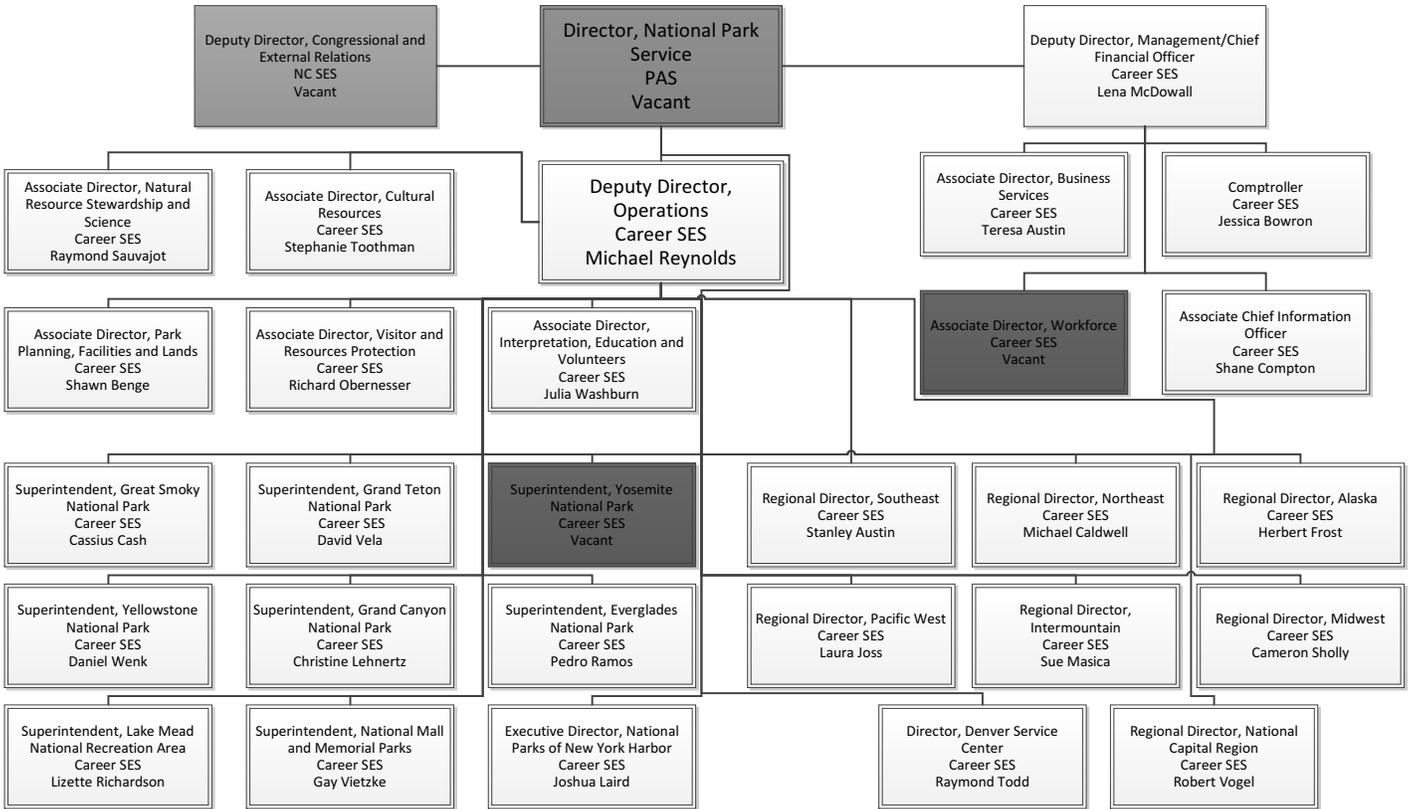
US Geological Survey



Color Code Legend

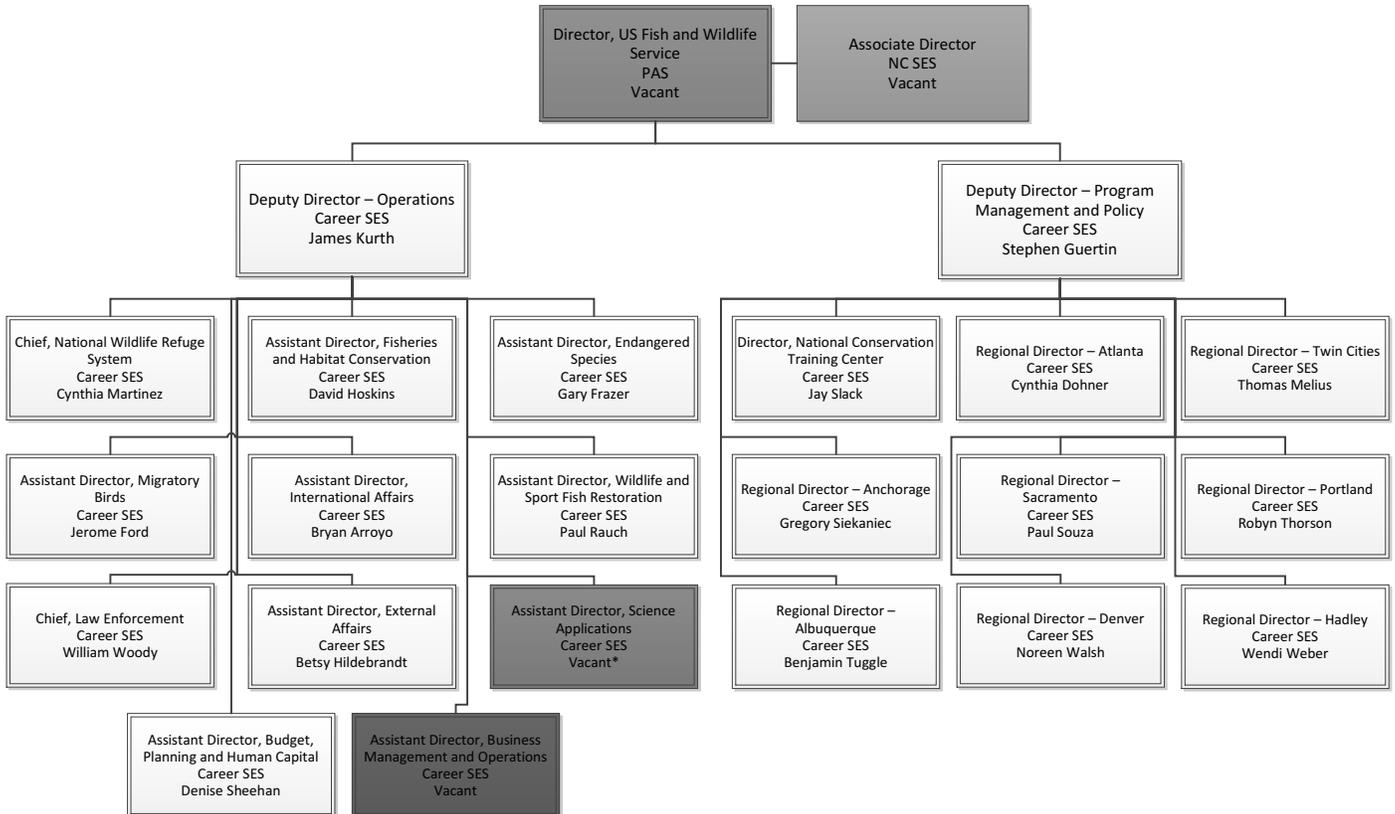
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

National Park Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but Obligated
 Red – Position Vacant

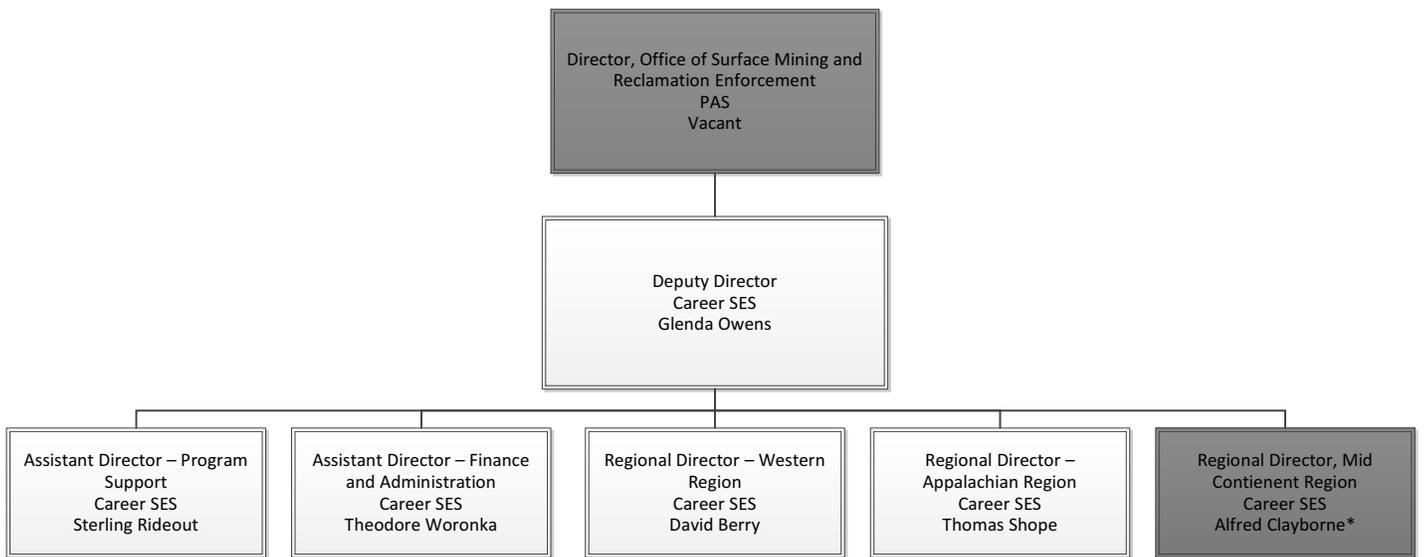
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

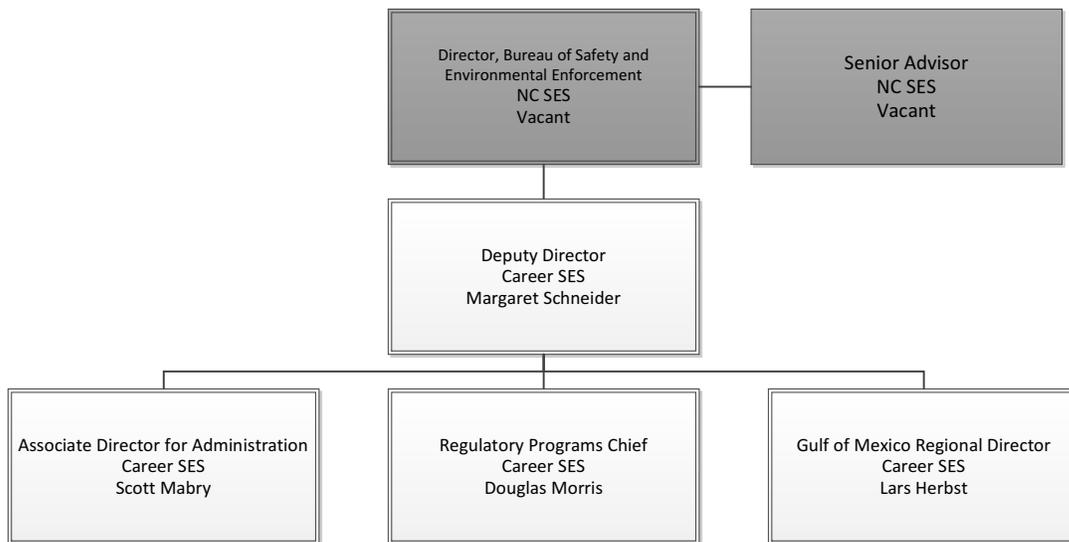
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Bureau of Safety and Environmental Enforcement



Color Code Legend

Green – PAS position

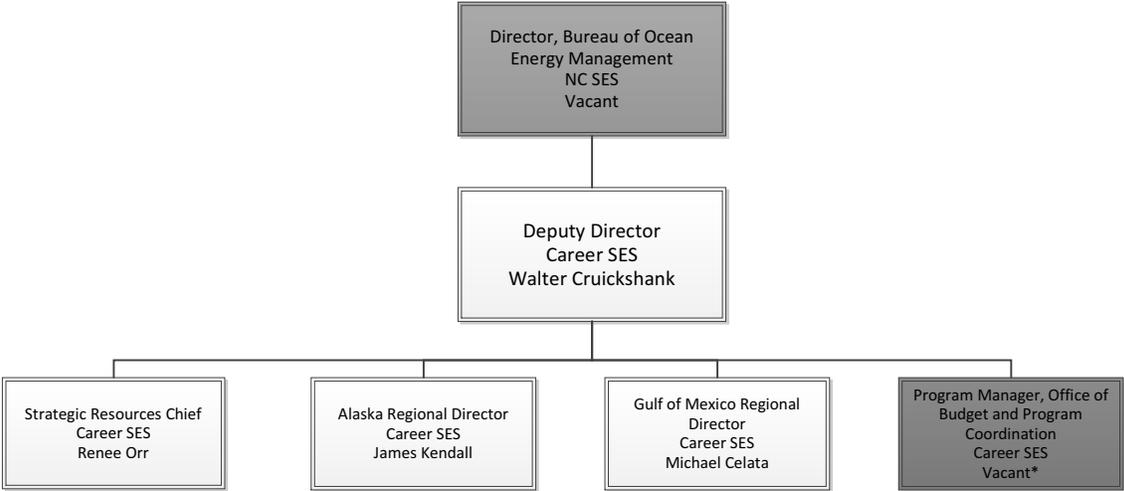
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Red – Position Vacant

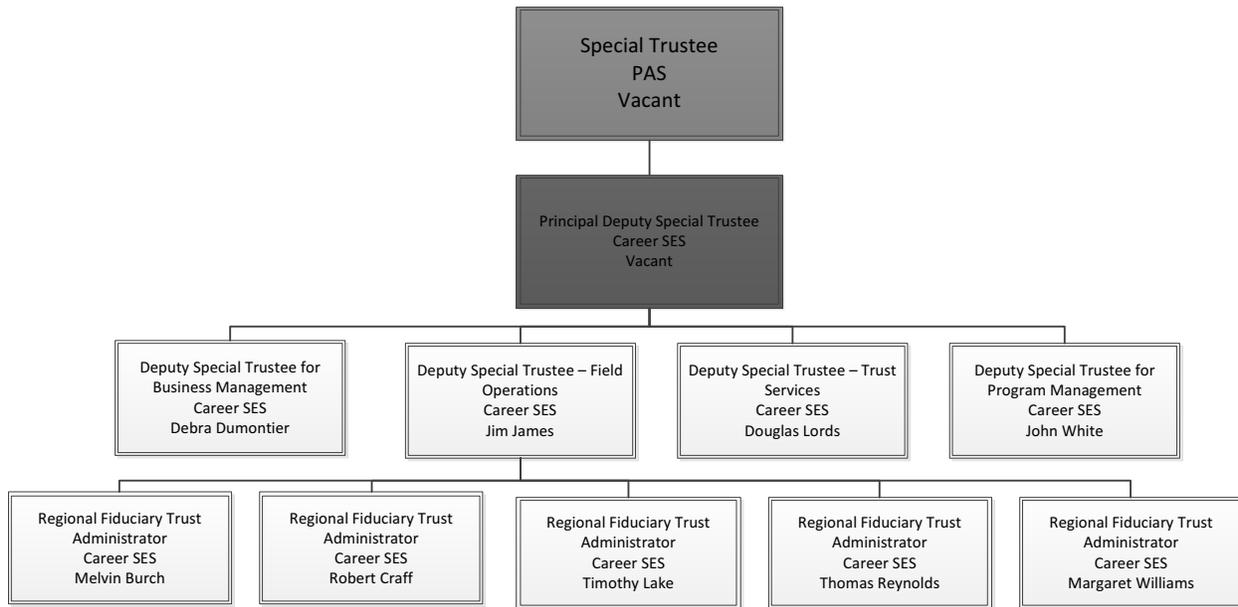
Bureau of Ocean Energy Management



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

*Decision made but not yet processed

Office of the Special Trustee for American Indians



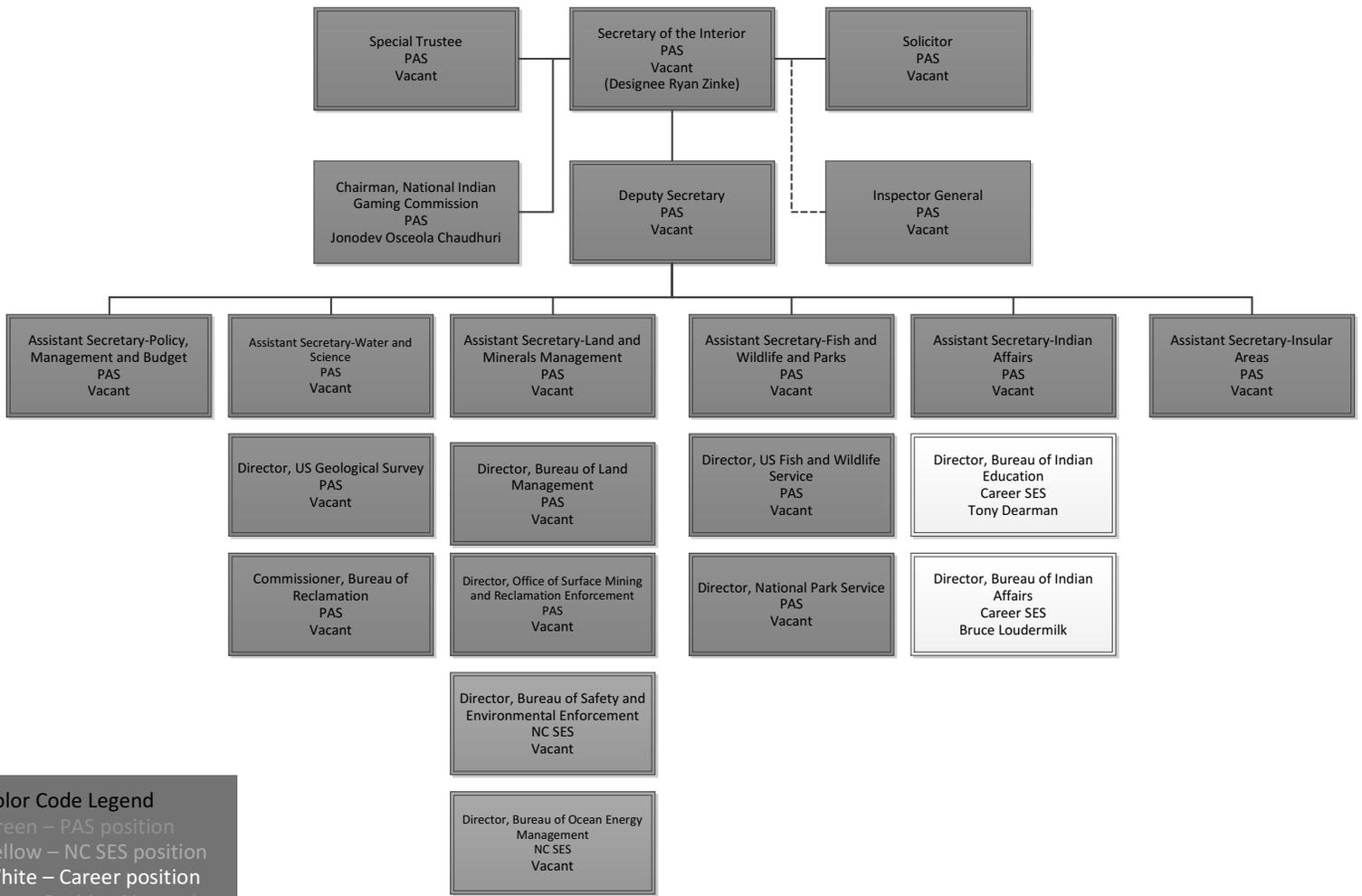
Color Code Legend

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- Blue – Position Vacant but Obligated
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Notes Summary:

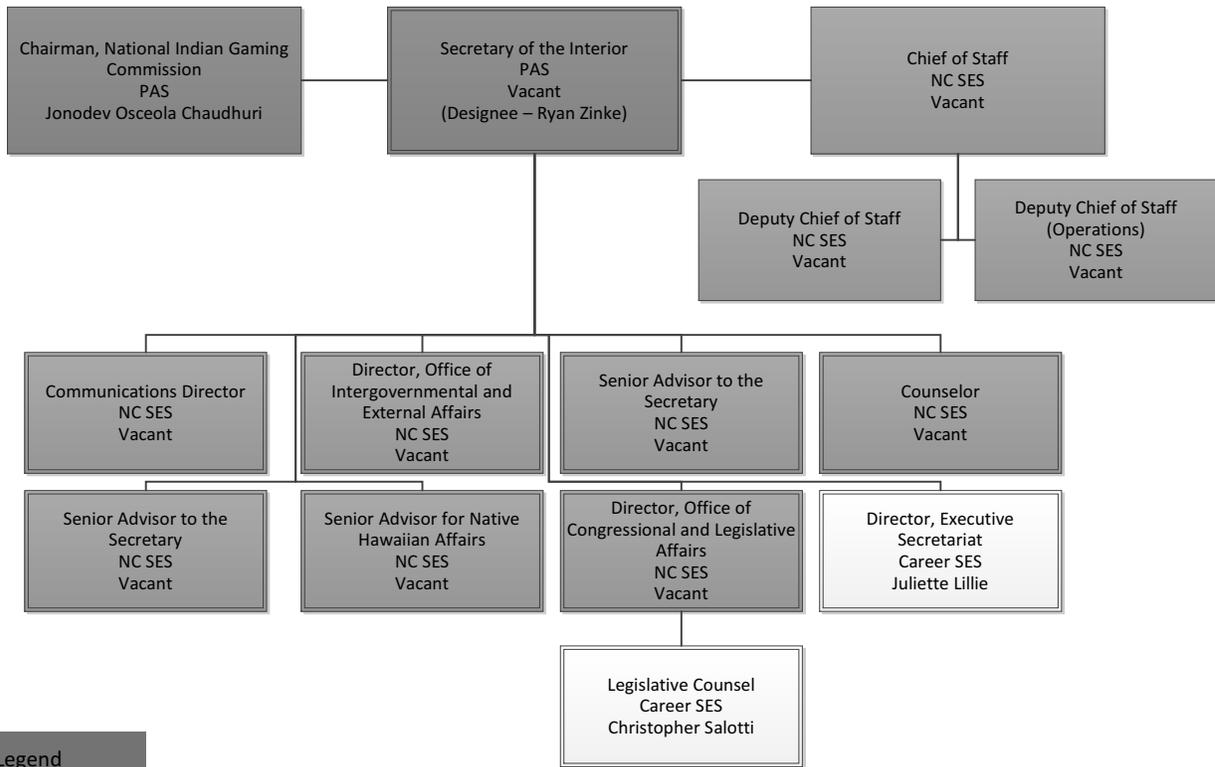
No speaker notes are contained in this presentation.

Department of the Interior
Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



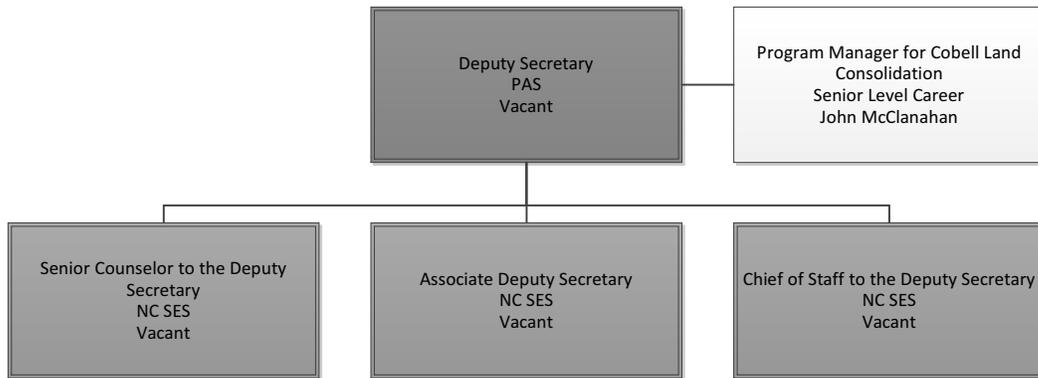
Color Code Legend
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Secretary's Immediate Office



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

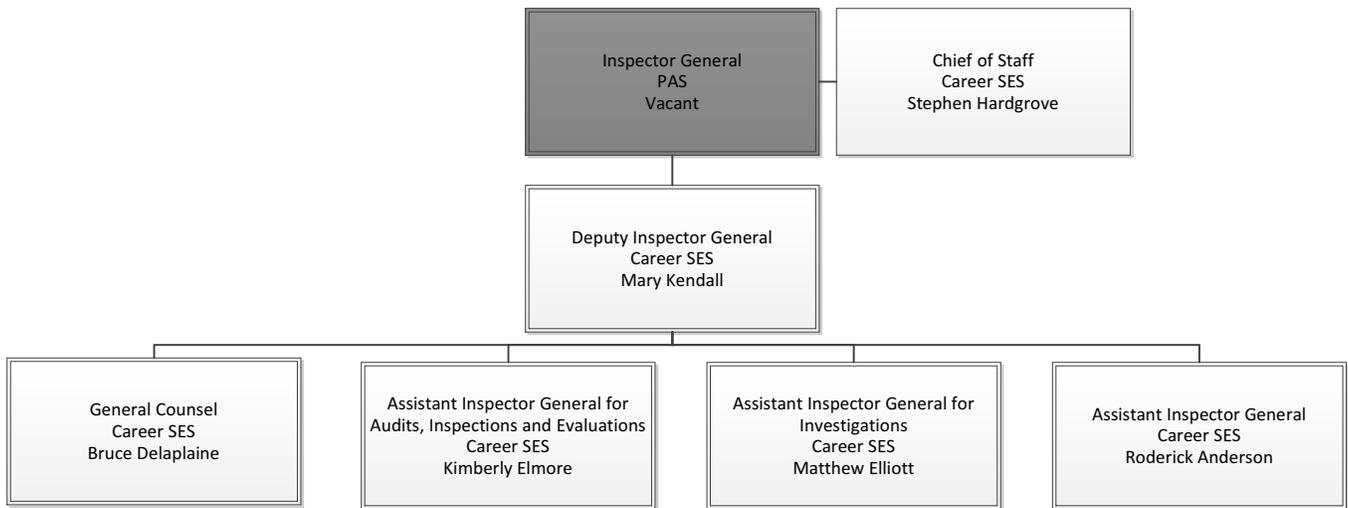
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Inspector General



Color Code Legend

Green – PAS position

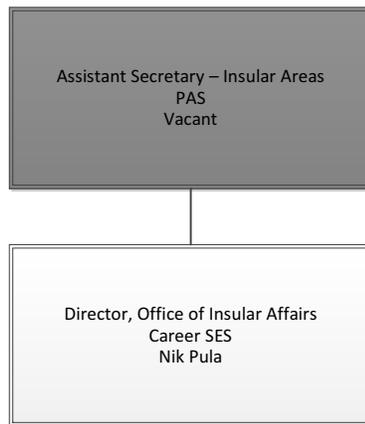
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

Yellow – NC SES position

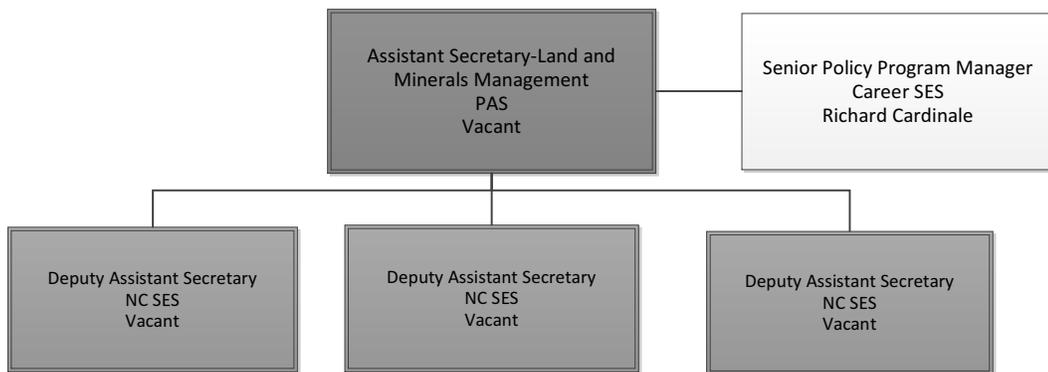
White – Career position

Blue – Position Vacant but

Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

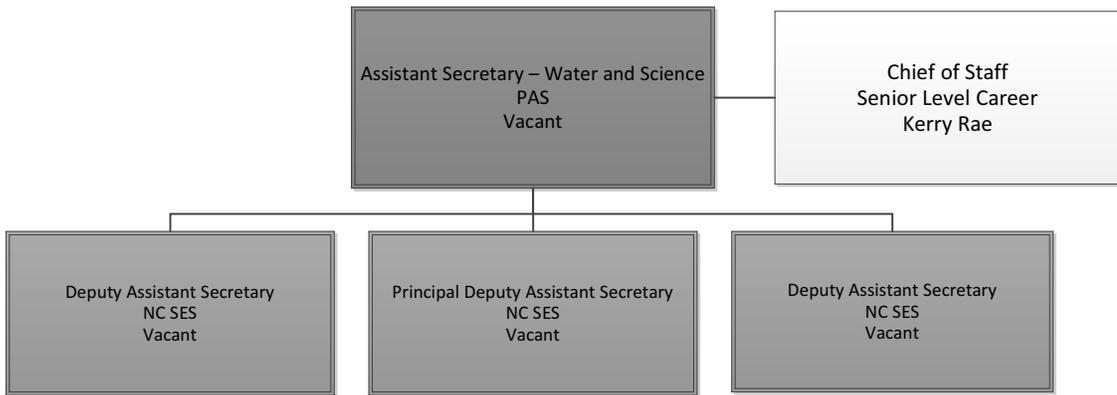
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

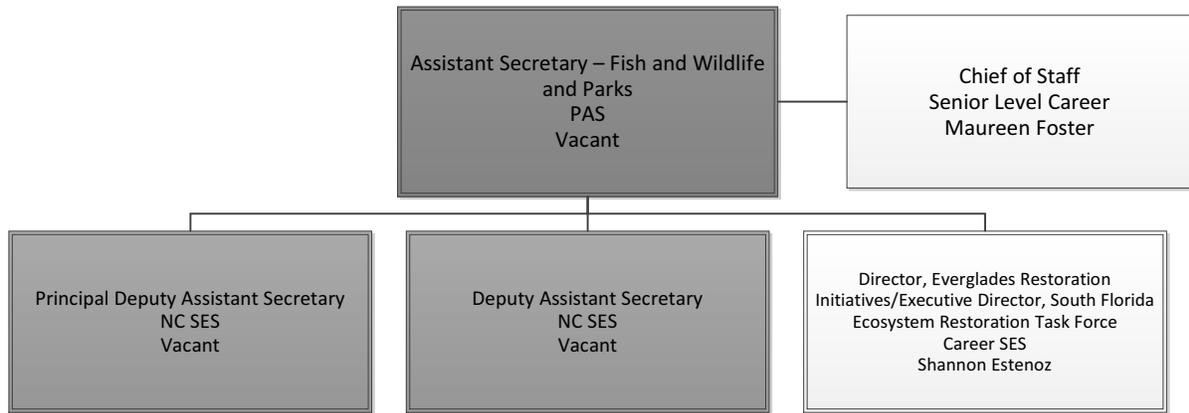
Red – Position Vacant

Assistant Secretary – Water and Science



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend

Green – PAS position

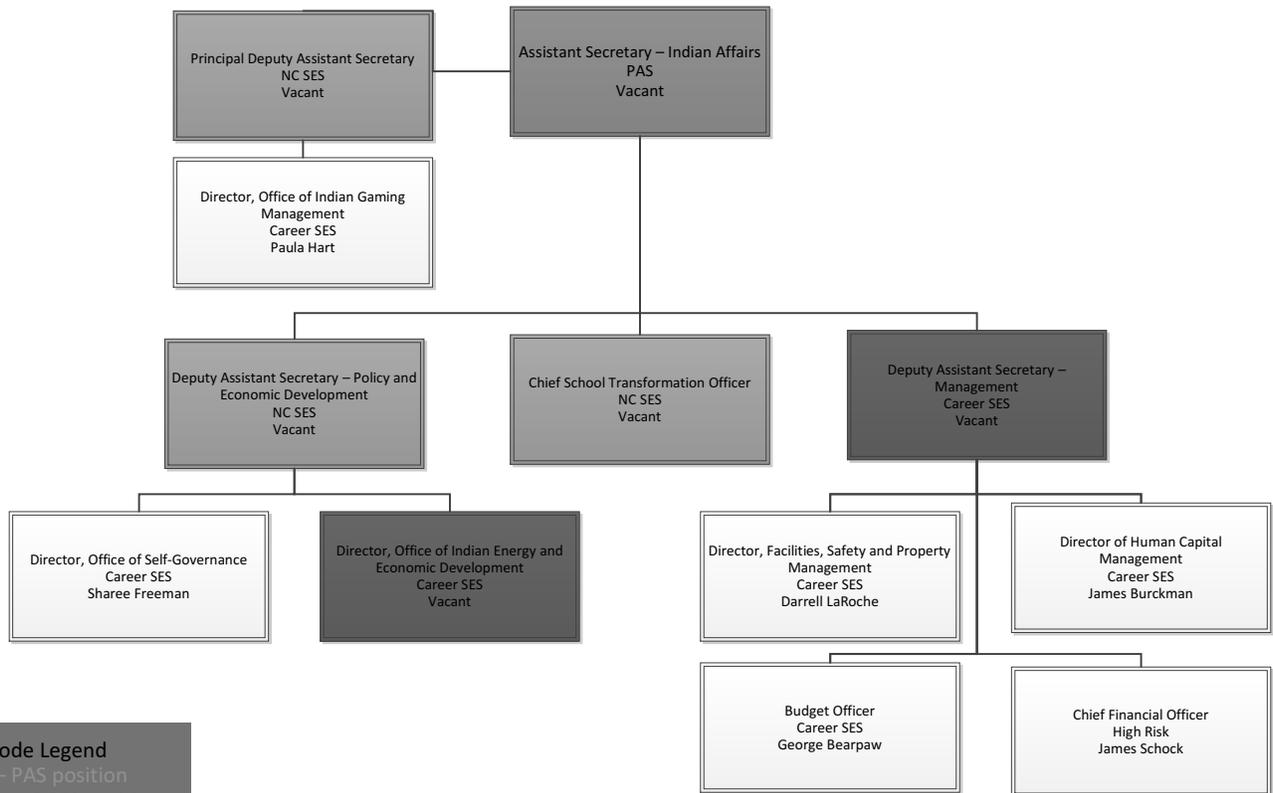
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

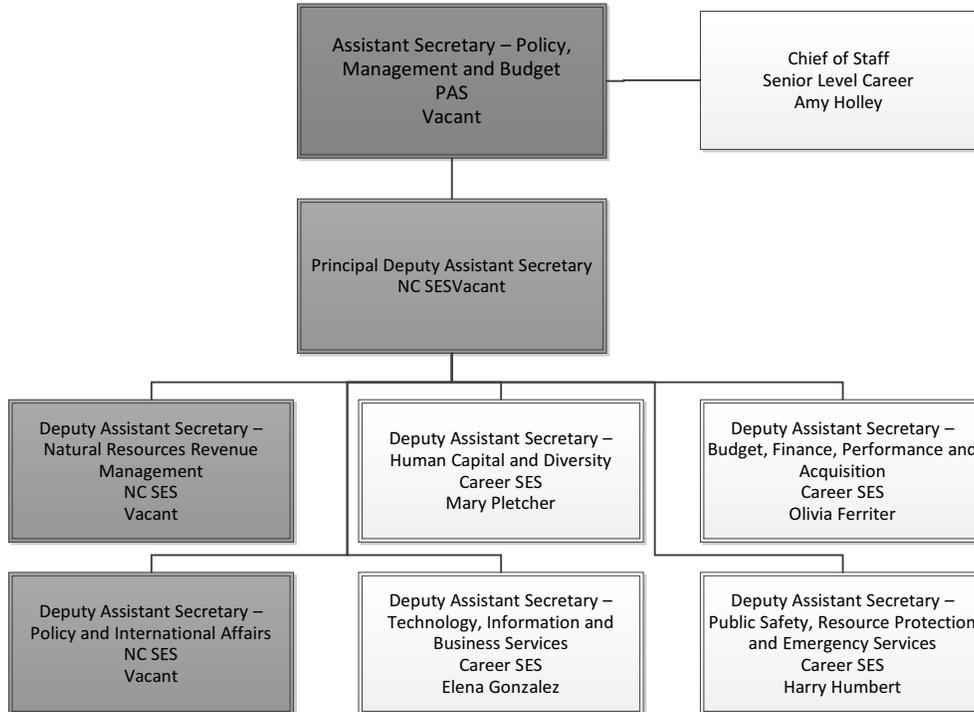
Assistant Secretary – Indian Affairs



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

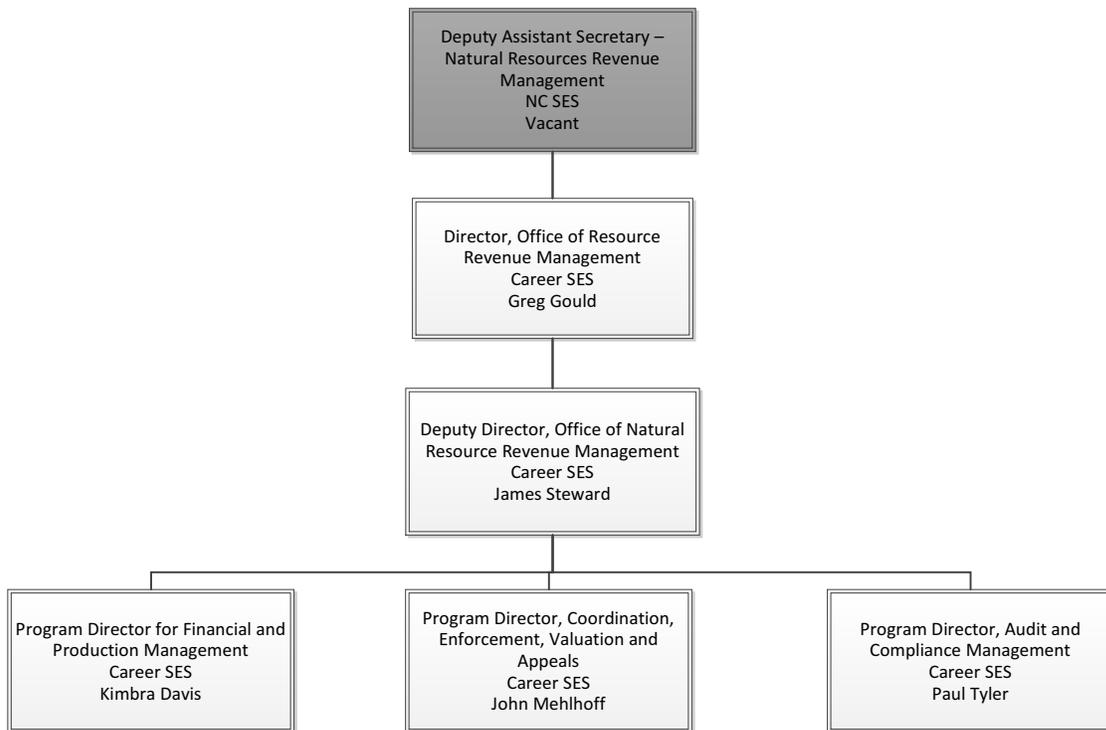
Assistant Secretary – Policy, Management and Budget



Color Code Legend

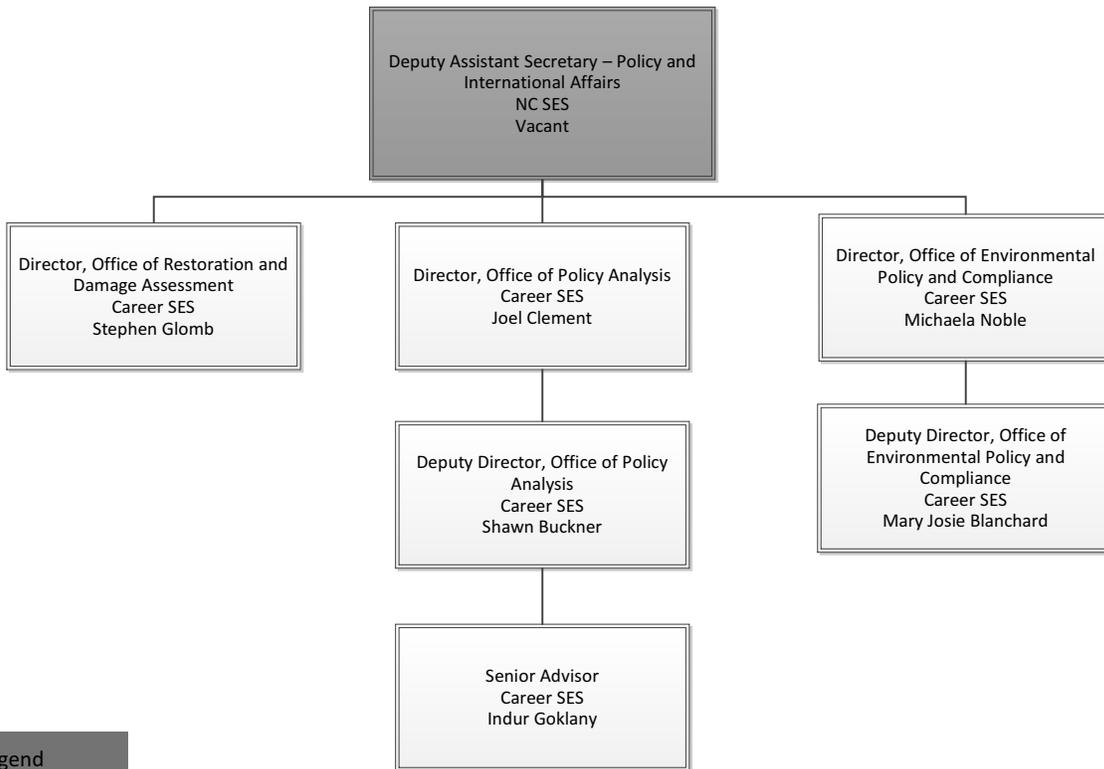
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



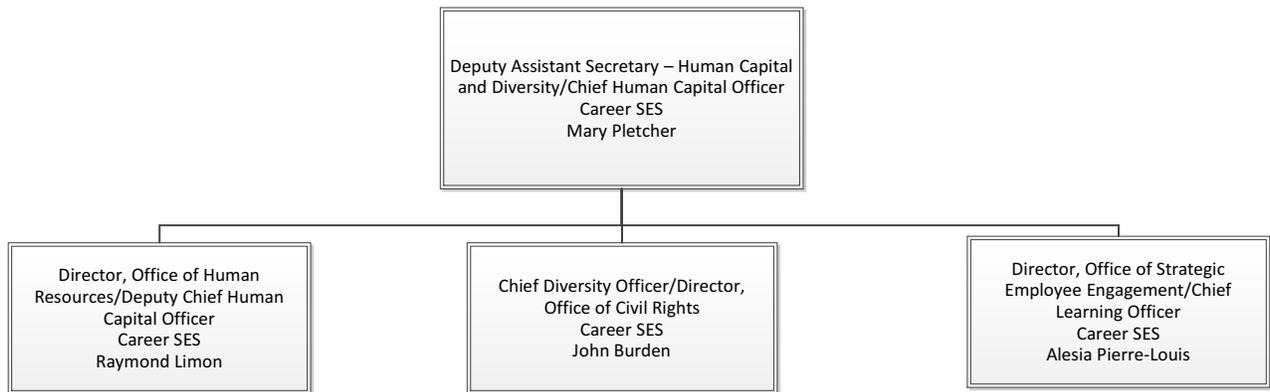
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but
 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Policy and International Affairs



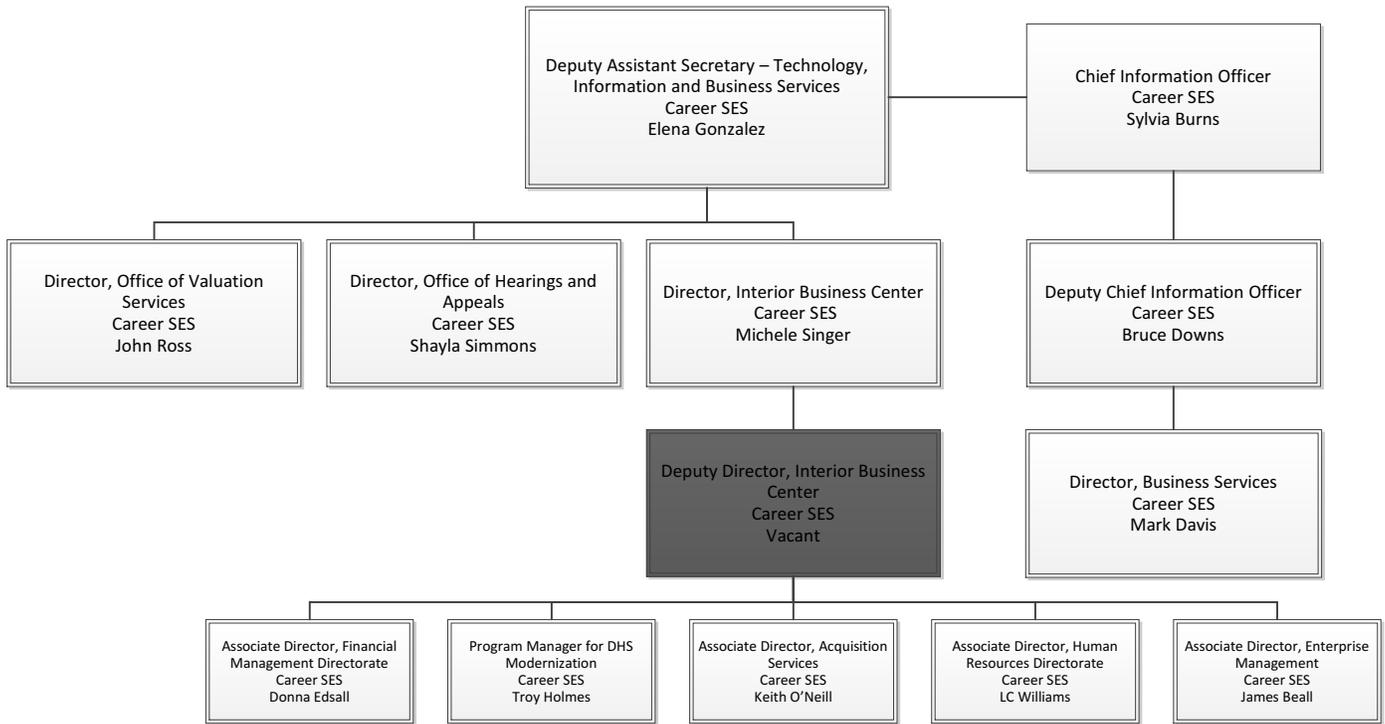
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



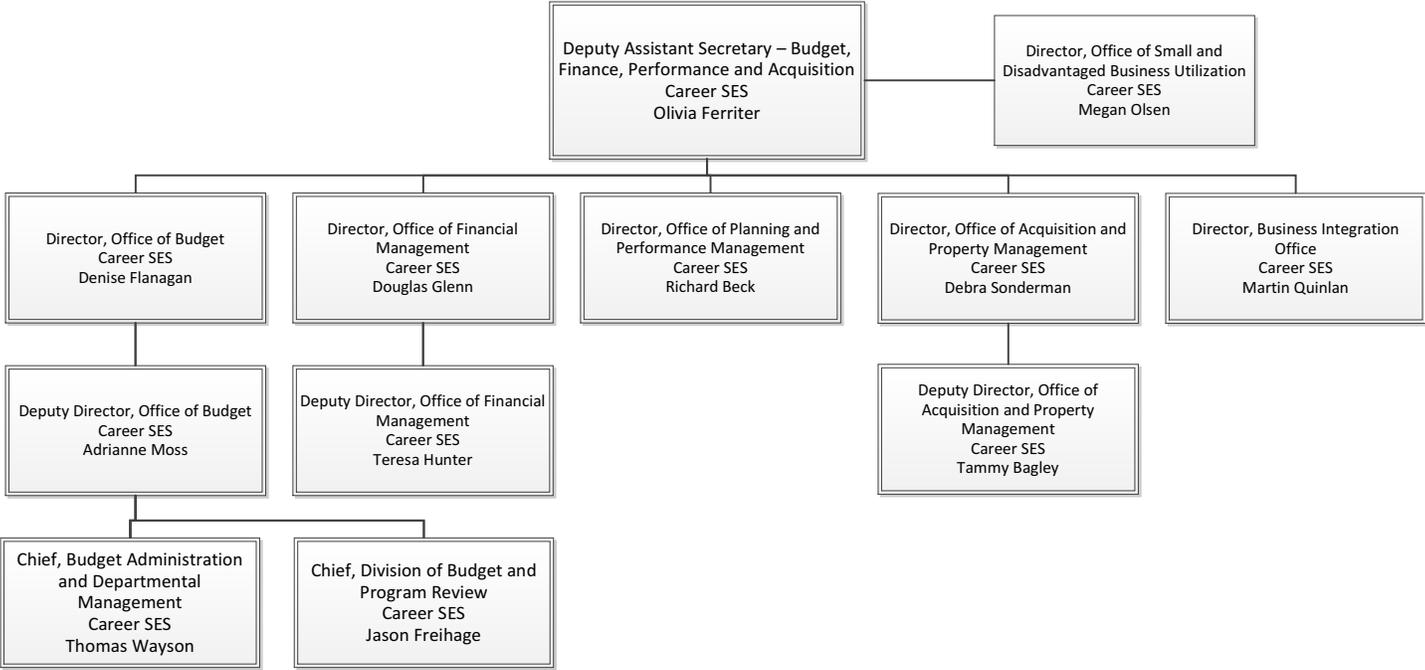
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



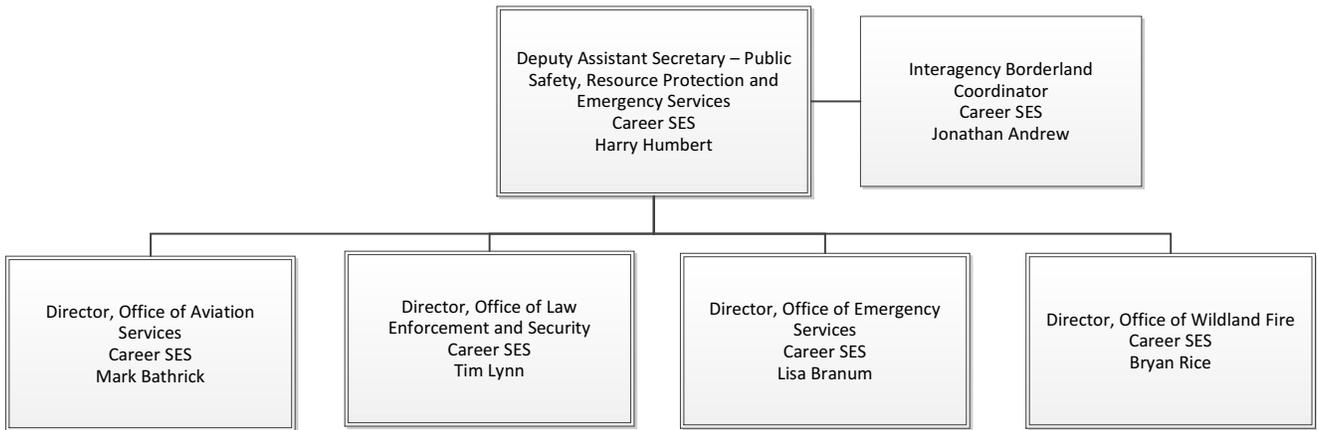
Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant
 but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



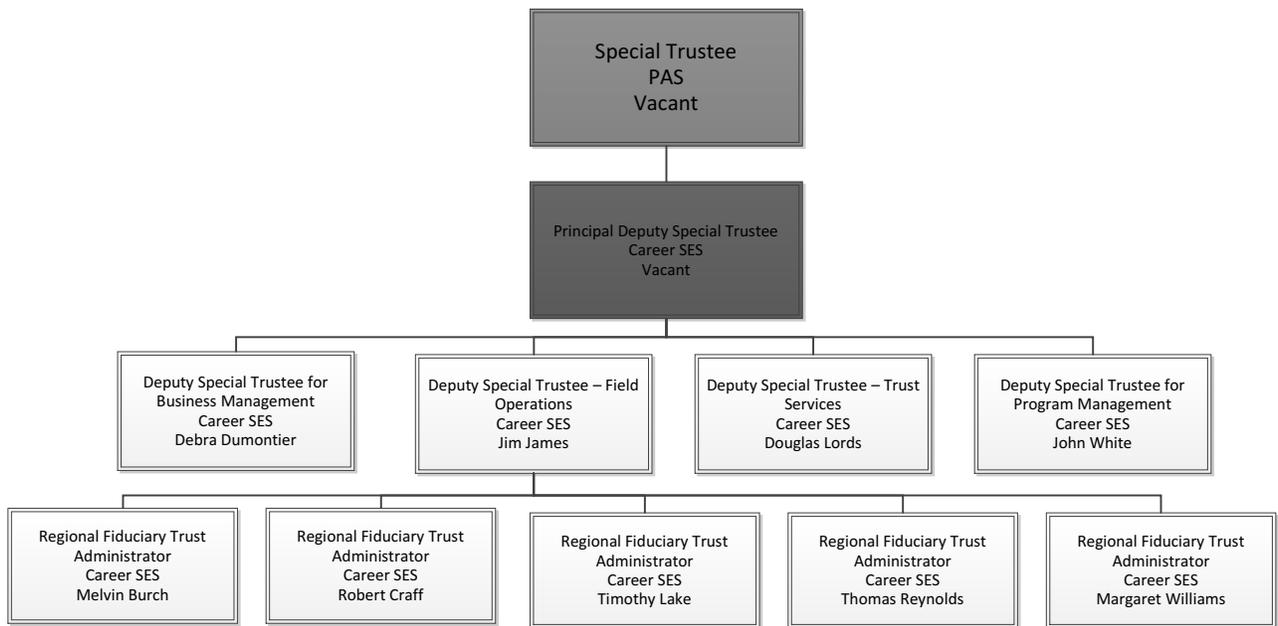
Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



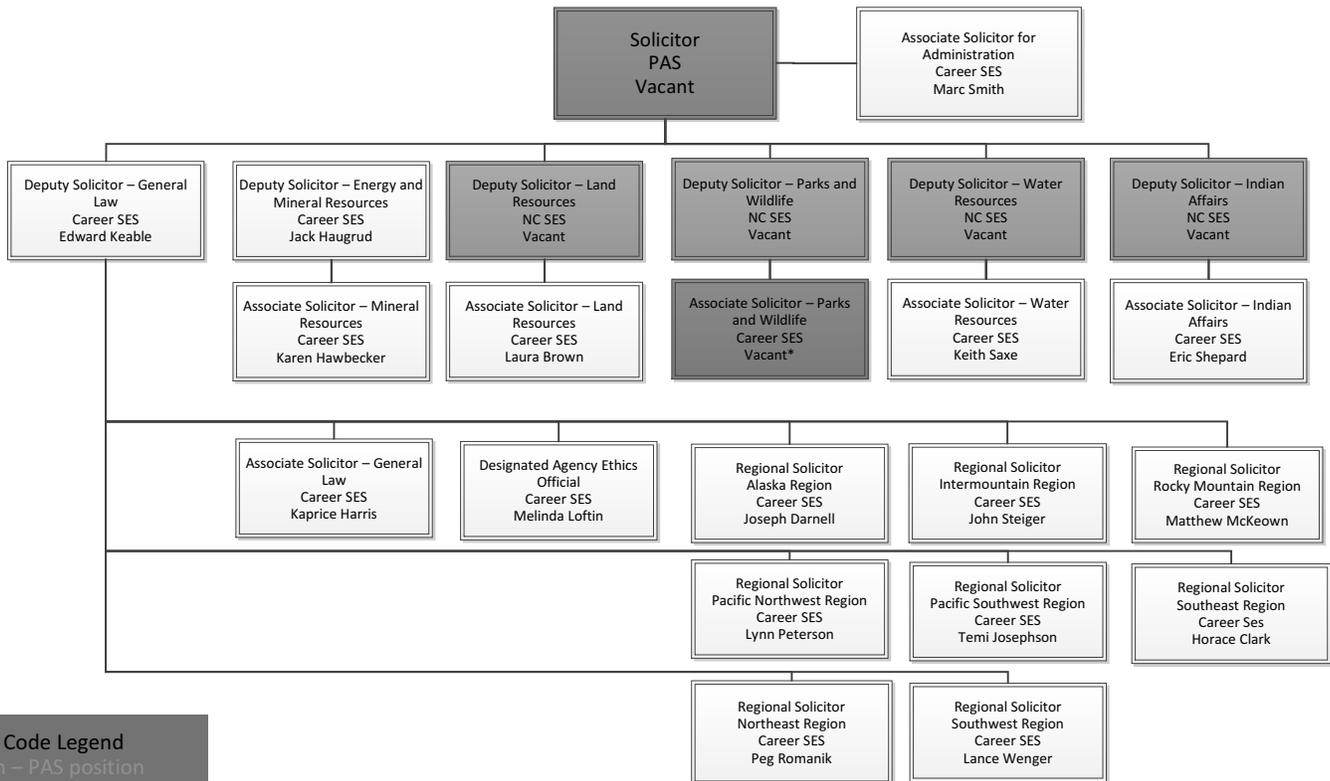
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Office of the Special Trustee for American Indians



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

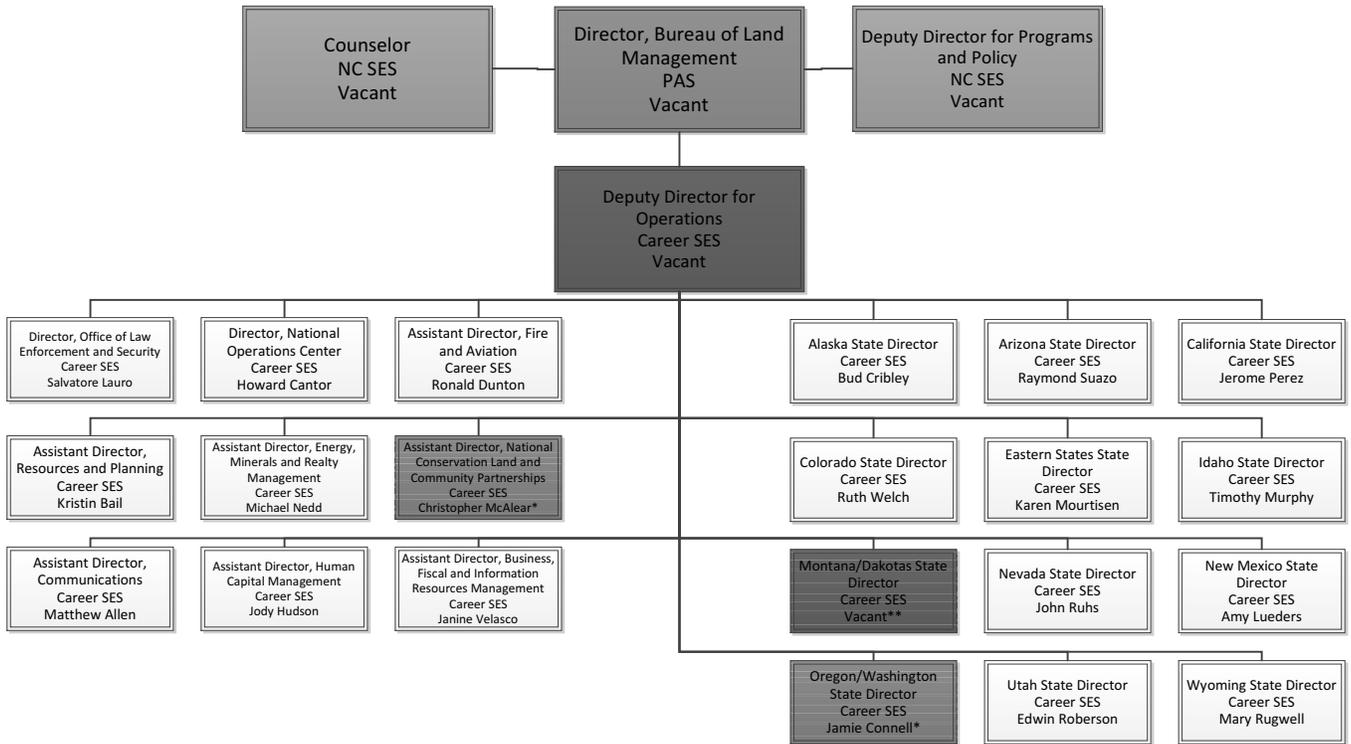
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

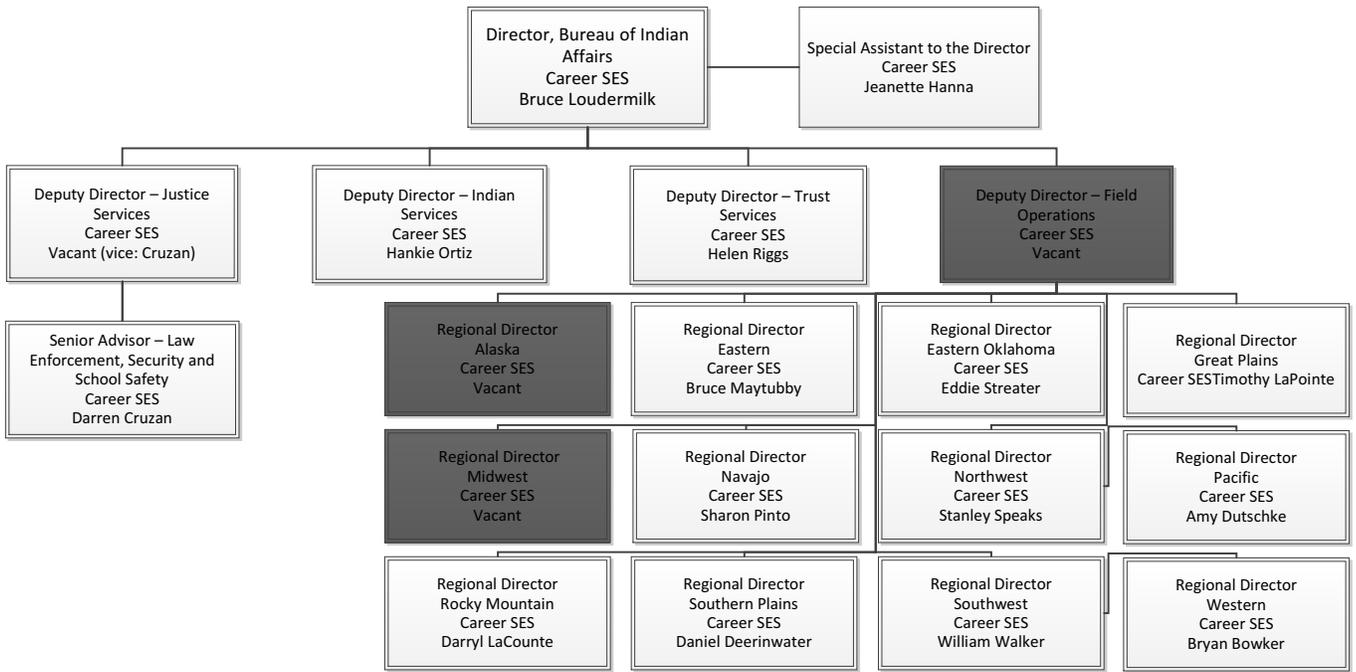
Bureau of Land Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

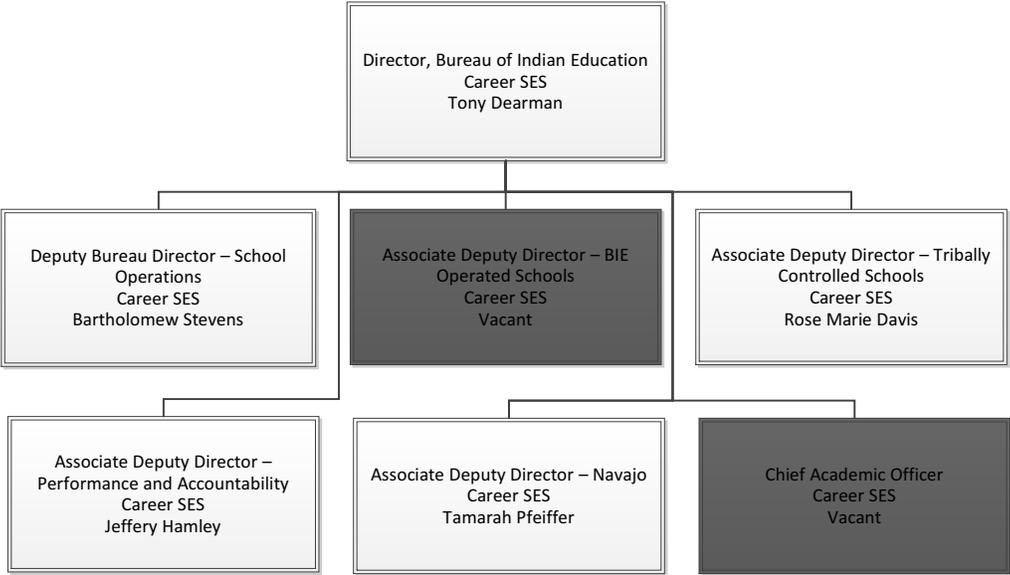
Bureau of Indian Affairs



Color Code Legend

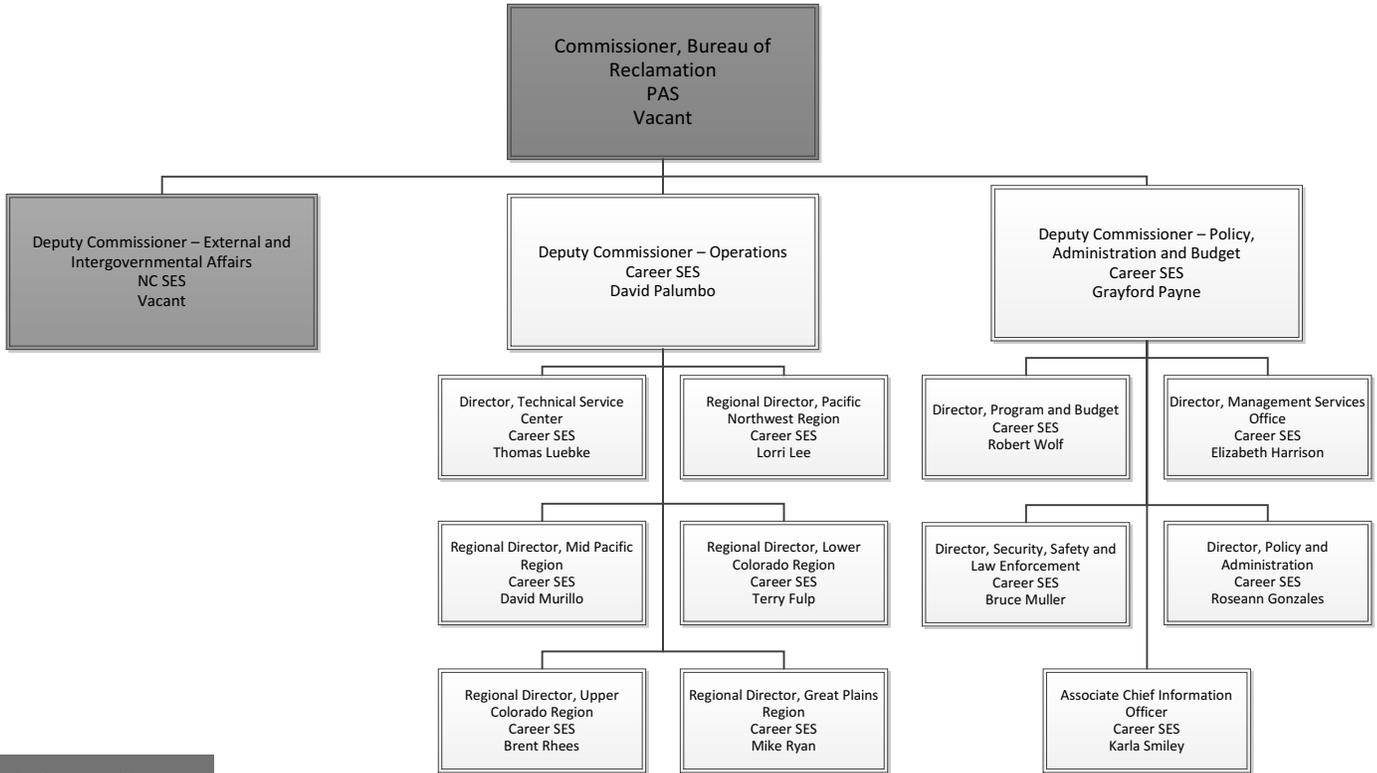
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Bureau of Indian Education



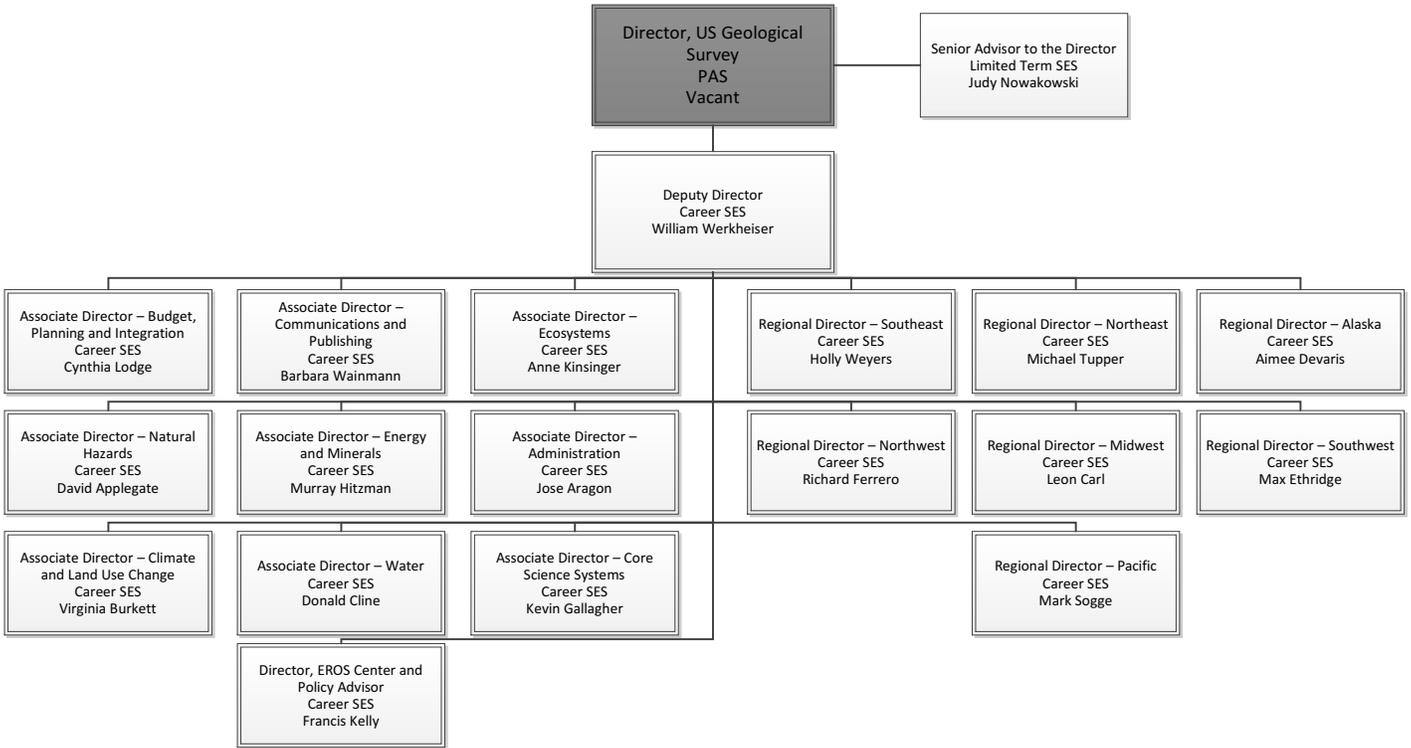
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Bureau of Reclamation



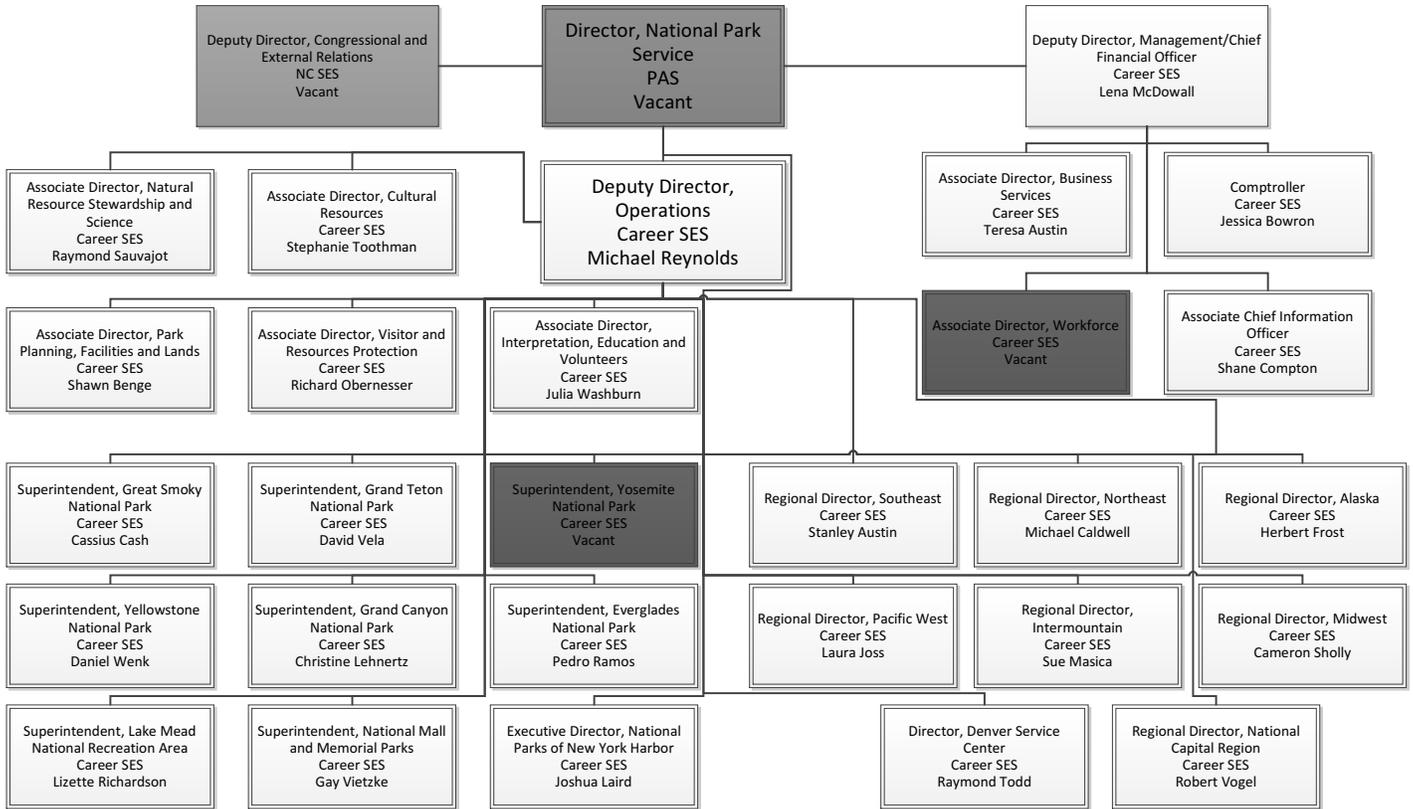
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

US Geological Survey



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but Obligated
 Red – Position Vacant

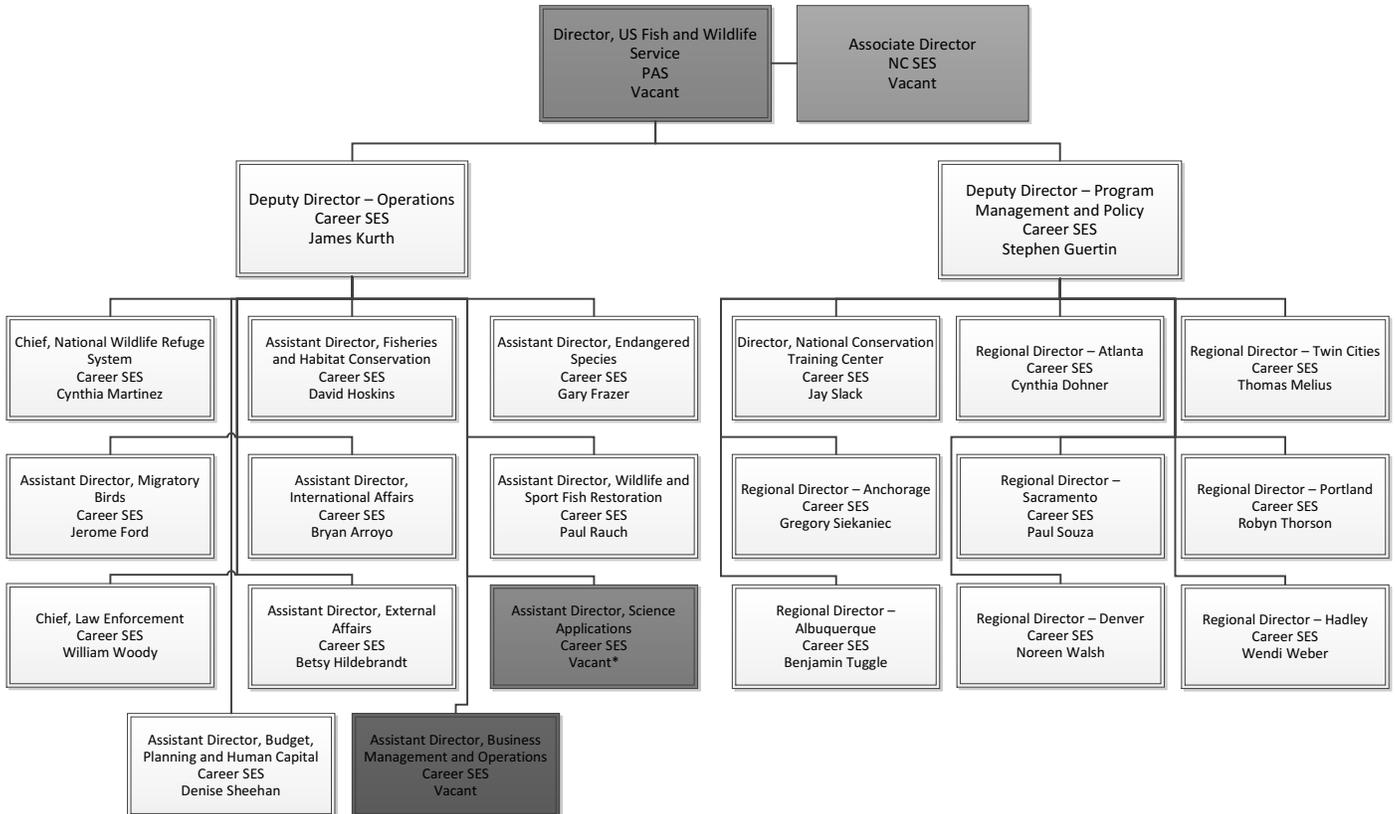
National Park Service



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

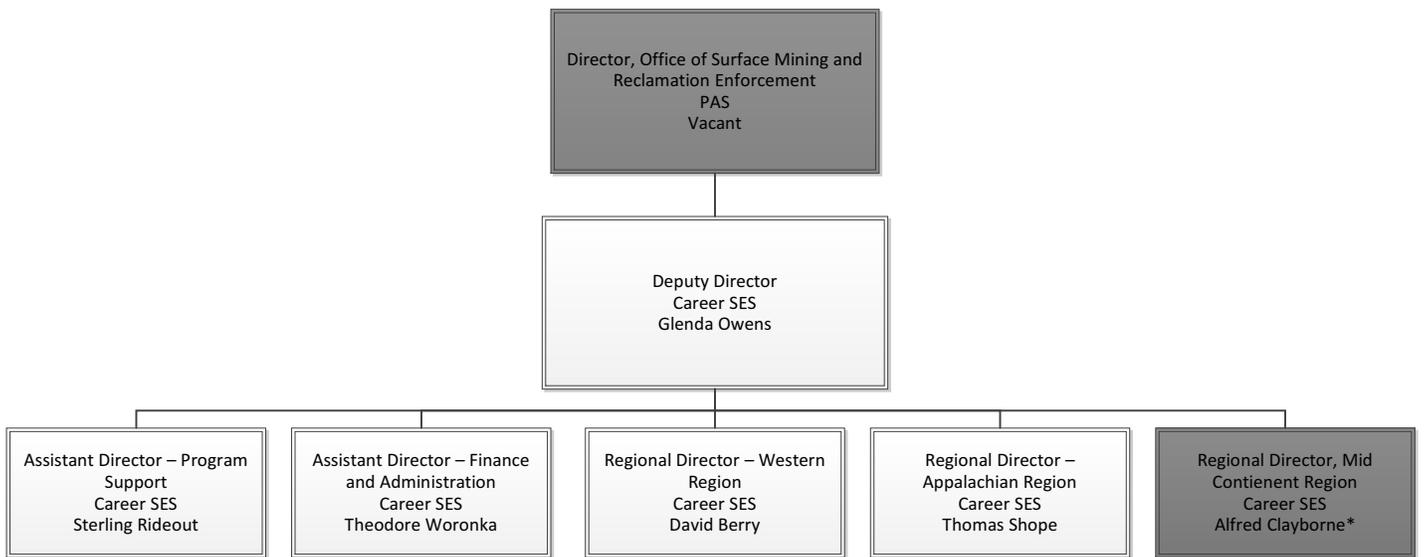
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

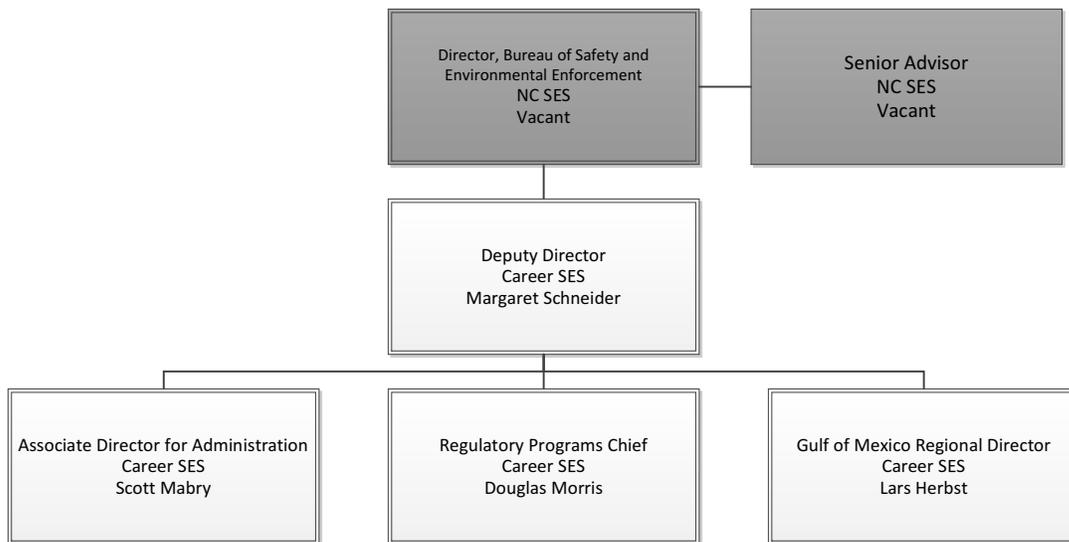
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

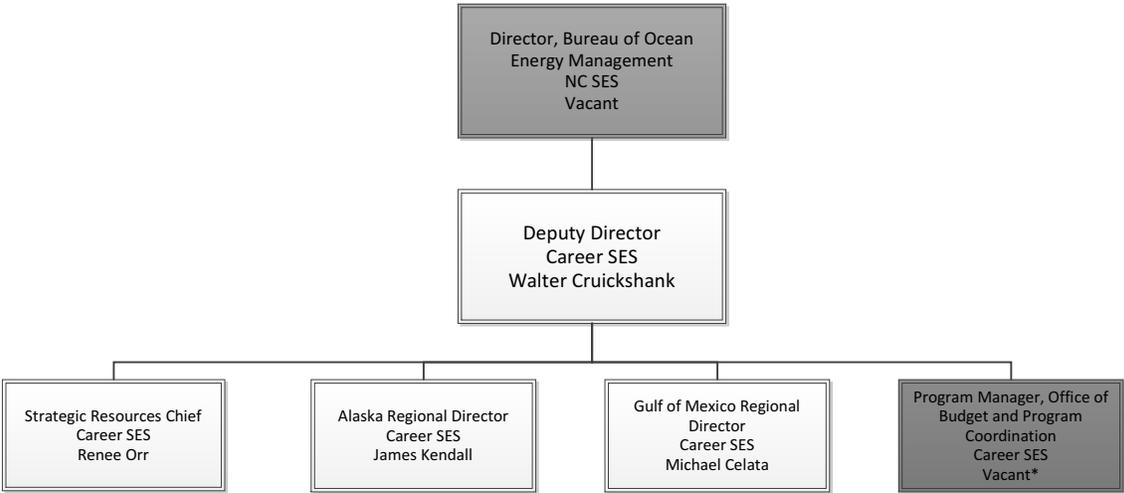
Bureau of Safety and Environmental Enforcement



Color Code Legend

Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

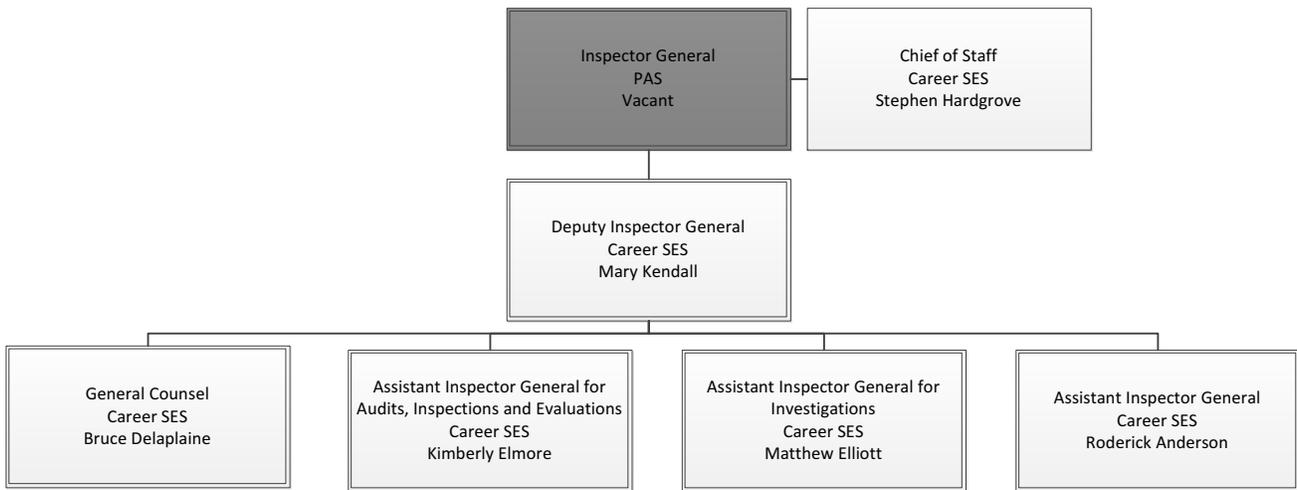
Bureau of Ocean Energy Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Office of the Inspector General

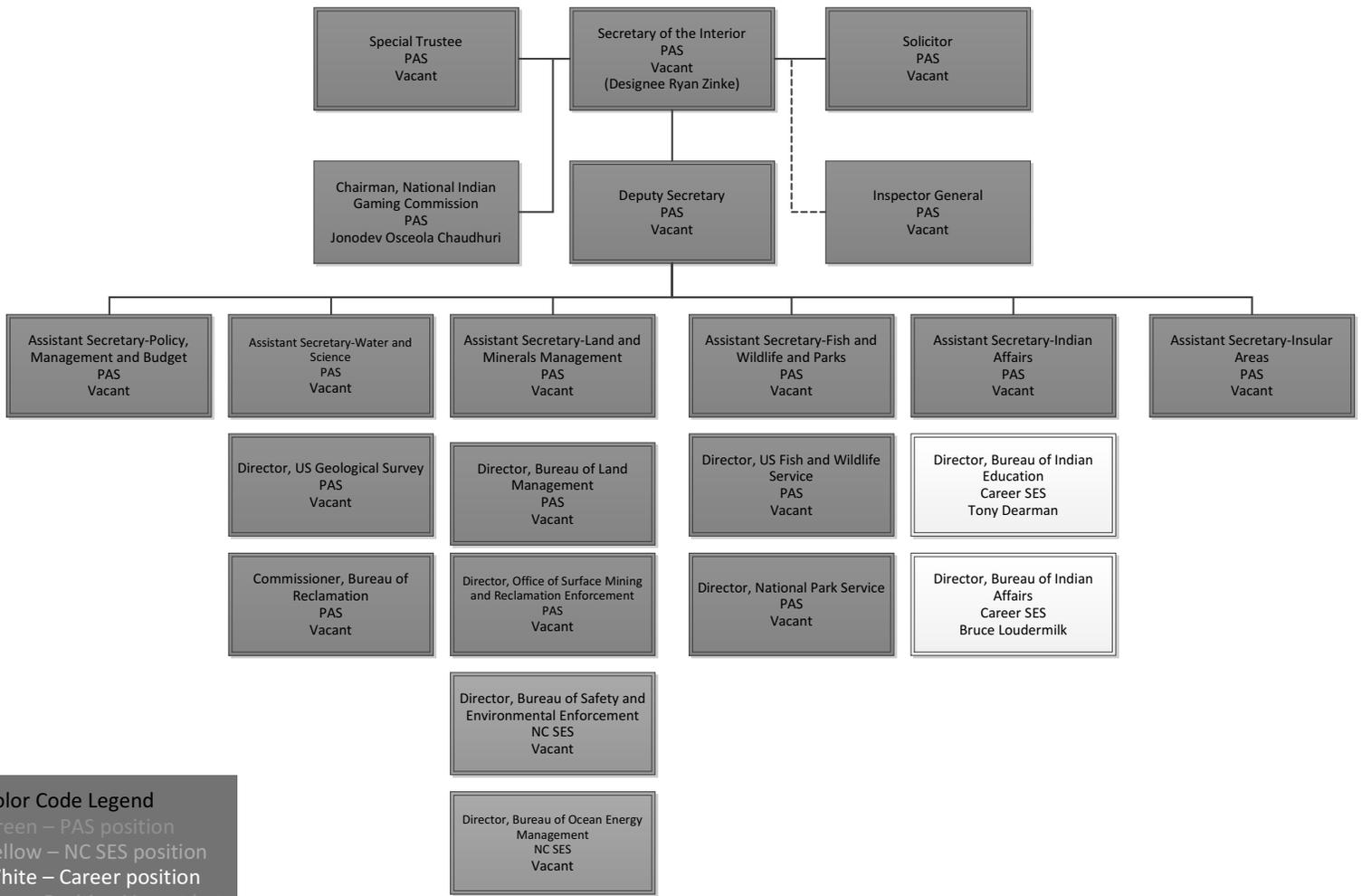


Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Notes Summary:

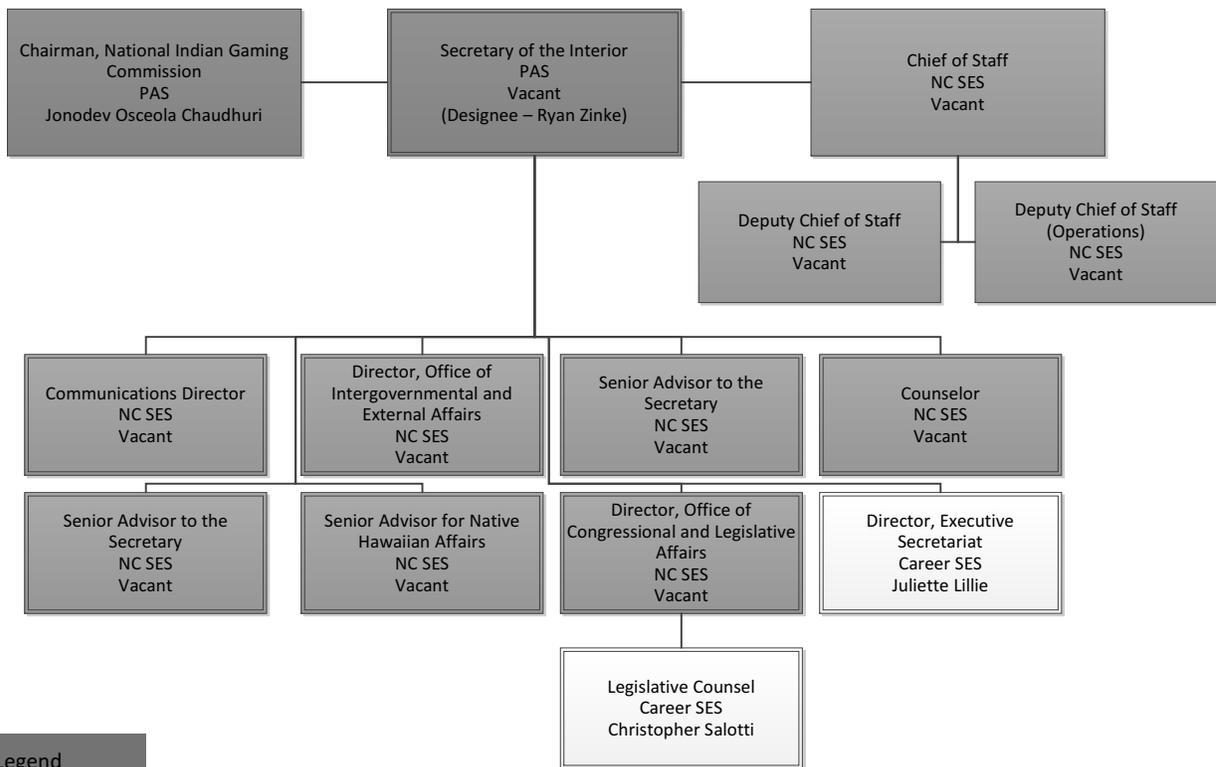
No speaker notes are contained in this presentation.

Department of the Interior
Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

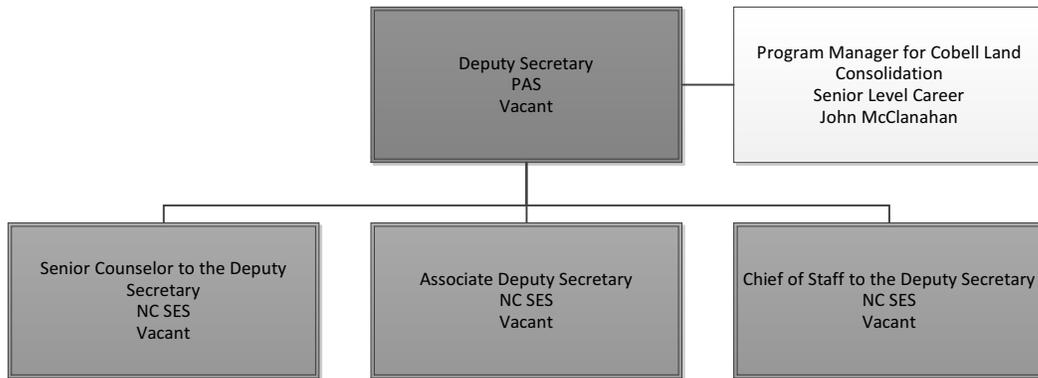
Secretary's Immediate Office



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

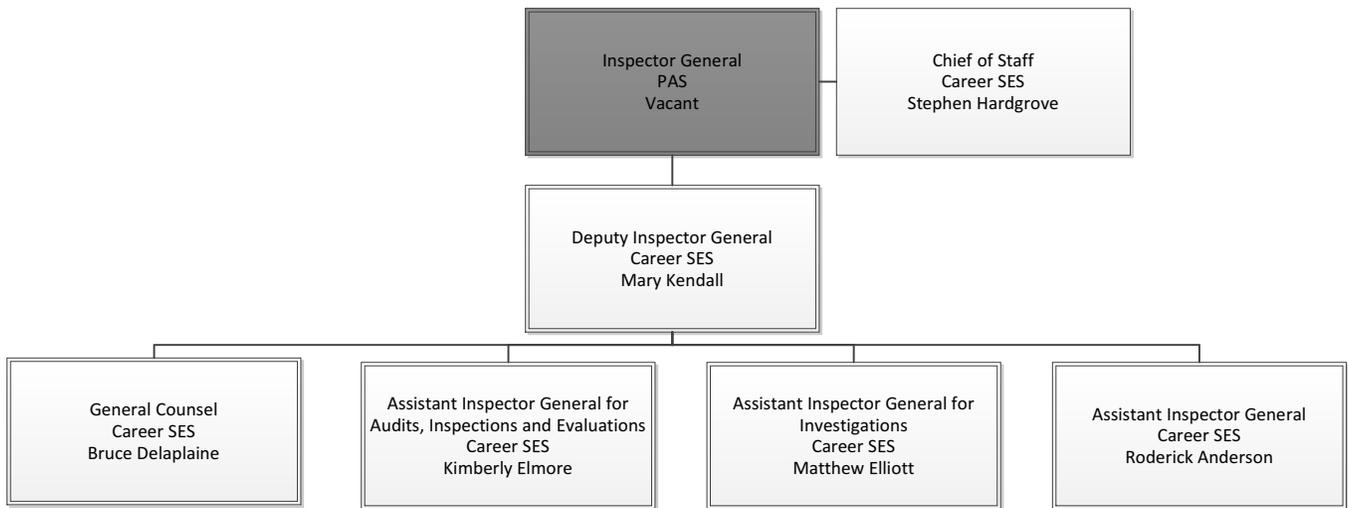
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Inspector General



Color Code Legend

Green – PAS position

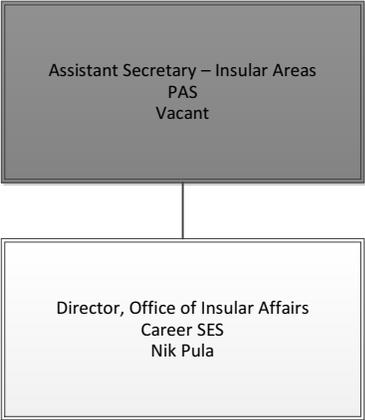
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

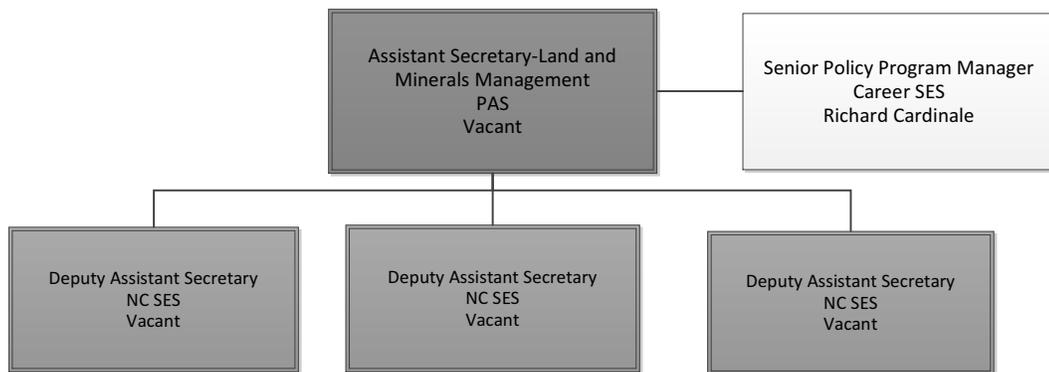
Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

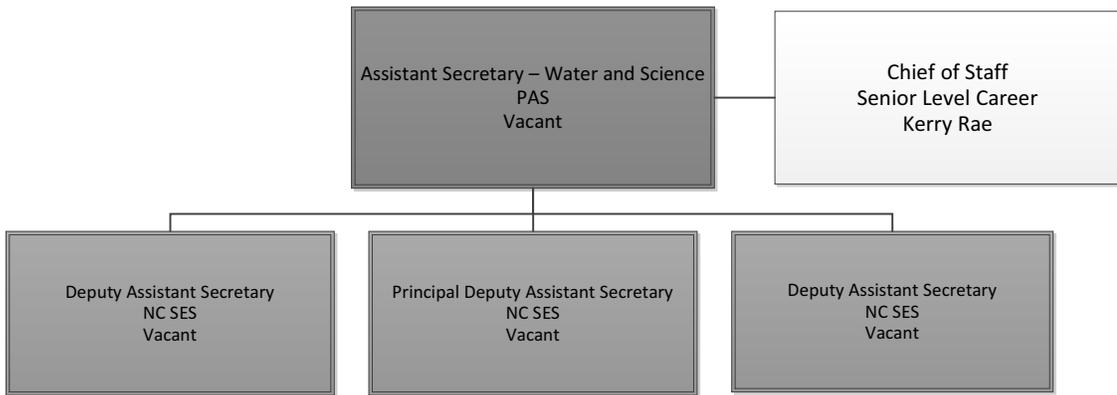
Yellow – NC SES position

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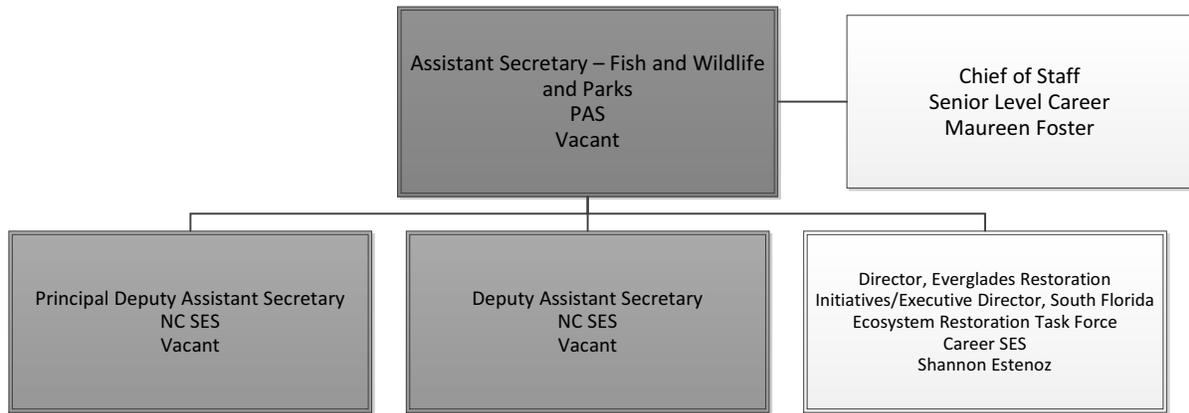
Red – Position Vacant

Assistant Secretary – Water and Science



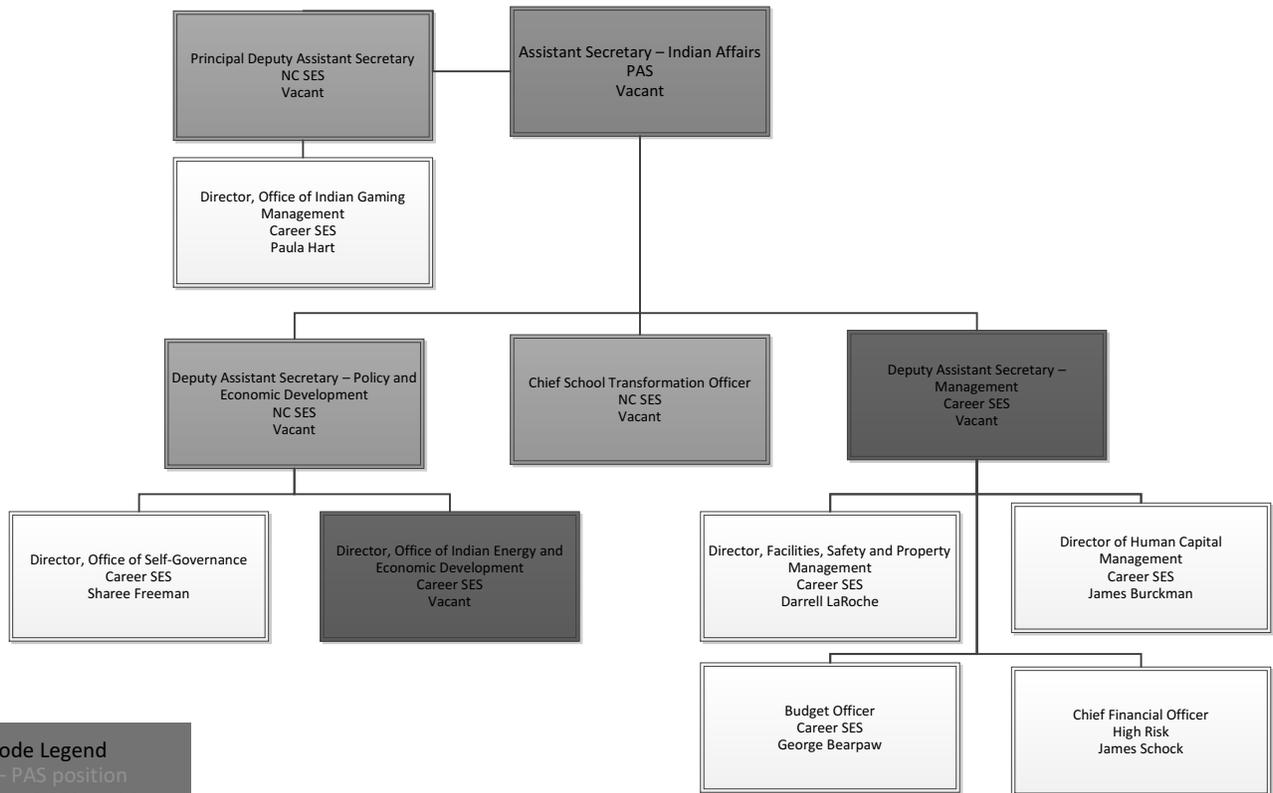
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

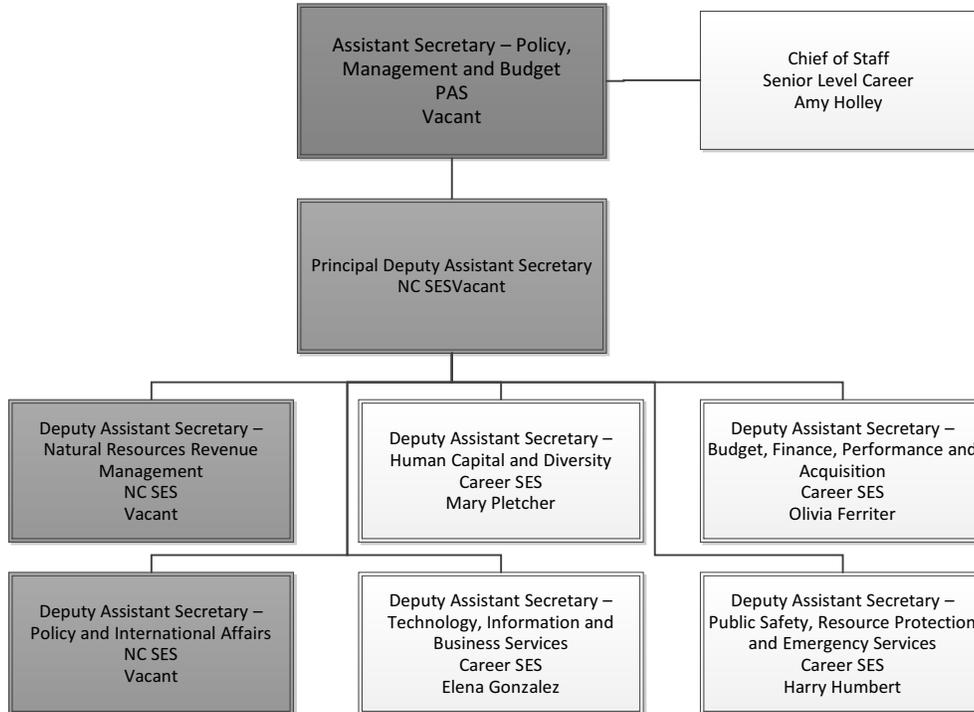
Assistant Secretary – Indian Affairs



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

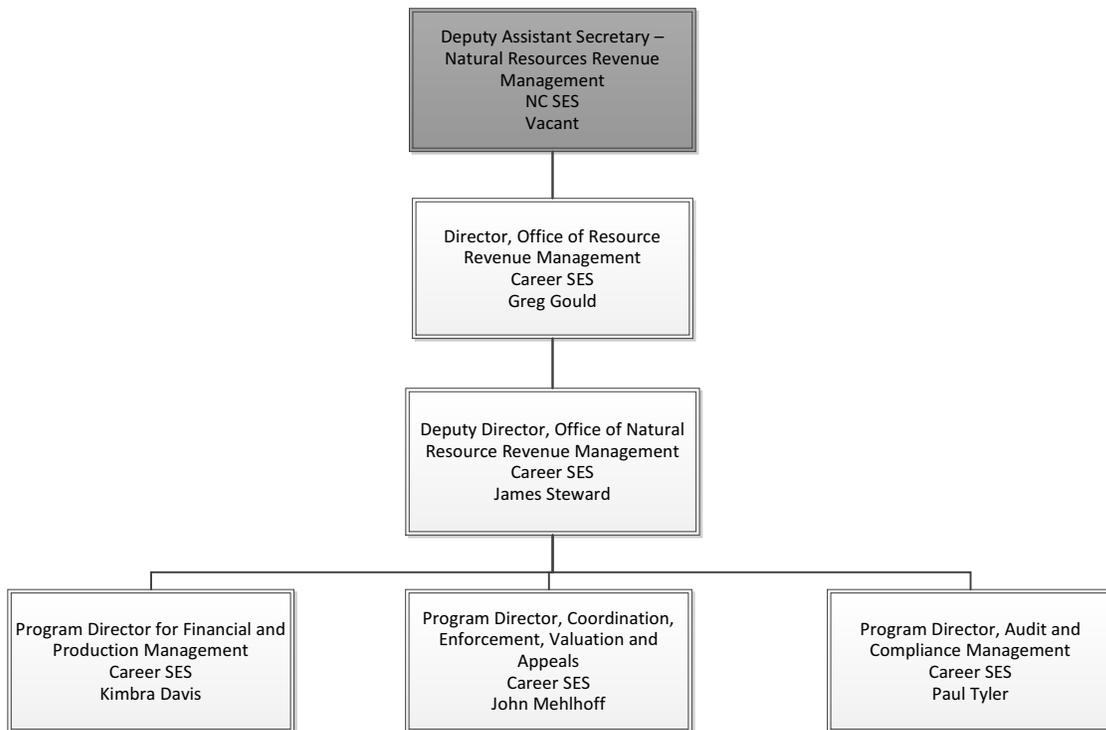
Assistant Secretary – Policy, Management and Budget



Color Code Legend

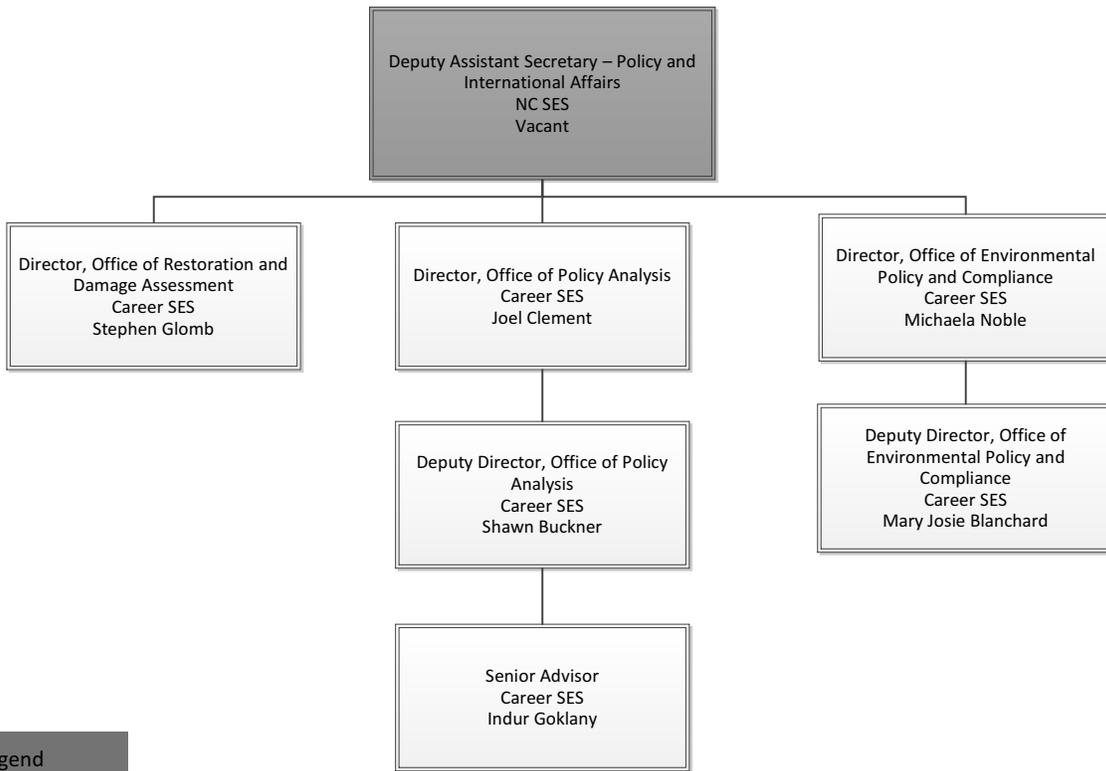
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



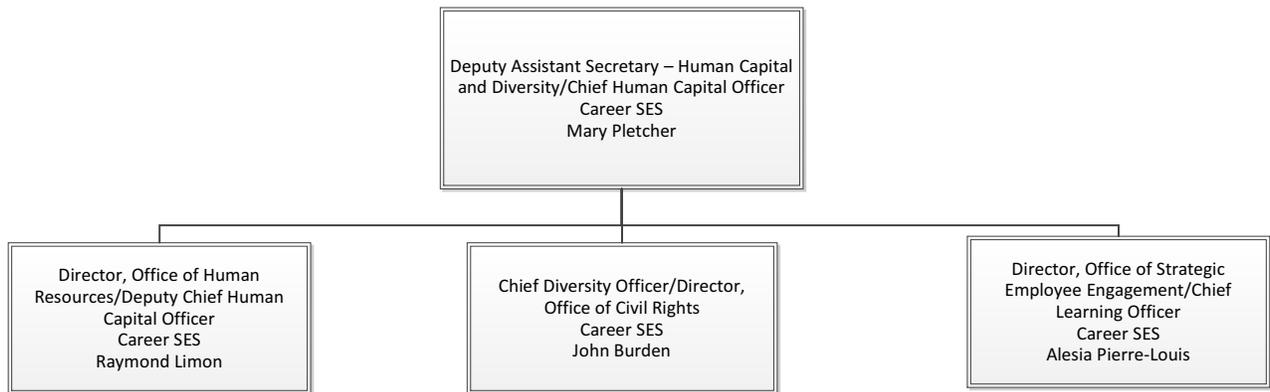
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
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Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Policy and International Affairs



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

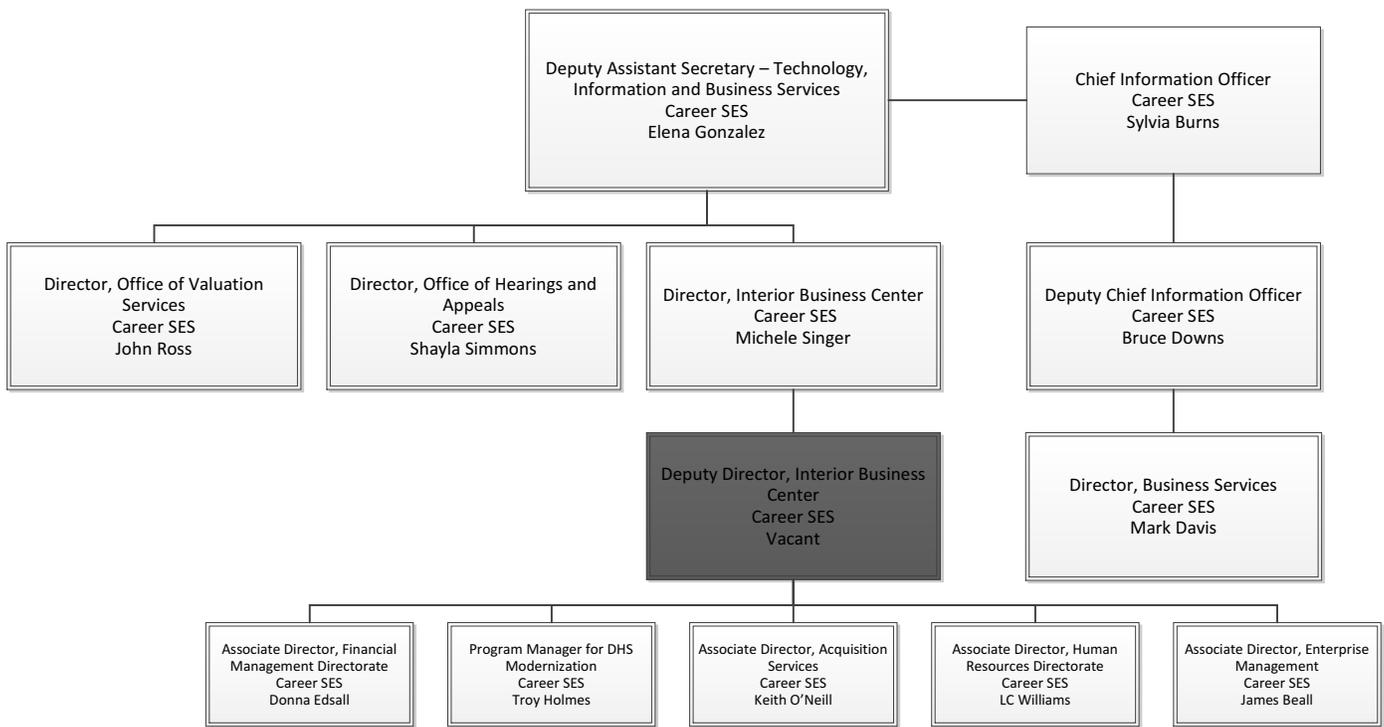
Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



Color Code Legend

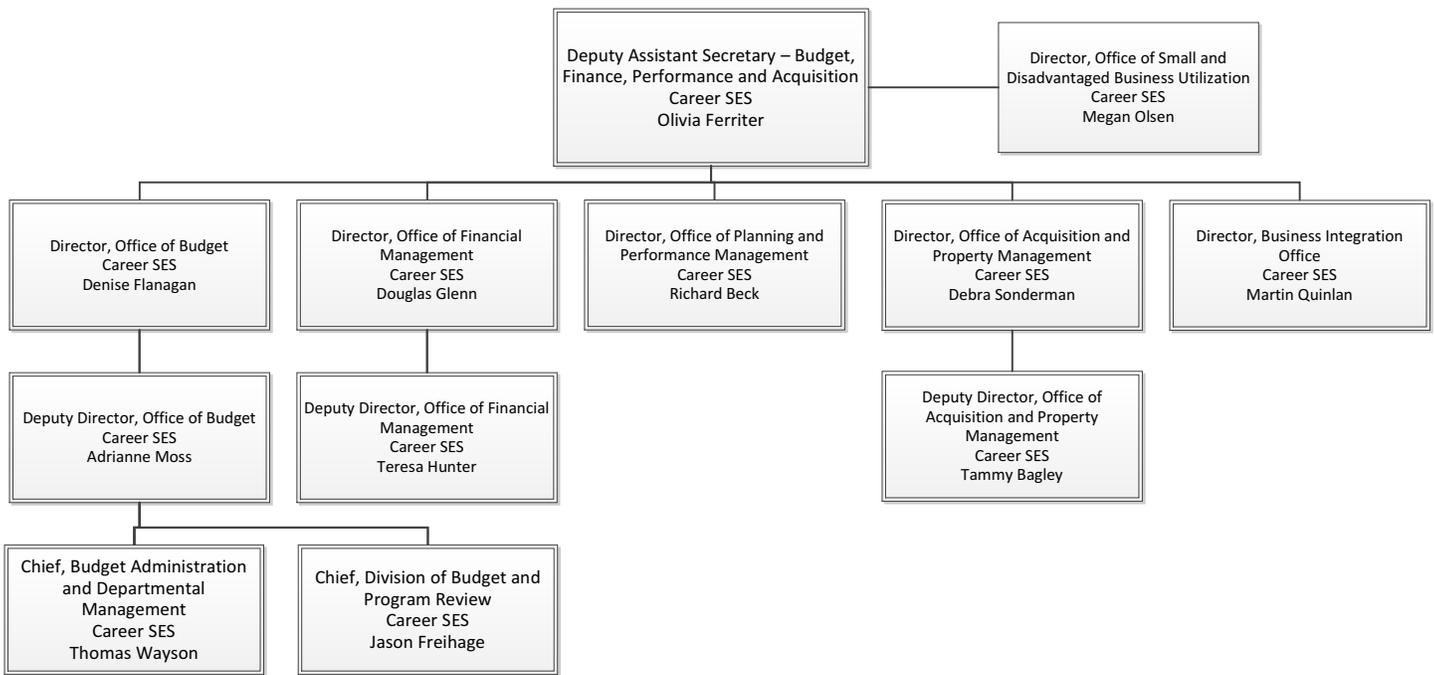
Green – PAS position
Yellow – NC SES position
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Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



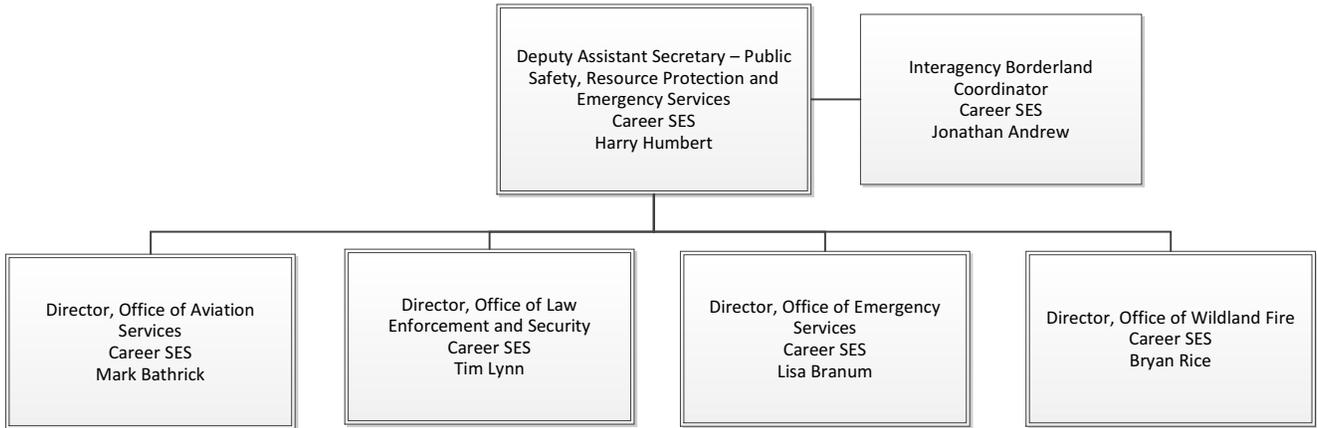
Color Code Legend
 Green – PAS position
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Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



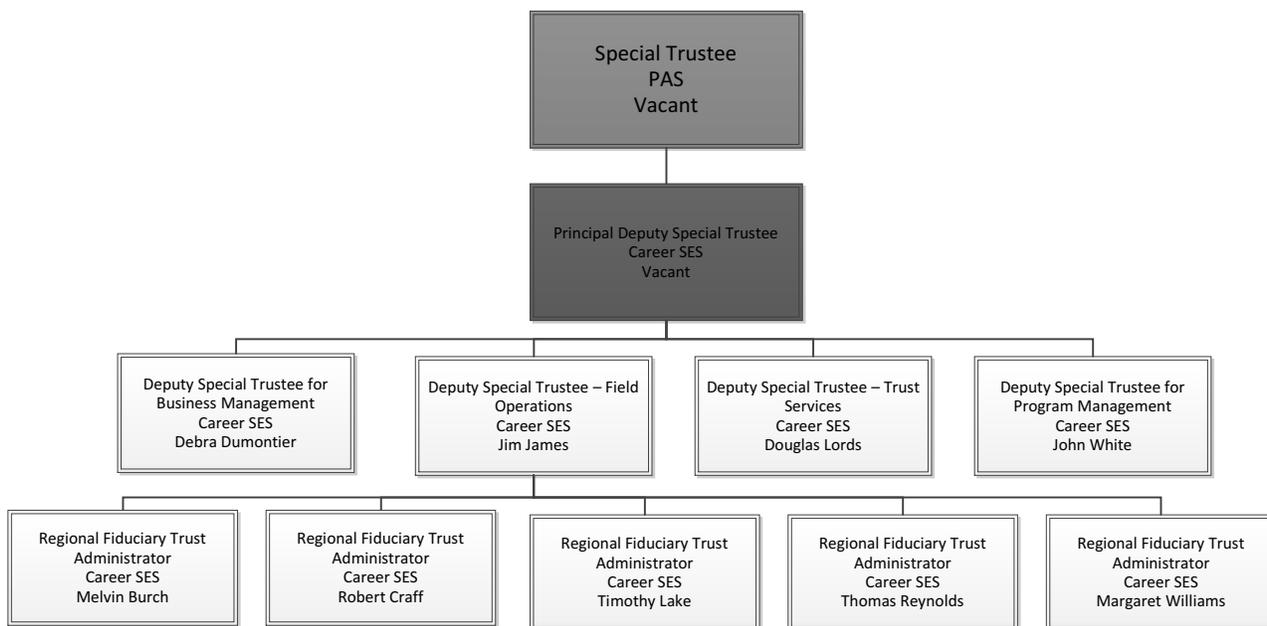
Color Code Legend
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 Yellow – NC SES position
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 Blue – Position Vacant but
 Obligated
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Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



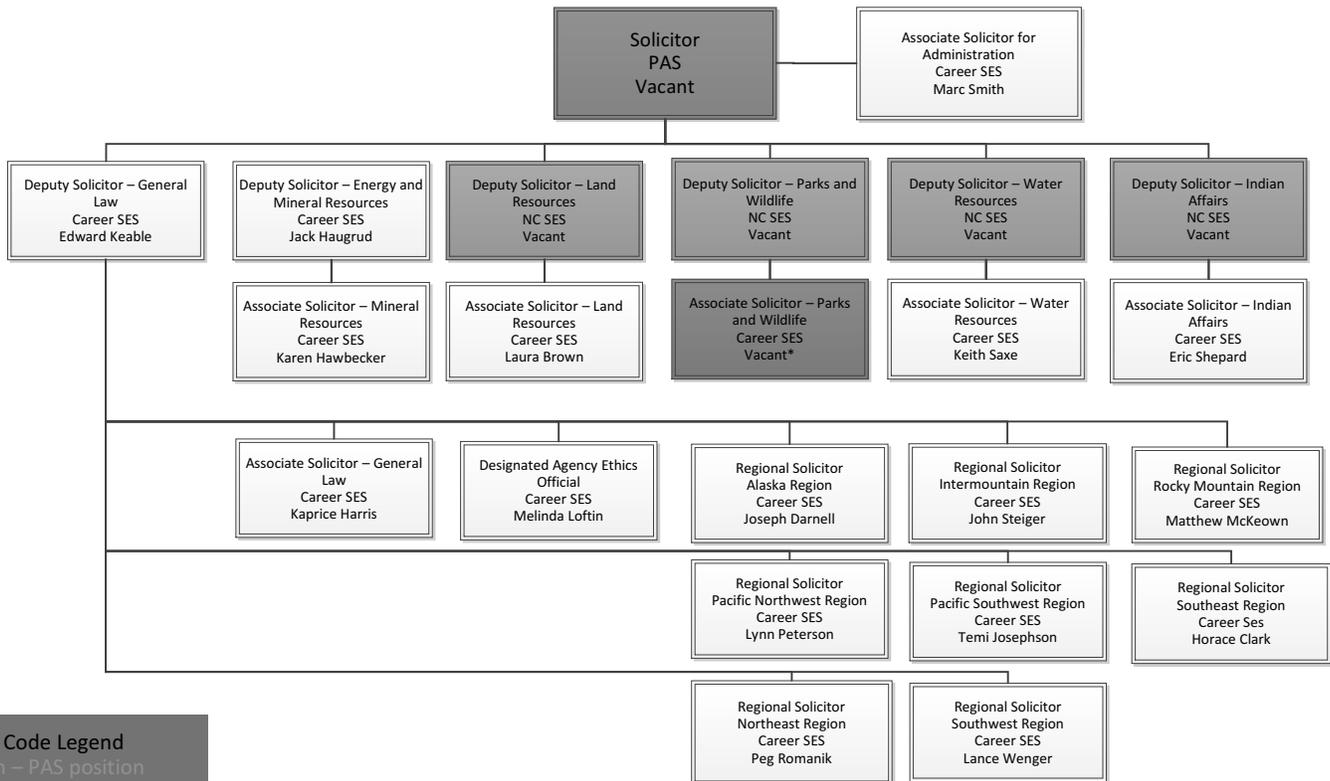
Color Code Legend
Green – PAS position
Yellow – NC SES position
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Blue – Position Vacant but Obligated
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Office of the Special Trustee for American Indians



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
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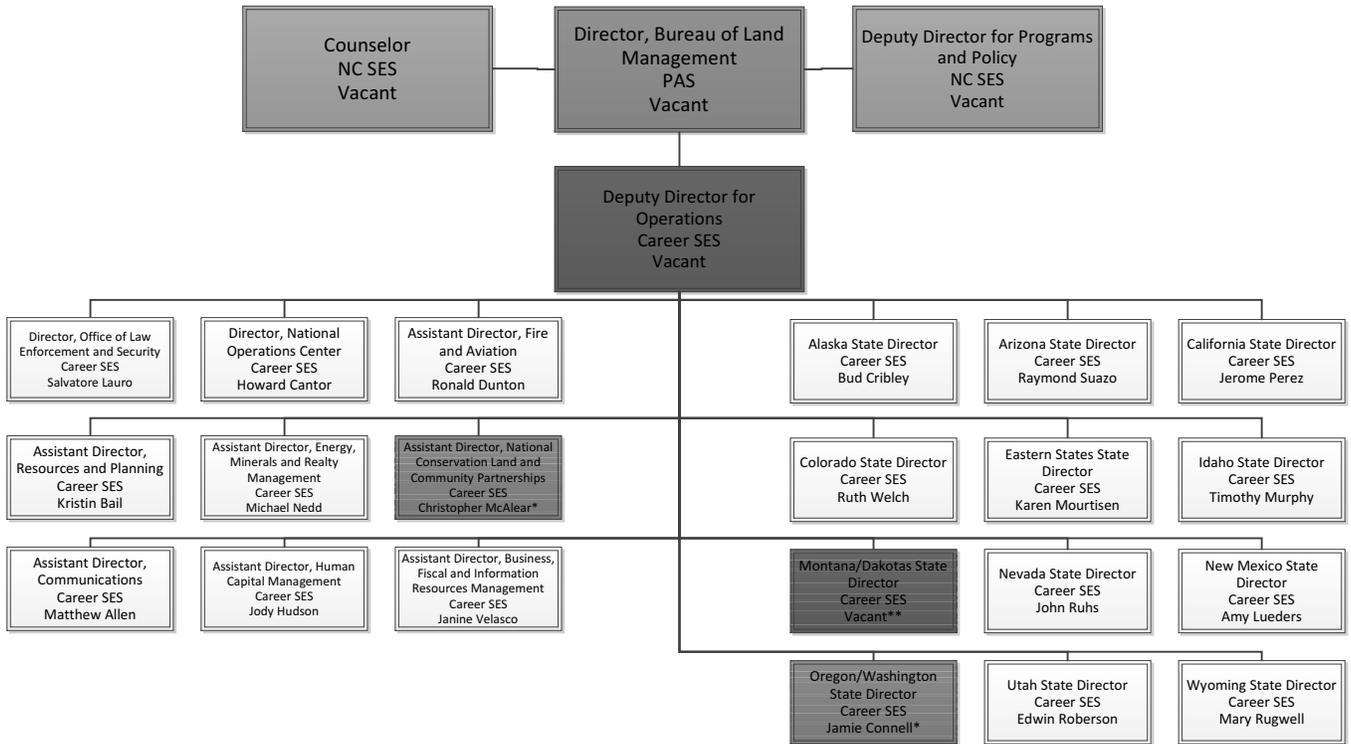
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
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*Decision made but not yet processed

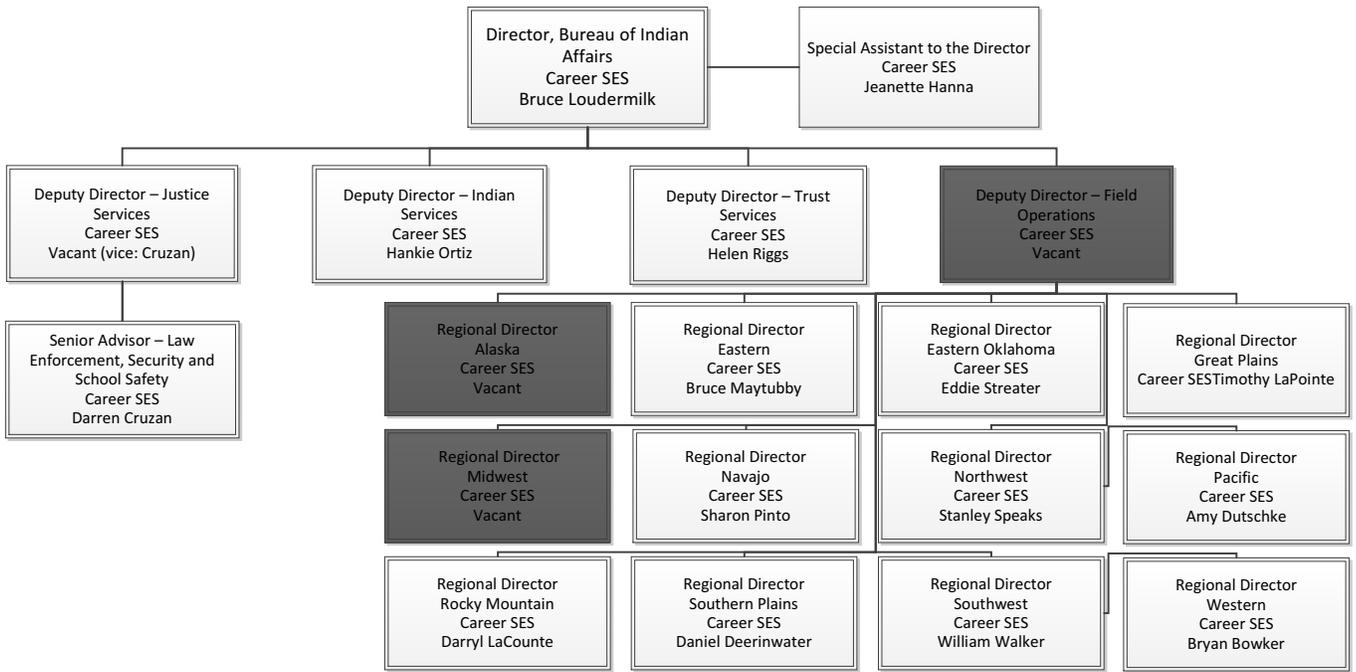
Bureau of Land Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
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 **Will be vacant pending Connell reassignment

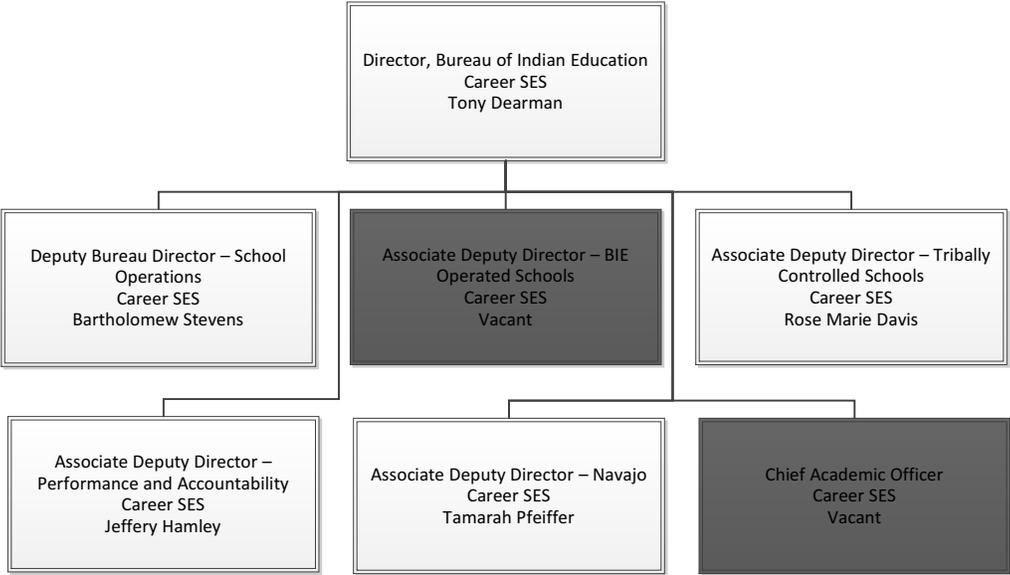
Bureau of Indian Affairs



Color Code Legend

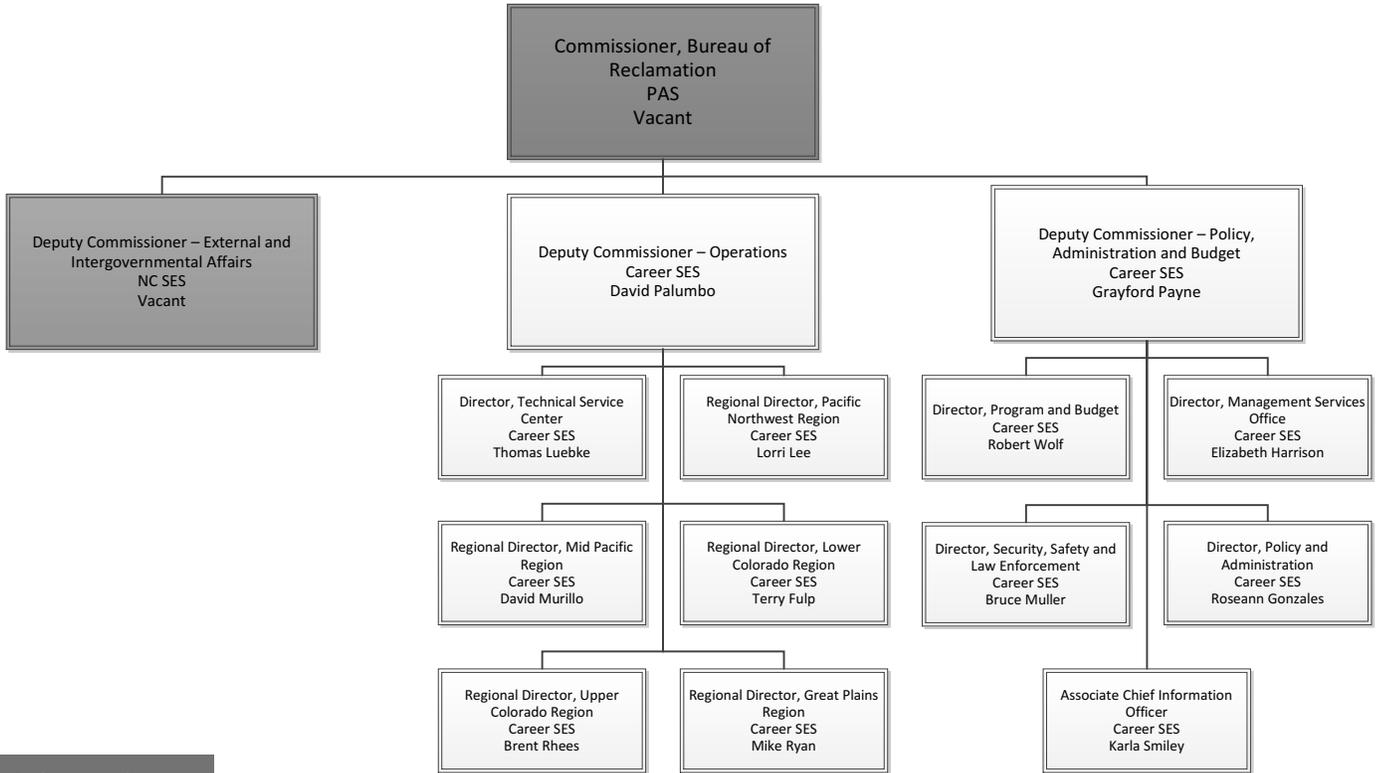
- Green – PAS position
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Bureau of Indian Education



Color Code Legend
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 Yellow – NC SES position
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 Red – Position Vacant

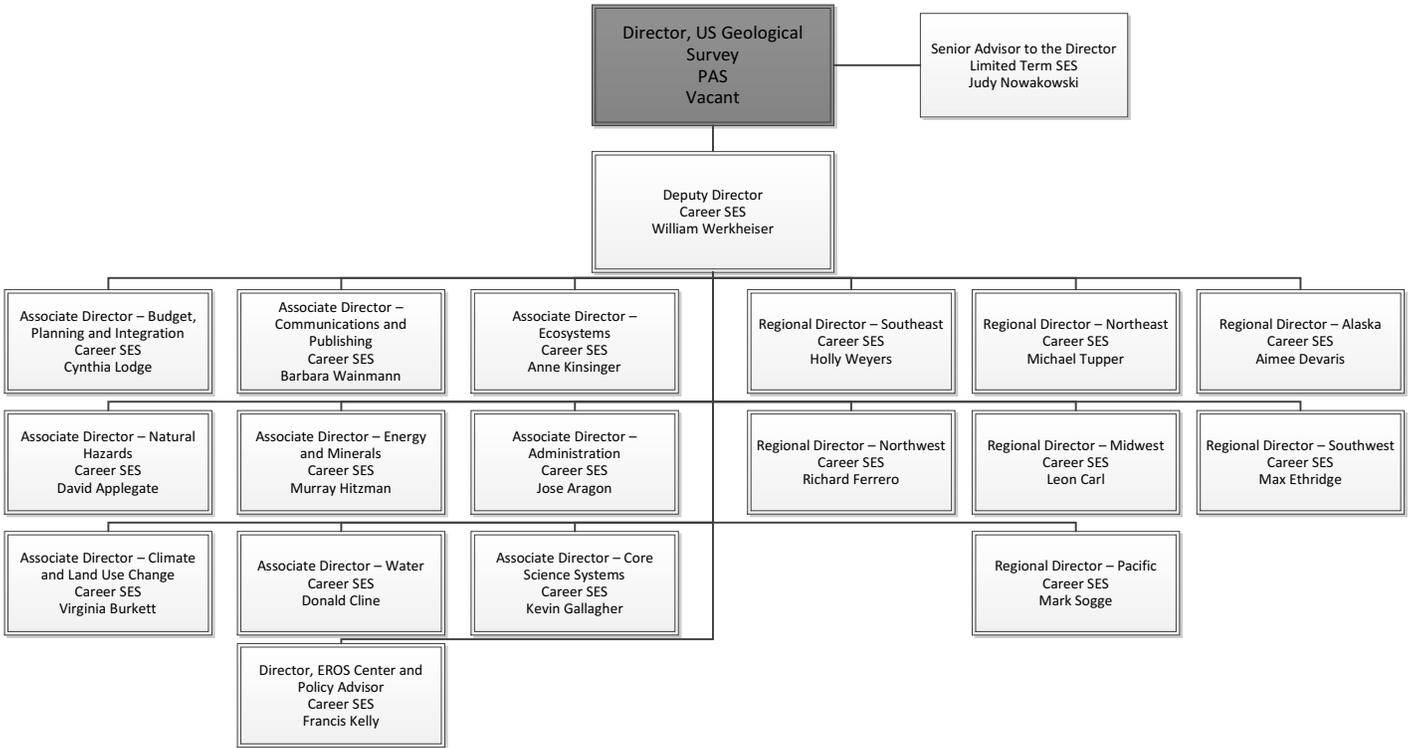
Bureau of Reclamation



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

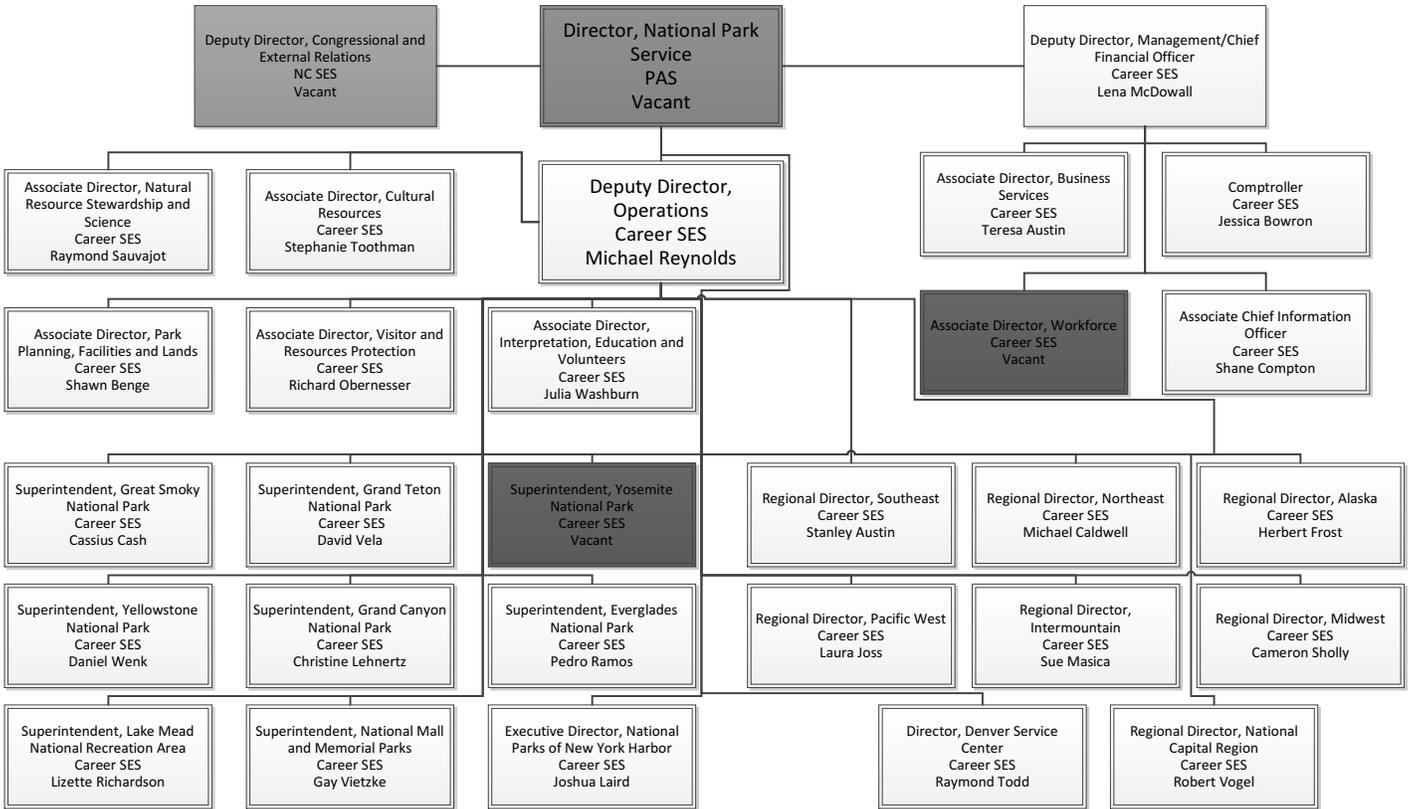
US Geological Survey



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

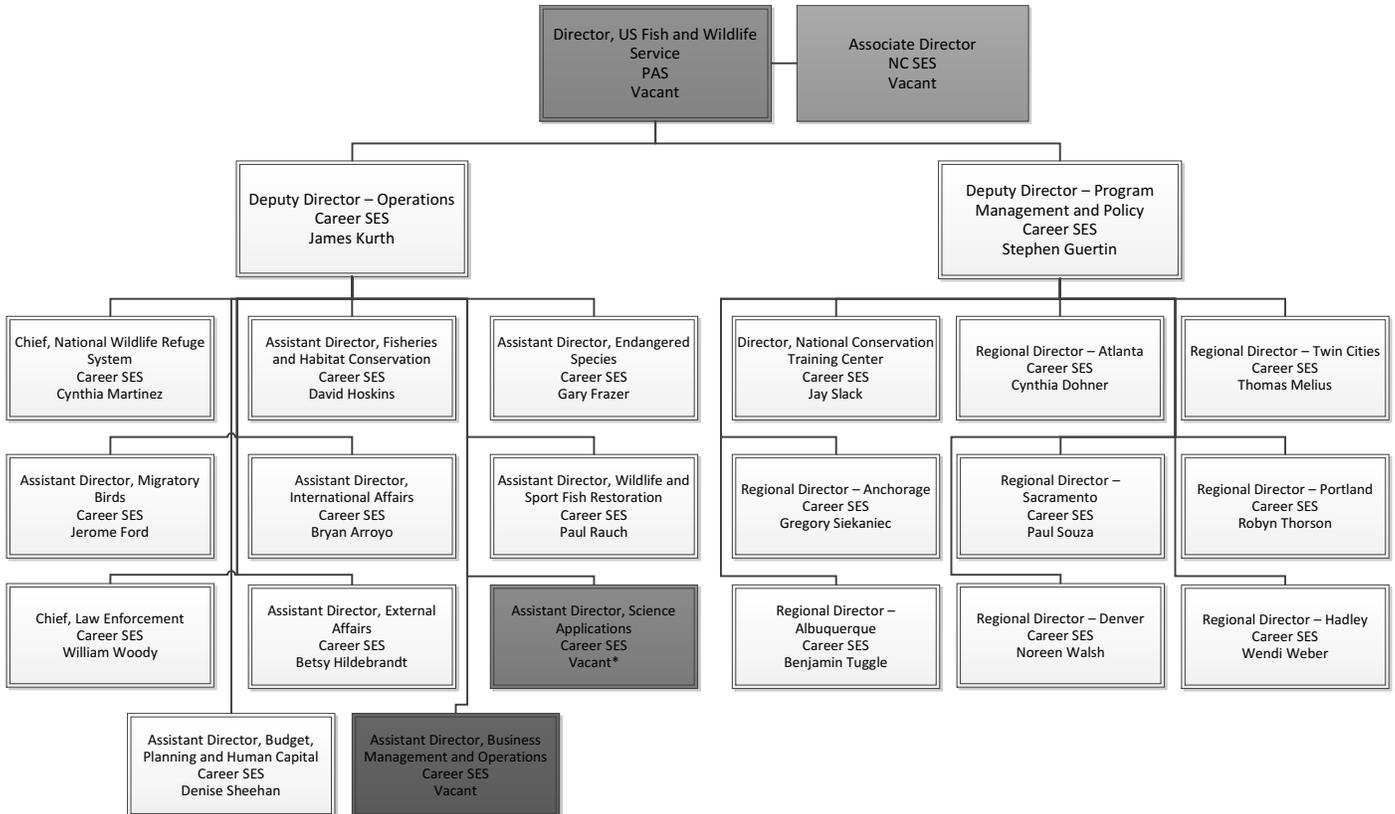
National Park Service



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
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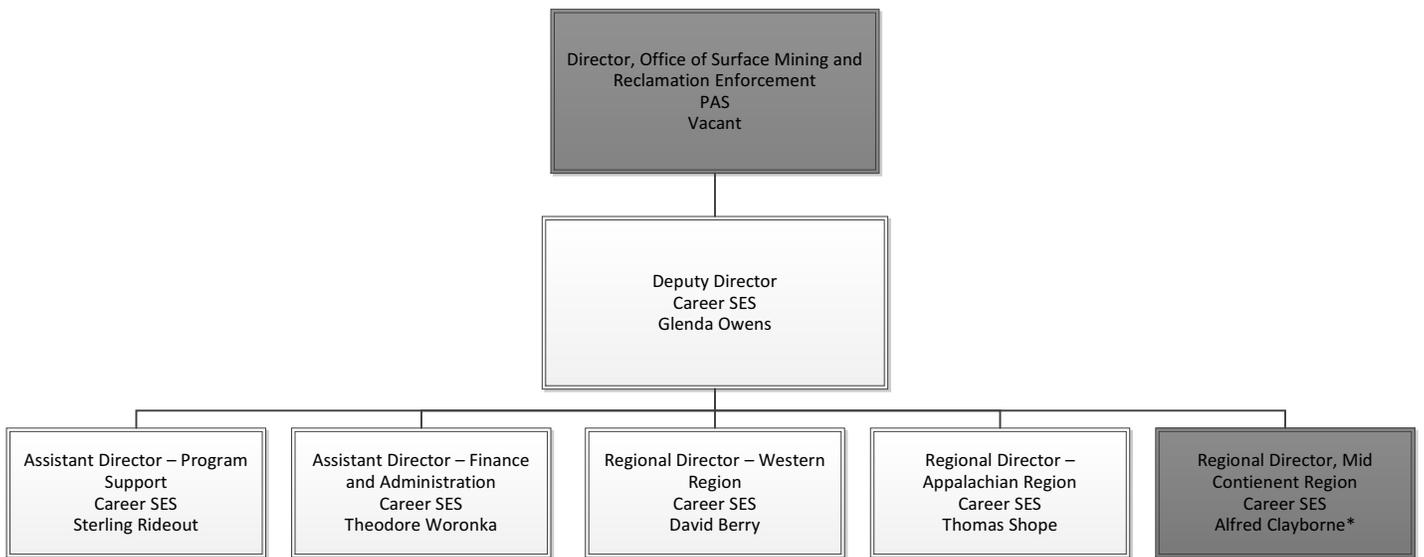
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

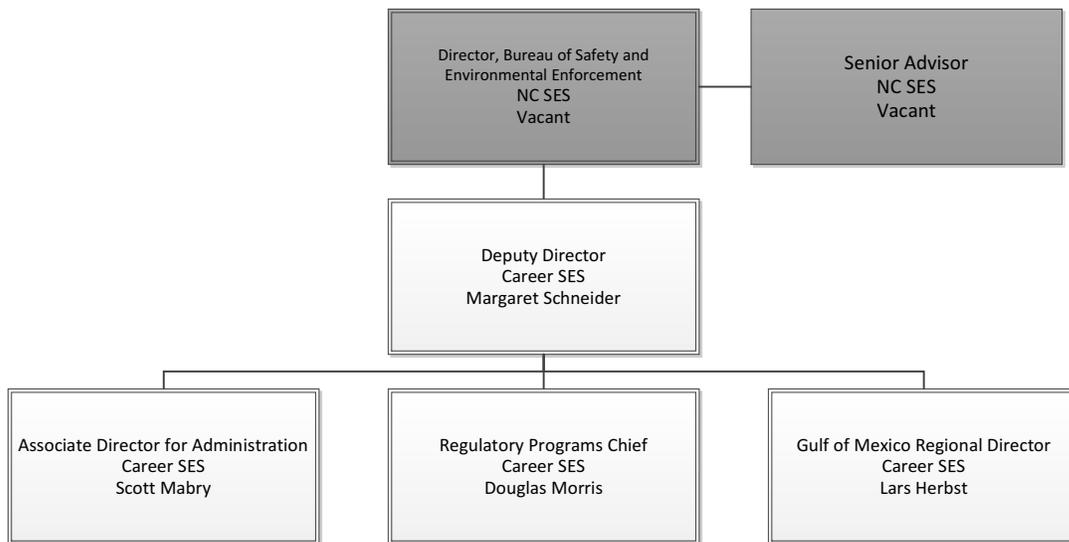
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

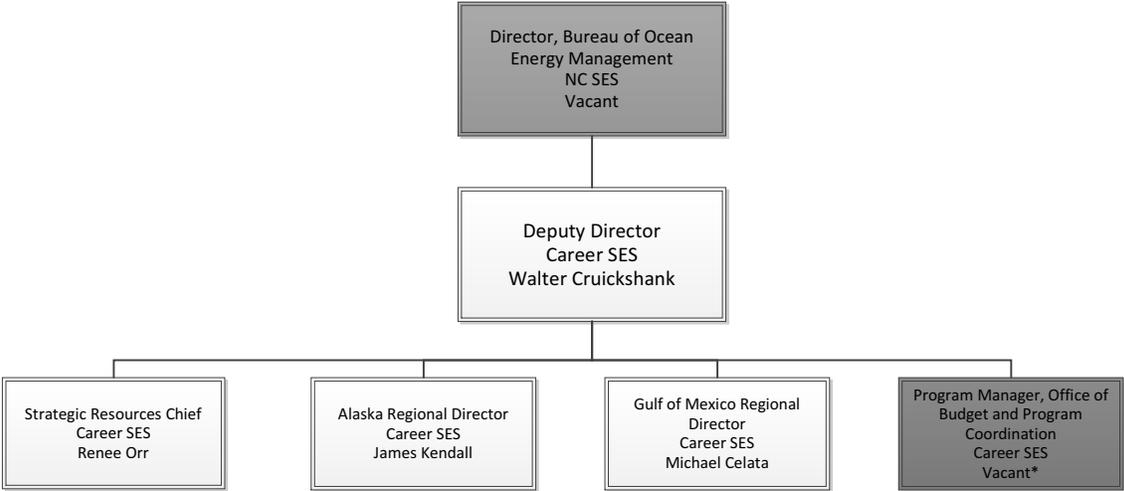
*Decision made but not yet processed

Bureau of Safety and Environmental Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
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Red – Position Vacant

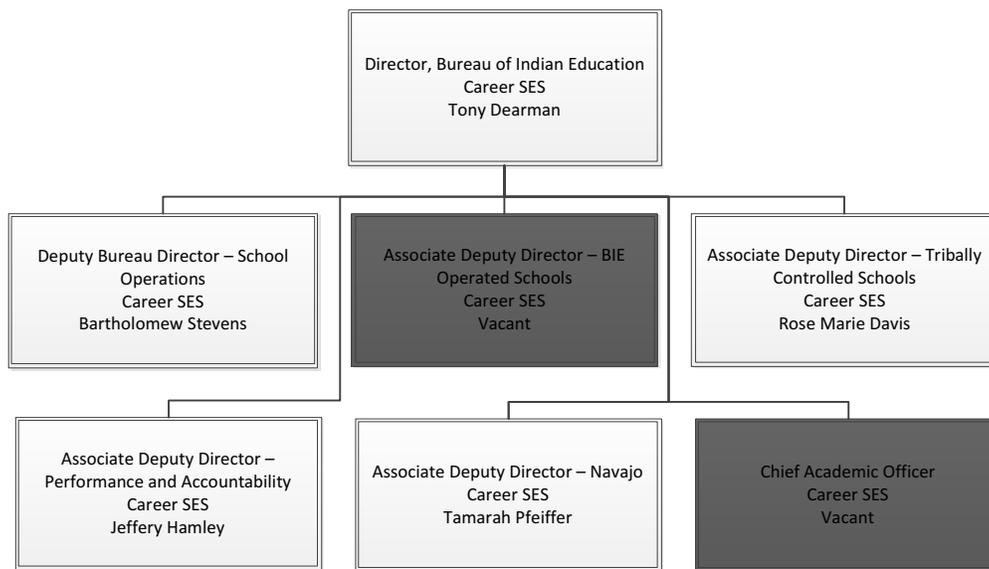
Bureau of Ocean Energy Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Bureau of Indian Education



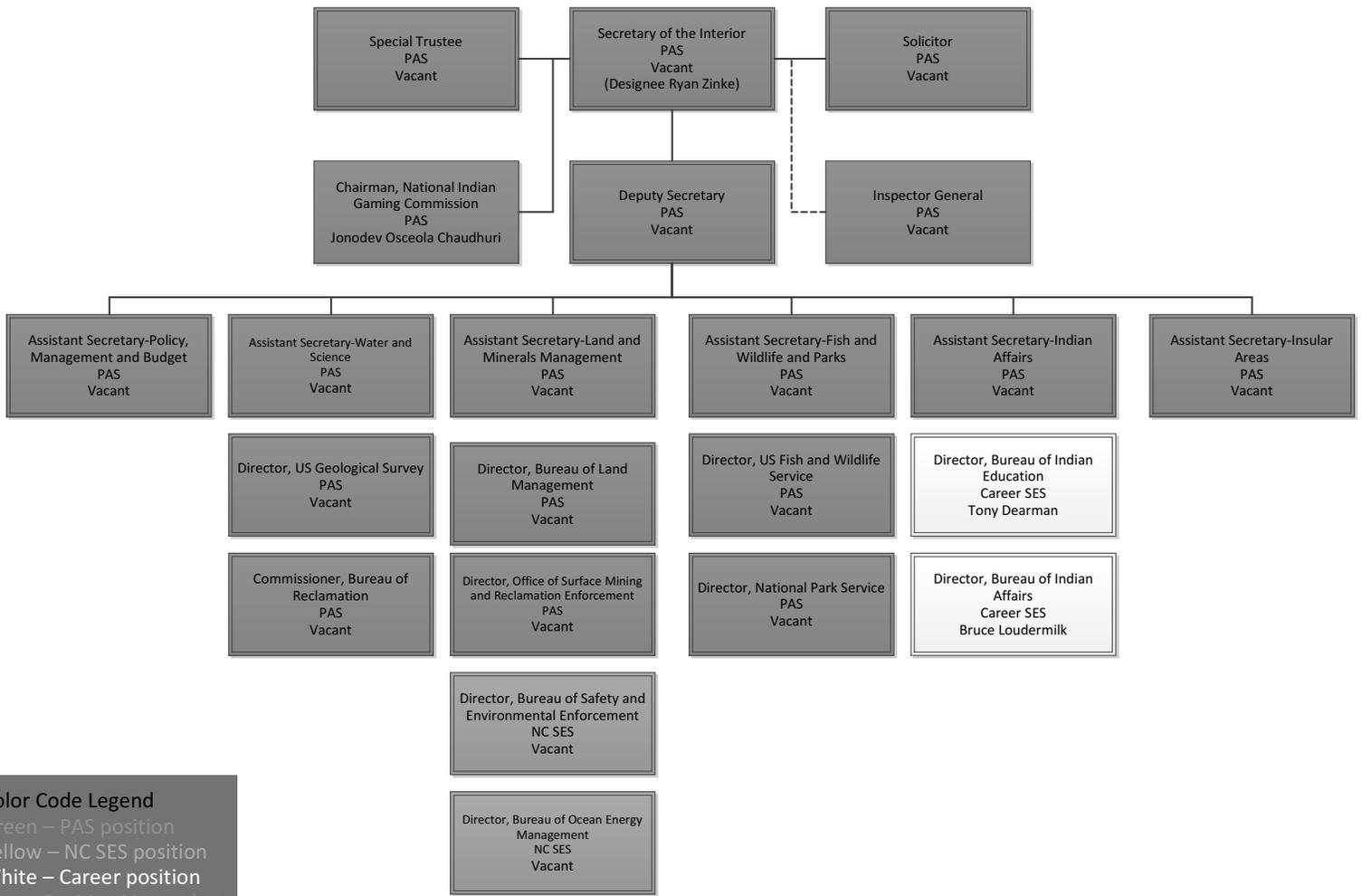
Color Code Legend

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Notes Summary:

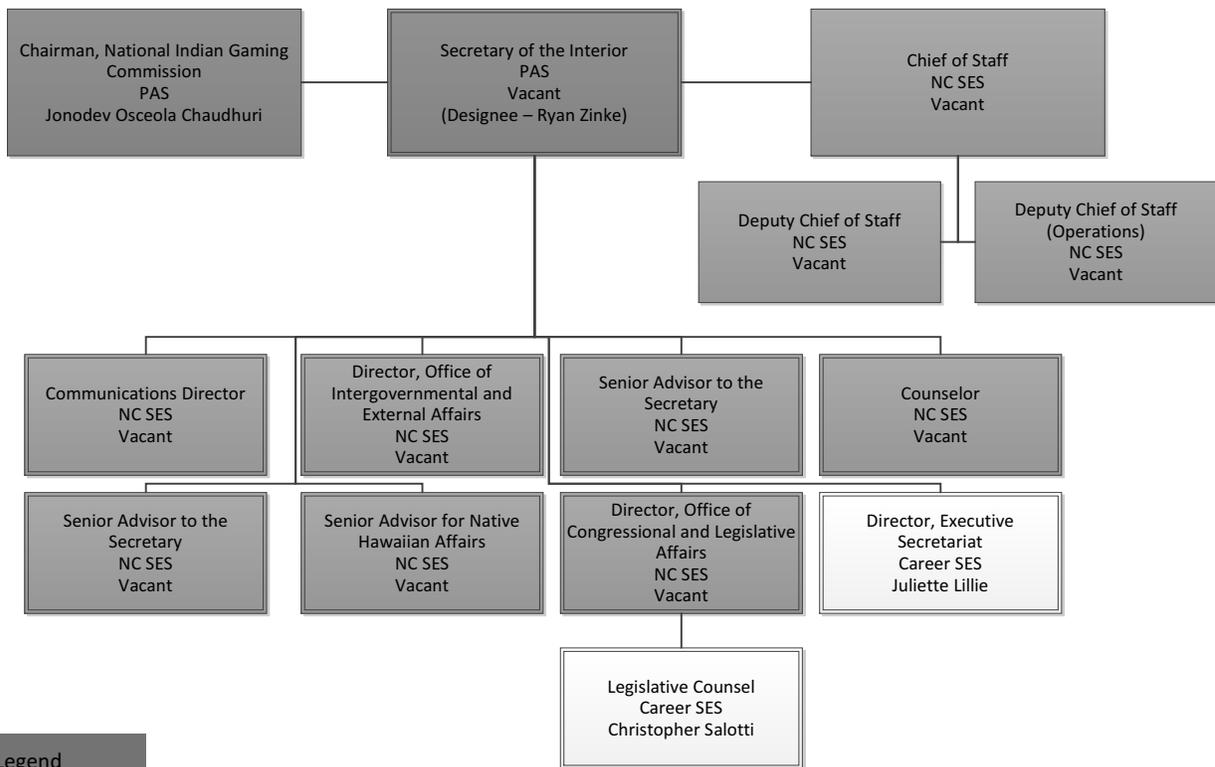
No speaker notes are contained in this presentation.

Department of the Interior
Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



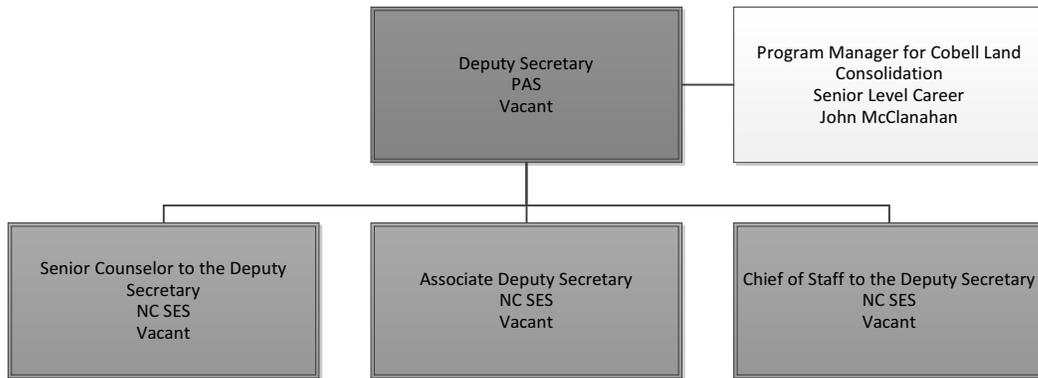
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
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Secretary's Immediate Office



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

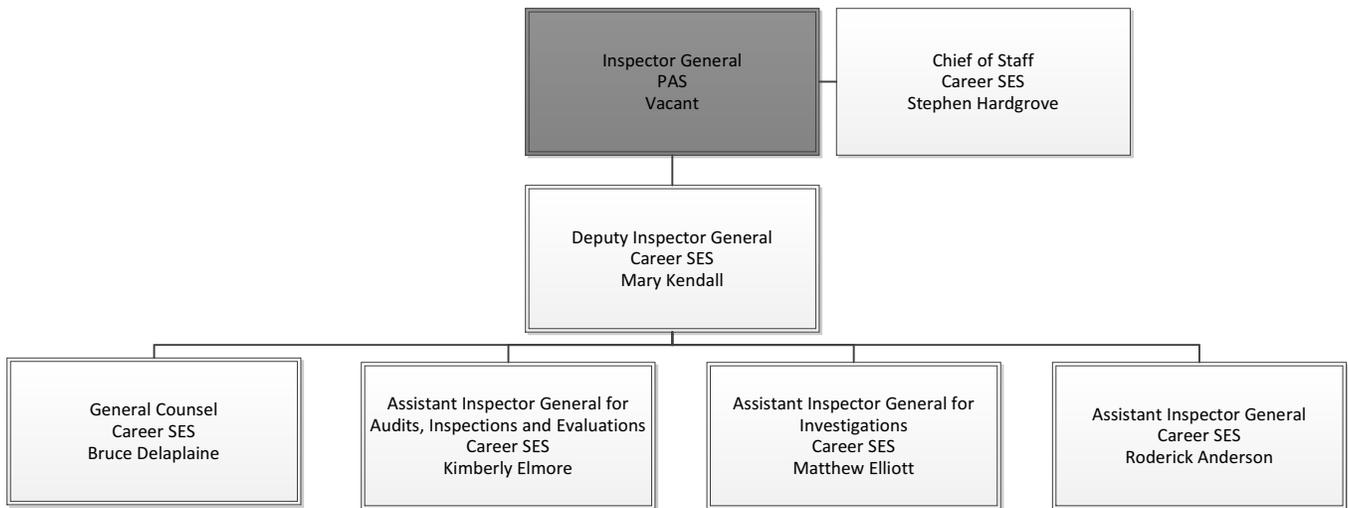
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Blue – Position Vacant but
Obligated

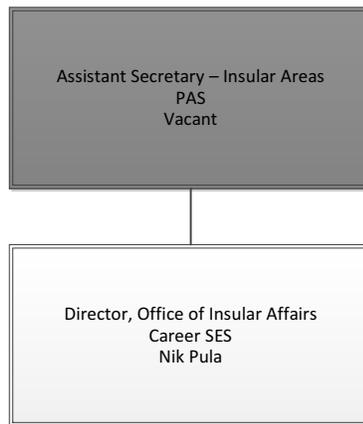
Red – Position Vacant

Office of the Inspector General



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

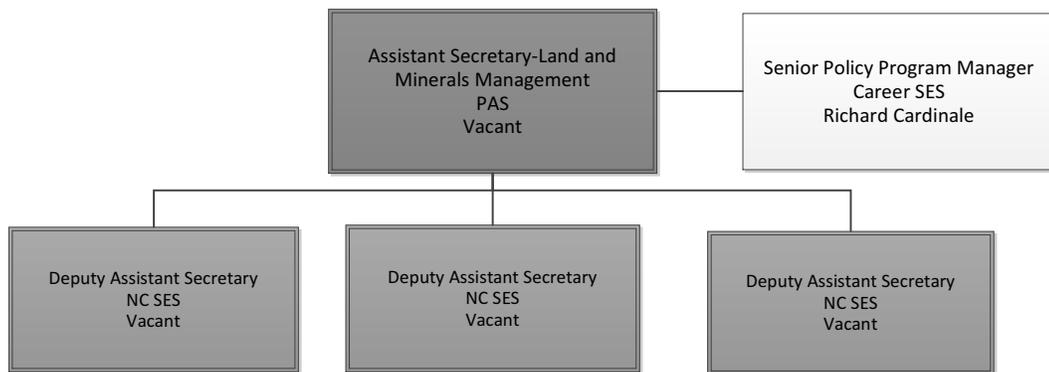
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

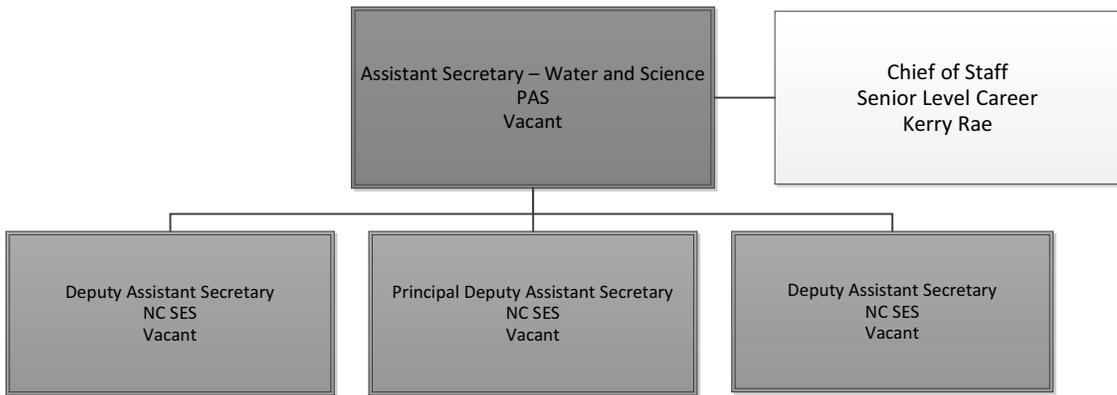
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

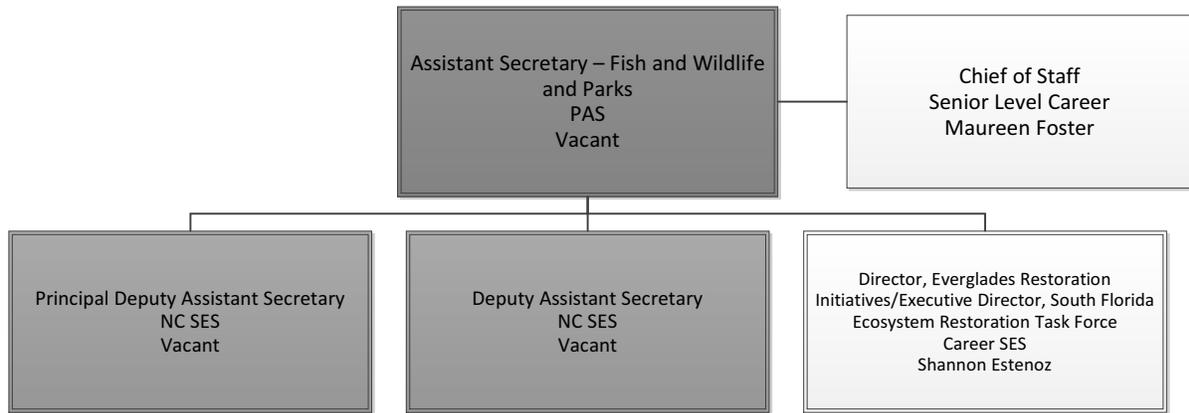
Red – Position Vacant

Assistant Secretary – Water and Science



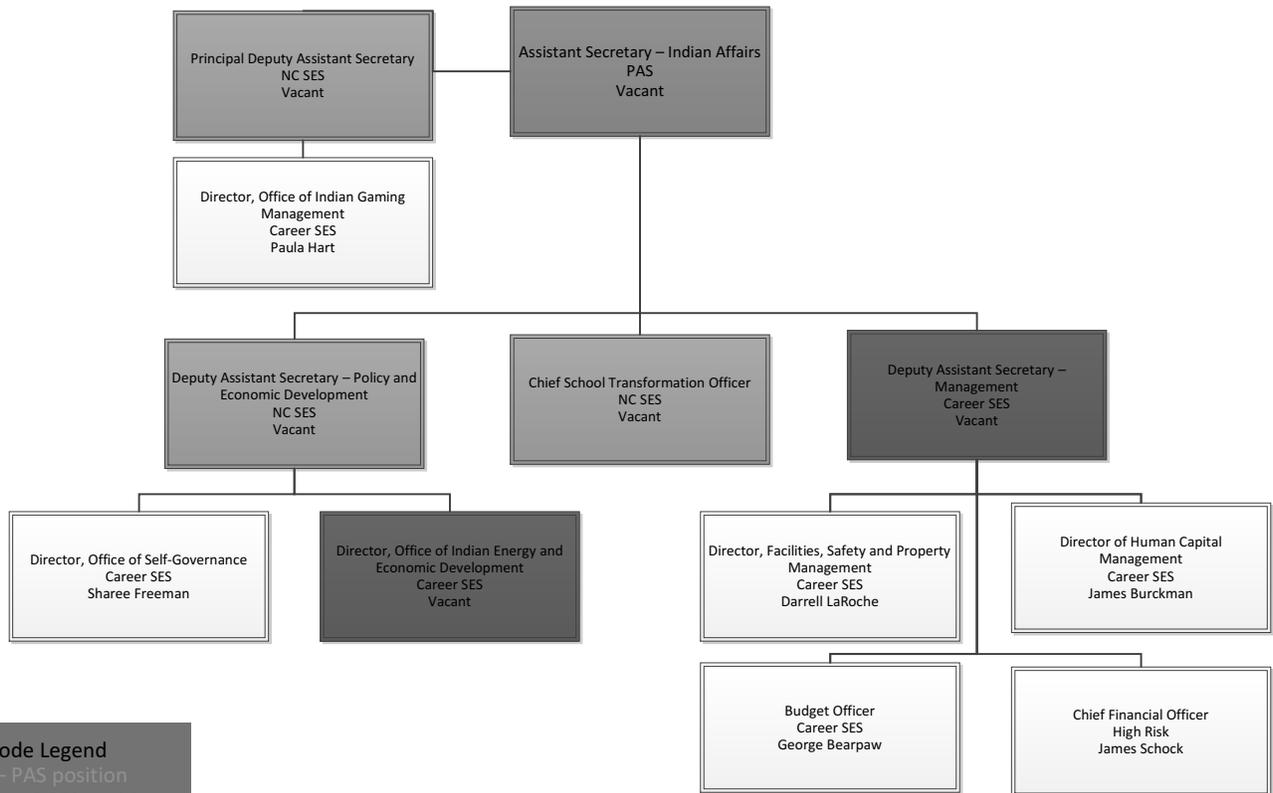
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

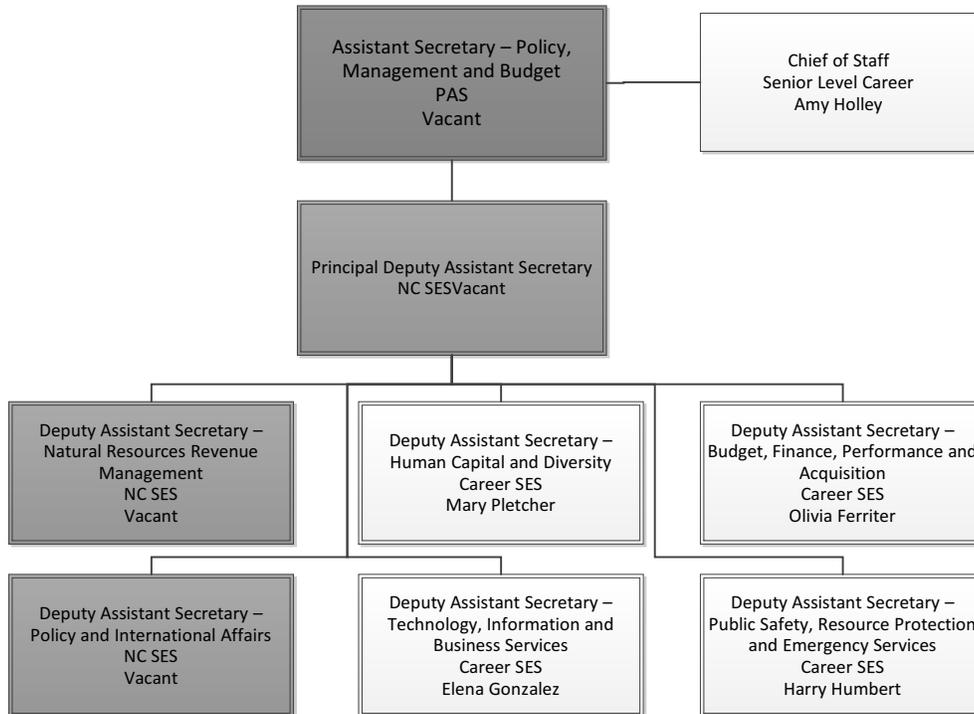
Assistant Secretary – Indian Affairs



Color Code Legend

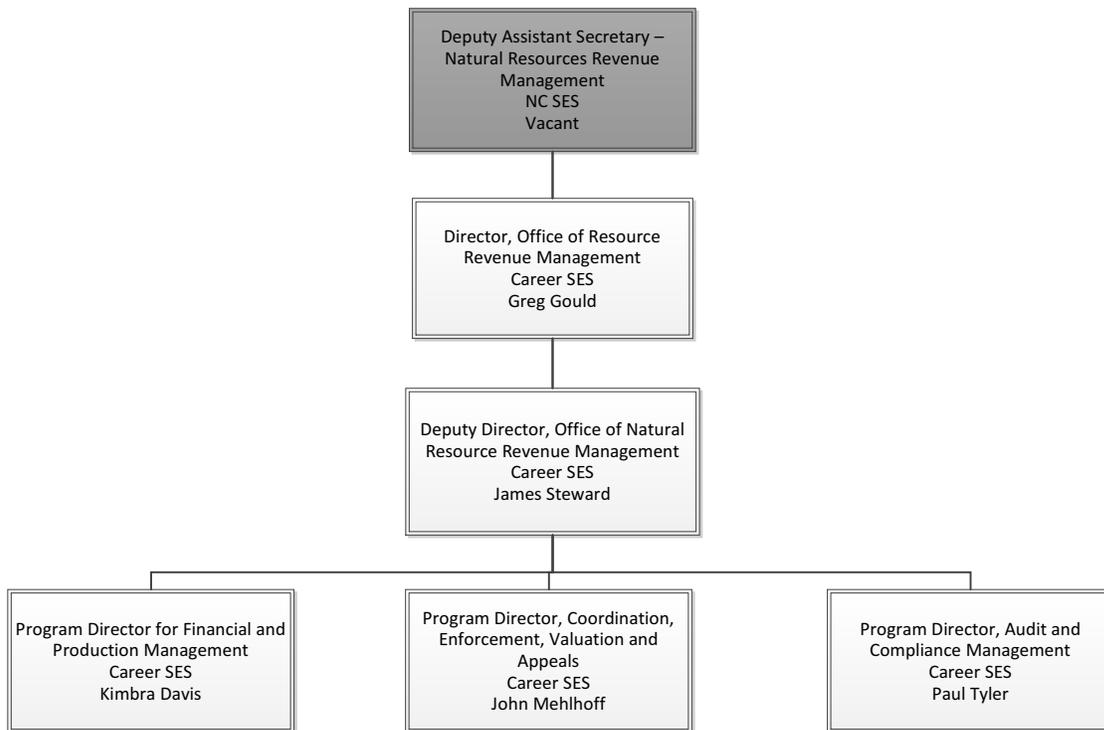
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget



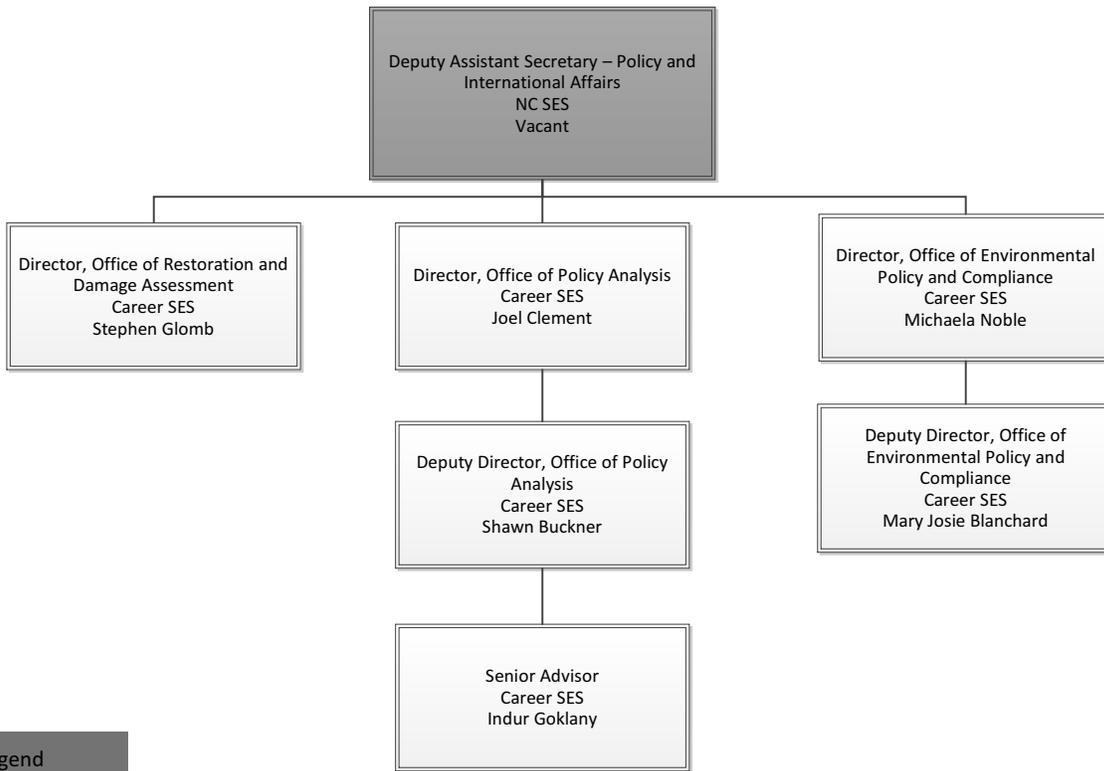
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



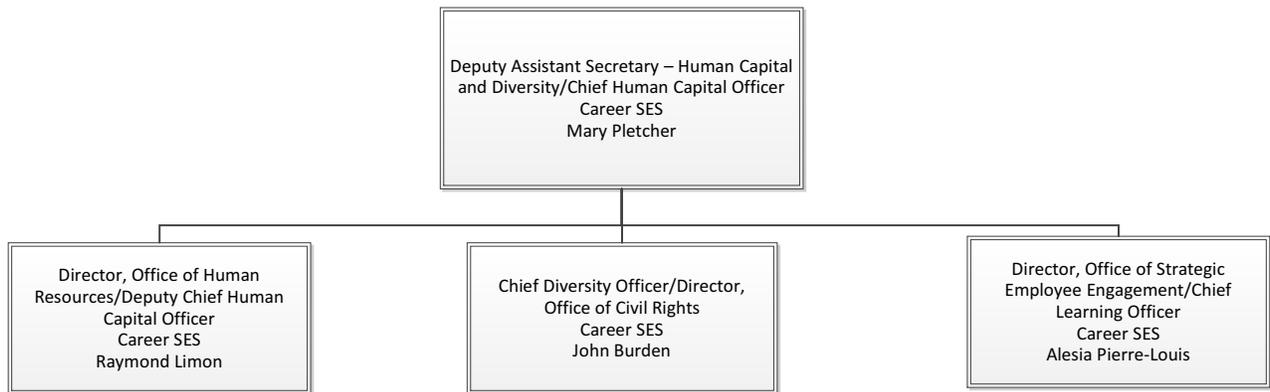
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but
 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Policy and International Affairs



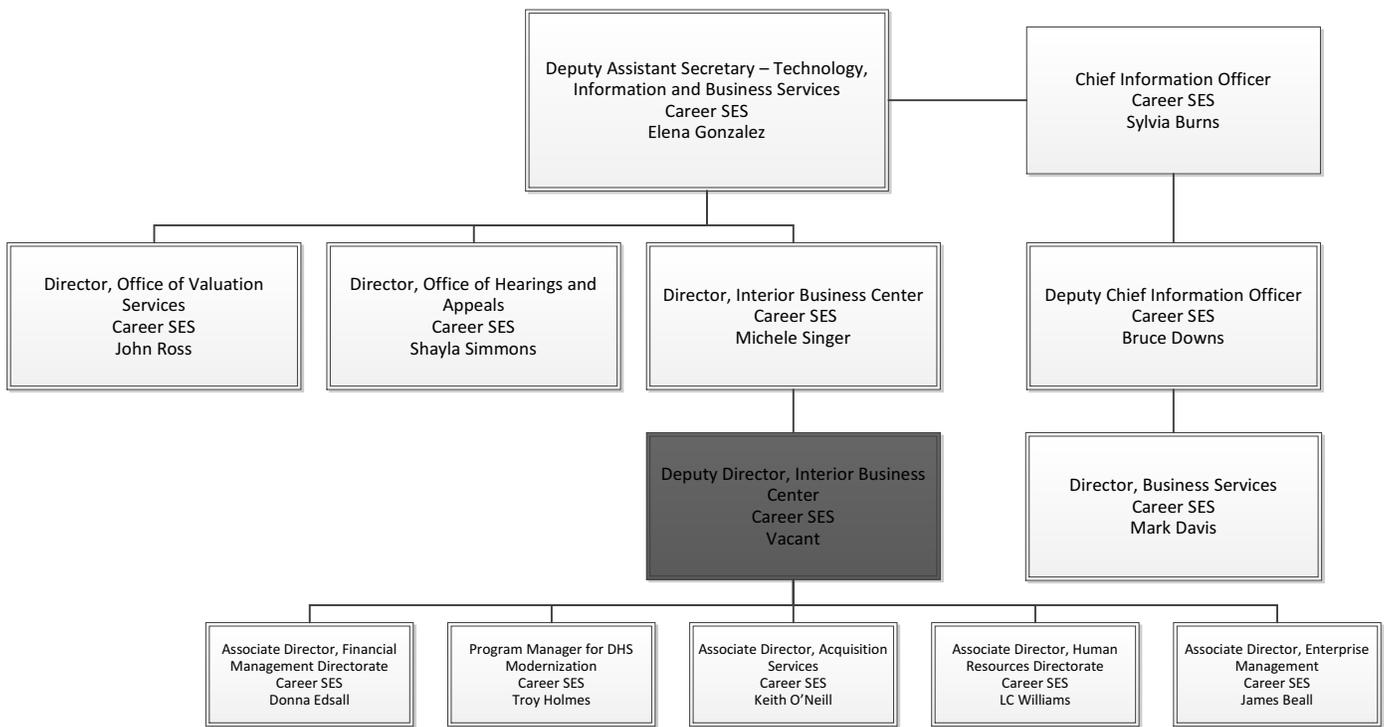
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



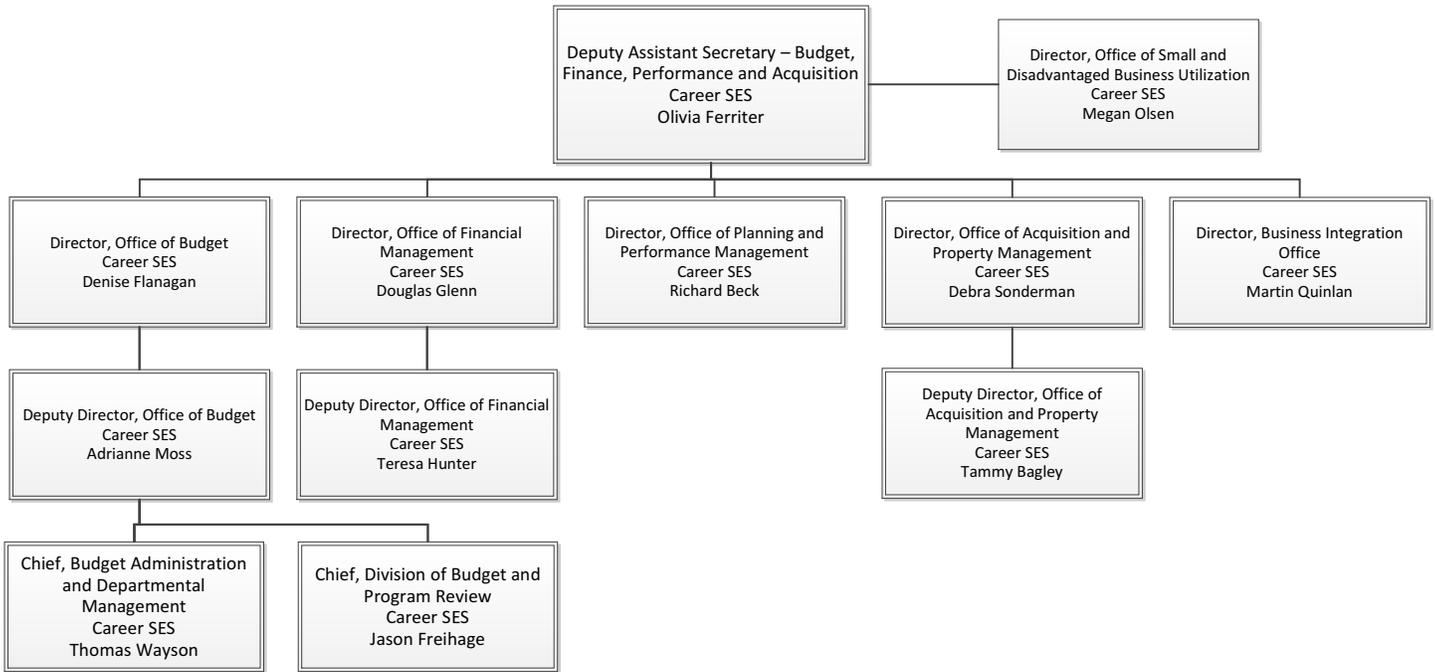
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



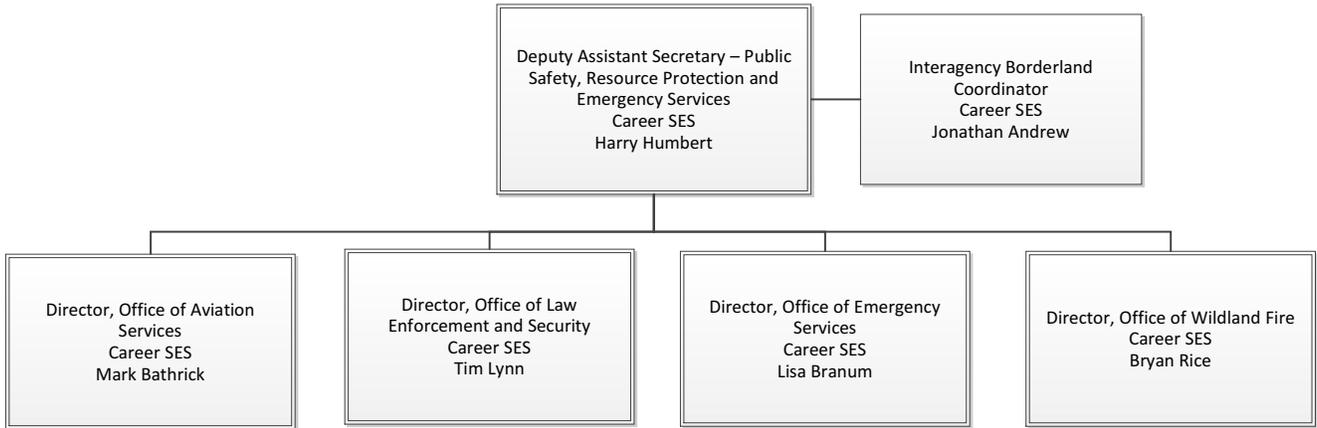
Color Code Legend
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 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



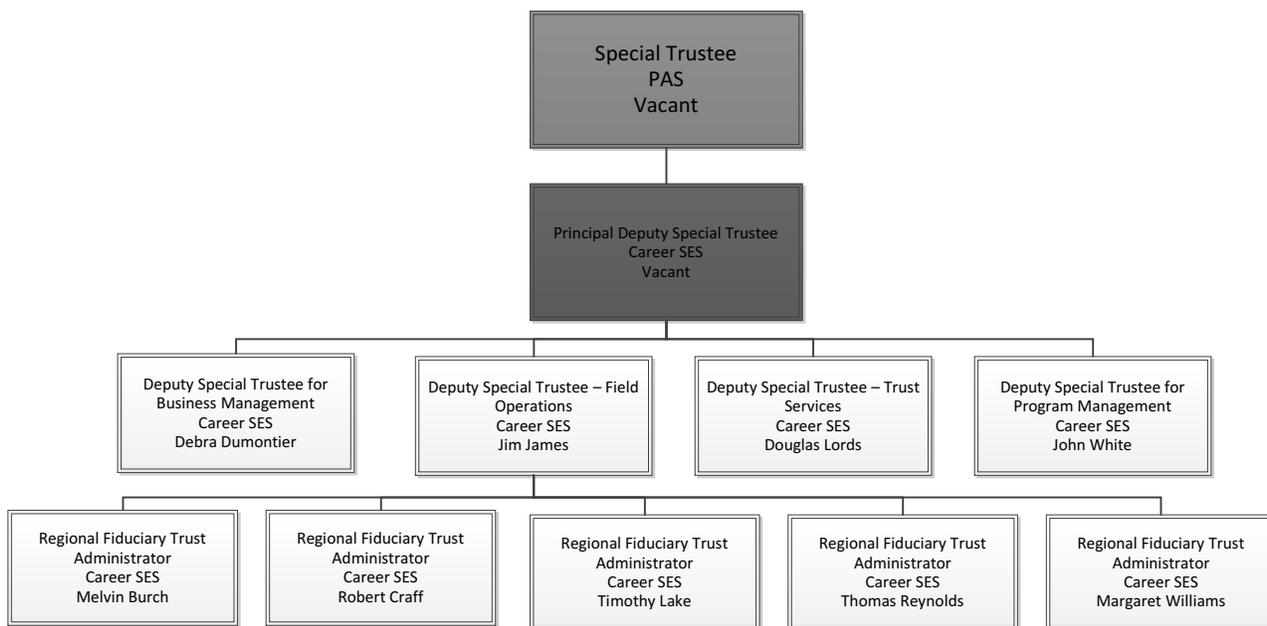
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

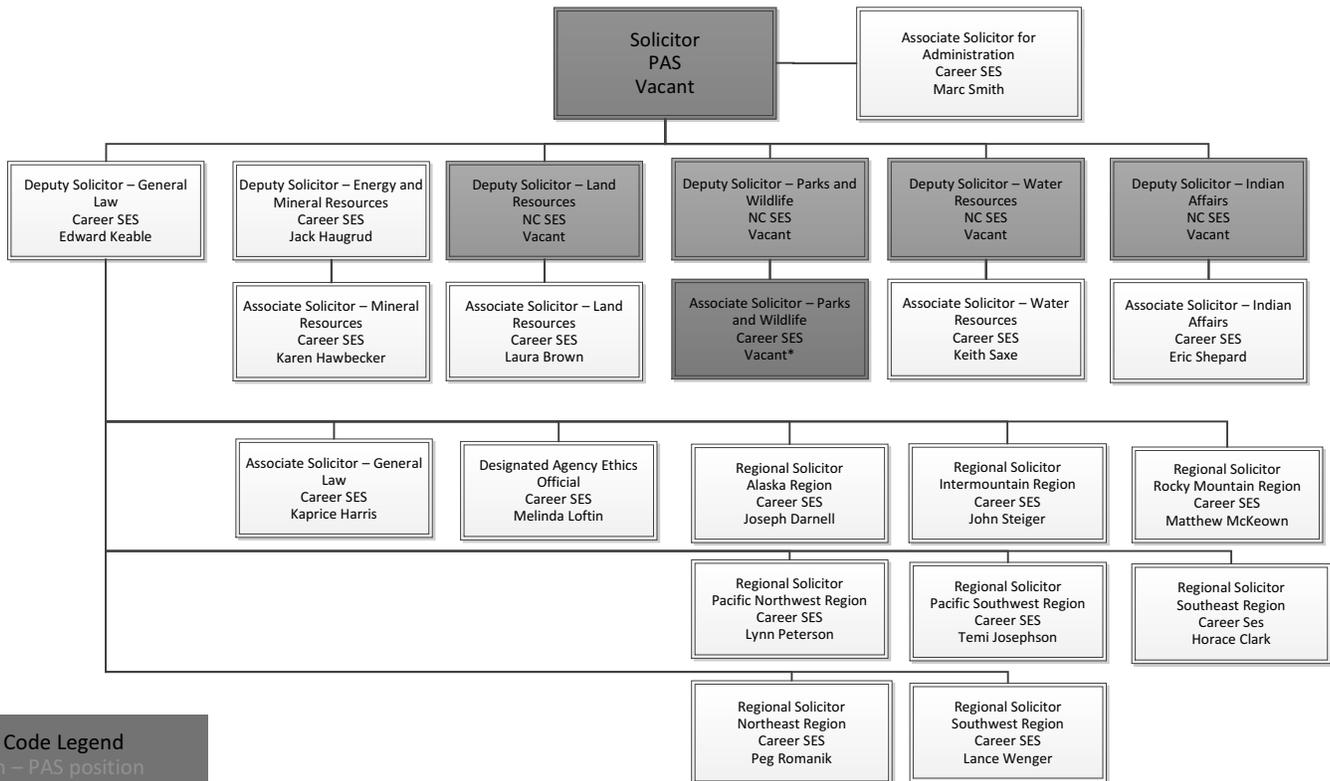
Office of the Special Trustee for American Indians



Color Code Legend

Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

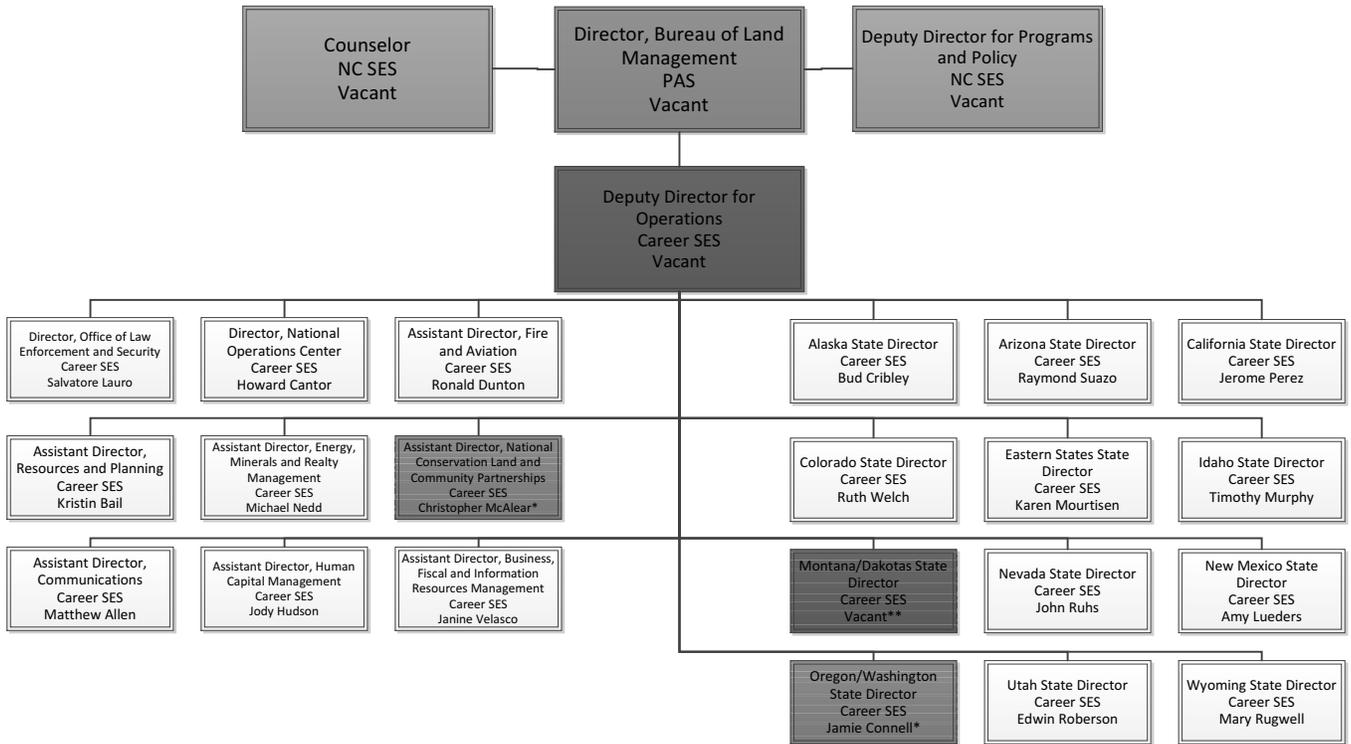
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Bureau of Land Management

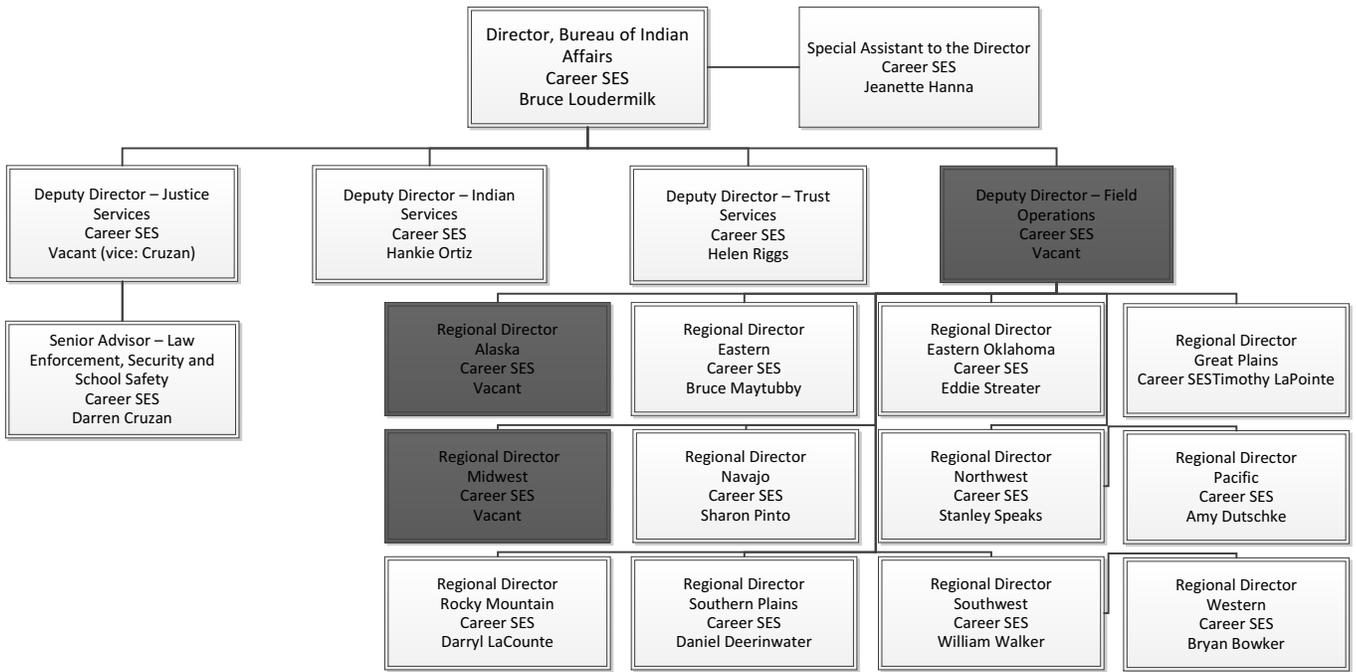


Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

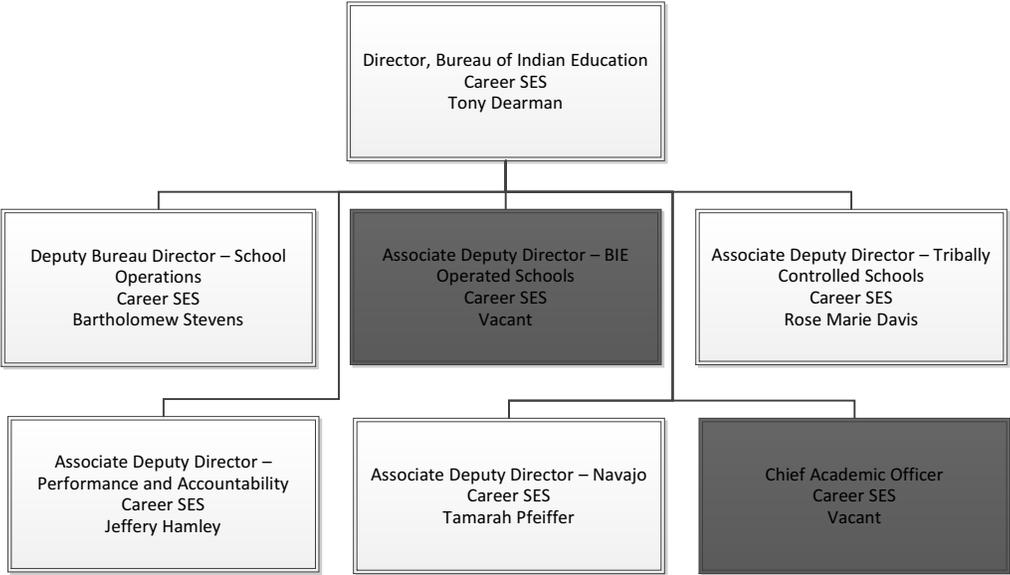
Bureau of Indian Affairs



Color Code Legend

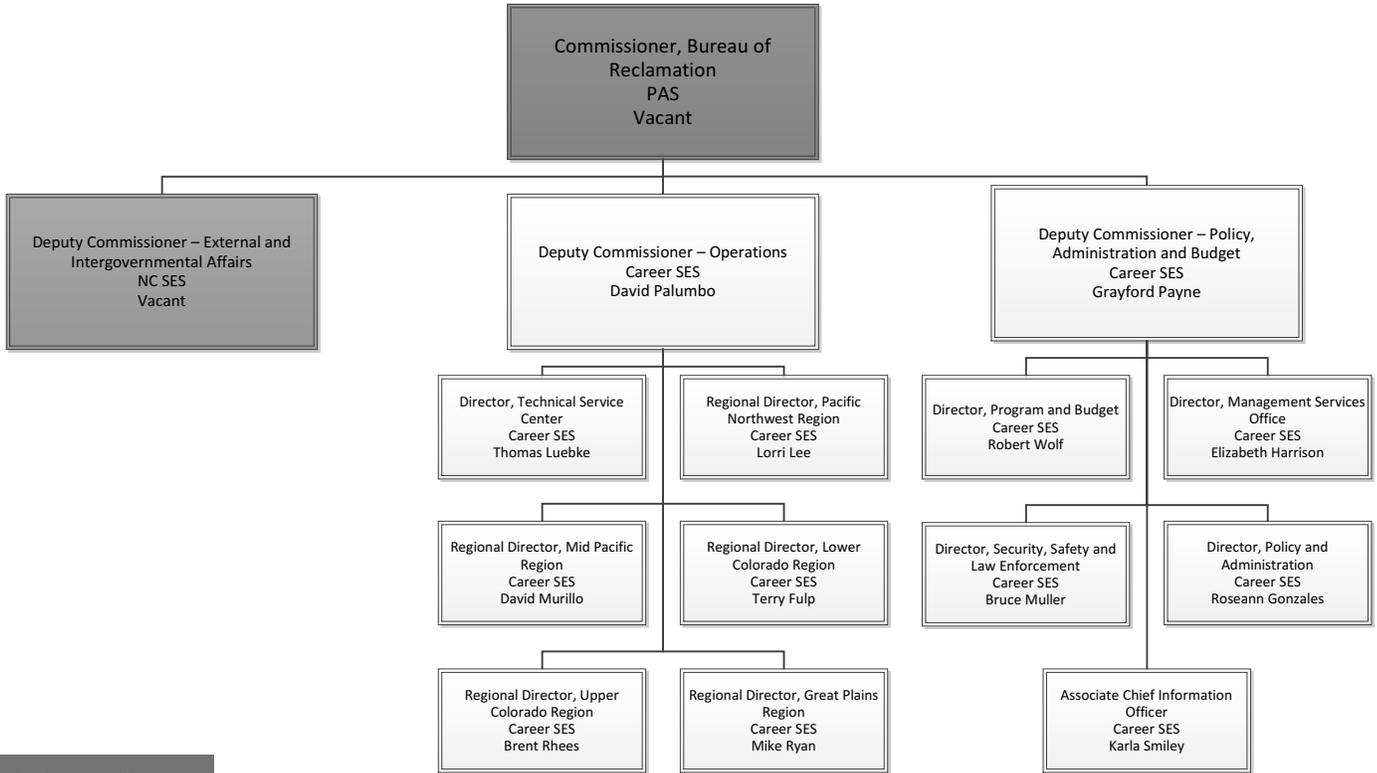
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Bureau of Indian Education



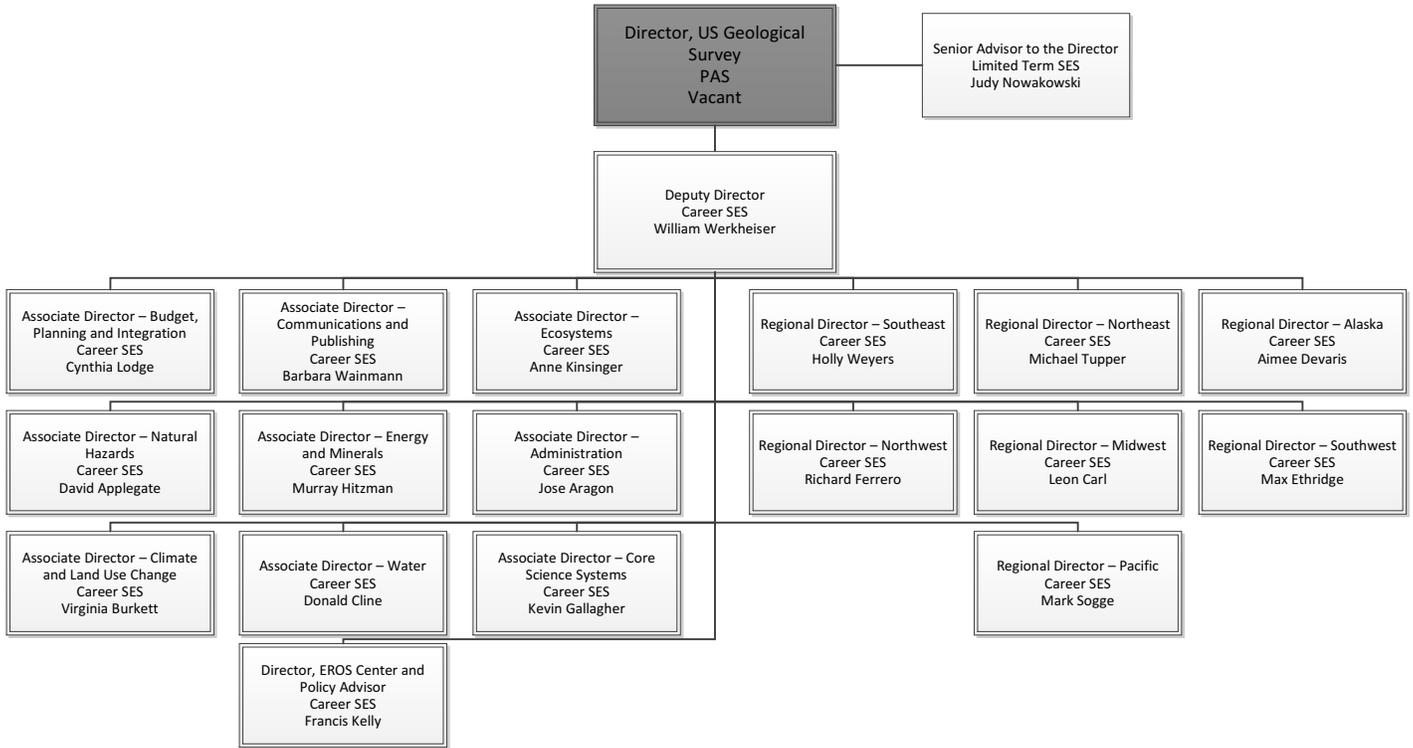
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Bureau of Reclamation



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

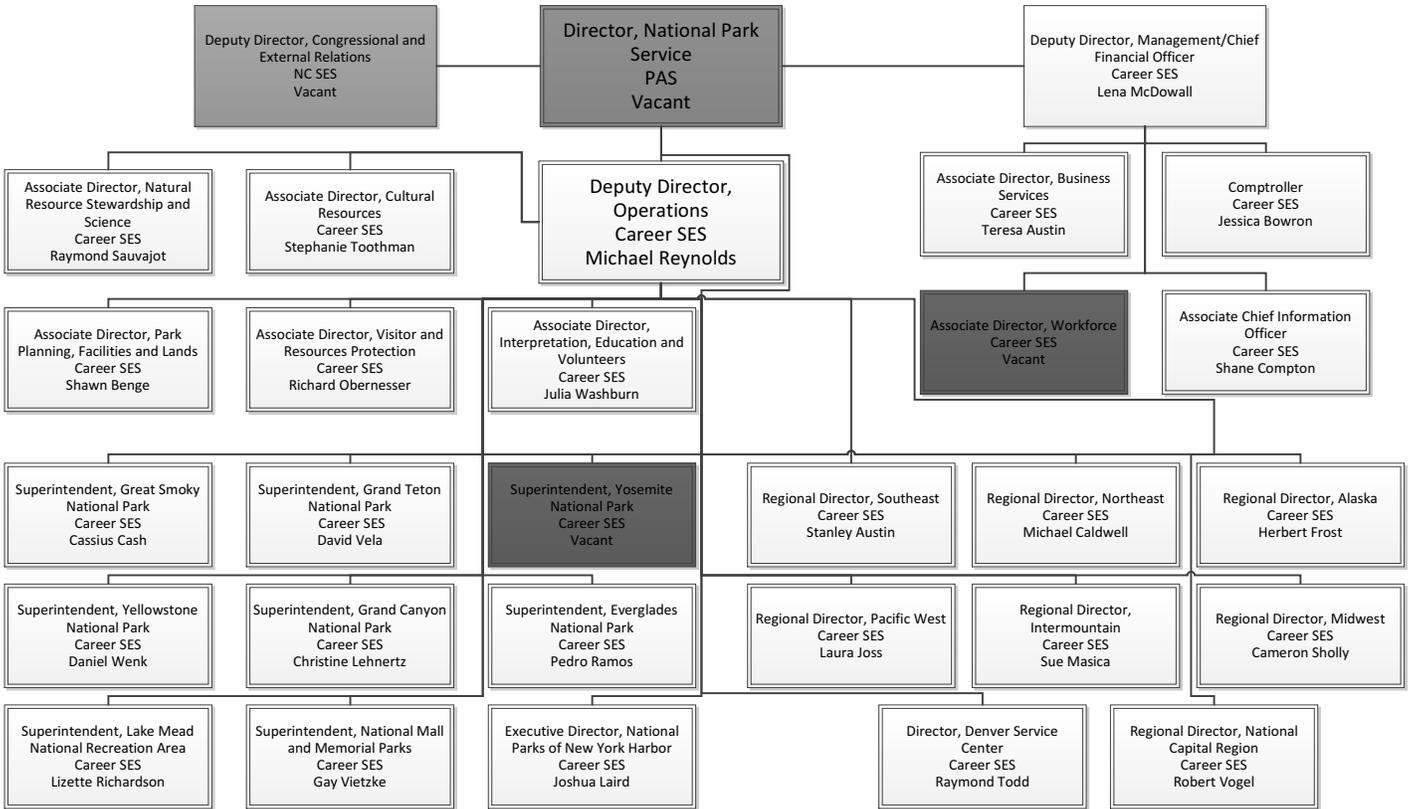
US Geological Survey



Color Code Legend

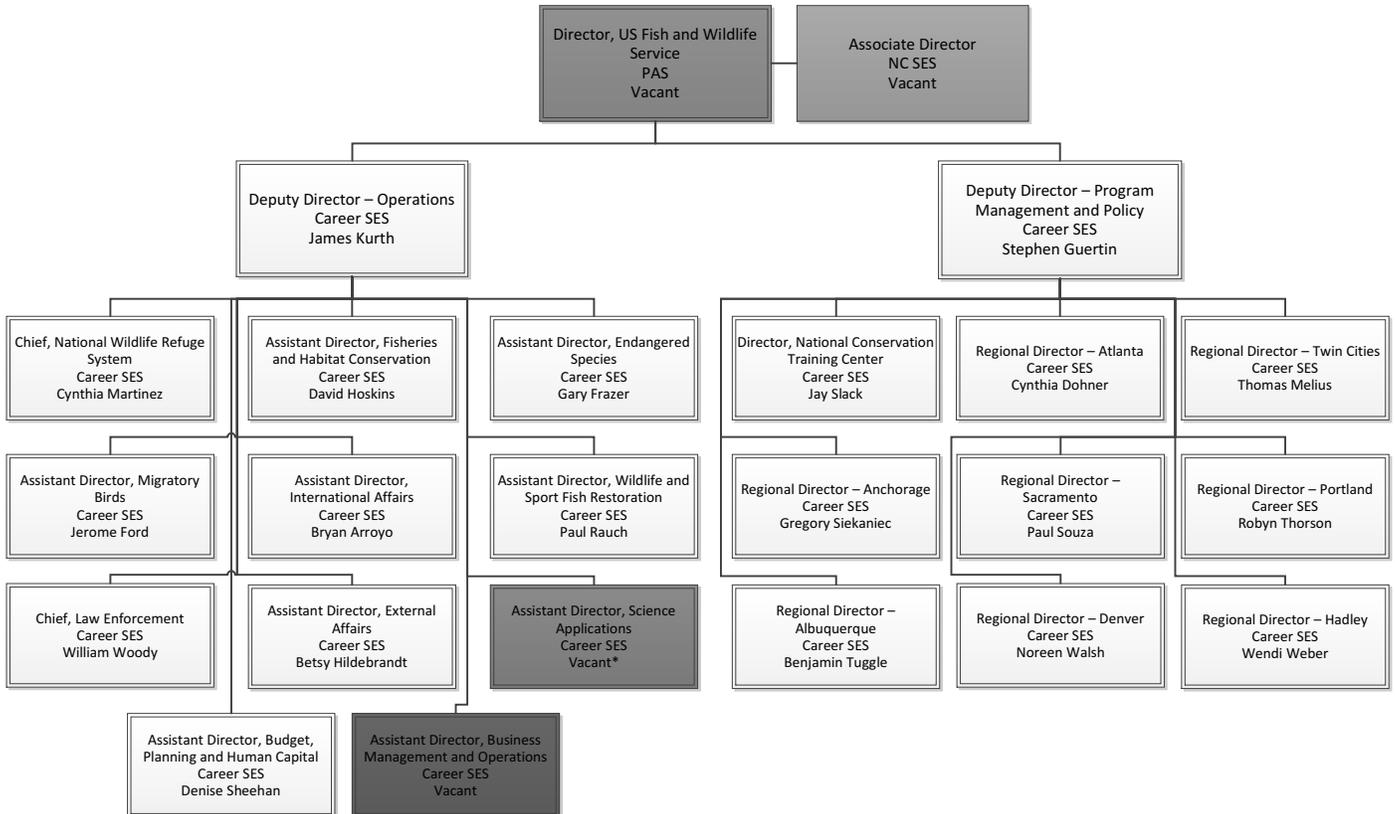
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

National Park Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but Obligated
 Red – Position Vacant

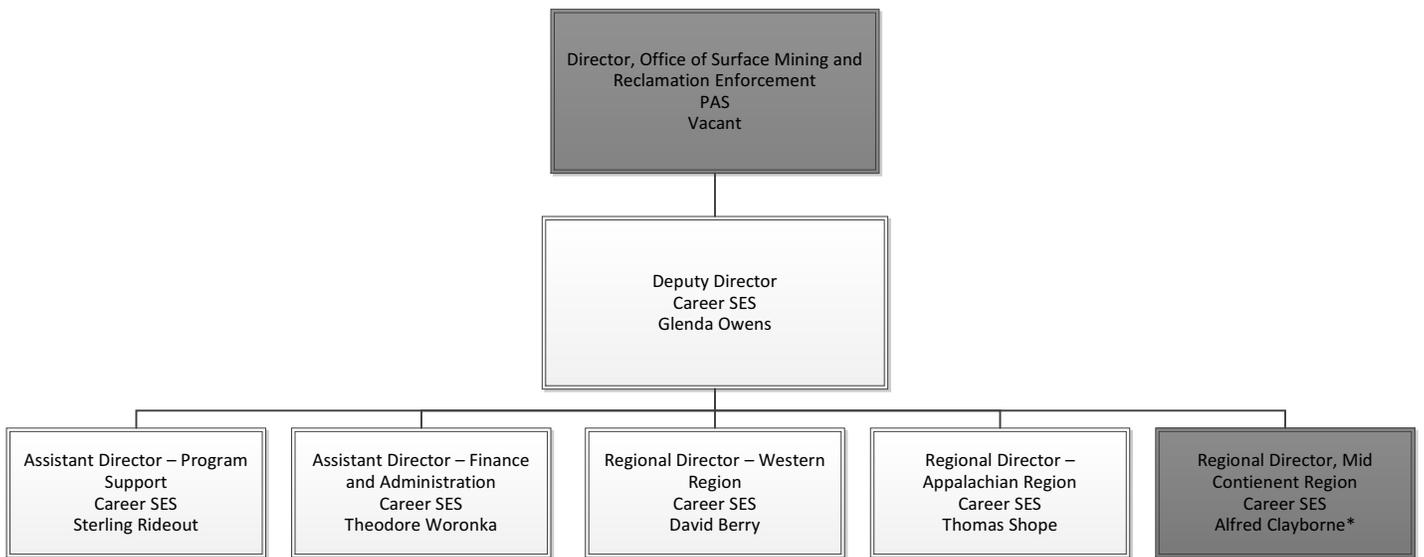
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

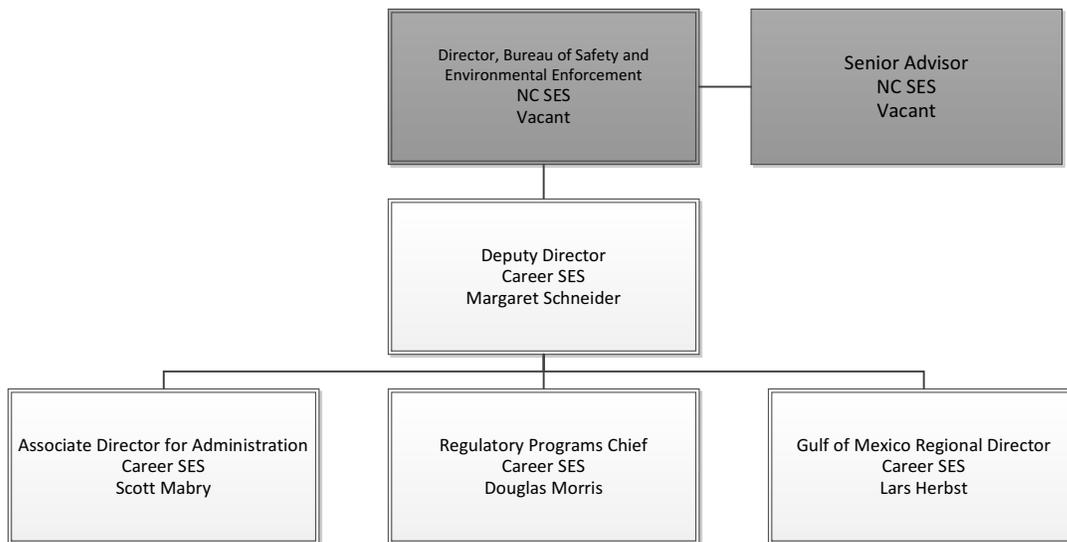
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

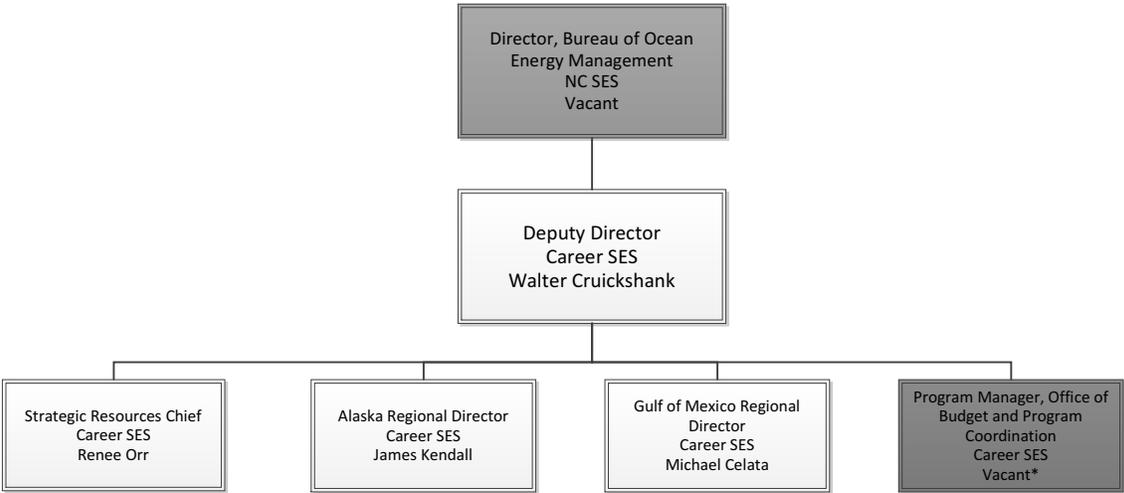
*Decision made but not yet processed

Bureau of Safety and Environmental Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

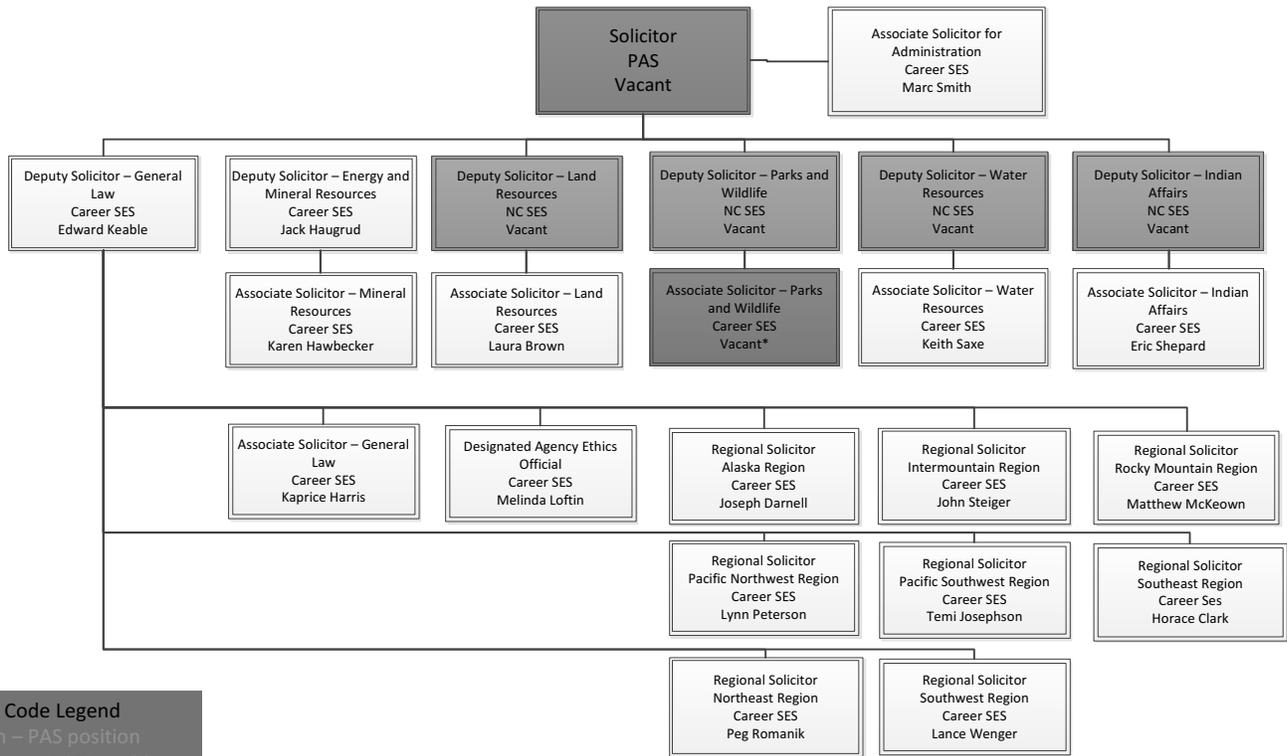
Bureau of Ocean Energy Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Office of the Solicitor



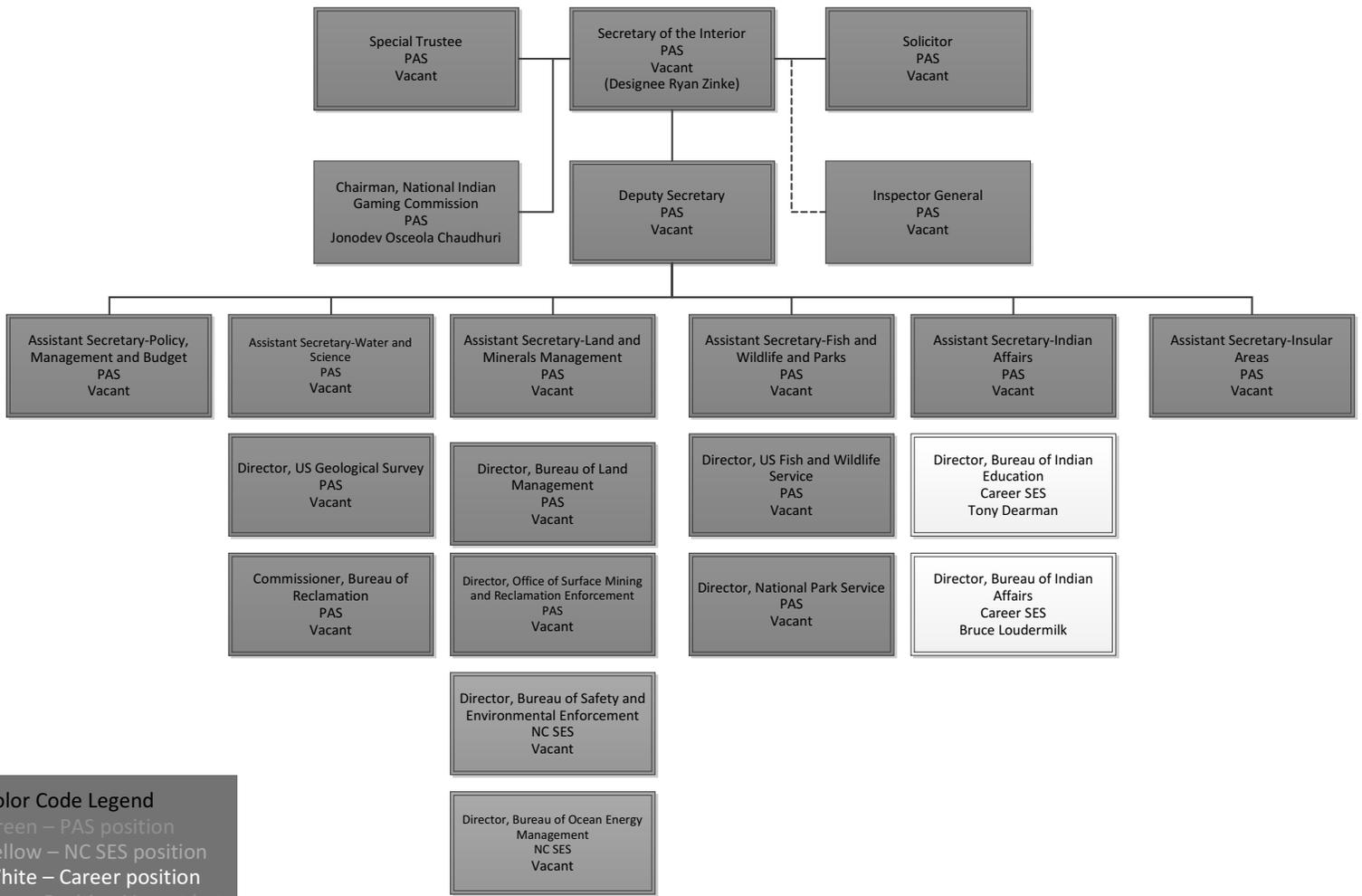
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Notes Summary:

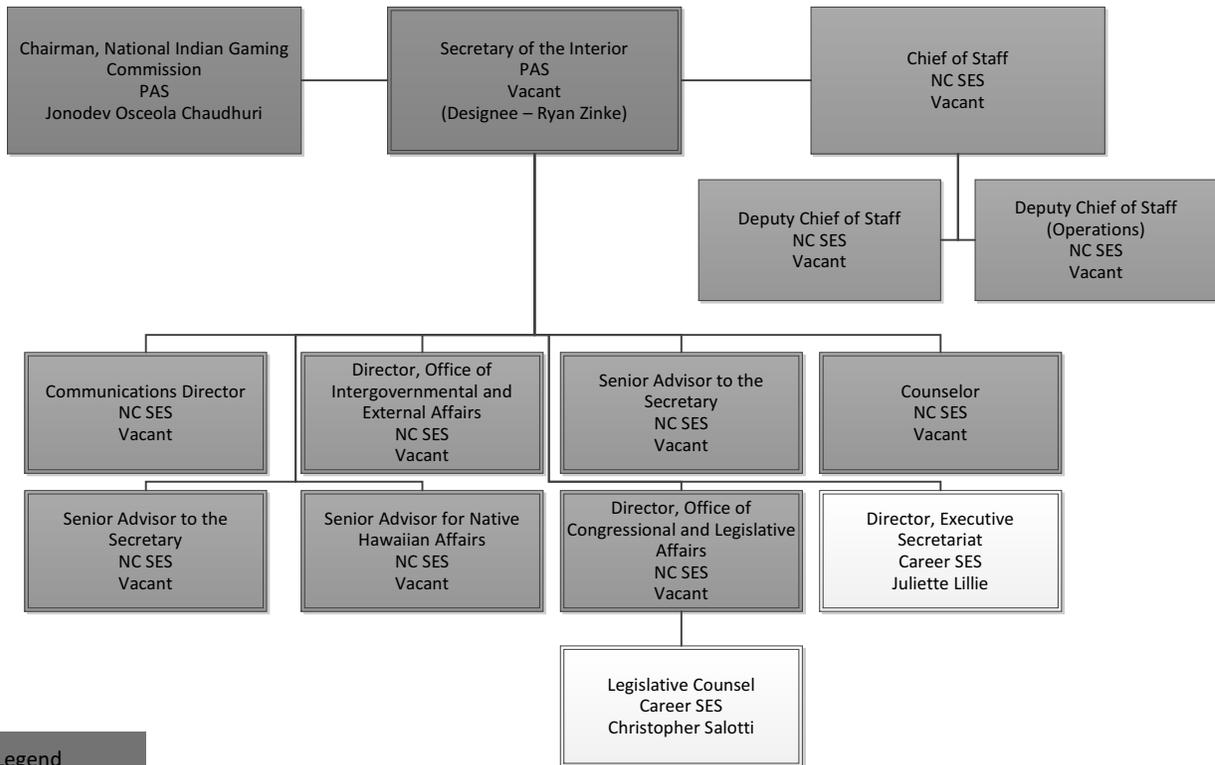
No speaker notes are contained in this presentation.

Department of the Interior
Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

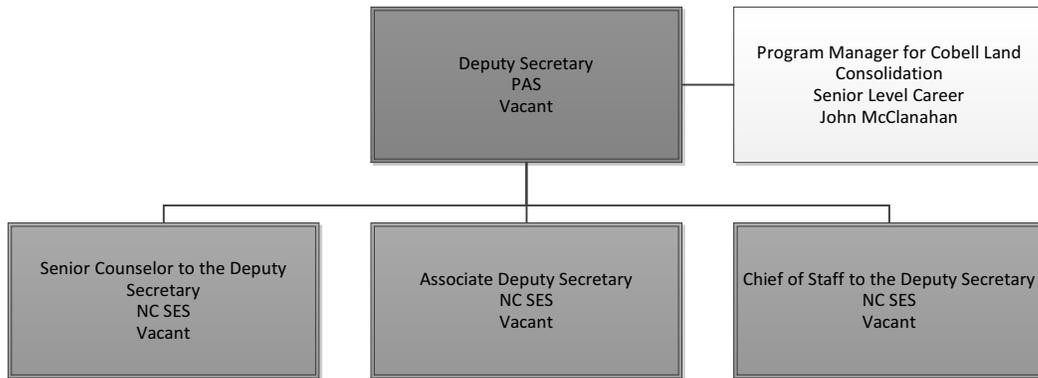
Secretary's Immediate Office



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

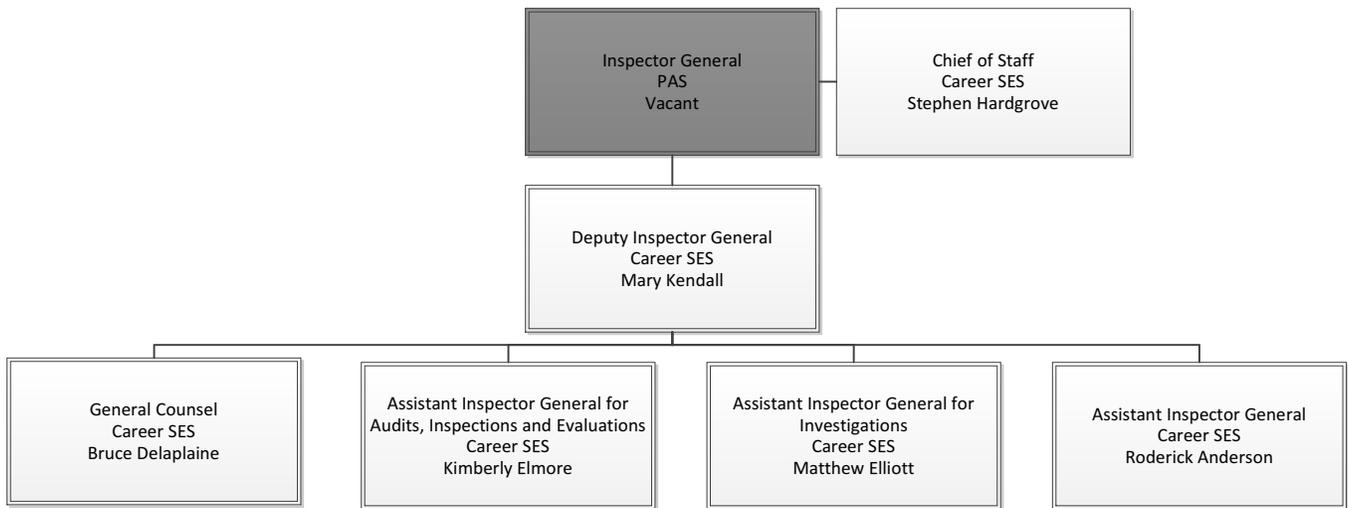
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Inspector General



Color Code Legend

Green – PAS position

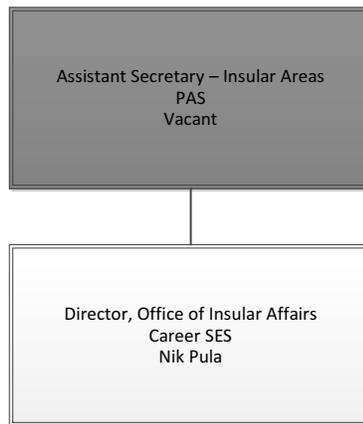
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

Yellow – NC SES position

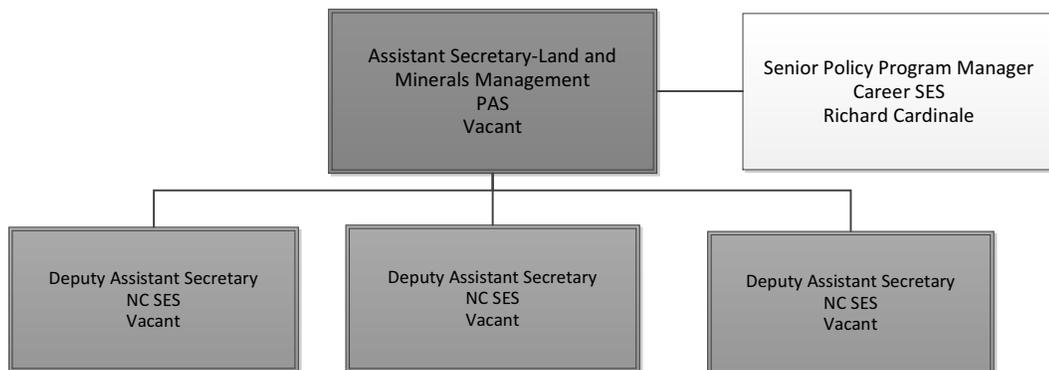
White – Career position

Blue – Position Vacant but

Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

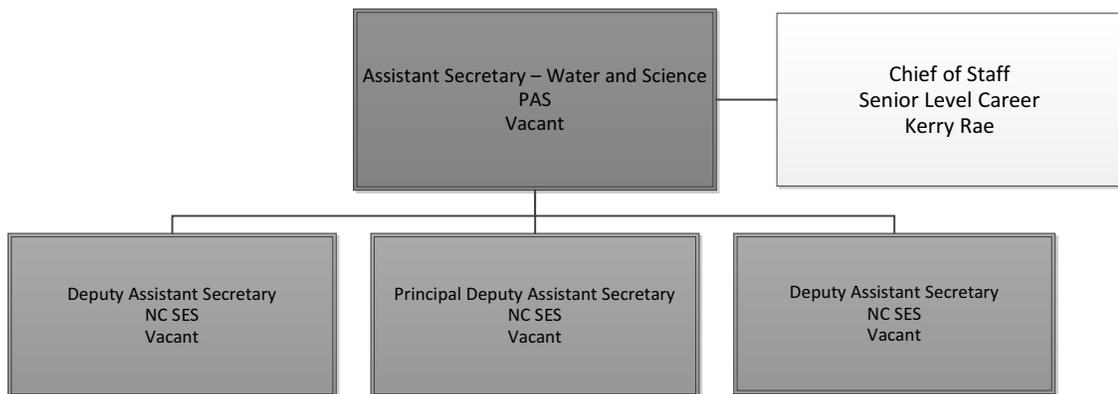
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

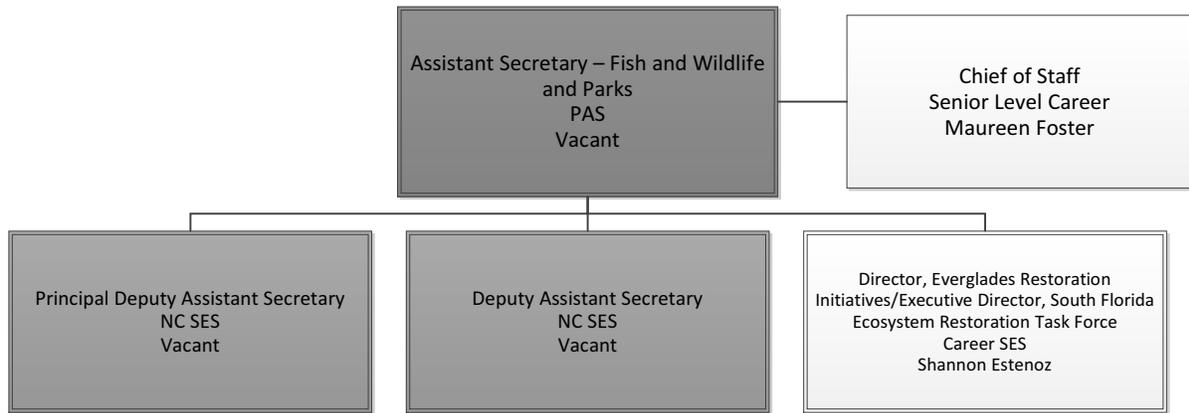
Red – Position Vacant

Assistant Secretary – Water and Science



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend

Green – PAS position

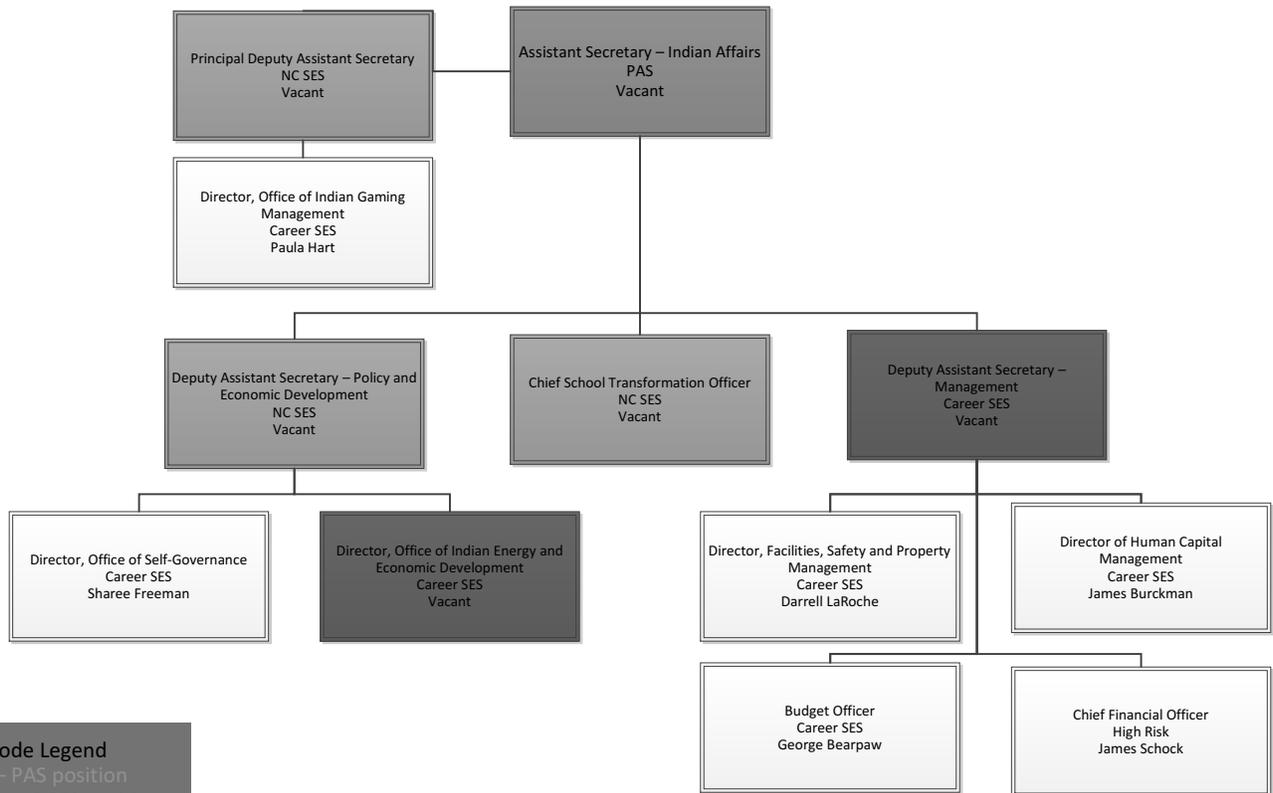
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

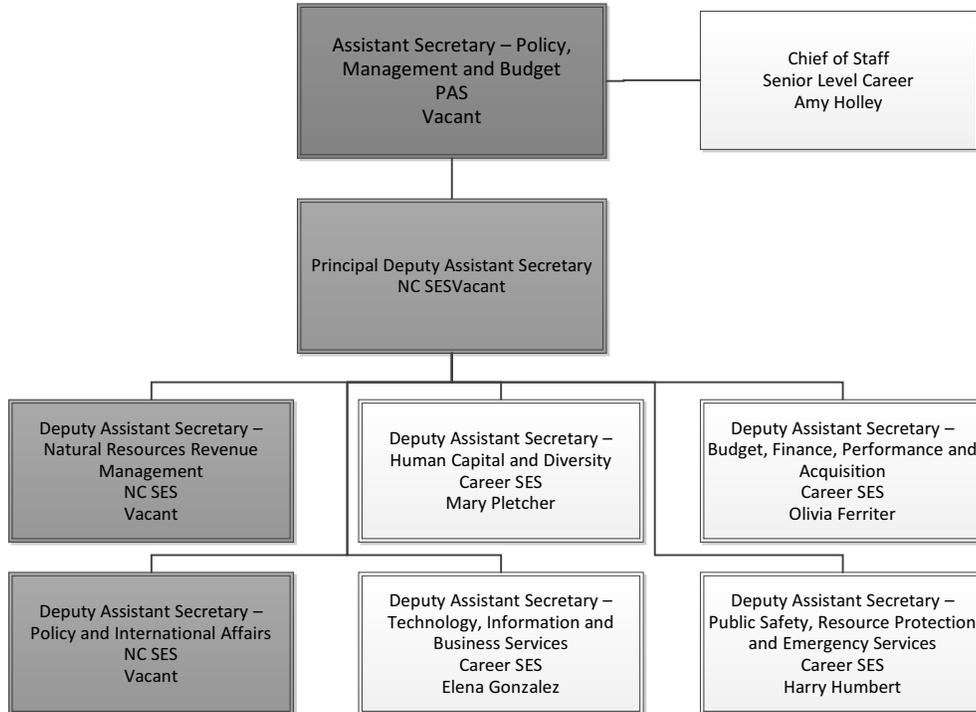
Assistant Secretary – Indian Affairs



Color Code Legend

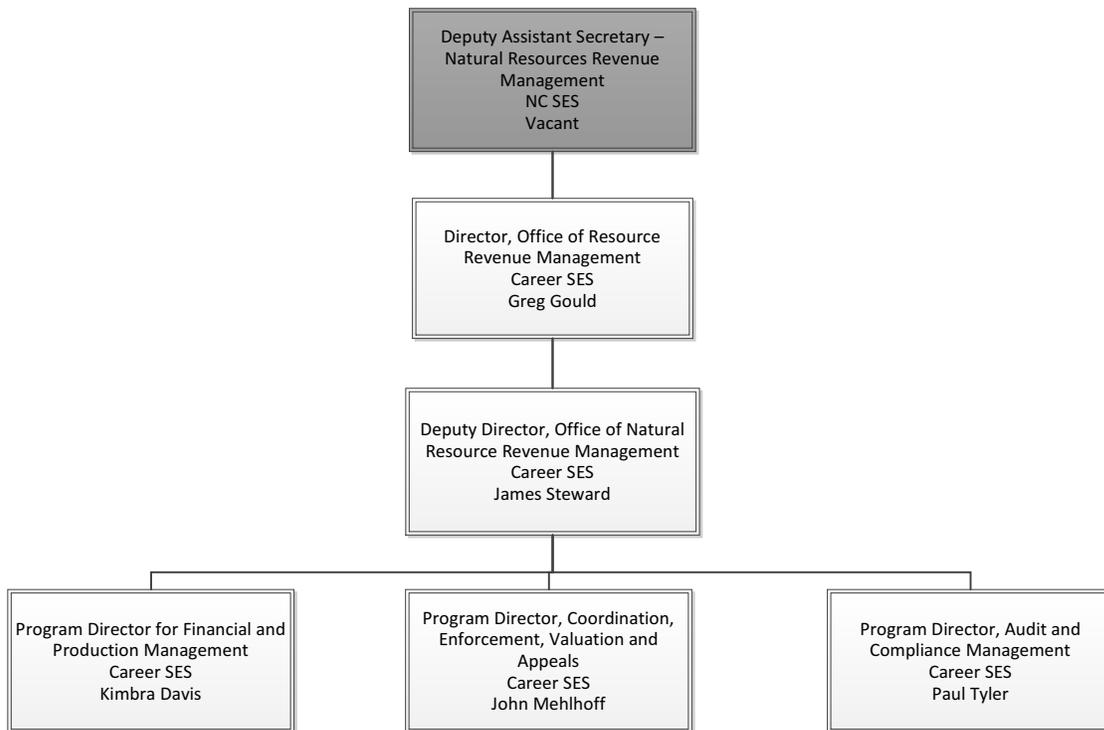
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Assistant Secretary – Policy, Management and Budget



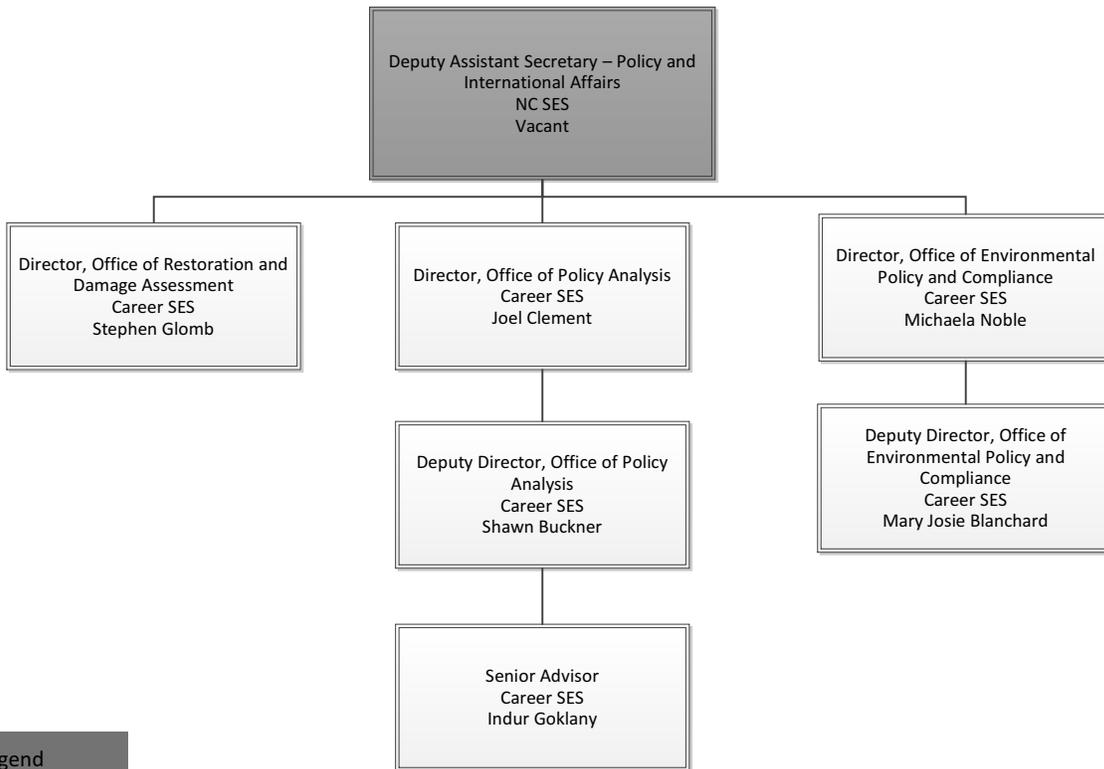
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



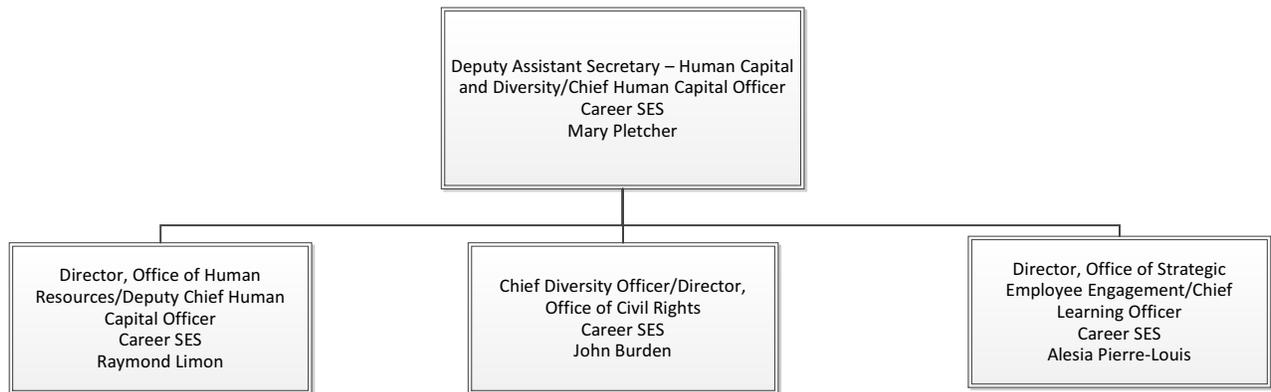
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but
 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Policy and International Affairs



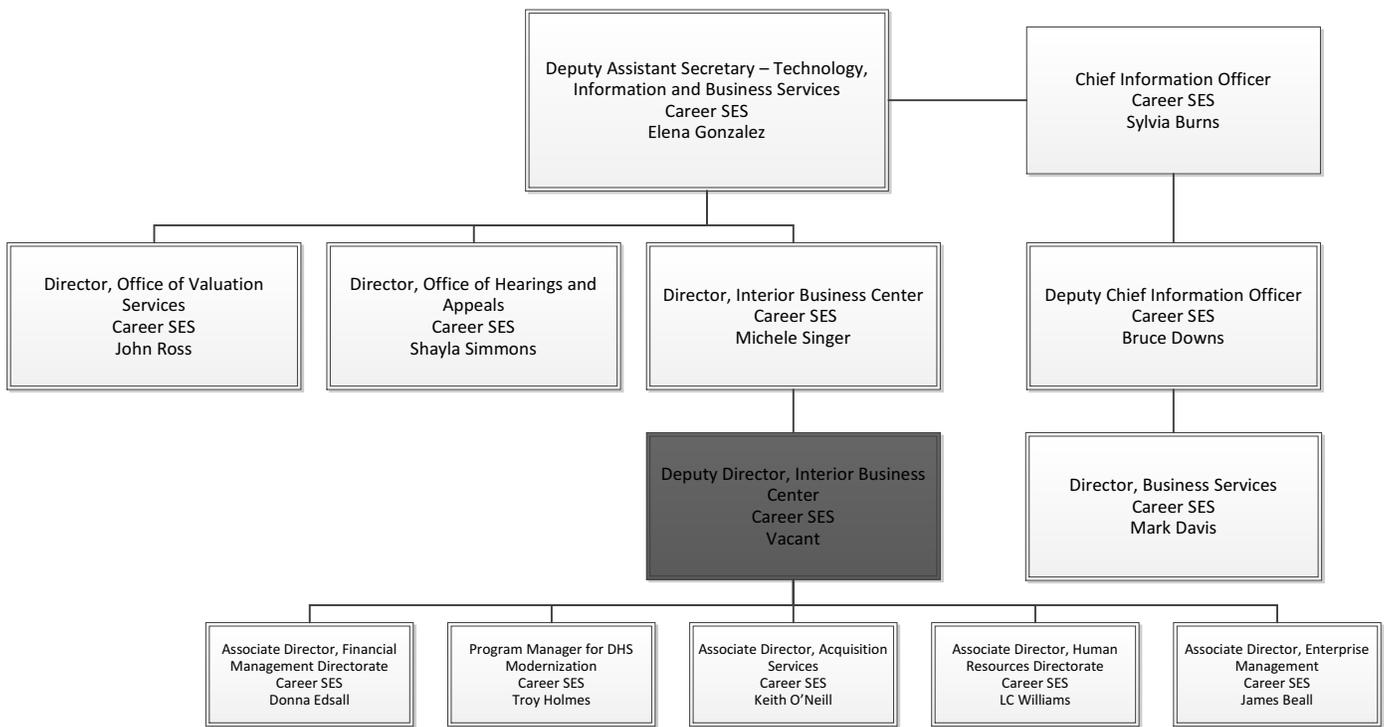
Color Code Legend
 Green – PAS position
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 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



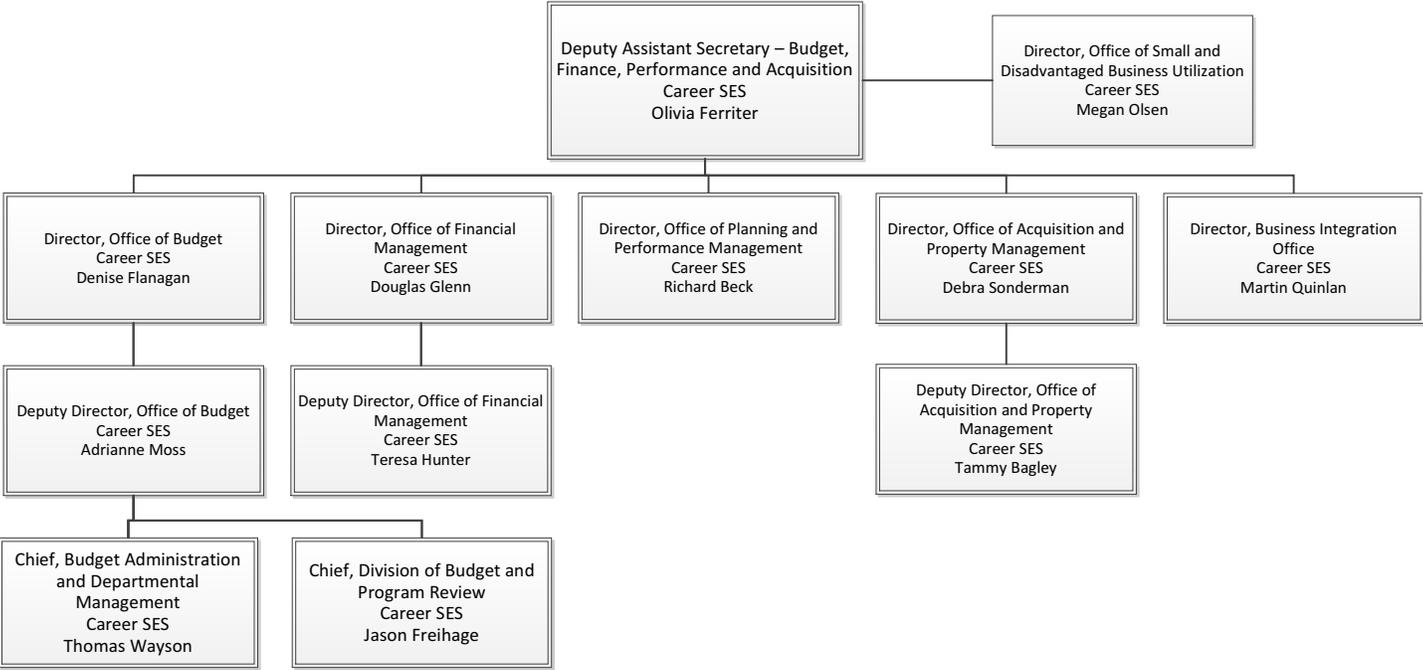
Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Technology, Information and Business Services



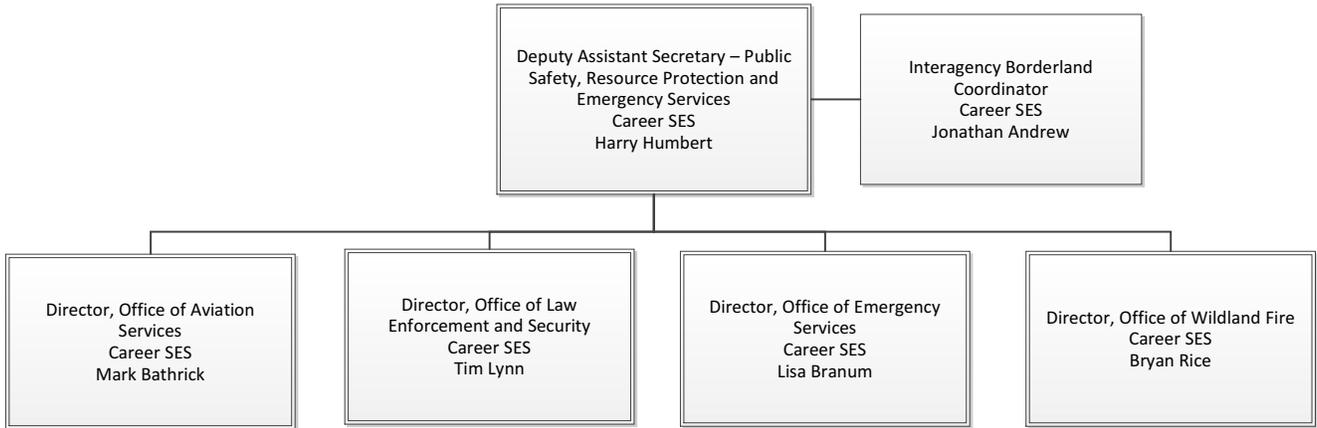
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant
 but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



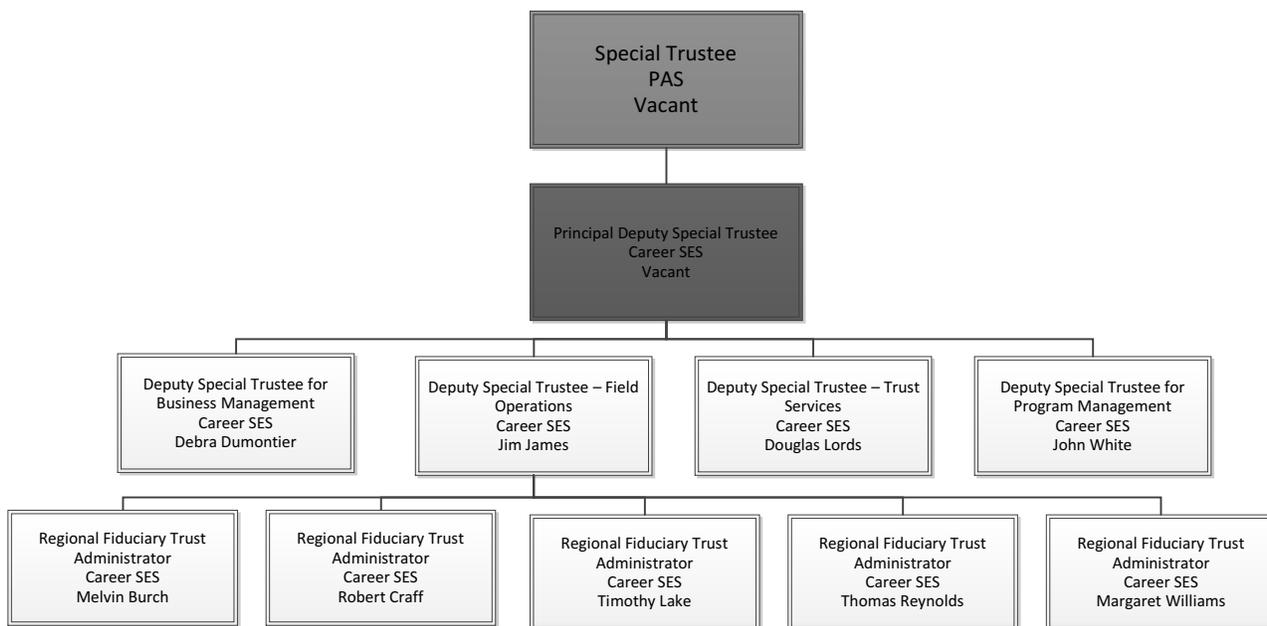
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but
 Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
 Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services



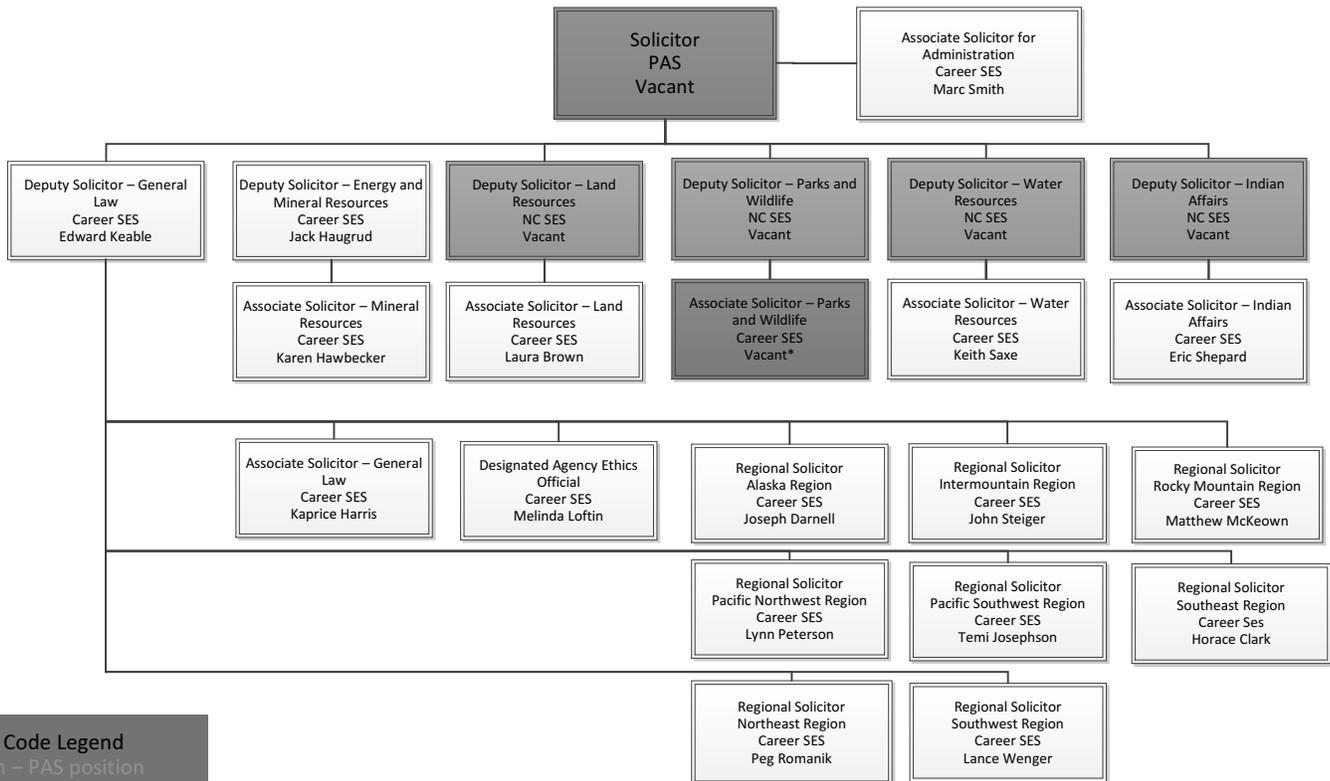
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Office of the Special Trustee for American Indians



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

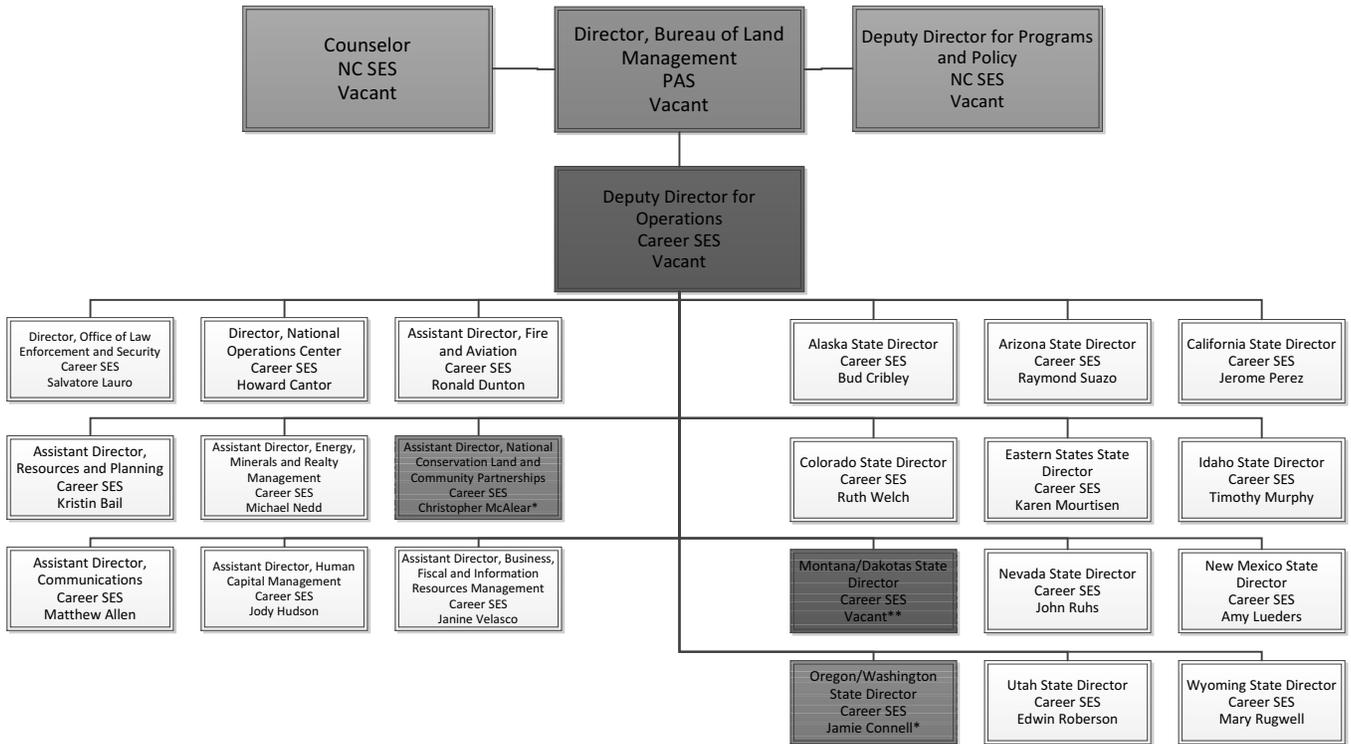
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

Bureau of Land Management

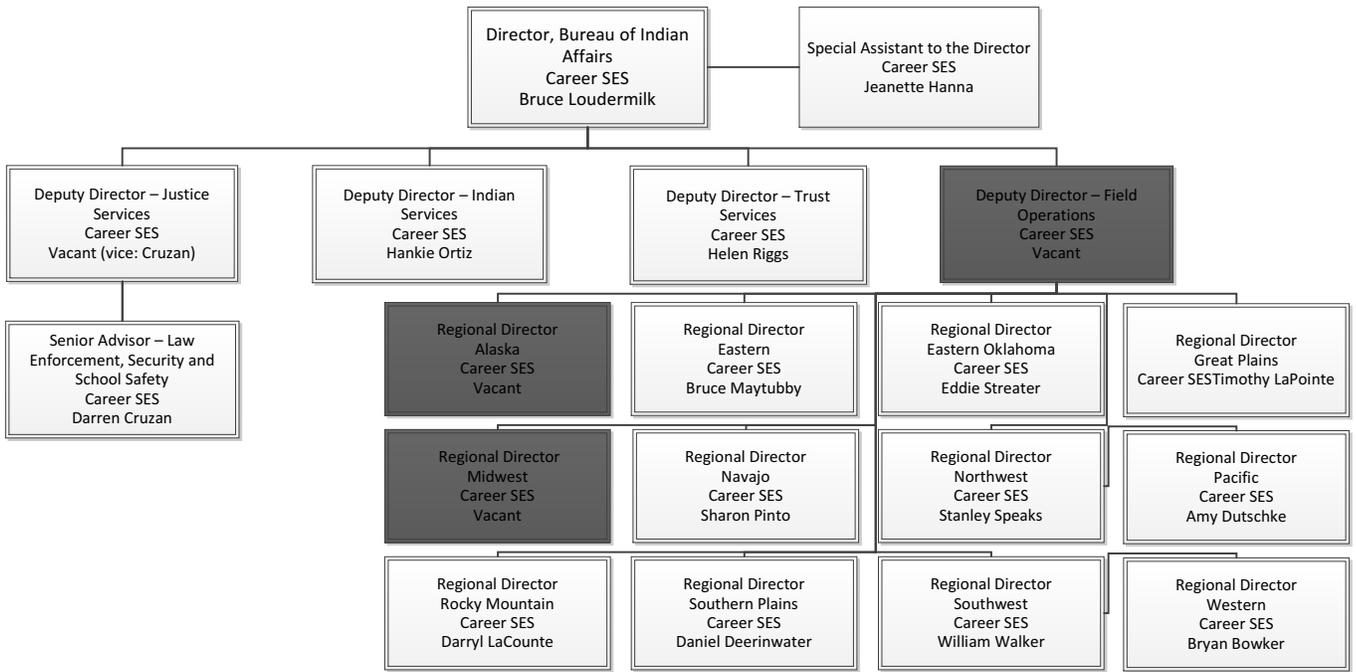


Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

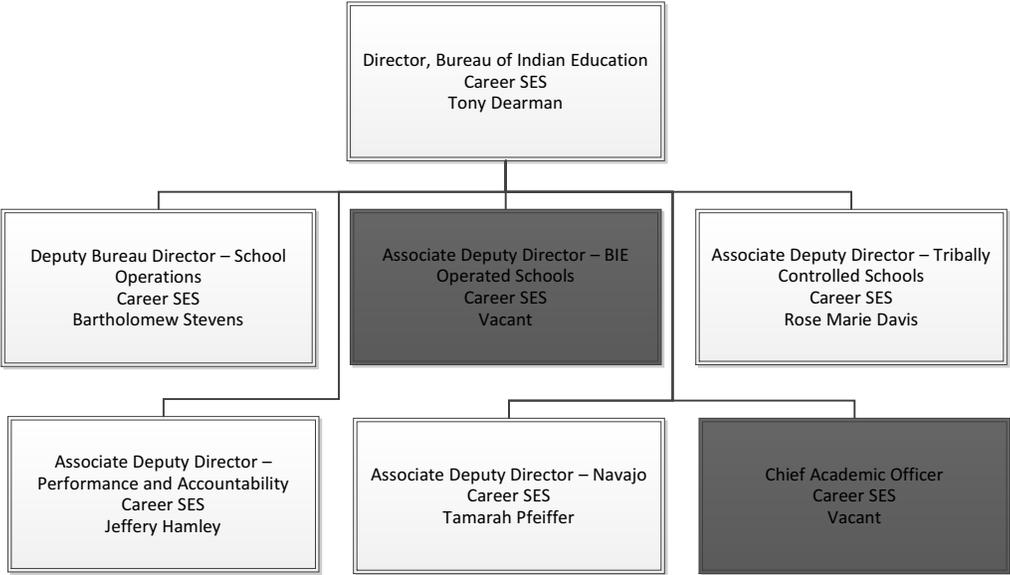
Bureau of Indian Affairs



Color Code Legend

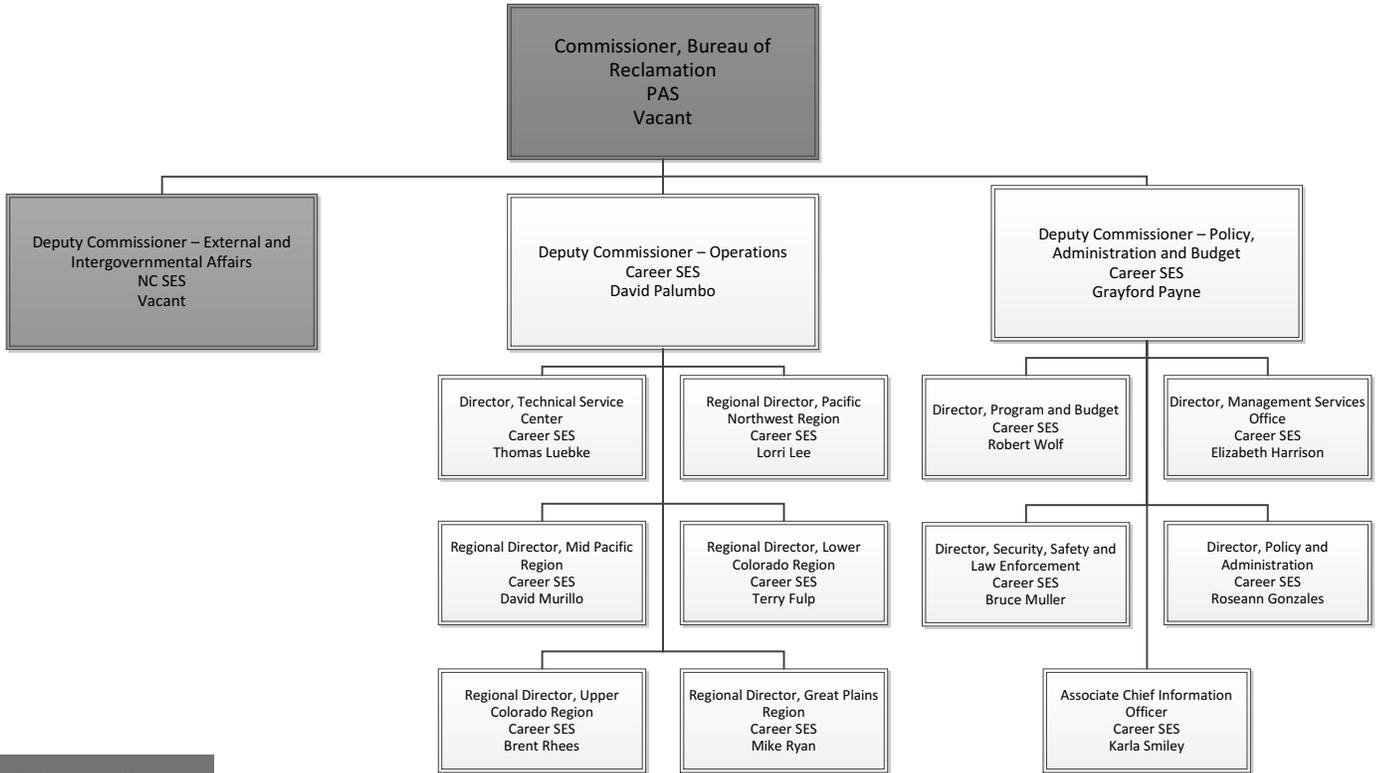
- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

Bureau of Indian Education



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

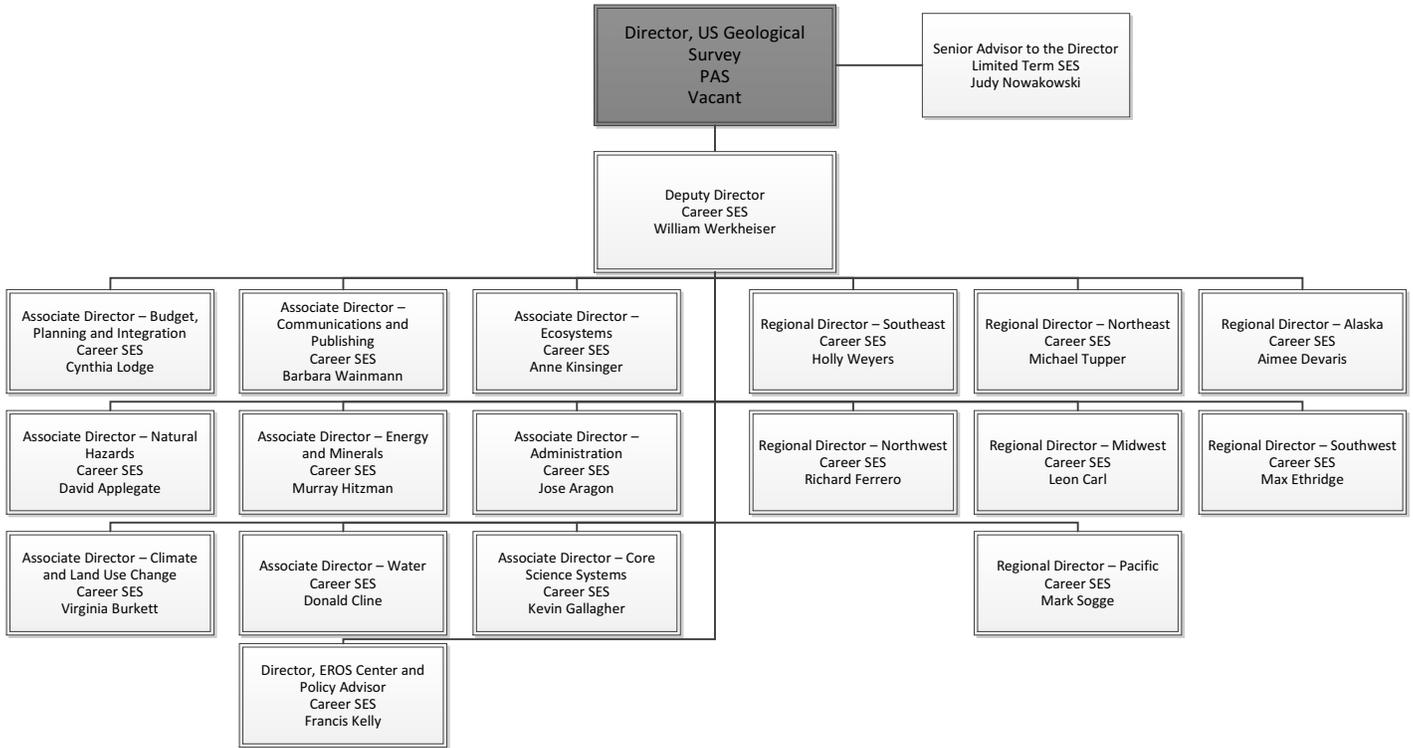
Bureau of Reclamation



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position Vacant but Obligated
- Red – Position Vacant

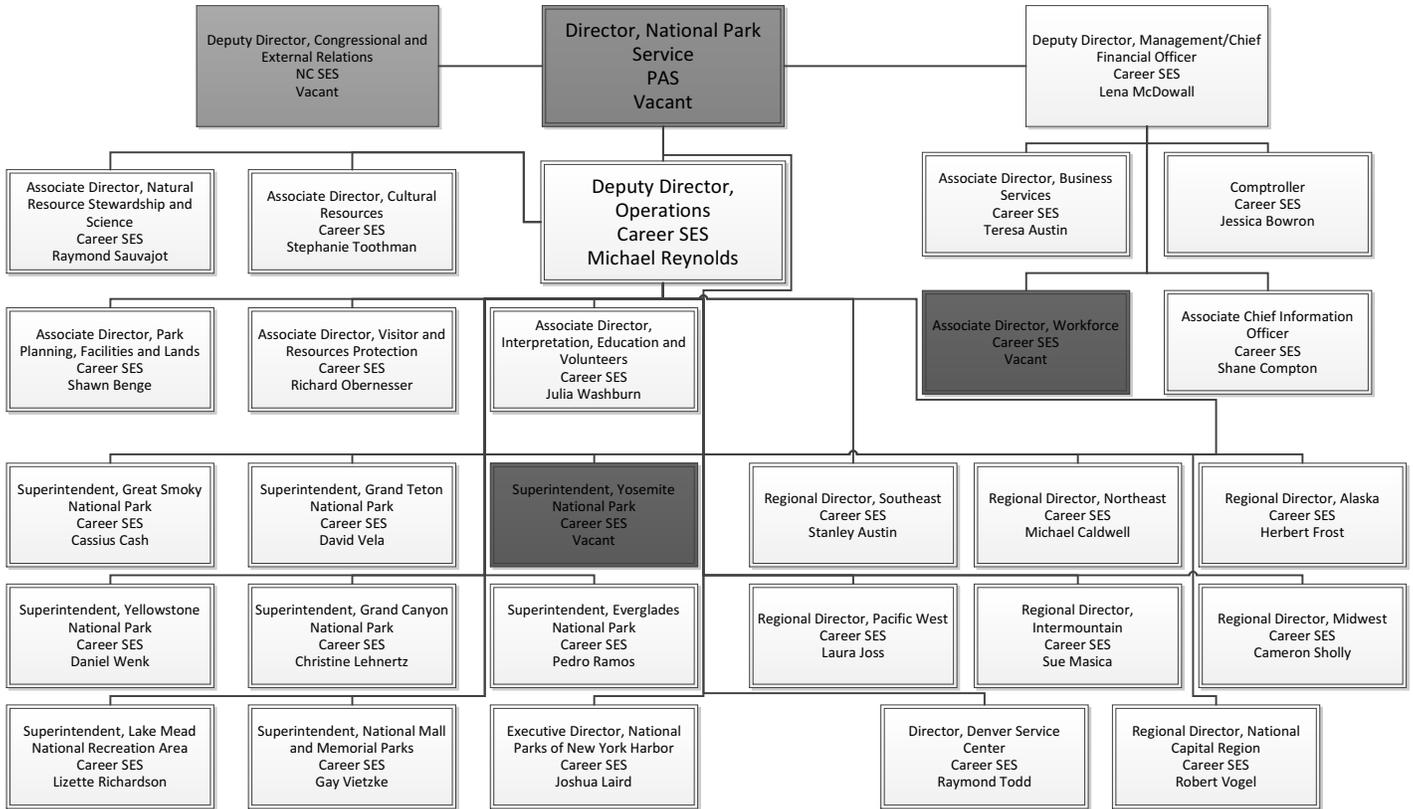
US Geological Survey



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

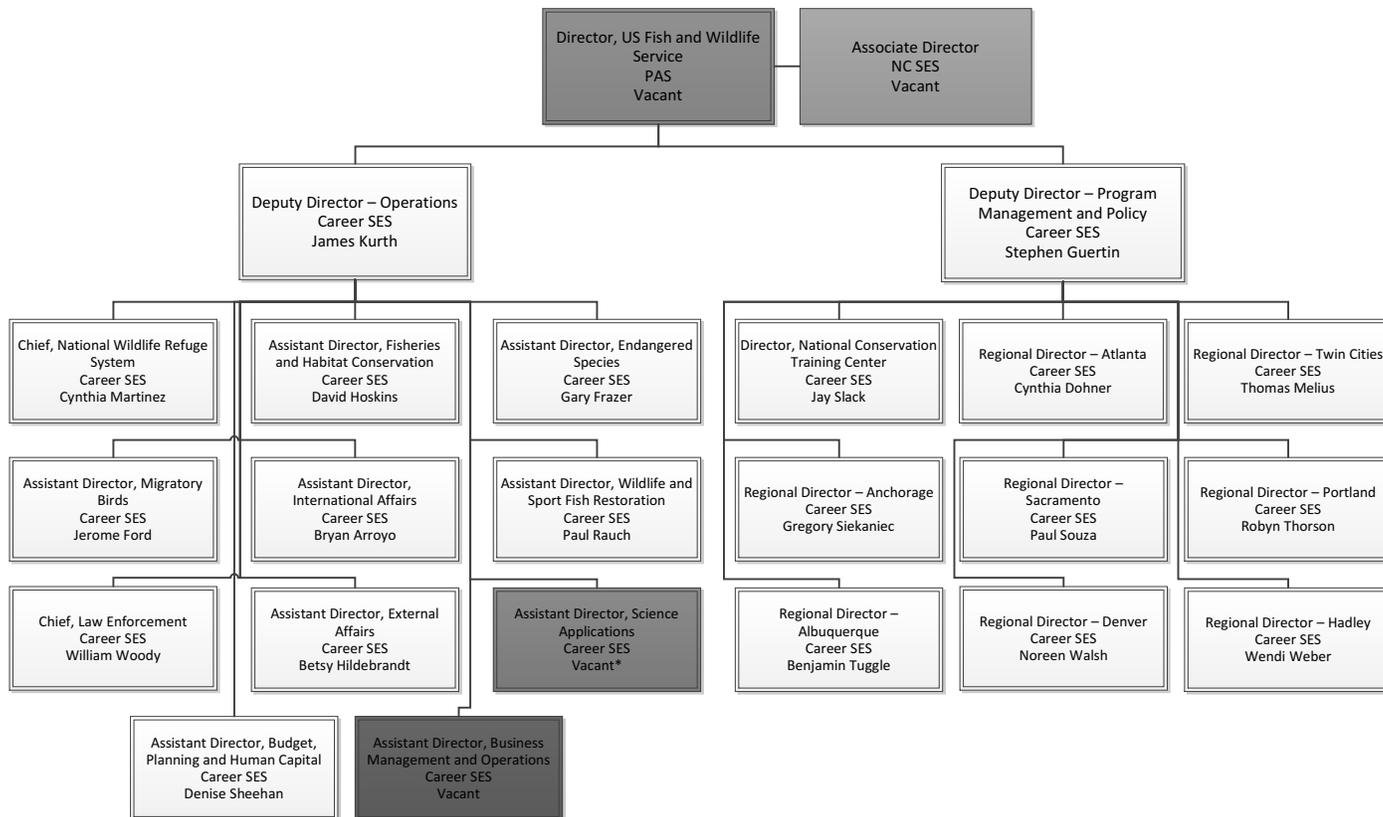
National Park Service



Color Code Legend

- Green – PAS position
- Yellow – NC SES position
- White – Career position
- Blue – Position vacant but Obligated
- Red – Position Vacant

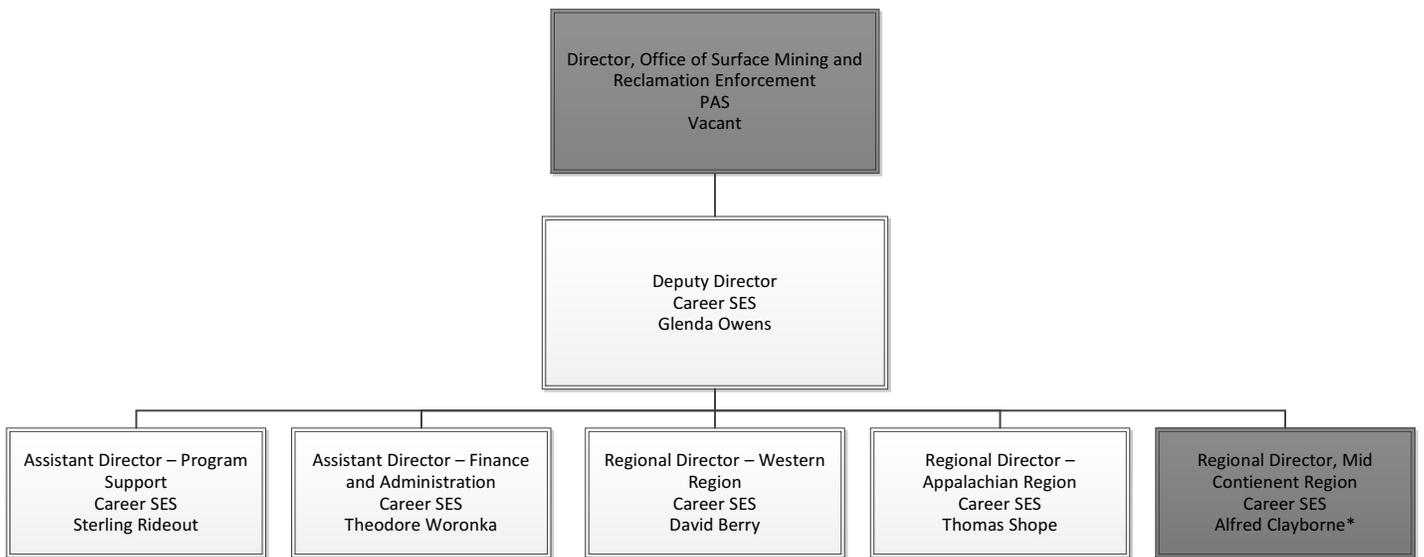
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position vacant but obligated
 Grey – Position Vacant

*Decision made but not yet processed

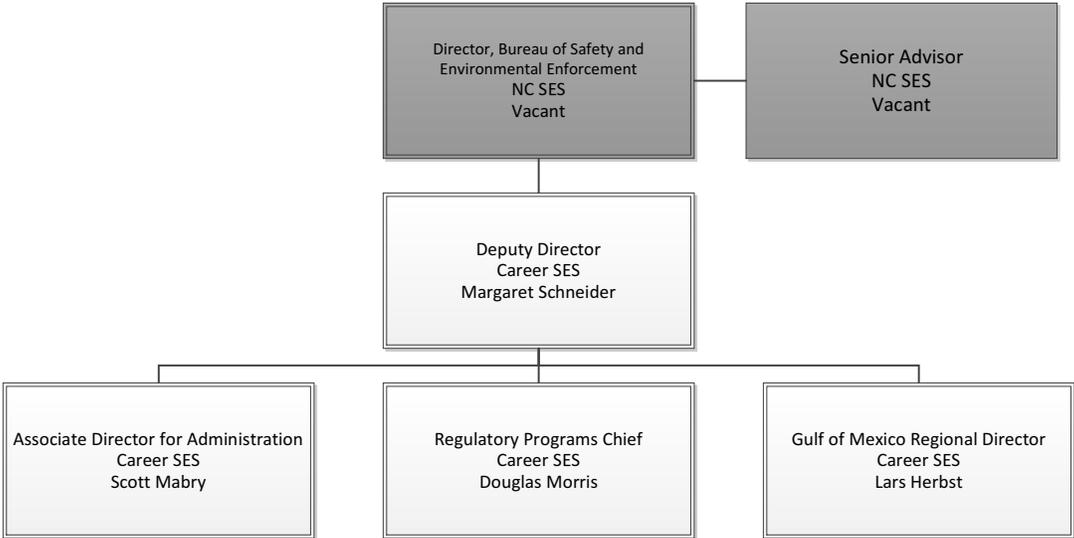
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

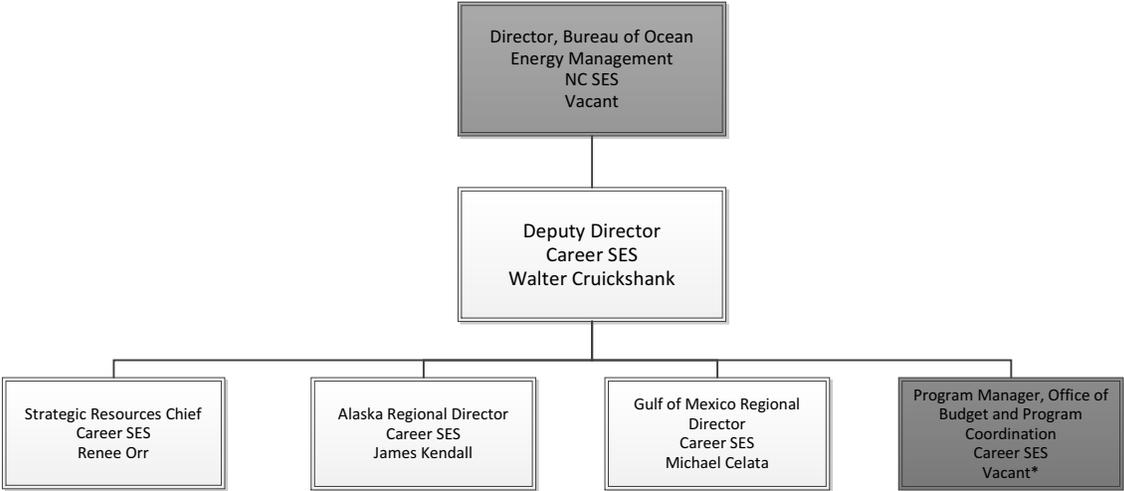
*Decision made but not yet processed

Bureau of Safety and Environmental Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Bureau of Ocean Energy Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

To: Bryan Rice[bryan_rice@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-16T08:28:05-04:00
Importance: Normal
Subject: outreach consideration
Received: 2017-10-16T08:28:11-04:00

Olivia let me know that she got a call last night that Senate Appropriations (minority) is pushing an amendment that would require Congressional notification before *any* SES reassignment. I'm working on talking points for Olivia to give to Murkowski's staff but just thinking you may want to touch base with the staff you know as today unfolds.

Mary

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-03-30T14:14:07-04:00
Importance: Normal
Subject: Pay Categories and Policy
Received: 2017-03-30T14:14:16-04:00
[New SES Pay Policy_November 2014.pdf](#)
[MASTER LIST - PAY CATEGORIES DEC 2015.xlsx](#)

Michelle Oxyer

Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
michelle_oxyer@ios.doi.gov

Senior Executive Service Pay Setting Policy November 2014

PURPOSE

The purpose of this Regulation is to set forth the Department of the Interior's (DOI) policy on pay setting for Career and Limited-Term Senior Executive Service new appointments, reassignments, and transfer actions.

AUTHORITY

This policy complies with 5 U.S.C. 5382 et seq. and Title 5 Code of Federal Regulations (CFR) 534, Subpart D, Pay and Performance Awards Under the SES.

DELEGATIONS OF AUTHORITY

Bureau and Office Heads are responsible for recommending and justifying the salary levels for SES employees appointed, reassigned, and transferred to their Bureau or Office and for recommending category designations for positions under their area of authority in accordance with the guidance set out in this policy.

The Executive Resources Board (ERB), as delegated by the Secretary, retains the authority to approve final salary determinations for all SES employees and for approving exceptions to the 12-month rule.

DEFINITIONS

Bureaus: Refers to mission areas or agencies within the Department of the Interior (such as National Park Service or Bureau of Land Management).

Office: Staff level office whose head reports to the Secretary of the Interior (such as Office of the Solicitor or Assistant Secretary – Policy, Management and budget)

Agency Head: The head of the Department of Interior (DOI) agency or an official who has been delegated the authority to act for the head of the agency in the matter concerned.

Category Structure: A five-level system that groups positions with common characteristics. Category levels delineate the importance of different positions by placing emphasis on the characteristics of positions such as impact on mission, level of complexity, span of control, inherent authority, scope and breath of responsibility and influence in national security matters.

RESPONSIBILITIES

The ERB is responsible for setting policy and providing overall technical guidance and direction for this policy.

The Chief Human Capital Officer is responsible for serving as a key advisor to the ERB on SES pay, as well as providing executive oversight of the implementation of this policy.

Bureau and Office Heads are responsible for adhering to this policy and for reporting to ERD as requested. They are responsible for ensuring compliance with the provisions of this policy so that the processes associated with managing it are fair, equitable, credible, and transparent. They are responsible for recommending category designations for positions under their area of authority.

The Executive Resources Division (ERD), Office of Human Resources shall provide staff assistance to Bureaus and Offices and monitor compliance with Departmental policy. The ERD will report to the Office of Personnel Management as required.

GENERAL GUIDELINES FOR SETTING AND ADJUSTING OF SES PAY

The SES pay range has a minimum rate of basic pay equal to 120 percent of the rate for GS-15, step 1, and a maximum rate of basic pay equal to the rate for Level III of the Executive Schedule. Agencies certified under 5 U.S.C. 5307(d) as having a performance appraisal system which, as designed and applied, makes meaningful distinctions based on relative performance, have a maximum rate of basic pay equal to the rate for Level II of the Executive Schedule.

12-MONTH RULE

Pursuant to 5 CFR 534.404(c), a senior executive's rate of basic pay may not be adjusted more than once during a 12-month period. This is commonly referred to as the 12-month rule. A pay increase made as a result of a determination to approve an exception to the 12-month rule is considered a pay adjustment and begins a new 12-month period.

EXCEPTIONS TO THE 12-MONTH RULE

SES employees may receive an increase in base pay more than once during a 12-month period for the following reasons:

- For an exceptionally meritorious accomplishment that significantly contributes to the Agency's performance;

- When it is necessary to reassign an executive to a position with substantially greater scope and responsibility or to recruit a senior executive with superior leadership or other competencies from a position in another agency;
- For the retention of a senior executive who is critical to the mission of the agency and who would be likely to leave the agency in the absence of a pay increase; and
- To align a senior executive with the agency's senior executive appraisal and pay adjustment cycle.

CATEGORY STRUCTURE

All DOI SES positions will be classified into 5 categories based upon the position characteristics described in Table 1 for initial salary setting purposes. The category structure is a tool to promote a common understanding of position differences, and a common perspective about the relationship of these differences on mission outcomes. If a position has a higher or greater scope and a bureau or office feels that an exception to the category needs to be granted, they can follow exhibit 3 to request approval. Exceptions should be rare and will require review by ERD and approval by the ERB.

Table 1

Category	Description	Minimum Pay
Category 1 <i>No more than 15% of Career SES positions shall be designated as Category 1 positions.</i>	Highest level of responsibility for organization performance or mission delivery at the Department or Bureau/Office headquarters level. Category 1 positions are the senior leadership positions that are most critical for mission success. The positions have the most significant levels of latitude and responsibility as indicated by degree of policy and decision-making authority. The impact is extraordinary and substantially furthers the Department's objectives and strategic goals.	5% above the GS-15 step 10 for the Washington, DC metropolitan area
Category 2	Has major impact on organizational performance or mission delivery at a regional or state level. Included within Category 2 are the BLM State Directors and Regional Directors (all other bureaus).	GS-15 step 08 in the locality of the position

Category	Description	Minimum Pay
Category 3	Has major impact on organizational performance or mission delivery at a headquarters level. The impact is tangible and furthers the Department's objectives and strategic goals. Category 3 positions have responsibility for Department-wide policy programs or operations and/or critical bureau operational or programmatic responsibilities.	GS-15 step 08 in the Washington, DC locality area
Category 4	Significant responsibility for organizational performance or mission delivery. Can be at the headquarters or field level.	GS-15 step 04 for the locality of the position
Category 5	Moderate degree of responsibility for organizational performance and mission delivery. The scope of responsibility is well-defined. Can be at the headquarters or field level.	SES pay range minimum

The salary levels will be adjusted commensurate with any annual adjustment awarded by Executive Order each year.

UPON INITIAL APPOINTMENT TO THE SES

An individual receiving an initial appointment to a DOI SES position will be placed in the category which their position has been designated. The category of each position will determine the pay minimum for that position. Individuals can be compensated above the minimum but not below. This category structure ensures comparability and transparency in SES positions and compensation management across the Department.

Note: Limited Term SES positions will be evaluated and assigned a category when they are established and classified.

Initial Appointment of External Appointees

Once a decision has been made regarding the appropriate category in which an employee should be placed, initial pay recommendations within the appropriate category should be based on the following factors:

- The nature and quality of the individual's experience, qualifications, and accomplishments as they relate to the requirements of the SES position.
- The individual's current pay.
- The individual's current responsibilities.
- The scope of authority and responsibility of the SES position to which the individual is being appointed.

- The geographic location of the position to which the employee is being appointed.

Initial Appointment of Current Federal Employees

The information below should be used as the guide when making recommendations to the ERB on establishing the initial pay rate for current Federal employees entering the SES.

Below Six Percent: This amount may be recommended for individuals who will be performing work similar to their current duties with respect to scope and responsibility. For example, individuals placed into the SES that are GS-15/10 will already be earning considerably more than the entry level pay for the SES, and in these instances, pay increases below six percent may be appropriate.

Six to Nine Percent: This is the typical amount recommended for individuals entering SES positions, i.e., the incumbent has strong credentials and will occupy a position with responsibility that is clearly greater than their current position.

Above Nine to Twelve Percent: This amount may be recommended when the position has a Department-wide impact and the candidate brings special skills and qualifications to the position that would be difficult to find even with a nationwide search.

Above Twelve Percent: This amount should only be recommended when the position has a nationwide impact and the individual leads a program critical to the Department's mission.

Setting Pay Above Executive Level III Upon Initial Appointment

In accordance with 5 CFR 534.403(a), rates of basic pay above the rate for level III of the Executive Schedule, but less than or equal to the rate of level II of the Executive Schedule generally are reserved for those newly appointed senior executives who possess superior leadership or other competencies. Cases reviewed by the ERB must present a strong business case for exceeding EX-III, including (but not limited to) the following criteria:

- Quality of the appointee's skills, competencies, and accomplishments,
- Candidate's existing salary and salary history, or a more competitive written offer from a different employer,
- Documented disparities between Federal and non-Federal salaries for the skills required in the position,
- Existing labor market conditions and employment trends,
- Availability of candidates for the position.

UPON REASSIGNMENT OR TRANSFER IN THE SES

Employees being reassigned to positions with similar scope and responsibility to their current positions are reassigned at their current pay rate. This observes OPM's "12-month" rule in 5 CFR 534.404(c), which permits agencies to adjust the pay of a senior executive "not more than once during any 12-month period."

OPM's regulations allow the ERB Chairperson to approve an increase if it can be determined through a business case presentation that "a pay increase is necessary to reassign a senior executive to a position with substantially greater scope and responsibility..."

In such an instance, the requesting office must produce an assessment of how the two positions differ and what the substantially greater scope and responsibilities are. In these cases, pay increases upon reassignment are typically 6% of current salary.

Additionally, when a geographic move is involved, and the cost of living is significantly higher at the new duty station, the ERB will consider a Bureau or Office's business case for exceeding 6%.

The following factors can be considered in these cases:

- Comparable pay for like SES positions;
- Loss of locality pay for employees moving from a GS or comparable position into the SES and for those employees who transfer to higher locality areas to accept DOI SES position;
- Functional and program responsibilities, including geographic scope (e.g., local, regional, national, or international), budget size, and impact on the accomplishment of the agency's and organization's mission;
- Organizational characteristics, including the level in the agency where the position is located, and the size and complexity of the organization (including subordinate organizational units);
- Degree and scope of executive, managerial, and/or supervisory authorities and responsibilities;
- Level and purpose of contacts (Contacts should be essential for successful performance of the work, be a recurring requirement of the position, and have a demonstrable impact on the difficulty and responsibility of the position).

This provision is not intended to replace a relocation allowance; rather, it is intended to provide Bureaus and Offices with flexibility to encourage service in SES in locations that have a higher cost of living.

PAY FOR PERFORMANCE SALARY SETTING DETERMINATION

Pay adjustment and performance award decisions will be made by the Executive Resources Board annually, subject to budgetary constraints. Prior to convening the annual Performance Review Boards, the ERB will publish the approved ranges for pay increases and performance awards based on an executive's annual performance appraisal. The category system is to be used only for initial pay setting purposes. There is nothing in this policy to restrict an SES from exceeding any category level after initial pay setting through the pay for performance system or as an exception to the 12-month rule.

BUREAU AND STAFF PAY SETTING RECOMMENDATION REQUESTS

Bureaus and Offices should follow the examples shown in Exhibits 1, 2, and 3, as appropriate, to request and justify an SES employee's pay for new appointments, reassignments, transfers and exceptions to the category structure.

Bureaus and Offices wishing to provide more than one pay adjustment in a 12-month period must specify in their selection or reassignment package that they are seeking an exception to the 12-month rules and specifically address why the exception might be justified. The pay rate analysis should also note the rationale supporting the request.

EXHIBIT 1

SAMPLE

**Pay Justification for Initial Pay Setting
(This document is to be included with the ERB appointment request)**

Subject: Pay Justification for (name), tentative selectee for Senior Executive Service (SES) position of (position title), (series), (organization)

Background: (Selectee name) was recently selected for the subject position. Upon conversion to the SES, he/she is eligible for a pay increase as recommended by the agency head/selecting official. (Selectee name) current salary is (amount) per year. Consistent with the pay setting policy the position is most closely in category _____.

Justification: (provide rationale of agency's determination of the appropriate rate of pay based on the nature and the quality of the individual's experience, qualifications, and accomplishments as they relate to the requirements of the SES position, and the employee's current responsibilities as outlined in the SES pay policy.)

Recommendation: Based on (Selectee's name) experience, qualifications, and accomplishments as they relate to the requirements of the SES position, we are recommending a pay increase of _____ (percentage) for total salary of _____ (dollar amount).

EXHIBIT 2

SAMPLE

**Pay Justification for Reassignment or Transfer
(This document is to be included with the ERB appointment request)**

Subject: Pay Justification for (name), tentative selectee for Senior Executive Service (SES) position of (position title), (series), (organization)

Background: (Selectee name) was recently selected for the subject position. Consistent with the pay setting policy the position is most closely in category _____.

Justification:

Justification: (Bureau or Office name) requests an increase in (employee name) salary from (current salary) to (proposed salary). The (Bureau or Office name) has determined that this pay increase, an exception to the 12- month rule, is necessary to (Provide reason and rationale for the pay recommendation, including current salary, proposed salary, factors taken into consideration, and any applicable data/information to support the request). Consistent with the pay setting policy the position is in category ____.

Recommendation: Based on (Selectee's name) experience and qualifications, as well as the factors outlined above, we are recommending a pay increase of _____(percentage) for total salary of _____ (dollar amount).

EXHIBIT 3

SAMPLE

**Request for SES Category Change Recommendation
(This document is to be included with the ERB recruitment request)**

Subject: Senior Executive Service (SES) position of (position title), (series), (organization)

Background: (Position) is currently in category _____. Positions meeting the criteria of band definitions can be placed into another existing band with the approval of an exception. Consistent with the pay setting policy and exhibit 1, the position is most closely in category _____.

JUSTIFICATION: (Bureau or Office name) requests a category change for (position), from (current category) to (proposed category). The Bureau or Office has determined that this position is an exception to the category system and has a substantially greater scope and responsibility than category _____. (Provide specific details of determination.)

_____ Approve

_____ Disapprove

For the Executive Resources Board

Date

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
ASIA	THOMPSON, THOMAS D
BIA	BLACK, MICHAEL S.
BIE	ROESSEL, CHARLES M.
BLM	ELLIS, STEVEN A
BOEM	CRUICKSHANK, WALTER D.
BOR	MURILLO, DAVID G.
BOR	PIMLEY, LOWELL D.
BSEE	SCHNEIDER, MARGARET N.
FWS	GOULD, ROWAN W.
FWS	GUERTIN, STEPHEN D.
NPS	O'DELL, MARGARET G.
OS/PMB	PLETCHER, MARY F.
OS/PMB	
OS/PMB	BURNS, SYLVIA W.
OS/PMB	THORSEN, KIMBERLEY A.
OSM	OWENS, GLENDA HUDSON
OST	SINGER, MICHELE F.
SOL	LOFTIN, MELINDA J.
SOL	HAUGRUD, KEVIN JACK
SOL	KEABLE, EDWARD T.
USGS	
USGS	KIMBALL, SUZETTE M.
BIA	LOUDERMILK, WELDON B.
BLM	CRIBLEY, BUD C
BOEM	KENDALL, JAMES J. JR.
FWS	HASKETT, GEOFFREY L.
NPS	FROST, HERBERT C.
SOL	DARNELL, JOSEPH D.
USGS	VACANT
FWS	DOHNER, CYNTHIA
NPS	AUSTIN, STANLEY J.
SOL	CLARK, HORACE G.
USGS	WEAVER, JESS D.
SOL	
BLM	WELCH, RUTH L.
FWS	WALSH, NOREEN E.
NPS	MASICA, SUE E.
OSM	VACANT
SOL	MCKEOWN, MATTHEW J.
USGS	ETHRIDGE, MAX M.
BLM	RUHS, JOHN F

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
DEPUTY ASST SECRETARY - MANAGEMENT	WASHINGTON,DC
DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC
DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC
DEPUTY DIRECTOR FOR OPERATIONS	WASHINGTON,DC
DEPUTY DIRECTOR	WASHINGTON,DC
REGIONAL DIRECTOR - MID PACIFIC REGION	SACRAMENTO,CALIFORNIA
DEPUTY COMMISSIONER - OPERATIONS	WASHINGTON,DC
DEPUTY DIRECTOR	WASHINGTON,DC
DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC
DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA
DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC
DEPUTY ASSISTANT SECRETARY - HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC
DEPUTY ASSISTANT SECRETARY - TECHNOLOGY, INFORMATION AND BUSINESS SERVICES	WASHINGTON,DC
CHIEF INFORMATION OFFICER	WASHINGTON,DC
DEPUTY ASSISTANT SECRETARY - PUBLIC SAFETY, RESOURCE PROTECTION AND EMERGENCY SERVICES	WASHINGTON,DC
DEPUTY DIRECTOR	WASHINGTON,DC
PRINCIPAL DEPUTY SPECIAL TRUSTEE	WASHINGTON,DC
DESIGNATED AGENCY ETHICS OFFICIAL	WASHINGTON,DC
DEPUTY SOLICITOR	WASHINGTON,DC
DEPUTY SOLICITOR	WASHINGTON,DC
PRINCIPAL DEPUTY DIRECTOR	RESTON,VIRGINIA
DEPUTY DIRECTOR	RESTON,VIRGINIA
REGIONAL DIRECTOR - ALASKA	ANCHORAGE,ALASKA
STATE DIRECTOR - ALASKA	ANCHORAGE,ALASKA
ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA
REGIONAL DIRECTOR - ANCHORAGE	ANCHORAGE,ALASKA
REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA
REGIONAL SOLICITOR - ALASKA REGION	ANCHORAGE,ALASKA
REGIONAL DIRECTOR - ALASKA REGION	ANCHORAGE,ALASKA
REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA
REGIONAL DIRECTOR, SOUTHEAST REGION	ATLANTA,GEORGIA
REGIONAL SOLICITOR - SOUTHEAST REGION	ATLANTA,GEORGIA
REGIONAL DIRECTOR - SOUTHEAST REGION	NORCROSS,GEORGIA
REGIONAL SOLICITOR - NORTHEAST REGION	BOSTON, MASSACHUSETTS
STATE DIRECTOR - COLORADO	DENVER,COLORADO
REGIONAL DIRECTOR - DENVER	LAKWOOD,COLORADO
REGIONAL DIRECTOR, INTERMOUNTAIN REGION	LAKWOOD,COLORADO
REGIONAL DIRECTOR, WESTERN REGION	DENVER,COLORADO
REGIONAL SOLICITOR - ROCKY MOUNTAIN REGION	LAKWOOD,COLORADO
REGIONAL DIRECTOR - SOUTHWEST REGION	LAKWOOD,COLORADO
STATE DIRECTOR - EASTERN STATES	SPRINGFIELD,VIRGINIA

SES Pay Categories Minimum Pay Levels
2014 to present

Pay Plan	Occ Ser	ERB Approved Category	Locality Area	Minimum Salary 2014	Minimum Salary 2015	Minimum Salary 2016
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	1710	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	SAC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0480	1	DC	\$164,955	\$166,635	\$168,315
ES	0480	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
		1	DC	\$164,955	\$166,635	\$168,315
ES	2210	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	1	DC	\$164,955	\$166,635	\$168,315
ES	0905	1	DC	\$164,955	\$166,635	\$168,315
ES	0905	1	DC	\$164,955	\$166,635	\$168,315
ES	0905	1	DC	\$164,955	\$166,635	\$168,315
		1	DC	\$154,160	\$166,635	\$168,315
ES	1301	1	DC	\$164,955	\$166,635	\$168,315
ES	0340	2	AK	\$154,743	\$156,294	\$158,453
ES	0340	2	AK	\$154,743	\$156,294	\$158,453
ES	0340	2	AK	\$154,743	\$156,294	\$158,453
ES	0480	2	AK	\$154,743	\$156,294	\$158,453
ES	0340	2	AK	\$154,743	\$156,294	\$158,453
ES	0905	2	AK	\$154,743	\$156,294	\$158,453
		2	AK	\$154,743	\$156,294	\$158,453
ES	0480	2	ATL	\$148,041	\$149,525	\$151,388
ES	0340	2	ATL	\$148,041	\$149,525	\$151,388
ES	0905	2	ATL	\$148,041	\$149,525	\$151,388
ES	1301	2	ATL	\$148,041	\$149,525	\$151,388
		2	BOSTON	\$154,879	\$156,432	\$158,491
ES	0340	2	CO	\$152,050	\$153,574	\$155,629
ES	0480	2	CO	\$152,050	\$153,574	\$155,629
ES	0340	2	CO	\$152,050	\$153,574	\$155,629
		2	CO	\$152,050	\$153,574	\$155,629
ES	0905	2	CO	\$152,050	\$153,574	\$155,629
ES	1301	2	CO	\$152,050	\$153,574	\$155,629
ES	0340	2	DC	\$154,160	\$155,705	\$157,971

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
NPS	VACANT
USGS	RUSS, DAVID P.
USGS	CARL, LEON M.
FWS	WEBER, WENDI
BIA	ROSEN, DIANE K.
FWS	MELIUS, THOMAS O
NPS	CALDWELL, MICHAEL A.
BIA	BOWKER, BRYAN L.
BLM	SUAZO, RAYMOND
OSM	SHOPE, THOMAS D.
BIA	SPEAKS, STANLEY M.
BLM	PEREZ, JEROME E
FWS	THORSON, ROBYN
SOL	PETERSON, PENNY LYNN
BIA	PINTO, SHARON ANN
BIA	IMPSON, ROBERT K.
BIA	DEERINWATER, DANIEL J.
BIA	
BIA	
BIA	VACANT
BLM	PALMA, JUAN M
BLM	CONNELL, JAMIE E.
BLM	MURPHY, TIMOTHY M.
BLM	SIMPSON, DONALD A
BLM	LUEDERS, AMY L.
BOEM	RODI, JOHN L.
BOR	LEE, LORRI J
BOR	RYAN, MICHAEL J.
BOR	VACANT
BSEE	HERBST, LARS T.
NPS	VACANT
OS/PMB	BATHRICK, MARK L.
SOL	
BIA	WALKER, WILLIAM T.
BLM	JUEN, JESSE J.
FWS	TUGGLE, BENJAMIN N.
OST	CRAFF, ROBERT C.
OST	REYNOLDS, THOMAS G.
OST	RUGEN, CATHERINE E.
OST	BURCH, MELVIN E.
OST	WILLIAMS, MARGARET C.
OST	WHITE, JOHN ETHAN
OST	JAMES, JAMES D. JR.
OST	LORDS, DOUGLAS A.

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
REGIONAL DIRECTOR, NATIONAL CAPITAL REGION	WASHINGTON,DC
REGIONAL DIRECTOR - NORTHEAST REGION	RESTON,VIRGINIA
REGIONAL DIRECTOR - MIDWEST REGION	ANN ARBOR,MICHIGAN
REGIONAL DIRECTOR - HADLEY	HADLEY,MASSACHUSETTS
REGIONAL DIRECTOR - MIDWEST	BLOOMINGTON,MINNESOTA
REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS,MINNESOTA
REGIONAL DIRECTOR, NORTHEAST REGION	PHILADELPHIA,PENNSYLVANIA
REGIONAL DIRECTOR - WESTERN	PHOENIX,ARIZONA
STATE DIRECTOR - ARIZONA	PHOENIX,ARIZONA
REGIONAL DIRECTOR, APPALACHIN REGION	GREEN TREE,PENNSYLVANIA
REGIONAL DIRECTOR - NORTHWEST	PORTLAND,OREGON
STATE DIRECTOR - OREGON	PORTLAND,OREGON
REGIONAL DIRECTOR - PORTLAND	PORTLAND,OREGON
REGIONAL SOLICITOR - PACIFIC NORTHWEST REGION	PORTLAND,OREGON
REGIONAL DIRECTOR - NAVAJO	GALLUP,NEW MEXICO
REGIONAL DIRECTOR - EASTERN OKLAHOMA	MUSKOGEE,OKLAHOMA
REGIONAL DIRECTOR - SOUTHERN PLAINS	ANADARKO,OKLAHOMA
REGIONAL DIRECTOR - GREAT PLAINS	ABERDEEN, SOUTH DAKOTA
REGIONAL DIRECTOR - ROCKY MOUNTAIN REGION	BILLINGS, MONTANA
REGIONAL DIRECTOR - EASTERN REGION	NASHVILLE, TENNESSEE
STATE DIRECTOR - UTAH	SALT LAKE CITY,UTAH
STATE DIRECTOR - MONTANA	BILLINGS,MONTANA
STATE DIRECTOR - IDAHO	BOISE,IDAHO
STATE DIRECTOR - WYOMING	CHEYENNE,WYOMING
STATE DIRECTOR - NEVADA	RENO,NEVADA
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA
REGIONAL DIRECTOR - PACIFIC NORTHWEST REGION	BOISE,IDAHO
REGIONAL DIRECTOR - GREAT PLAINS REGION	BILLINGS,MONTANA
REGIONAL DIRECTOR - UPPER COLORADO REGION	SALT LAKE CITY,UTAH
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA
REGIONAL DIRECTOR, MIDWEST REGION	OMAHA, NEBRASKA
DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO
REGIONAL SOLICITOR - INTERMOUNTAIN REGION	SALT LAKE CITY,UTAH
REGIONAL DIRECTOR - SOUTHWEST	ALBUQUERQUE,NEW MEXICO
STATE DIRECTOR - NEW MEXICO	SANTA FE,NEW MEXICO
REGIONAL DIRECTOR - ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO
REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
DEPUTY SPECIAL TRUSTEE FOR PROGRAM MANAGEMENT	ALBUQUERQUE,NEW MEXICO
DEPUTY SPECIAL TRUSTEE - FIELD OPERATIONS	ALBUQUERQUE,NEW MEXICO
DEPUTY SPECIAL TRUSTEE - TRUST SERVICES	ALBUQUERQUE,NEW MEXICO

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
SOL	VACANT
BOR	FULP, TERRANCE J
OSM	BARCHENGER, ERVIN J
BIA	DUTSCHKE, AMY L.
BLM	KENNA, JAMES G
FWS	LOHOEFENER, RENNE R.
SOL	VACANT
USGS	SOGGE, MARK K.
USGS	VACANT
NPS	LEHNERTZ, CHRISTINE S.
ASIA	FREEMAN, SHAREE M.
BIA	CRUZAN, DARREN A.
BIA	ORTIZ, HANKIE P.
BIA	VACANT (HELEN RIGGS SELECTED)
BIA	SMITH, MICHAEL R.
BIE	FORREST, VICKI L.
BLM	ROBERSON, EDWIN L
BLM	LAURO, SALVATORE R.
BLM	CARTER-PFISTERER, CAROLE
BLM	VELASCO, JANINE M.
BLM	ROUNTREE, CARL D.
BLM	NEDD, MICHAEL D.
BLM	
BOEM	BROWN, WILLIAM Y
BOEM	ORR, L. RENEE
BOR	PAYNE, GRAYFORD F.
BSEE	MABRY, SCOTT L.
BSEE	MORRIS, DOUGLAS W.
FWS	HILDEBRANDT, BETSY J.
FWS	KURTH, JAMES W.
FWS	FRAZER, GARY D.
NPS	NEW (LENA MCDOWALL PROPOSED)
OS/PMB	CLEMENT, JOEL P.
OS/PMB	PULA, NIKOLAO IULI
OS/PMB	JOHNSTON, MICHAEL J.
OS/PMB	GLOMB, STEPHEN J.

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
REGIONAL SOLICITOR - SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO
REGIONAL DIRECTOR - LOWER COLORADO REGION	BOULDER CITY,NEVADA
REGIONAL DIRECTOR, MID CONTINENT REGIONAL COORDINATING CENTER	ALTON,ILLINOIS
REGIONAL DIRECTOR - PACIFIC	SACRAMENTO,CALIFORNIA
STATE DIRECTOR - CALIFORNIA	SACRAMENTO,CALIFORNIA
REGIONAL DIRECTOR - SACRAMENTO	SACRAMENTO,CALIFORNIA
REGIONAL SOLICITOR - PACIFIC SOUTHWEST REGION	SACRAMENTO,CALIFORNIA
REGIONAL DIRECTOR - PACIFIC REGION	SACRAMENTO,CALIFORNIA
REGIONAL DIRECTOR - NORTHWEST REGION	SEATTLE, WASHINGTON
REGIONAL DIRECTOR, PACIFIC WEST REGION	OAKLAND,CALIFORNIA
DIRECTOR, OFFICE OF SELF GOVERNANCE	WASHINGTON,DC
DEPUTY DIRECTOR - JUSTICE SERVICES	WASHINGTON,DC
DEPUTY DIRECTOR - INDIAN SERVICES	WASHINGTON,DC
DEPUTY DIRECTOR - TRUST SERVICES	WASHINGTON,DC
DEPUTY DIRECTOR - FIELD OPERATIONS	WASHINGTON,DC
DEPUTY DIRECTOR - SCHOOLS OPERATIONS	WASHINGTON,DC
ASSISTANT DIRECTOR, RENEWABLE RESOURCES AND PLANNING	WASHINGTON,DC
DIRECTOR, LAW ENFORCEMENT, SECURITY AND PROTECTION	WASHINGTON,DC
ASSISTANT DIRECTOR, HUMAN CAPITAL MANAGEMENT	WASHINGTON,DC
ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFORMATION RESOURCES MANAGEMENT	WASHINGTON,DC
ASSISTANT DIRECTOR, NATIONAL LANDSCAPE CONSERVATION SYSTEM AND COMMUNITY PARTNERSHIPS	WASHINGTON,DC
ASSISTANT DIRECTOR, MINERALS, REALTY AND RESOURCE PROTECTION	WASHINGTON,DC
ASSISTANT DIRECTOR FOR COMMUNICATIONS AND PUBLIC RELATIONS	WASHINGTON,DC
CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC
STRATEGIC RESOURCES CHIEF	WASHINGTON,DC
DEPUTY COMMISSIONER, PROGRAM, ADMINISTRATION AND BUDGET	WASHINGTON,DC
ASSOCIATE DIRECTOR FOR ADMINISTRATION	WASHINGTON,DC
REGULATORY PROGRAMS CHIEF	WASHINGTON,DC
ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC
CHIEF, NATIONAL WILDLIFE REFUGE SYSTEM	WASHINGTON,DC
ASSISTANT DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC
CHIEF FINANCIAL OFFICER	WASHINGTON,DC
DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC
DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC
DIRECTOR, BUSINESS INTEGRATION OFFICE	HERNDON,VIRGINIA
DIRECTOR, OFFICE OF RESTORATION AND DAMAGE ASSESSMENT	WASHINGTON,DC

SES Pay Categories Minimum Pay Levels
2014 to present

Pay Plan	Occ Ser	ERB Approved Category	Locality Area	Minimum Salary 2014	Minimum Salary 2015	Minimum Salary 2016
		2	RUS/ALB	\$141,675	\$143,095	\$144,792
ES	0340	2	RUS/LV	\$141,675	\$143,095	\$145,020
ES	0340	2	RUS/STL	\$141,675	\$143,095	\$144,944
ES	0340	2	SAC	\$151,653	\$153,173	\$155,224
ES	0340	2	SAC	\$151,653	\$153,173	\$155,224
ES	0480	2	SAC	\$151,653	\$153,173	\$155,224
		2	SAC	\$151,653	\$153,173	\$155,224
ES	0401	2	SAC	\$151,653	\$153,173	\$155,224
		2	SEA	\$151,169	\$152,684	\$154,871
ES	0340	2	SJ/SF/OAK	\$157,100	\$158,700	\$160,300
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	1811	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	1811	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
		3	DC		Position est 2016	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0301	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
OS/PMB	BURDEN, JOHN W.
OS/PMB	FLANAGAN, DENISE A.
OS/PMB	BROUN, LAURENCE I.
OS/PMB	MULHERN, THOMAS A.
OS/PMB	GLENN, DOUGLAS A
OS/PMB	ROSS, JOHN W
OS/PMB	HUMBERT, HARRY L
OS/PMB	GOULD, GREGORY J.
OS/PMB	WARD, JOSEPH M JR
OS/PMB	GOODWIN, JANET A.
OS/PMB	BECK, RICHARD T.
OS/PMB	IUDICELLO, FAY S.
OS/PMB	SONDERMAN, DEBRA E.
OS/PMB	DOUGLAS, JAMES C.
OS/PMB	TAYLOR, WILLIE R.
OS/PMB	VACANT
OSM	RIDEOUT, STERLING J. JR
OSM	WORONKA, THEODORE
OST	DAVIS, MARK H
SOL	HAWBECKER, KAREN S.
SOL	BROWN, LAURA B.
SOL	
SOL	ROTH, BARRY N.
SOL	BERRIGAN, MICHAEL J.
SOL	SIMMONS, SHAYLA F.
SOL	VACANT
USGS	THORNHILL, ALAN D.
USGS	VACANT (JOSE ARAGON SELECTED)
USGS	GALLAGHER, KEVIN T
USGS	WERKHEISER, WILLIAM H.
USGS	WAINMAN, BARBARA W.
USGS	APPLEGATE, JAMES D. R.
USGS	KINSINGER, ANNE E.
USGS	VACANT
USGS	VACANT

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
CHIEF DIVERSITY OFFICER/DIRECTOR, OFFICE OF CIVIL	WASHINGTON,DC
DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC
DIRECTOR, OFFICE OF EMERGENCY MANAGEMENT	WASHINGTON,DC
DIRECTOR, OFFICE OF HUMAN RESOURCES	WASHINGTON,DC
DIRECTOR, OFFICE OF FINANCIAL MNGT & DEPUTY CHIEF FINANCIAL OFFICER	WASHINGTON,DC
DIRECTOR, OFFICE OF VALUATION SERVICES	WASHINGTON,DC
DIRECTOR, OFFICE OF LAW ENFORCEMENT	WASHINGTON,DC
DIRECTOR, OFFICE OF NATURAL RESOURCES REVENUE	WASHINGTON,DC
DIRECTOR, INTERIOR BUSINESS CENTER	WASHINGTON,DC
DIRECTOR, OFFICE OF HEARINGS AND APPEALS	ARLINGTON,VIRGINIA
DIRECTOR, OFFICE OF PLANNING AND PERFORMANCE MANAGEMENT	WASHINGTON,DC
DIRECTOR, EXECUTIVE SECRETARIAT AND OFFICE OF REGULATORY AFFAIRS	WASHINGTON,DC
DIRECTOR, OFFICE OF ACQUISITION AND PROPERTY MANAGEMENT	WASHINGTON,DC
DIRECTOR, OFFICE OF WILDLAND FIRE COORDINATION	WASHINGTON,DC
DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE	WASHINGTON,DC
CHIEF LEARNING OFFICER/DIRECTOR, OFFICE OF STRATEGIC EMPLOYEE AND ORGANIZATION DEVELOPMENT	WASHINGTON,DC
ASSISTANT DIRECTOR, PROGRAM SUPPORT	WASHINGTON,DC
ASSISTANT DIRECTOR FOR FINANCE AND ADMINISTRATION	WASHINGTON,DC
DEPUTY SPECIAL TRUSTEE FOR BUSINESS MANAGEMENT	WASHINGTON,DC
ASSOCIATE SOLICITOR - MINERAL RESOURCES	WASHINGTON,DC
ASSOCIATE SOLICITOR - LAND RESOURCES	WASHINGTON,DC
ASSOCIATE SOLICITOR - WATER RESOURCES	WASHINGTON,DC
ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	WASHINGTON,DC
ASSOCIATE SOLICITOR - GENERAL LAW	WASHINGTON,DC
ASSOCIATE SOLICITOR - ADMINISTRATION	WASHINGTON,DC
ASSOCIATE SOLICITOR - INDIAN AFFAIRS	WASHINGTON,DC
DIRECTOR, OFFICE OF SCIENCE QUALITY AND INTEGRITY	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR ADMINISTRATION	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR CORE SCIENCE SYSTEMS	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR COMMUNICATIONS AND PUBLISHING	RESTON,VIRGINIA
ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR BUDGET, PLANNING AND INTEGRATION	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR ENERGY AND MINERALS AND ENVIRONMENTAL HEALTH	RESTON,VIRGINIA

SES Pay Categories Minimum Pay Levels
2014 to present

Pay Plan	Occ Ser	ERB Approved Category	Locality Area	Minimum Salary 2014	Minimum Salary 2015	Minimum Salary 2016
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0560	3	DC	\$154,160	\$155,705	\$157,971
ES	0301	3	DC	\$154,160	\$155,705	\$157,971
ES	0201	3	DC	\$154,160	\$155,705	\$157,971
ES	0505	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	1811	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0905	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0301	3	DC	\$154,160	\$155,705	\$157,971
ES	1102	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	0905	3	DC	\$154,160	\$155,705	\$157,971
ES	0905	3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
ES	0905	3	DC	\$154,160	\$155,705	\$157,971
ES	0905	3	DC	\$154,160	\$155,705	\$157,971
ES	0905	3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
ES	0401	3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	1315	3	DC	\$154,160	\$155,705	\$157,971
ES	0340	3	DC	\$154,160	\$155,705	\$157,971
ES	1301	3	DC	\$154,160	\$155,705	\$157,971
ES	0401	3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
USGS	VACANT
USGS	
USGS	BALES, JERAD D.
BLM	VACANT
BOR	LUEBKE, THOMAS A
BOR	MULLER, BRUCE C JR
BOR	CORDOVA-HARRISON, ELIZABE
BOR	GONZALES-SCHREINER, ROSEA
NPS	WHITTINGTON, SAMUEL Q.
OS/PMB	TSCHUDY, DEBORAH GIBBS
ASIA	BEARPAW, GEORGE WATIE
ASIA	SCHOCK, JAMES H.
ASIA	HART, PAULA L.
ASIA	LAROCHE, DARRELL WILLIAM
ASIA	ATKINSON, KAREN J
ASIA	BURCKMAN, JAMES N.
BOR	WOLF, ROBERT W
FWS	FORD, JEROME E.
FWS	SLACK, JAMES J.
FWS	ARROYO, BRYAN
FWS	SOUZA, PAUL
FWS	HOSKINS, DAVID WILLIAM
FWS	RAUCH, PAUL A.
FWS	BOLTON, HANNIBAL
FWS	WOODY, WILLIAM C.
FWS	SHEEHAN, DENISE E.
NPS	WASHBURN, JULIA L.
NPS	MCDOWALL, LENA E
NPS	VACANT (RAYMOND SAUVAJOT SELECTED)
NPS	VOGEL, ROBERT A.
NPS	TOOTHMAN, STEPHANIE S.
NPS	SHOLLY, CAMERON H
NPS	KNOX, VICTOR W.
NPS	REYNOLDS, MICHAEL T.
NPS	
OS/PMB	GROSS, LAWRENCE NMN JR.
OS/PMB	TABER, TERESA RENEE

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
ASSOCIATE DIRECTOR FOR CLIMATE AND LAND USE CHANGE	RESTON,VIRGINIA
ASSOCIATE DIRECTOR FOR HUMAN CAPITAL	RESTON,VIRGINIA
CHIEF SCIENTIST FOR HYDROLOGY	RESTON,VIRGINIA
DIRECTOR, NATIONAL OPERATIONS CENTER	LAKWOOD,COLORADO
DIRECTOR, TECHNICAL SERVICE CENTER	LAKWOOD,COLORADO
DIRECTOR, SAFETY, SECURITY AND LAW ENFORCEMENT	LAKWOOD,COLORADO
DIRECTOR, MANAGEMENT SERVICES OFFICE	LAKWOOD,COLORADO
DIRECTOR, POLICY AND ADMINISTRATION	LAKWOOD,COLORADO
MANAGER, DENVER SERVICE CENTER	LAKWOOD,COLORADO
DEPUTY DIRECTOR, OFFICE OF NATURAL RESOURCES REVENUE MANAGEMENT	LAKWOOD,COLORADO
BUDGET OFFICER	WASHINGTON,DC
CHIEF FINANCIAL OFFICER	WASHINGTON,DC
DIRECTOR, OFFICE OF INDIAN GAMING MANAGEMENT	WASHINGTON,DC
DIRECTOR, FACILITIES, PROPERTY AND SAFETY	RESTON,VIRGINIA
DIRECTOR, INDIAN ENERGY AND ECONOMIC DEVELOPMENT	WASHINGTON,DC
DIRECTOR OF HUMAN CAPITAL MANAGEMENT	WASHINGTON,DC
DIRECTOR, PROGRAM AND BUDGET	WASHINGTON,DC
ASSISTANT DIRECTOR - MIGRATORY BIRD PROGRAMS	ARLINGTON,VIRGINIA
DIRECTOR, NATIONAL CONSERVATION TRAINING CENTER	SHEPHERDSTOWN, WEST VIRGI
ASSISTANT DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC
ASSISTANT DIRECTOR FOR SCIENCE APPLICATION	WASHINGTON,DC
ASSISTANT DIRECTOR - FISHERIES AND HABITAT CONSERVATION	WASHINGTON,DC
ASSISTANT DIRECTOR - BUSINESS MANAGEMENT AND OPERATIONS	ARLINGTON,VIRGINIA
ASSISTANT DIRECTOR - WILDLIFE AND SPORTFISH RESTORATION PROGRAMS	WASHINGTON,DC
CHIEF, OFFICE OF LAW ENFORCEMENT	ARLINGTON,VIRGINIA
ASSISTANT DIRECTOR - BUDGET, PLANNING AND HUMAN CAPITAL	ARLINGTON,VIRGINIA
ASSOCIATE DIRECTOR, INTERPRETATION AND EDUCATION	WASHINGTON,DC
ASSISTANT DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC
ASSOCIATE DIRECTOR, NATURAL RESOURCES STEWARDSHIP AND SCIENCE	WASHINGTON,DC
SUPERINTENDENT, NATIONAL MALL AND MEMORIAL PARKS	WASHINGTON,DC
ASSOCIATE DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC
ASSOCIATE DIRECTOR, VISITOR RESOURCE AND PROTECTION	WASHINGTON,DC
ASSOCIATE DIRECTOR, PARKS PLANNING, FACILITIES AND LANDS	WASHINGTON,DC
ASSOCIATE DIRECTOR, WORKFORCE MANAGEMENT	WASHINGTON,DC
COMPTRROLLER	WASHINGTON,DC
DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC
DEPUTY DIRECTOR, OFFICE OF FINANCIAL MANAGEMENT	WASHINGTON,DC

SES Pay Categories Minimum Pay Levels
2014 to present

Pay Plan	Occ Ser	ERB Approved Category	Locality Area	Minimum Salary 2014	Minimum Salary 2015	Minimum Salary 2016
		3	DC	\$154,160	\$155,705	\$157,971
		3	DC	\$154,160	\$155,705	\$157,971
ES	1315	3	DC	\$137,494	\$155,705	\$157,971
		4	CO	\$135,612	\$136,970	\$138,803
ES	0340	4	CO	\$135,612	\$136,970	\$138,803
ES	0340	4	CO	\$135,612	\$136,970	\$138,803
ES	0340	4	CO	\$135,612	\$136,970	\$138,803
ES	0340	4	CO	\$135,612	\$136,970	\$138,803
ES	0340	4	CO	\$135,612	\$136,970	\$138,803
ES	0340	4	CO	\$135,612	\$136,970	\$138,803
ES	0560	4	DC	\$137,494	\$138,871	\$140,892
ES	0501	4	DC	\$137,494	\$138,871	\$140,892
ES	0301	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0301	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0480	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0480	4	DC	\$137,494	\$138,871	\$140,892
ES	0480	4	DC	\$137,494	\$138,871	\$140,892
ES	0480	4	DC	\$137,494	\$138,871	\$140,892
ES	0480	4	DC	\$137,494	\$138,871	\$140,892
ES	0341	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	1811	4	DC	\$137,494	\$138,871	\$140,892
ES	0341	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
		4	DC	\$137,494	\$138,871	\$140,892
ES	0025	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
		4	DC	\$137,494	\$138,871	\$140,892
ES	2210	4	DC	\$137,494	\$138,871	\$140,892
ES	0505	4	DC	\$137,494	\$138,871	\$140,892

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
OS/PMB	GRAZIANO, ANGELA V.
OS/PMB	MCCAFFERY, JAMES G.
OS/PMB	MOSS, ADRIANNE L.
OS/PMB	MENTORE-SMITH, HOPE Y.
OS/PMB	GIDNER, JEROLD L.
OS/PMB	ESQUIVEL, FRANCIS O.
OS/PMB	FERRITER, OLIVIA B.
OS/PMB	BLANCHARD, MARY JOSIE
NPS	VACANT (PEDRO RAMOS SELECTED)
BIE	NEW
NPS	LAIRD, JOSHUA RADBILL
BLM	VACANT
NPS	VELA, RAYMOND DAVID
NPS	VACANT (CASSIUS CASH SELECTED)
NPS	UBERUAGA, DAVID V.
NPS	NEUBACHER, DONALD L.
NPS	WENK, DANIEL N.
USGS	KELLY, FRANCIS P.
BIE	
BIE	HAMLEY, JEFFREY L.
BIE	VACANT
NPS	DICKINSON, WILLIAM K.
NPS	DEAN, FRANCIS J.
BIA	HANNA, JEANETTE D.
BOR	QUINT, ROBERT J
OS/PMB	ESTENOZ, SHANNON A.
OS/PMB	WILLIAMS, LC
OS/PMB	HARTLEY, DEBORAH J.
OS/PMB	STEWART, JAMES D.
OS/PMB	BEALL, JAMES W
OS/PMB	AWNI, MUHAMMAD H.
OS/PMB	GOKLANY, INDUR M.
OS/PMB	

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
DEPUTY DIRECTOR, INTERIOR BUSINESS CENTER	WASHINGTON,DC
DEPUTY DIRECTOR, OFFICE OF ACQUISITION AND PROPERTY MANAGEMENT	WASHINGTON,DC
DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC
PRINCIPAL DEPUTY DIRECTOR, OFFICE OF HEARINGS AND APPEALS	ARLINGTON,VIRGINIA
DEPUTY DIRECTOR, OFFICE OF STRATEGIC EMPLOYEE AND ORGANIZATION DEVELOPMENT	WASHINGTON,DC
ASSOCIATE DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC
DEPUTY DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC
DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE	WASHINGTON,DC
SUPERINTENDENT, EVERGLADES NATIONAL PARK	MIAMI-DADE,FLORIDA
ASSOCIATE DEPUTY DIRECTOR - TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA
EXECUTIVE DIRECTOR, NATIONAL PARKS OF NEW YORK HARBOR	NEW YORK, NEW YORK
ASSISTANT DIRECTOR, FIRE AND AVIATION	BOISE,IDAHO
SUPERINTENDENT, GRAND TETON NATIONAL PARK	MOOSE,WYOMING
SUPERINTENDENT, GREAT SMOKY MOUNTAIN NATIONAL PARK	GATLINBURG,TENNESSEE
SUPERINTENDENT, GRAND CANYON NATIONAL PARK	GRAND CANYON,ARIZONA
SUPERINTENDENT, YOSEMITE NATIONAL PARK	YOSEMITE NATL PARK,CALIF
SUPERINTENDENT, YELLOWSTONE NATIONAL PARK	YELLOWSTONE PARK,WYOMING
DIRECTOR, EARTH RESOURCES OBSERVATION AND SCIENCE CENTER AND SPACE POLICY ADVISOR	SIoux FALLS,SOUTH DAKOTA
ASSOCIATE DEPUTY DIRECTOR - BIE CONTROLLED SCHOOLS	ALBUQUERQUE,NEW MEXICO
ASSOCIATE DEPUTY DIRECTOR - COMPLIANCE, MONITORING AND ACCOUNTABILITY	ALBUQUERQUE,NEW MEXICO
ASSOCIATE DEPUTY DIRECTOR - NAVAJO	ALBUQUERQUE,NEW MEXICO
SUPERINTENDENT, LAKE MEAD NATIONAL RECREATION AREA	BOULDER CITY,NEVADA
PARK MANAGER, GOLDEN GATE NATIONAL RECREATION AREA	SAN FRANCISCO,CALIFORNIA
SPECIAL ASST TO THE DIRECTOR, BUREAU OF INDIAN SENIOR ADVISOR	WASHINGTON,DC
DIRECTOR, EVERGLADES RESTORATION INITIATIVES/EXECUTIVE DIRECTOR, SOUTH FLORIDA ECOSYSTEM RESTORATION TASK FORCE	MIAMI,FLORIDA
ASSOCIATE DIRECTOR, HUMAN RESOURCES DIRECTORATE	LAKWOOD,COLORADO
ASSOCIATE DEPUTY CHIEF INFORMATION OFFICER	LAKWOOD,COLORADO
PROGRAM DIRECTOR FOR FINANCIAL AND PROGRAM MANAGEMENT	LAKWOOD,COLORADO
CHIEF FINANCIAL OFFICER	HERNDON,VIRGINIA
ASSOCIATE DIRECTOR, FACILITY AND PROPERTY SENIOR ADVISOR	WASHINGTON,DC
CHIEF STRATEGY AND PERFORMANCE MANAGEMENT	WASHINGTON,DC

SES Pay Categories Minimum Pay Levels
2014 to present

Pay Plan	Occ Ser	ERB Approved Category	Locality Area	Minimum Salary 2014	Minimum Salary 2015	Minimum Salary 2016
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	1102	4	DC	\$137,494	\$138,871	\$140,892
ES	0560	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0201	4	DC	\$137,494	\$138,871	\$140,892
ES	2210	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
ES	0340	4	DC	\$137,494	\$138,871	\$140,892
		4	MIAMI	\$133,698	\$135,036	\$136,680
		4	MINN	\$126,359	\$135,226	\$136,962
ES	0301	4	NY	\$142,475	\$143,901	\$145,882
		4	RUS	\$126,359	\$127,624	\$129,115
ES	0025	4	RUS	\$126,359	\$127,624	\$129,115
		4	RUS	\$126,359	\$127,624	\$129,115
ES	0025	4	RUS	\$126,359	\$127,624	\$129,115
ES	0025	4	RUS	\$126,359	\$127,624	\$129,115
ES	0025	4	RUS	\$126,359	\$127,624	\$129,115
ES	1301	4	RUS	\$126,359	\$127,624	\$129,115
ES	1701	4	RUS/ALB	\$126,359	\$127,624	\$129,137
ES	1720	4	RUS/ALB	\$126,359	\$127,624	\$129,137
		4	RUS/ALB	\$126,359	\$127,624	\$129,137
ES	0025	4	RUS/LV	\$126,359	\$127,624	\$129,341
ES	0025	4	SJ/SF/OAK	\$149,592	\$151,090	\$153,278
ES	0301	5	DC	\$120,748	\$121,953	\$123,175
ES	0301	5	DC	\$120,748	\$121,953	\$123,175
ES	0340	5	MIAMI	\$120,748	\$121,956	\$123,175
ES	0340	5	CO	\$120,748	\$121,956	\$123,175
ES	2210	5	CO	\$120,748	\$121,956	\$123,175
ES	0340	5	CO	\$120,748	\$121,956	\$123,175
ES	0501	5	DC	\$120,748	\$121,953	\$123,175
ES	0340	5	DC	\$120,748	\$121,953	\$123,175
ES	0301	5	DC	\$120,748	\$121,953	\$123,175
		5	DC	\$120,748	\$121,953	\$123,175

SES Pay Categories Minimum Pay Levels
2014 to present

Bureau	Name
OS/PMB	ONEILL, KEITH JAMES
OS/PMB	
OS/PMB	WAYSON, THOMAS C.
OS/PMB	ANDREW, JONATHAN M.
OS/PMB	SALOTTI, CHRISTOPHER P.
OS/PMB	BAYANI, THERESA WALSH
OS/PMB	MEHLHOFF, JOHN J.
OS/PMB	

SES Pay Categories Minimum Pay Levels
2014 to present

Position Title	Location
ASSOCIATE DIRECTOR FOR ACQUISITION SERVICES	WASHINGTON,DC
CHIEF, DIVISION OF BUDGET AND PROGRAM REVIEW	WASHINGTON,DC
CHIEF, BUDGET ADMINISTRATION AND	WASHINGTON,DC
INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC
LEGISLATIVE COUNSEL	WASHINGTON,DC
PROGRAM DIRECTOR FOR AUDIT AND COMPLIANCE MANAGEMENT	LAKWOOD,COLORADO
PROGRAM DIRECTOR FOR COORDINATION, ENFORCEMENT, VALUATION AND APPEALS	LAKWOOD,COLORADO
ASSOCIATE DIRECTOR, FINANCIAL MANAGEMENT DIRECTORATE	LAKWOOD,COLORADO

SES Pay Categories Minimum Pay Levels
2014 to present

Pay Plan	Occ Ser	ERB Approved Category	Locality Area	Minimum Salary 2014	Minimum Salary 2015	Minimum Salary 2016
ES	1102	5	DC	\$120,748	\$121,953	\$123,175
		5	DC	\$120,748	\$121,953	\$123,175
ES	0560	5	DC	\$120,748	\$121,953	\$123,175
ES	0301	5	DC	\$120,748	\$121,953	\$123,175
ES	0905	5	DC	\$120,748	\$121,953	\$123,175
ES	0340	5	CO	\$120,748	\$121,956	\$123,175
ES	0340	5	CO	\$120,748	\$121,956	\$123,175
		5	CO	\$120,748	\$121,956	\$123,175

SES Pay Categories Minimum Pay Levels
2014 to present

Minimum Salary 2017
\$124,406
\$124,406
\$124,406
\$124,406
\$124,406
\$124,406
\$124,406
\$124,406

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Bud Cribley
Sent: 2017-10-19T21:48:57-04:00
Importance: Normal
Subject: Re:
Received: 2017-10-19T21:49:08-04:00

I plan to be in on Monday.
Is there ever a good time to touch base?
Bud

Bud C. Cribley
Senior Advisor for Energy with the U.S. Fish & Wildlife Service
Office # 202-208-4331
Cell # 907-717-5141
Office # MIB 3341
email: bud_cribley@fws.gov

Sent from my iPad

On Oct 19, 2017, at 6:05 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Bud,

Absolutely. I'm out of the office tomorrow. Are you around on Monday?

Thanks,
Mary

Sent from my iPhone

On Oct 19, 2017, at 9:37 AM, Cribley, Bud <bud_cribley@fws.gov> wrote:

Mary would you have some time to visit on an update on my
reassignment?
Bud

--

Bud C Cribley
Senior Advisor for Energy with the U.S. Fish & Wildlife Service
Office # 202-208-4331
Cell # 907-717-5141
Office # MIB 3341

email: bud_cribley@fws.gov

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Cribley, Bud
Sent: 2017-10-23T15:16:16-04:00
Importance: Normal
Subject: Re:
Received: 2017-10-23T15:16:22-04:00

Is there a good time to come up a visit.
Bud

On Thu, Oct 19, 2017 at 6:05 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Bud,

Absolutely. I'm out of the office tomorrow. Are you around on Monday?

Thanks,
Mary

Sent from my iPhone

On Oct 19, 2017, at 9:37 AM, Cribley, Bud <bud_cribley@fws.gov> wrote:

Mary would you have some time to visit on an update on my reassignment?
Bud

--

Bud C Cribley
Senior Advisor for Energy with the U.S. Fish & Wildlife Service
Office # 202-208-4331
Cell # 907-717-5141
Office # MIB 3341
email: bud_cribley@fws.gov

--

Bud C Cribley
Senior Advisor for Energy with the U.S. Fish & Wildlife Service
Office # 202-208-4331
Cell # 907-717-5141
Office # MIB 3341

email: bud_cribley@fws.gov

To: Cribley, Bud[bud_cribley@fws.gov]
From: Mary Pletcher
Sent: 2017-10-19T18:05:54-04:00
Importance: Normal
Subject: Re:
Received: 2017-10-19T18:06:02-04:00

Bud,

Absolutely. I'm out of the office tomorrow. Are you around on Monday?

Thanks,
Mary

Sent from my iPhone

On Oct 19, 2017, at 9:37 AM, Cribley, Bud <bud_cribley@fws.gov> wrote:

Mary would you have some time to visit on an update on my reassignment?
Bud

--

Bud C Cribley
Senior Advisor for Energy with the U.S. Fish & Wildlife Service
Office # 202-208-4331
Cell # 907-717-5141
Office # MIB 3341
email: bud_cribley@fws.gov

To: Tanenbaum, Karen[ktanenbaum@osc.gov]
From: Pletcher, Mary
Sent: 2017-09-04T20:55:37-04:00
Importance: Normal
Subject: Re: Boards
Received: 2017-09-04T20:55:53-04:00

[IMG_0025.JPG](#)

[IMG_0026.JPG](#)

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[IMG_0028.JPG](#)

[IMG_0029.JPG](#)

[IMG_0030.JPG](#)

[IMG_0031.JPG](#)

[IMG_0032.JPG](#)

[IMG_0033.JPG](#)

[IMG_0034.JPG](#)

Karen,

Attached are pictures of the boards immediately right after the May 12th meeting. I took these pictures on my old work iPhone that I no longer have access to and I thought these were gone but it turns out that IT had saved the files to a share drive. You'll see on the files themselves that there is a time and date stamp - approximately 4:30pm on May 12th. I also know these were taken on the 12th because of the mural pictures in the background.

The other pictures that the Executive Resources team (Jonathan Mack, Michelle Oxyer, Carrie Soave) took that I subsequently sent to you were likely the status sometime after May 17. Because the boards fold and the names were movable, I think some names slipped. I don't ever recall Ted Woronka being considered for the Director of Policy Analysis - he would have been considered for a Senior Advisor in the Office of Planning and Performance Management.

I have the Executive Resources team pulling together the various versions of spreadsheets I sent them - I likely will not have those to you until my return.

Thanks,
Mary

On Tue, Aug 29, 2017 at 2:50 PM, Tanenbaum, Karen <ktanenbaum@osc.gov> wrote:

Mary,

Thank you very much for this. I hope you're enjoying your trip.

Karen Tanenbaum

Attorney, Retaliation and Disclosure Unit

U.S. Office of Special Counsel

1730 M Street, N.W. Suite 201

Washington, D.C. 20036

202-254-3710 – **NEW NUMBER AS OF SEPT. 15, 2017: 202-804-7122**

202-653-5161 (fax)

ktanenbaum@osc.gov

From: Mary Pletcher [mailto:mary_pletcher@ios.doi.gov]
Sent: Monday, August 28, 2017 8:59 PM
To: Tanenbaum, Karen <ktanenbaum@osc.gov>
Subject: Fwd: Boards

Karen,

Please see the attachments below of the boards generated for the May 12th meeting. The pictures of the boards reflect the "after". There are colored stickies on names of individuals considered for reassignments. These were subsequently turned into tracking spreadsheets which iterated over time.

Thanks,

Mary

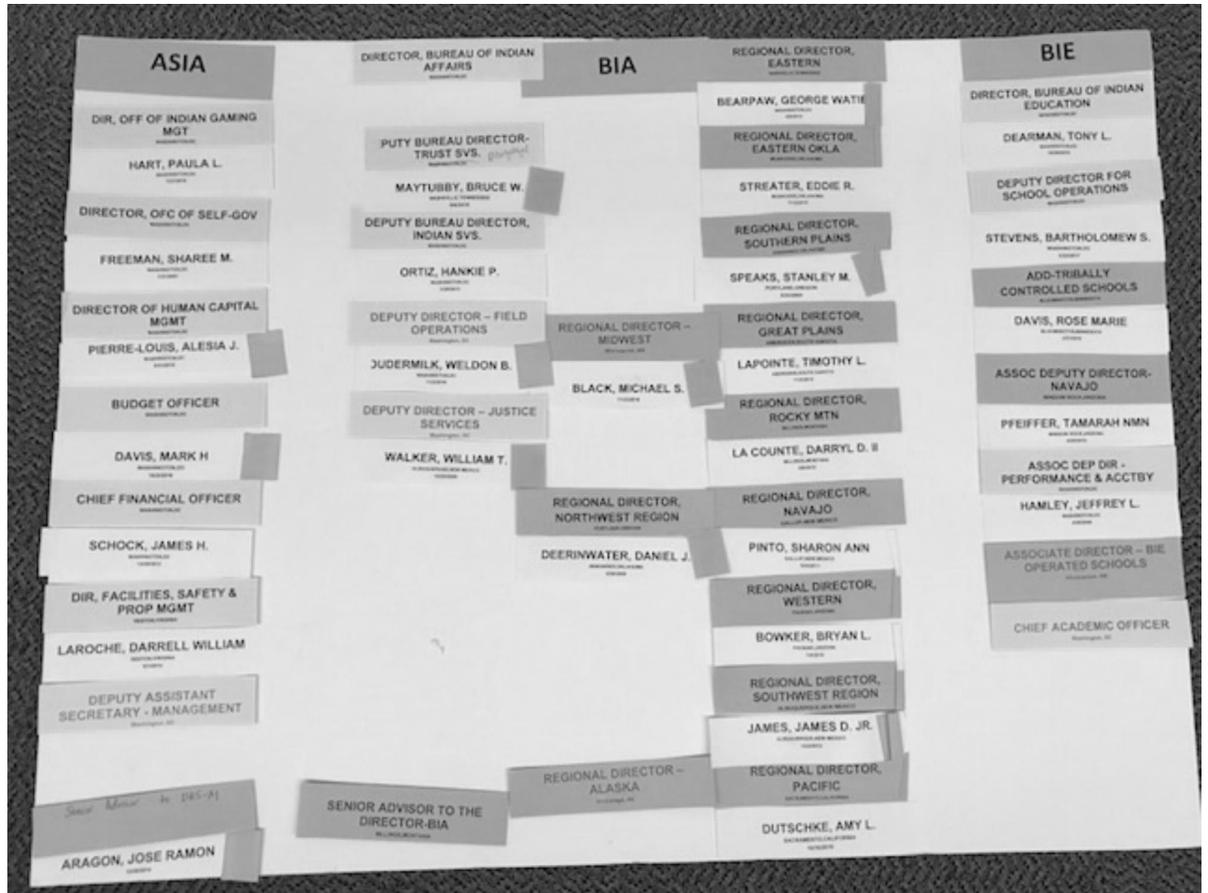
Sent from my iPhone

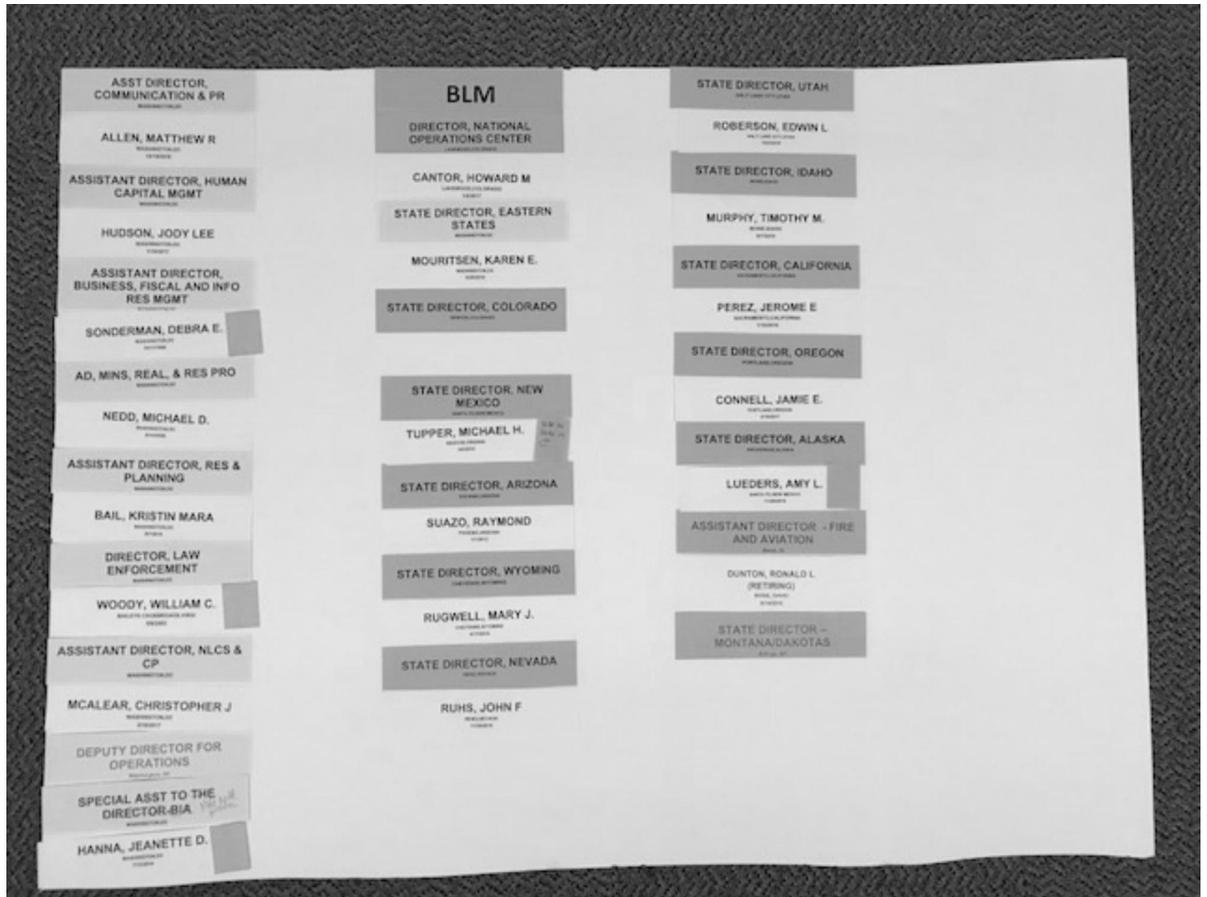
Begin forwarded message:

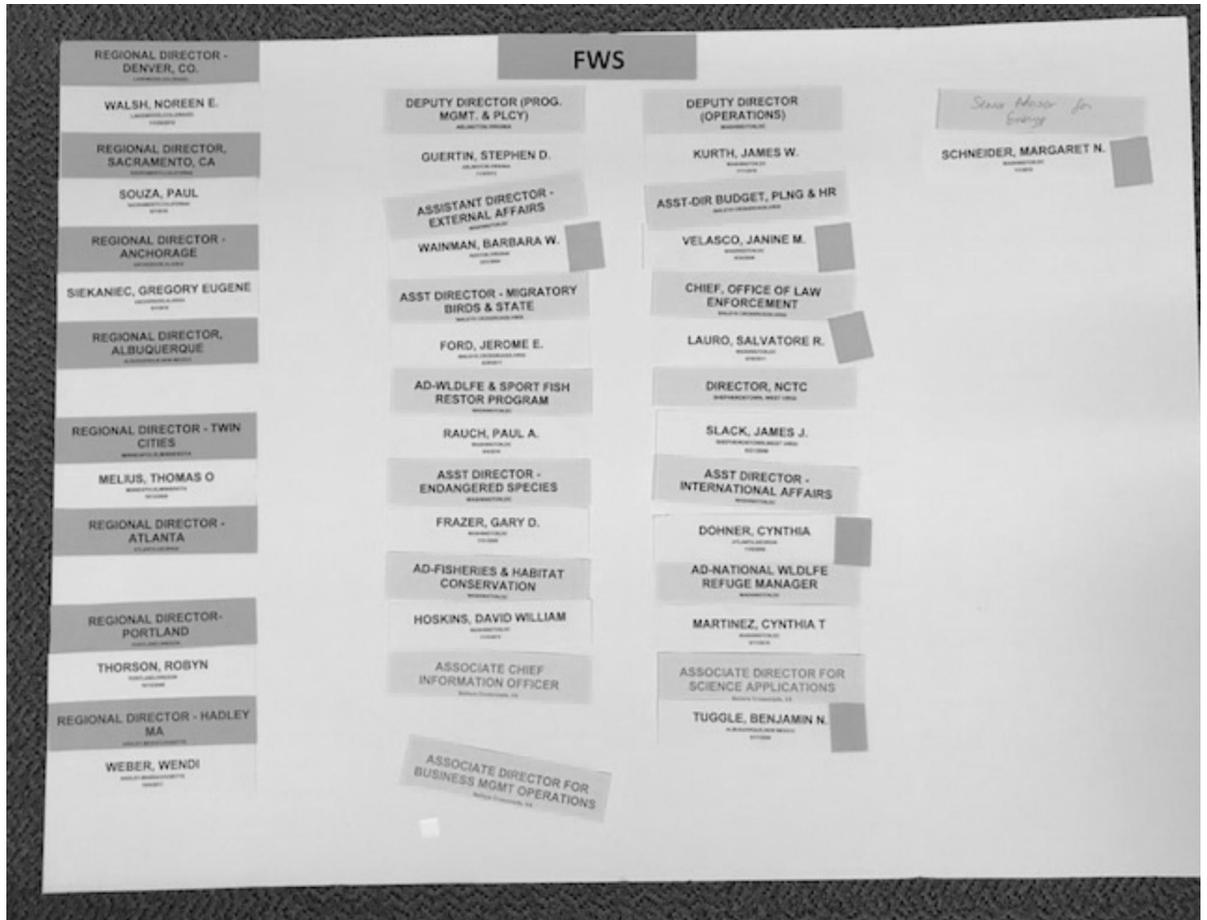
From: "Mack, Jonathan" <jonathan_mack@ios.doi.gov>
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, "Caroline (Carrie) Soave" <caroline_soave@ios.doi.gov>
Subject: Fwd: Boards

Mary, please see below. Does this work?

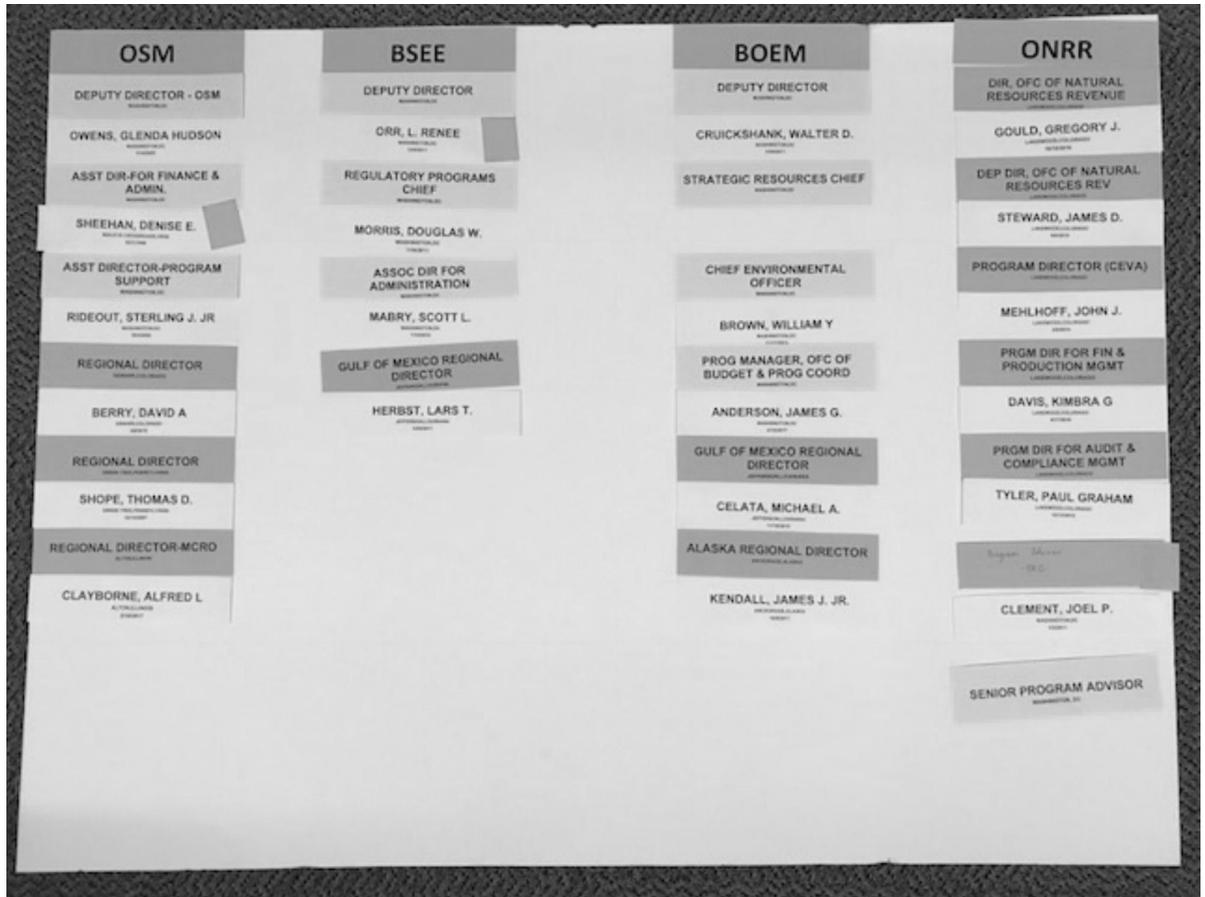
Thanks!







NPS			
PARK MANAGER (SUPERINTENDENT)	DEPUTY DIRECTOR, OPERATIONS	CHIEF FINANCIAL OFFICER	REGIONAL DIRECTOR, PACIFIC WEST REG
RAMOS, PEDRO M	REYNOLDS, MICHAEL T.	MCDOWALL, LENA E	JOSS, LAURA
PARK MANAGER (SUPERINTENDENT)	ASSOC DIRECTOR, VISITOR & RESOURCE PROTECTION	COMPTROLLER	REGIONAL DIR, NATL CAPITOL REGION
WENK, DANIEL N.	OBERNESSER, RICHARD	BOWRON, JESSICA L.	VOGEL, ROBERT A.
PARK MANAGER	AD, NATURAL RESOURCE STEWARD & SCIENCE	ASSOCIATE DIRECTOR, BUSINESS SERVICES	REGIONAL DIRECTOR, MIDWEST REGION
LEHNERTZ, CHRISTINE S.	SAUVAJOT, RAYMOND MARC	AUSTIN, TERESA MADEYA	SHOLLY, CAMERON H
PARK MANAGER (SUPERINTENDENT)	ASSOC DIR, PARK, PLAN, FACILIT & LANDS	ASSOC CHIEF INFORMATION OFFICER	REGIONAL DIRECTOR, INTERMTN. REGION
RICHARDSON, LIZETTE	BENGE, SHAWN T.	COMPTON, JEFFREY S.	MASICA, SUE E.
PARK MANAGER (SUPERINTENDENT)	DIRECTOR, DENVER SERVICE CENTER	ASSOC DIR FOR WORKFORCE, RELEVANCY AND INCLUSION	REGIONAL DIRECTOR
VELA, RAYMOND DAVID	TODD, RAYMOND K.		REGIONAL DIRECTOR, ALASKA
EXEC DIRECTOR - NATIONAL PARKS OF NY HARBOR	ASSOCIATE DIRECTOR, CULTURAL RESOURCES		FROST, HERBERT C.
LAIRD, JOSHUA RADBILL	TOOTHMAN, STEPHANIE (RETIRED)		REGIONAL DIRECTOR - NORTHEAST REGION
PARK MANAGER (SUPERINTENDENT)	ASSOCIATE DIRECTOR FOR INTERPRETATION & EDUCATION		VIETZKE, GAY E.
CASH, CASSIUS M	AUSTIN, STANLEY J.	CRIBLEY, BUD C	
PARK MANAGER (SUPERINTENDENT)			
SUPERINTENDENT, GOLDEN GATE NATL REC AREA			
SUPERINTENDENT, YOSEMITE			



<p>DIR, OFFICE OF ACQUISITION & PROP. MGMT. <small>MANAGEMENT</small></p> <p>OLSEN, MEGAN C. <small>MANAGEMENT</small></p> <p>ASSOC DIRECTOR, OFFICE OF ACQUISITION & PROP MGT <small>MANAGEMENT</small></p> <p>BAGLEY, TAMMY L. <small>MANAGEMENT</small></p> <p>DIRECTOR, BUSINESS INTEGRATION OFFICE <small>MANAGEMENT</small></p> <p>QUINLAN, MARTIN J. <small>MANAGEMENT</small></p> <p>DIRECTOR, OFC OF PLANNING & PERFORMANCE MGMT <small>MANAGEMENT</small></p> <p>BECK, RICHARD T. <small>MANAGEMENT</small></p> <p>DEPUTY DIRECTOR, OFFICE OF ACQ & PROPERTY MGMT <small>MANAGEMENT</small></p> <p><i>Senior Advisor</i></p>	<p>DEP ASST SECY. BUDGT, FIN, PER & AC <small>MANAGEMENT</small></p> <p>FERRITER, OLIVIA B. <small>MANAGEMENT</small></p> <p>DIRECTOR, OFFICE OF BUDGET <small>MANAGEMENT</small></p> <p>FLANAGAN, DENISE A. <small>MANAGEMENT</small></p> <p>DEPUTY DIRECTOR, OFFICE OF BUDGET <small>MANAGEMENT</small></p> <p>MOSS, ADRIANNE L. <small>MANAGEMENT</small></p> <p>CHIEF, BUDGET ADMINISTRATION AND DEPT MGMT <small>MANAGEMENT</small></p> <p>WAYSON, THOMAS C. <small>MANAGEMENT</small></p> <p>CHIEF, DIV OF BUDGET & PROG REVIEW <small>MANAGEMENT</small></p> <p>FREIHAGE, JASON E. <small>MANAGEMENT</small></p> <p>DIRECTOR, OFFICE OF FINANCIAL MNGT & <small>MANAGEMENT</small></p> <p>GLENN, DOUGLAS A <small>MANAGEMENT</small></p> <p>DEPUTY DIRECTOR, OFFICE OF FINANCIAL MGMT <small>MANAGEMENT</small></p> <p>HUNTER, TERESA R <small>MANAGEMENT</small></p> <p>DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL <small>MANAGEMENT</small></p>	<p>PMB</p>	<p>DEPUTY ASSISTANT SECRETARY-TECHNOLOGY <small>MANAGEMENT</small></p> <p>GONZALEZ, MARIA E <small>MANAGEMENT</small></p> <p>DIRECTOR, OFFICE OF HEARINGS AND APPEALS <small>MANAGEMENT</small></p> <p>SIMMONS, SHAYLA F. <small>MANAGEMENT</small></p> <p>DIRECTOR, OFC OF FACILITIES & ADMINISTRATIVE SVCS <small>MANAGEMENT</small></p> <p>NASSAR, JOSEPH W <small>MANAGEMENT</small></p> <p>DIRECTOR, OFFICE OF VALUATION <small>MANAGEMENT</small></p> <p>ROSS, JOHN W <small>MANAGEMENT</small></p> <p>CHIEF INFORMATION OFFICER <small>MANAGEMENT</small></p> <p>BURNS, SYLVIA W. <small>MANAGEMENT</small></p> <p>DEPUTY CHIEF INFORMATION OFFICER <small>MANAGEMENT</small></p> <p>DOWNES, BRUCE M <small>MANAGEMENT</small></p> <p>DIRECTOR, BUSINESS SERVICES <small>MANAGEMENT</small></p> <p>BURCKMAN, JAMES N. <small>MANAGEMENT</small></p>	<p>DIRECTOR, INTERIOR BUSINESS CENTER <small>MANAGEMENT</small></p> <p>SINGER, MICHELE F. <small>MANAGEMENT</small></p> <p>ASSOCIATE DIRECTOR, ENTERPRISE MGMT <small>MANAGEMENT</small></p> <p>BEALL, JAMES W <small>MANAGEMENT</small></p> <p>ASSOCIATE DIRECTOR FOR ACQ SERVICES <small>MANAGEMENT</small></p> <p>ONEILL, KEITH JAMES <small>MANAGEMENT</small></p> <p>PROGRAM MANAGER FOR DHS <small>MANAGEMENT</small></p> <p>HOLMES, TROY EDWARD <small>MANAGEMENT</small></p> <p>ASSOCIATE DIRECTOR, FMD <small>MANAGEMENT</small></p> <p>EDSALL, DONNA LYNN <small>MANAGEMENT</small></p> <p>ASSOCIATE DIRECTOR, HRD <small>MANAGEMENT</small></p> <p>WILLIAMS, LC <small>MANAGEMENT</small></p>
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	SOL	REGIONAL SOLICITOR - NORTHEAST	REGIONAL FIDUCIARY TRUST	OST	DEP SPEC TRUSTEE TRUST SVS
DEPUTY SOLICITOR		ROMANK, PEG A.	BURCH, MELVIN E.		LORDS, DOUGLAS A.
HAUGRUD, KEVIN JACK		REGIONAL SOLICITOR	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR PROGRAM
DEPUTY SOLICITOR			CRAFF, ROBERT C.		RIGGS, HELEN
KEABLE, EDWARD T.		REGIONAL SOLICITOR-INTERMOUNTAIN	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR BUSINESS
ASSOCIATE SOLICITOR		STEGER, JOHN W.	WILLIAMS, MARGARET C.		DUMONTIER, DEBRA L.
HAWBECKER, KAREN S.		REGIONAL SOLICITOR-SOUTHWEST	REGIONAL FIDUCIARY		DEP SPEC TRUSTEE-FIELD OPS
ASSOCIATE SOLICITOR		WENGER, LANCE C.	LAKE, TIMOTHY CHARLES		WHITE, JOHN ETHAN
BROWN, LAURA B.		REGIONAL SOLICITOR	REGIONAL FIDUCIARY TRUST ADMIN		PRINCIPAL DEPUTY SPECIAL TRUSTEE
ASSOC SOL FOR GEN LAW		CLARK, HORACE G.	REYNOLDS, THOMAS G.		GIDNER, JEROLD
TUCKER, KAPRICE LYNCH		REGIONAL SOLICITOR			
ASSOC SOLICITOR FOR ADMINISTRATION		MCKEOWN, MATTHEW J.			
SMITH, MARC ALAN		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - INDIAN AFFAIRS		JOSEPHSON, CLEMENTINE			
SHEPARD, ERIC N.		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - WATER RESOURCES		PETERSON, PENNY LYNN			
SAXE, KEITH E					
DESIG. AGENCY ETHICS OFFICIAL					
LOFTIN, MELINDA J.					
ASSOCIATE SOLICITOR FOR PARKS AND WILDLIFE					

	USGS			BOR
DEPUTY DIRECTOR		ASSOCIATE DIRECTOR FOR WATER		REGIONAL DIRECTOR, LOWER COLORADO
WERKHEISER, WILLIAM H.		CLINE, DONALD WALTER		FULP, TERRANCE J.
SENIOR ADVISOR TO THE DIRECTOR		ASSOCIATE DIRECTOR FOR ADMINISTRATION		REGIONAL DIRECTOR, UPPER COLORADO
NOWAKOWSKI, JUDY JENNIFER		GONZALES-SCHREINER, ROSEA		RHEES, BRENT B.
ASSOCIATE DIRECTOR FOR CORE SCI SYS		DIR (ERUS) SENIOR POLICY ADVISOR		REGIONAL DIRECTOR, MID PACIFIC REGION
GALLAGHER, KEVIN T		KELLY, FRANCIS P.		MURILLO, DAVID G.
ASSOCIATE DIRECTOR FOR CLIMATE		REGIONAL DIRECTOR - SOUTHWEST REGION		REGIONAL DIRECTOR, PACIFIC NORTHWEST
ASSOC DIR FOR BUDGET, PLANNING AND INTEGRATION		ETHRIDGE, MAX M.		GRAY, LORRI J.
LODGE, CYNTHIA LOUISE		REGIONAL DIRECTOR - NORTHEAST		REGIONAL DIRECTOR, GREAT PLAINS
ASSOCIATE DIR FOR NATURAL HAZARDS		BURKETT, VIRGINIA		RYAN, MICHAEL J.
APPLEGATE, JAMES D. R.		REGIONAL EXECUTIVE - PACIFIC REGION		
ASSOCIATE DIRECTOR FOR ECOSYSTEMS		SOGGE, MARK K.		
KINSINGER, ANNE E.		REGIONAL EXECUTIVE - EASTERN REGION		
ASSOCIATE DIRECTOR FOR COMM		CARL, LEON M.		
HILDEBRANDT, BETSY J.		REGIONAL DIRECTOR - SOUTHEAST		
ASSOC DIRECTOR FOR ENERGY & MINERALS		WEYERS, HOLLY S.		
HITZMAN, MURRAY WALTER		REGIONAL DIRECTOR - NORTHWEST REGION		
		FERRERO, RICHARD C.		
		REGIONAL DIRECTOR - ALASKA		
		DEVARIS, AIMEE MARIE		
				DEPUTY COMMISSIONER- OPERATIONS
				PALUMBO, DAVID M.
				DEPUTY COMMISSIONER, PAB
				PAYNE, GRAYFORD F.
				DIR, PROGRAM & BUDGET
				WOLF, ROBERT W.
				ASSOCIATE CHIEF INFORMATION OFFICER
				SMILEY, KARLA J.
				DIR, MISSION SUPPORT ORGANIZATION
				CORDOVA-HARRISON, ELIZABE
				DIRECTOR, POLICY AND ADMINISTRATION
				WELCH, RUTH L.
				DIR, SECURITY, SAFETY & LAW ENFORCEMENT
				MULLER, BRUCE C. JR.
				DIRECTOR, TECHNICAL SERVICE CENTER
				LUEBKE, THOMAS A.

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

PMB

DIR, OFFICE OF ACQUISITION & PROP. MGMT.

OLSEN, MEGAN C.

ASSOC DIRECTOR, OFFICE OF ACQUISITION & PROP MGT

BAGLEY, TAMMY L.

DIRECTOR, BUSINESS INTEGRATION OFFICE

QUINLAN, MARTIN J.

DIRECTOR, OFC OF PLANNING & PERFORMANCE MGMT

BECK, RICHARD T.

DEPUTY DIRECTOR, OFFICE OF ACQ & PROPERTY MGMT

Senior Advisor

DEP ASST SECY. BUDGT, FN, PERF & AC

FERRITER, OLIVIA B.

DIRECTOR, OFFICE OF BUDGET

FLANAGAN, DENISE A.

DEPUTY DIRECTOR, OFFICE OF BUDGET

MOSS, ADRIANNE L.

CHIEF, BUDGET ADMINISTRATION AND DEPT MGMT

WAYSON, THOMAS C.

CHIEF, DIV OF BUDGET & PROG REVIEW

FREIHAGE, JASON E.

DIRECTOR, OFFICE OF FINANCIAL MNGT &

GLENN, DOUGLAS A

DEPUTY DIRECTOR, OFFICE OF FINANCIAL MGMT

HUNTER, TERESA R

DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL

DEPUTY ASSISTANT SECRETARY-TECHNOLOGY

GONZALEZ, MARIA E

DIRECTOR, OFFICE OF HEARINGS AND APPEALS

SIMMONS, SHAYLA F.

DIRECTOR, OFC OF FACILITIES & ADMINISTRATIVE SVCS

NASSAR, JOSEPH W

DIRECTOR, OFFICE OF VALUATION

ROSS, JOHN W

CHIEF INFORMATION OFFICER

BURNS, SYLVIA W.

DEPUTY CHIEF INFORMATION OFFICER

DOWNES, BRUCE M

DIRECTOR, BUSINESS SERVICES

BURCKMAN, JAMES N.

DIRECTOR, INTERIOR BUSINESS CENTER

SINGER, MICHELE F.

ASSOCIATE DIRECTOR, ENTERPRISE MGMT

BEALL, JAMES W

ASSOCIATE DIRECTOR FOR ACQ SERVICES

ONEILL, KEITH JAMES

PROGRAM MANAGER FOR DHS

HOLMES, TROY EDWARD

ASSOCIATE DIRECTOR, FMD

EDSALL, DONNA LYNN

ASSOCIATE DIRECTOR, HRD

WILLIAMS, LC

USGS

DEPUTY DIRECTOR

WERKHEISER, WILLIAM M.

SENIOR ADVISOR TO THE DIRECTOR

NOWAKOWSKI, JUDY JENNIFER

ASSOCIATE DIRECTOR FOR CORE SCI SYS

GALLAGHER, KEVIN T

ASSOCIATE DIRECTOR FOR CLIMATE

ASSOC DIR FOR BUDGET, PLANNING AND INTEGRATION

LODGE, CYNTHIA LOUISE

ASSOCIATE DIR FOR NATURAL HAZARDS

APPLEGATE, JAMES D. R.

ASSOCIATE DIRECTOR FOR ECOSYSTEMS

KINGSINGER, ANNE E.

ASSOCIATE DIRECTOR FOR COMM

HILDEBRANDT, BETSY J.

ASSOC DIRECTOR FOR ENERGY & MINERALS

HITZMAN, MURRAY WALTER

ASSOCIATE DIRECTOR FOR WATER

CLINE, DONALD WALTER

ASSOCIATE DIRECTOR FOR ADMINISTRATION

GONZALES-SCHREINER, ROSEA

DIR (SR) CENTER & POLICY ADVISOR

KELLY, FRANCIS P.

REGIONAL DIRECTOR - SOUTHWEST REGION

ETHRIDGE, MAX M.

REGIONAL DIRECTOR - NORTHEAST

BURKETT, VIRGINIA

REGIONAL EXECUTIVE - PACIFIC REGION

SOGGE, MARK K.

REGIONAL EXECUTIVE - EASTERN REGION

CARL, LEON M.

REGIONAL DIRECTOR - SOUTHEAST

WEYERS, HOLLY S.

REGIONAL DIRECTOR - NORTHWEST REGION

FERRERO, RICHARD C.

REGIONAL DIRECTOR - ALASKA

DEVARIS, AIMEE MARIE

REGIONAL DIRECTOR, LOWER COLORADO

FULP, TERRANCE J

REGIONAL DIRECTOR, UPPER COLORADO

RHEES, BRENT B.

REGIONAL DIRECTOR, MID PACIFIC REGION

MURILLO, DAVID G.

REGIONAL DIRECTOR, PACIFIC NORTHWEST

GRAY, LORRI J

REGIONAL DIRECTOR, GREAT PLAINS

RYAN, MICHAEL J.

BOR

DEPUTY COMMISSIONER - OPERATIONS

PALUMBO, DAVID M.

DEPUTY COMMISSIONER, P&B

PAYNE, GRAYFORD F.

DIR, PROGRAM & BUDGET

WOLF, ROBERT W

ASSOCIATE CHIEF INFORMATION OFFICER

SMILEY, KARLA J.

DIR, MISSION SUPPORT ORGANIZATION

CORDOVA-HARRISON, ELIZABE

DIRECTOR, POLICY AND ADMINISTRATION

WELCH, RUTH L.

DIR, SECURITY, SAFETY & LAW ENFORCEMENT

MULLER, BRUCE C JR

DIRECTOR, TECHNICAL SERVICE CENTER

LUEBKE, THOMAS A.

NPS

PARK MANAGER (SUPERINTENDENT)

RAMOS, PEDRO M

PARK MANAGER (SUPERINTENDENT)

WENK, DANIEL N.

PARK MANAGER

LEHNERTZ, CHRISTINE S.

PARK MANAGER (SUPERINTENDENT)

RICHARDSON, LIZETTE

PARK MANAGER (SUPERINTENDENT)

VELA, RAYMOND DAVID

EXEC DIRECTOR - NATIONAL PARKS OF NY HARBOR

LAIRD, JOSHUA RADBILL

PARK MANAGER (SUPERINTENDENT)

CASH, CASSIUS M

PARK MANAGER (SUPERINTENDENT)

SUPERINTENDENT, GOLDEN GATE NATL REC AREA

SUPERINTENDENT, YOSEMITE

DEPUTY DIRECTOR, OPERATIONS

REYNOLDS, MICHAEL T.

ASSOC DIRECTOR, VISITOR & RESOURCE PROTECTION

QBERNESSER, RICHARD

AD, NATURAL RESOURCE STEWARD & SCIENCE

SAUVAJOT, RAYMOND MARC

ASSOC DIR, PARK, PLAN, FACILIT & LANDS

BENGE, SHAWN T.

DIRECTOR, DENVER SERVICE CENTER

TODD, RAYMOND K.

ASSOCIATE DIRECTOR, CULTURAL RESOURCES

TOOTHMAN, STEPHANIE (RETIRED)

ASSOCIATE DIRECTOR FOR INTERPRETATION & EDUCATION

AUSTIN, STANLEY J.

CHIEF FINANCIAL OFFICER

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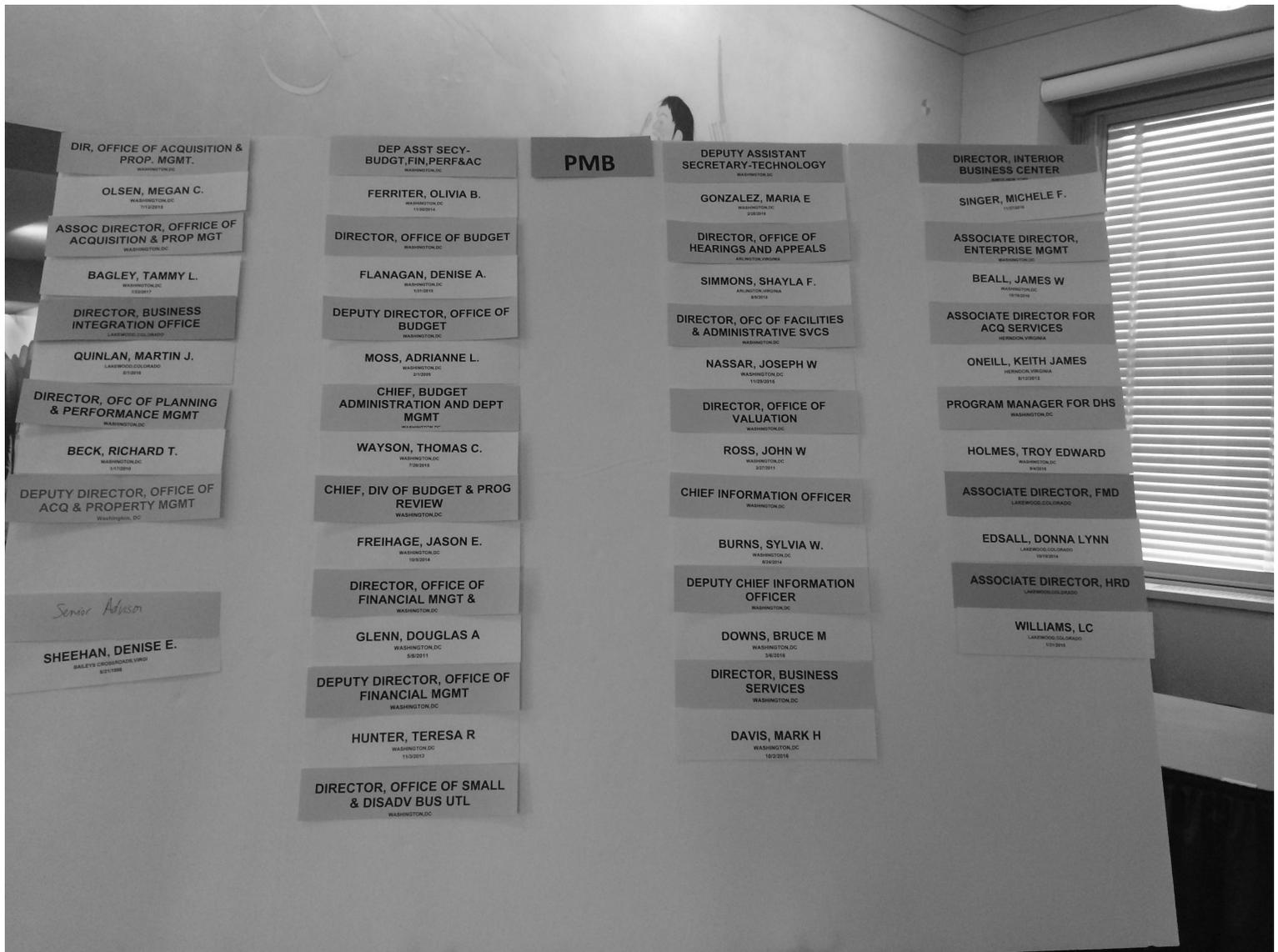
STATE DIRECTOR, ALASKA

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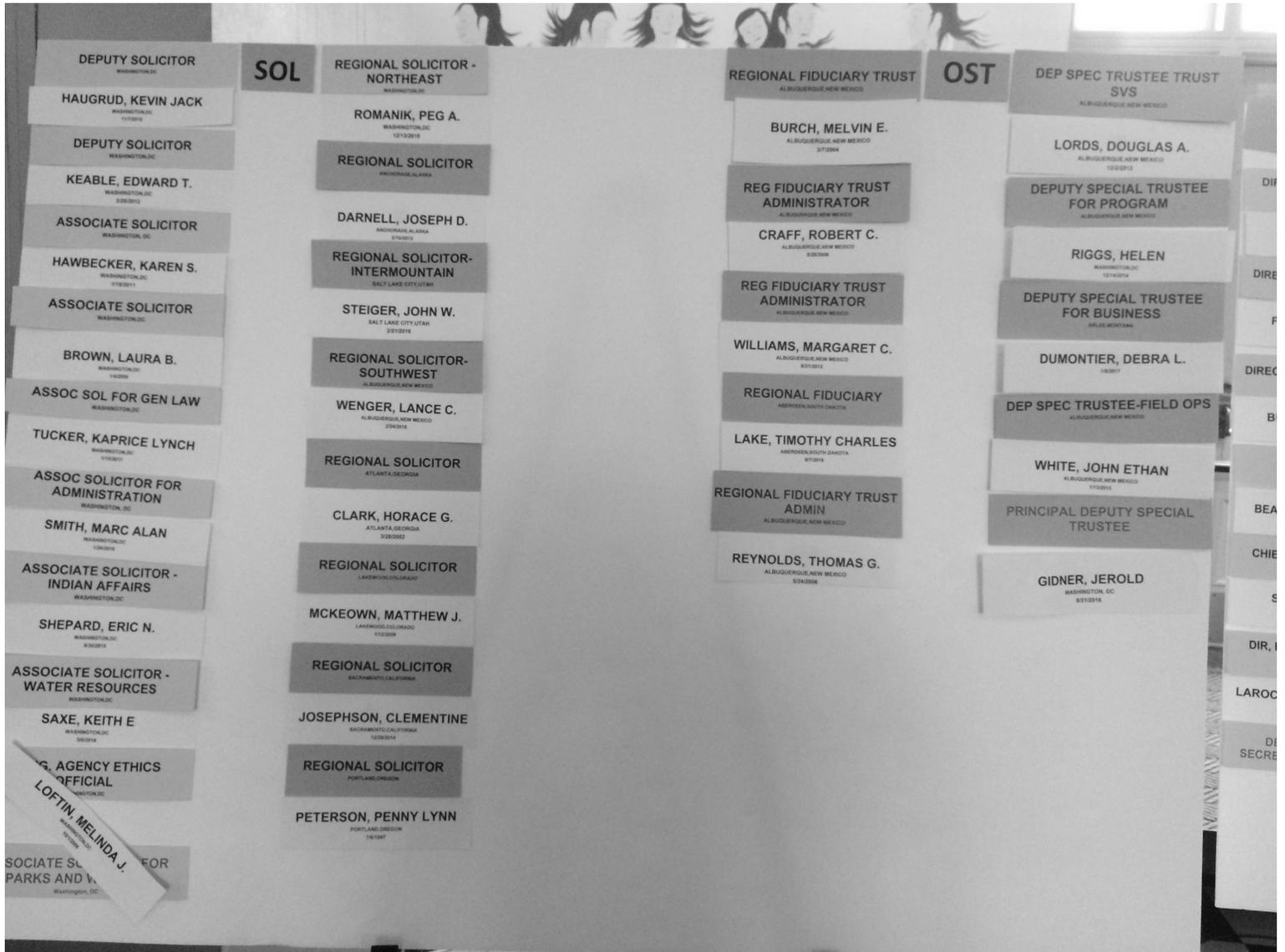
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ANDREW, JONATHAN (RETURNING)

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LAKESWOOD, COLORADO
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SACRAMENTO, CALIFORNIA

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SACRAMENTO, CALIFORNIA
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ANCHORAGE, ALASKA

SIEKANIEC, GREGORY EUGENE
ANCHORAGE, ALASKA
8/1/2015

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WEBER, WENDI
HADLEY, MASSACHUSETTS
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FRAZER, GARY D.
WASHINGTON, DC
7/31/2009

AD-FISHERIES & HABITAT CONSERVATION
WASHINGTON, DC

HOSKINS, DAVID WILLIAM
WASHINGTON, DC
11/10/13

ASSOCIATE CHIEF INFORMATION OFFICER
BAILEYS CROSSROADS, VA

ASSOCIATE DIRECTOR FOR BUSINESS MGMT OPERATIONS
BAILEYS CROSSROADS, VA

VELASCO, JANINE M.
WASHINGTON, DC
8/4/2006

DEPUTY DIRECTOR (OPERATIONS)
WASHINGTON, DC

KURTH, JAMES W.
WASHINGTON, DC
1/11/2015

ASST-DIR BUDGET, PLNG & HR
BAILEYS CROSSROADS, VIRGI

WELCH, RUTH L.
DENVER, COLORADO
8/18/2014

CHIEF, OFFICE OF LAW ENFORCEMENT
BAILEYS CROSSROADS, VIRGI

LAURO, SALVATORE R.
WASHINGTON, DC
9/19/2011

DIRECTOR, NCTC
SHEPHERDSTOWN, WEST VIRGI

SLACK, JAMES J.
SHEPHERDSTOWN, WEST VIRGI
8/21/2008

ASST DIRECTOR - INTERNATIONAL AFFAIRS
WASHINGTON, DC

AD-NATIONAL WLDLFE REFUGE MANAGER
WASHINGTON, DC

MARTINEZ, CYNTHIA T
WASHINGTON, DC
9/11/2015

ASSOCIATE DIRECTOR FOR SCIENCE APPLICATIONS
BAILEYS CROSSROADS, VA

TUGGLE, BENJAMIN N.
ALBUQUERQUE, NEW MEXICO
8/11/2008

Senior Advisor for Energy

SCHNEIDER, MARGARET N.
WASHINGTON, DC
1/1/2012

FWS

REGIONAL DIRECTOR - DENVER, CO.

WALSH, NOREEN E.

REGIONAL DIRECTOR, SACRAMENTO, CA

SOUZA, PAUL

REGIONAL DIRECTOR - ANCHORAGE

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REGIONAL DIRECTOR - HADLEY, MA

WEBER, WENDI

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ASST DIRECTOR - MIGRATORY BIRDS & STATE

FORD, JEROME E.

AD-WDLFE & SPORT FISH RESTOR PROGRAM

RAUCH, PAUL A.

ASST DIRECTOR - ENDANGERED SPECIES

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AD-FISHERIES & HABITAT CONSERVATION

HOSKINS, DAVID WILLIAM

ASSOCIATE CHIEF INFORMATION OFFICER

ASSOCIATE DIRECTOR FOR BUSINESS MGMT OPERATIONS

DEPUTY DIRECTOR (OPERATIONS)

KURTH, JAMES W.

ASST-DIR BUDGET, PLNG & HR

VELASCO, JANNE M.

CHIEF, OFFICE OF LAW ENFORCEMENT

LAURO, SALVATORE R.

DIRECTOR, NCTC

SLACK, JAMES J.

ASST DIRECTOR - INTERNATIONAL AFFAIRS

DOHNER, CYNTHIA

AD-NATIONAL WDLFE REFUGE MANAGER

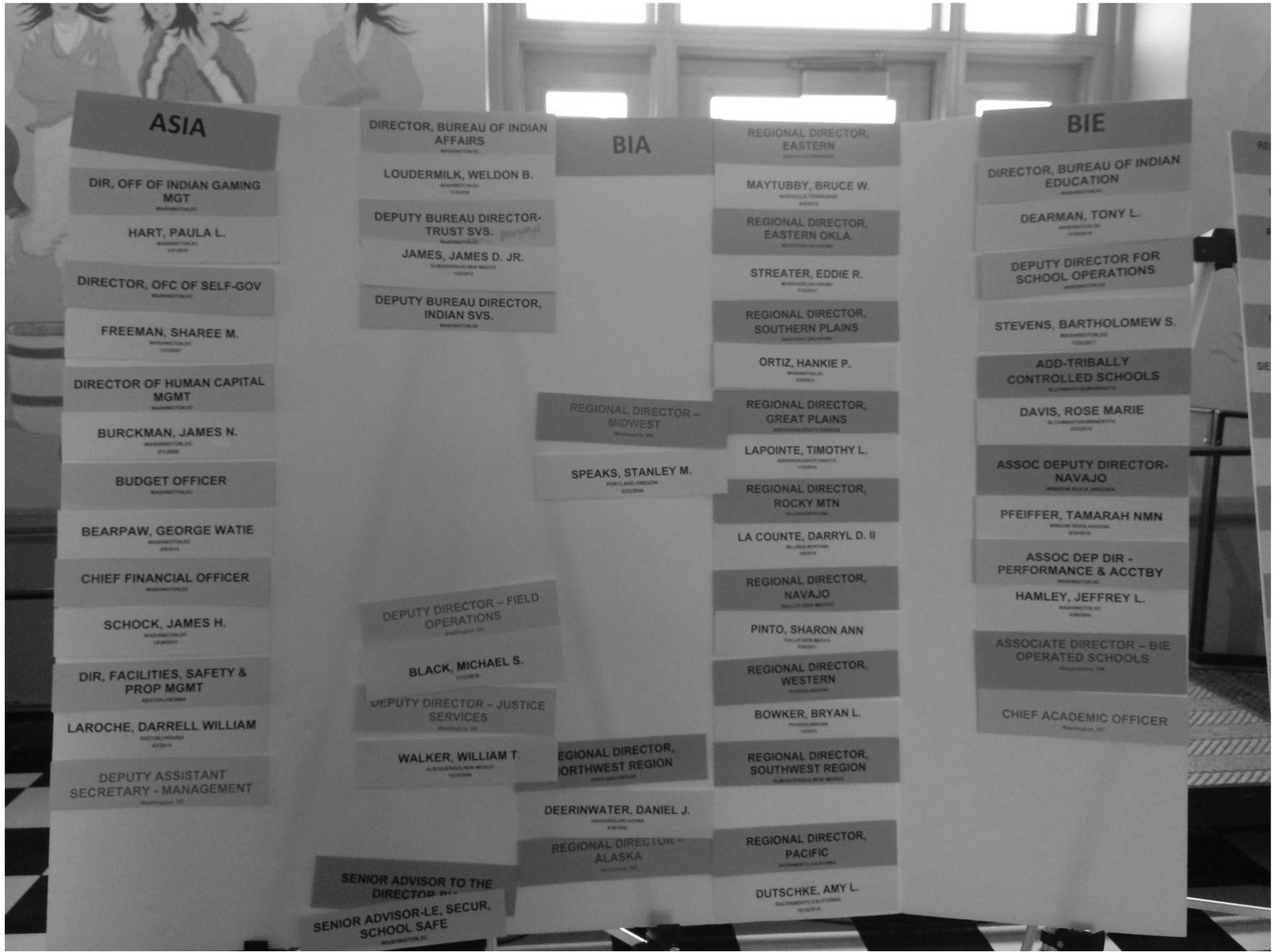
MARTINEZ, CYNTHIA T

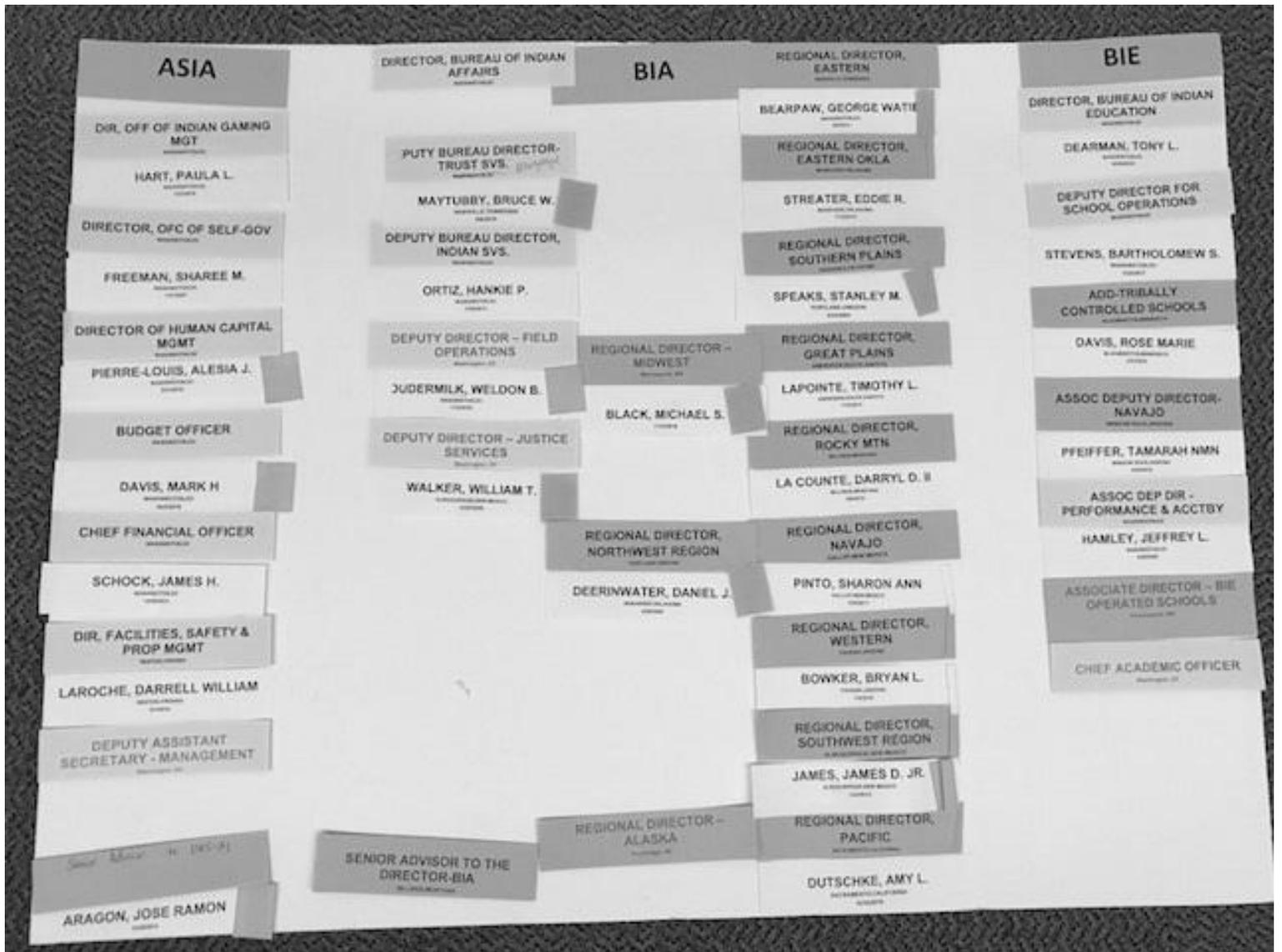
ASSOCIATE DIRECTOR FOR SCIENCE APPLICATIONS

TUGGLE, BENJAMIN N.

SCHNEIDER, MARGARET N.

State Advisor for Energy





OSM

DEPUTY DIRECTOR - OSM

OWENS, GLENDA HUDSON

ASST DIR-FOR FINANCE & ADMIN.

SHEEHAN, DENISE E.

ASST DIRECTOR-PROGRAM SUPPORT

RIDEOUT, STERLING J. JR.

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BERRY, DAVID A.

REGIONAL DIRECTOR

SHOPE, THOMAS D.

REGIONAL DIRECTOR-MCRO

CLAYBORNE, ALFRED L.

BSEE

DEPUTY DIRECTOR

ORR, L. RENEE

REGULATORY PROGRAMS CHIEF

MORRIS, DOUGLAS W.

ASSOC DIR FOR ADMINISTRATION

MABRY, SCOTT L.

GULF OF MEXICO REGIONAL DIRECTOR

HERBST, LARS T.

BOEM

DEPUTY DIRECTOR

CRUICKSHANK, WALTER D.

STRATEGIC RESOURCES CHIEF

CHIEF ENVIRONMENTAL OFFICER

BROWN, WILLIAM Y.

PRGM MANAGER, OFC OF BUDGET & PRGM COORD

ANDERSON, JAMES G.

GULF OF MEXICO REGIONAL DIRECTOR

CELATA, MICHAEL A.

ALASKA REGIONAL DIRECTOR

KENDALL, JAMES J. JR.

ONRR

DIR, OFC OF NATURAL RESOURCES REVENUE

GOULD, GREGORY J.

DEP DIR, OFC OF NATURAL RESOURCES REV

STEWART, JAMES D.

PROGRAM DIRECTOR (CEVA)

MEHLHOFF, JOHN J.

PRGM DIR FOR FIN & PRODUCTION MGMT

DAVIS, KIMBRA G.

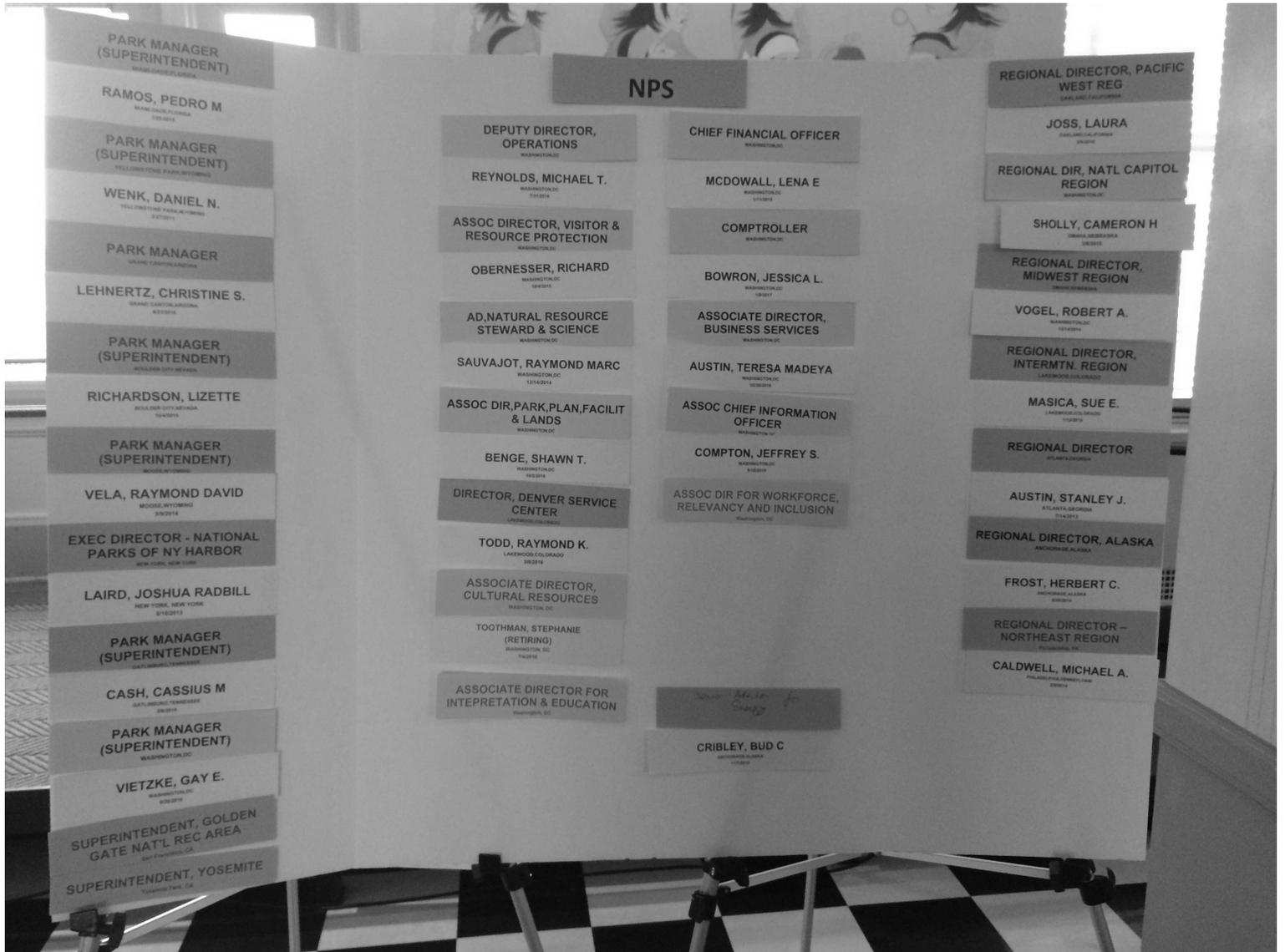
PRGM DIR FOR AUDIT & COMPLIANCE MGMT

TYLER, PAUL GRAHAM

Senior Advisor

CLEMENT, JOEL P.

SENIOR PROGRAM ADVISOR



NPS

PARK MANAGER (SUPERINTENDENT)
KIMMEL, FLORIDA

RAMOS, PEDRO M
KIMMEL, FLORIDA
10/2014

PARK MANAGER (SUPERINTENDENT)
YELLOWSTONE PARK, WYOMING

WENK, DANIEL N.
YELLOWSTONE PARK, WYOMING
2/2015

PARK MANAGER
GRAND CANYON, ARIZONA

LEHNERTZ, CHRISTINE S.
GRAND CANYON, ARIZONA
6/2014

PARK MANAGER (SUPERINTENDENT)
BOULDER CITY, NEVADA

RICHARDSON, LIZETTE
BOULDER CITY, NEVADA
10/2014

PARK MANAGER (SUPERINTENDENT)
MIDGEE, WYOMING

VELA, RAYMOND DAVID
MIDGEE, WYOMING
3/2014

EXEC DIRECTOR - NATIONAL PARKS OF NY HARBOR
NEW YORK, NEW YORK

LAIRD, JOSHUA RADBILL
NEW YORK, NEW YORK
6/2013

PARK MANAGER (SUPERINTENDENT)
MAYAGUEZ, TENNESSEE

CASH, CASSIUS M
MAYAGUEZ, TENNESSEE
2/2014

PARK MANAGER (SUPERINTENDENT)
WASHINGTON, DC

VIETZKE, GAY E.
WASHINGTON, DC
6/2014

SUPERINTENDENT, GOLDEN GATE NAT'L REC AREA
SAN FRANCISCO, CA

SUPERINTENDENT, YOSEMITE
YOSEMITE PARK, CA

DEPUTY DIRECTOR, OPERATIONS
WASHINGTON, DC

REYNOLDS, MICHAEL T.
WASHINGTON, DC
3/2014

ASSOC DIRECTOR, VISITOR & RESOURCE PROTECTION
WASHINGTON, DC

OBERNESSER, RICHARD
WASHINGTON, DC
10/2013

AD, NATURAL RESOURCE STEWARD & SCIENCE
WASHINGTON, DC

SAUVAJOT, RAYMOND MARC
WASHINGTON, DC
12/14/2014

ASSOC DIR, PARK, PLAN, FACILIT & LANDS
WASHINGTON, DC

BENGE, SHAWN T.
WASHINGTON, DC
10/2014

DIRECTOR, DENVER SERVICE CENTER
DENVER, COLORADO

TODD, RAYMOND K.
LAKEWOOD, COLORADO
3/2014

ASSOCIATE DIRECTOR, CULTURAL RESOURCES
WASHINGTON, DC

TOOTHMAN, STEPHANIE (RETIRED)
WASHINGTON, DC
7/2014

ASSOCIATE DIRECTOR FOR INTERPRETATION & EDUCATION
WASHINGTON, DC

CHIEF FINANCIAL OFFICER
WASHINGTON, DC

MCDOWALL, LENA E
WASHINGTON, DC
1/1/2014

COMPTROLLER
WASHINGTON, DC

BOWRON, JESSICA L.
WASHINGTON, DC
1/2017

ASSOCIATE DIRECTOR, BUSINESS SERVICES
WASHINGTON, DC

AUSTIN, TERESA MADEYA
WASHINGTON, DC
10/2014

ASSOC CHIEF INFORMATION OFFICER
WASHINGTON, DC

COMPTON, JEFFREY S.
WASHINGTON, DC
6/2014

ASSOC DIR FOR WORKFORCE, RELEVANCY AND INCLUSION
WASHINGTON, DC

CRIBLEY, BUD C
MONTICELLO, ALABAMA
1/1/2014

REGIONAL DIRECTOR, PACIFIC WEST REG
SANTA ANA, CALIFORNIA

JOSS, LAURA
SANTA ANA, CALIFORNIA
2/2015

REGIONAL DIR, NATL CAPITOL REGION
WASHINGTON, DC

SHOLLY, CAMERON H
ORLANDO, FLORIDA
2/2015

REGIONAL DIRECTOR, MIDWEST REGION
ORLANDO, FLORIDA

VOGEL, ROBERT A.
WASHINGTON, DC
12/14/2014

REGIONAL DIRECTOR, INTERMTN. REGION
LAURENSVILLE, COLORADO

MASICA, SUE E.
LAURENSVILLE, COLORADO
1/1/2014

REGIONAL DIRECTOR
ATLANTA, GEORGIA

AUSTIN, STANLEY J.
ATLANTA, GEORGIA
1/14/2013

REGIONAL DIRECTOR, ALASKA
HELIENBURG, ALASKA

FROST, HERBERT C.
HELIENBURG, ALASKA
6/2014

REGIONAL DIRECTOR - NORTHEAST REGION
FREDERICKTOWN, VA

CALDWELL, MICHAEL A.
FREDERICKTOWN, VIRGINIA
2/2014

OSM

DEPUTY DIRECTOR - OSM
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11/4/2011

ASST DIR-FOR FINANCE &
ADMIN.
WASHINGTON, DC

WORONKA, THEODORE
WASHINGTON, DC
4/4/2004

ASST DIRECTOR-PROGRAM
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RIDEOUT, STERLING J. JR
WASHINGTON, DC
10/30/04

REGIONAL DIRECTOR
DENVER, COLORADO

BERRY, DAVID A
DENVER, COLORADO
10/20/10

REGIONAL DIRECTOR
GREEN TREE, PENNSYLVANIA

SHOPE, THOMAS D.
GREEN TREE, PENNSYLVANIA
10/14/09

REGIONAL DIRECTOR-MCRO
ALTON, ILLINOIS

CLAYBORNE, ALFRED L
ALTON, ILLINOIS
2/19/2017

BSEE

DEPUTY DIRECTOR
WASHINGTON, DC

ORR, L. RENEE
WASHINGTON, DC
10/20/11

REGULATORY PROGRAMS
CHIEF
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MORRIS, DOUGLAS W.
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11/9/2011

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ADMINISTRATION
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GULF OF MEXICO REGIONAL
DIRECTOR
JEFFERSON, LOUISIANA

HERBST, LARS T.
JEFFERSON, LOUISIANA
10/20/11

BOEM

DEPUTY DIRECTOR
WASHINGTON, DC

CRUICKSHANK, WALTER D.
WASHINGTON, DC
10/20/11

STRATEGIC RESOURCES CHIEF
WASHINGTON, DC

CHIEF ENVIRONMENTAL
OFFICER
WASHINGTON, DC

BROWN, WILLIAM Y
WASHINGTON, DC
11/17/10

PROG MANAGER, OFC OF
BUDGET & PROG COORD
WASHINGTON, DC

ANDERSON, JAMES G.
WASHINGTON, DC
3/10/07

GULF OF MEXICO REGIONAL
DIRECTOR
JEFFERSON, LOUISIANA

CELATA, MICHAEL A.
JEFFERSON, LOUISIANA
11/10/10

ALASKA REGIONAL DIRECTOR
ANCHORAGE, ALASKA

KENDALL, JAMES J. JR.
ANCHORAGE, ALASKA
10/20/11

ONRR

DIR, OFC OF NATURAL
RESOURCES REVENUE
LAKEWOOD, COLORADO

GOULD, GREGORY J.
LAKEWOOD, COLORADO
10/10/2010

DEP DIR, OFC OF NATURAL
RESOURCES REV
LAKEWOOD, COLORADO

STEWART, JAMES D.
LAKEWOOD, COLORADO
8/8/2010

PROGRAM DIRECTOR (CEVA)
LAKEWOOD, COLORADO

MEHLHOFF, JOHN J.
LAKEWOOD, COLORADO
10/20/10

PRGM DIR FOR FIN &
PRODUCTION MGMT
LAKEWOOD, COLORADO

DAVIS, KIMBRA G
LAKEWOOD, COLORADO
4/11/2010

PRGM DIR FOR AUDIT &
COMPLIANCE MGMT
LAKEWOOD, COLORADO

TYLER, PAUL GRAHAM
LAKEWOOD, COLORADO
10/10/2010

SENIOR PROGRAM ADVISOR
WASHINGTON, DC

DEPUTY SOLICITOR	SOL	REGIONAL SOLICITOR - NORTHEAST	REGIONAL FIDUCIARY TRUST	OST	DEP SPEC TRUSTEE TRUST SVS
HAUGRUD, KEVIN JACK		ROMANIK, PEG A.	BURCH, MELVIN E.		LORDS, DOUGLAS A.
DEPUTY SOLICITOR		REGIONAL SOLICITOR	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR PROGRAM
KEABLE, EDWARD T.		<i>Compton</i>	CRAFF, ROBERT C.		RIGGS, HELEN
ASSOCIATE SOLICITOR		DARNELL, JOSEPH D.	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR BUSINESS
HAWBECKER, KAREN S.		REGIONAL SOLICITOR - INTERMOUNTAIN	WILLIAMS, MARGARET C.		DUMONTIER, DEBRA L.
ASSOCIATE SOLICITOR		STENGER, JOHN W.	REGIONAL FIDUCIARY		DEP SPEC TRUSTEE-FIELD OPS
BROWN, LAURA B.		REGIONAL SOLICITOR - SOUTHWEST	LAKE, TIMOTHY CHARLES		WHITE, JOHN ETHAN
ASSOC SOL FOR GEN LAW		WENGER, LANCE C.	REGIONAL FIDUCIARY TRUST ADMIN		PRINCIPAL DEPUTY SPECIAL TRUSTEE
TUCKER, KAPRICE LYNCH		REGIONAL SOLICITOR	REYNOLDS, THOMAS G.		GIDNER, JEROLD
ASSOC SOLICITOR FOR ADMINISTRATION		CLARK, HORACE G.			
SMITH, MARC ALAN		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - INDIAN AFFAIRS		MCKEOWN, MATTHEW J.			
SHEPARD, ERIC N.		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - WATER RESOURCES		JOSEPHSON, CLEMENTINE			
SAXE, KEITH E.		REGIONAL SOLICITOR			
DESIG. AGENCY ETHICS OFFICIAL		PETERSON, PENNY LYNN			
LOFTIN, MELINDA J.					
ASSOCIATE SOLICITOR FOR PARKS AND WILDLIFE					

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Tanenbaum, Karen
Sent: 2017-08-29T14:50:22-04:00
Importance: Normal
Subject: RE: Boards
Received: 2017-08-29T17:47:36-04:00

Mary,
Thank you very much for this. I hope you're enjoying your trip.

Karen Tanenbaum

Attorney, Retaliation and Disclosure Unit
U.S. Office of Special Counsel
1730 M Street, N.W. Suite 201
Washington, D.C. 20036
202-254-3710 – **NEW NUMBER AS OF SEPT. 15, 2017: 202-804-7122**
202-653-5161 (fax)
ktanenbaum@osc.gov

From: Mary Pletcher [mailto:mary_pletcher@ios.doi.gov]
Sent: Monday, August 28, 2017 8:59 PM
To: Tanenbaum, Karen <ktanenbaum@osc.gov>
Subject: Fwd: Boards

Karen,

Please see the attachments below of the boards generated for the May 12th meeting. The pictures of the boards reflect the "after". There are colored stickies on names of individuals considered for reassignments. These were subsequently turned into tracking spreadsheets which iterated over time.

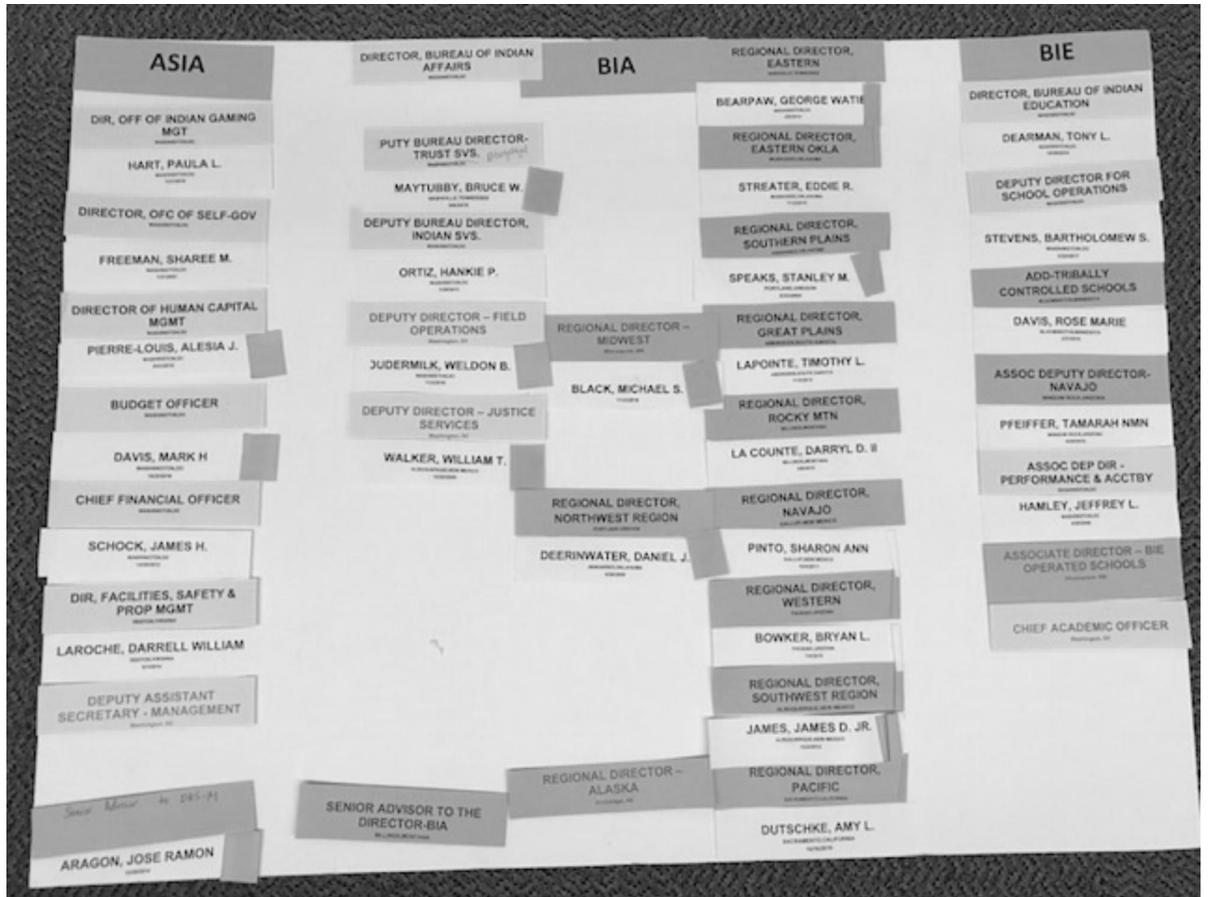
Thanks,
Mary

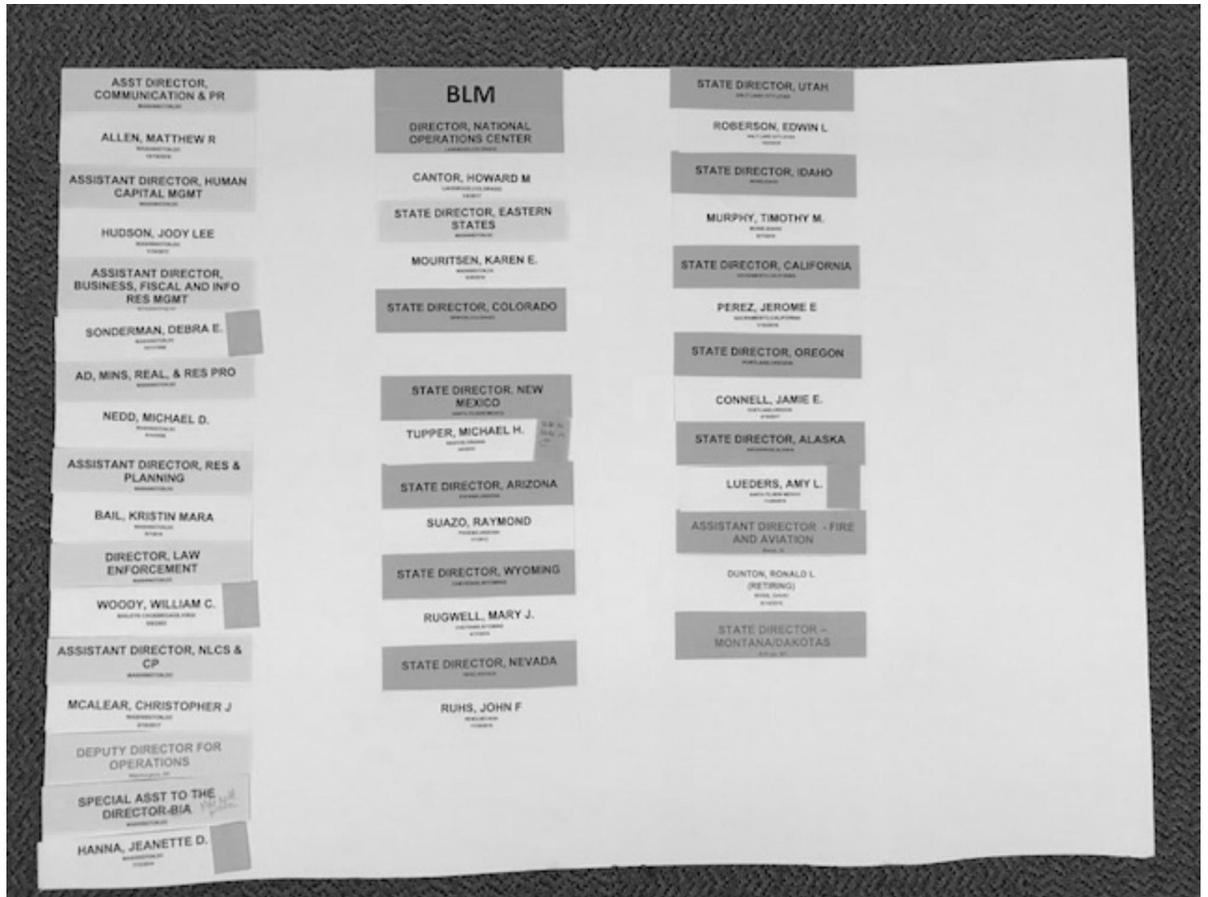
Sent from my iPhone
Begin forwarded message:

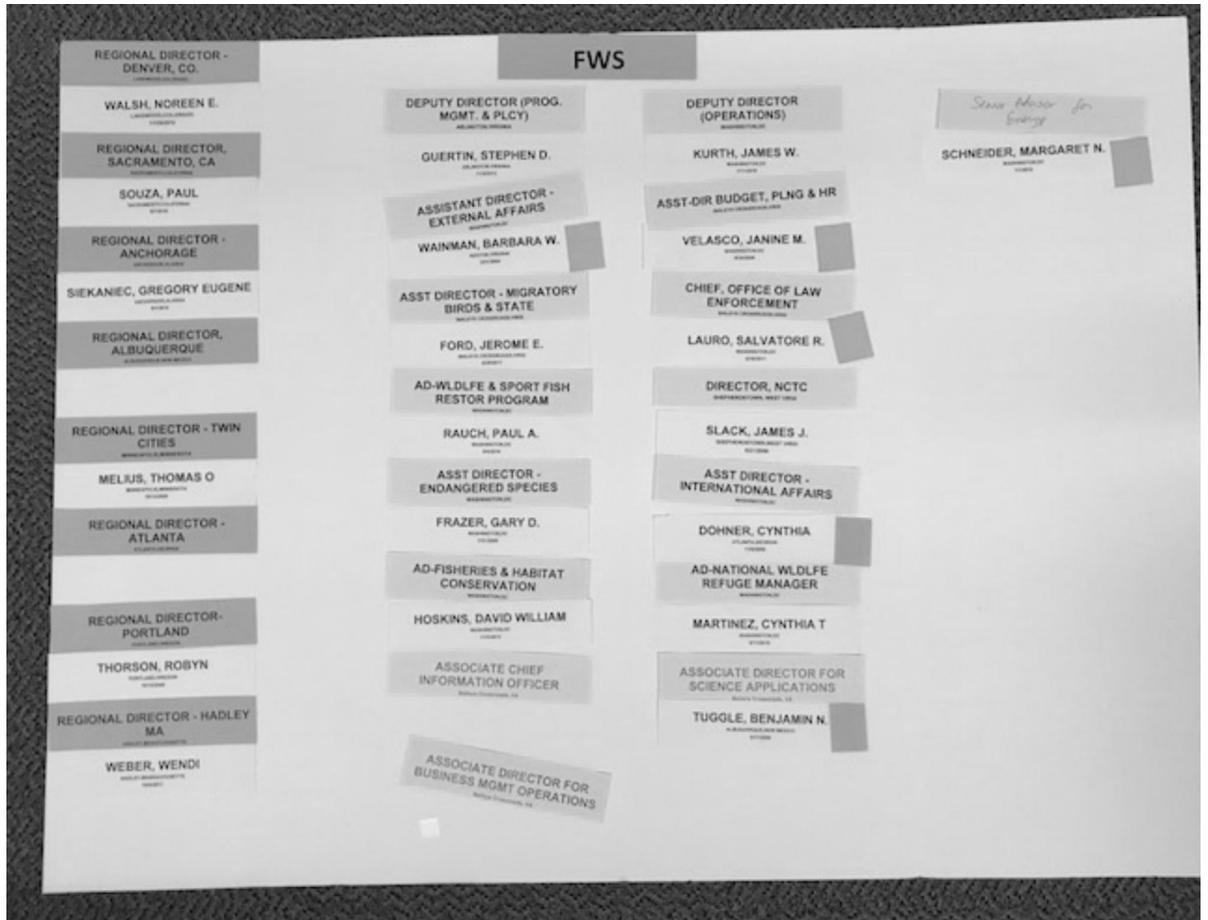
From: "Mack, Jonathan" <jonathan_mack@ios.doi.gov>
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, "Caroline (Carrie) Soave" <caroline_soave@ios.doi.gov>
Subject: Fwd: Boards

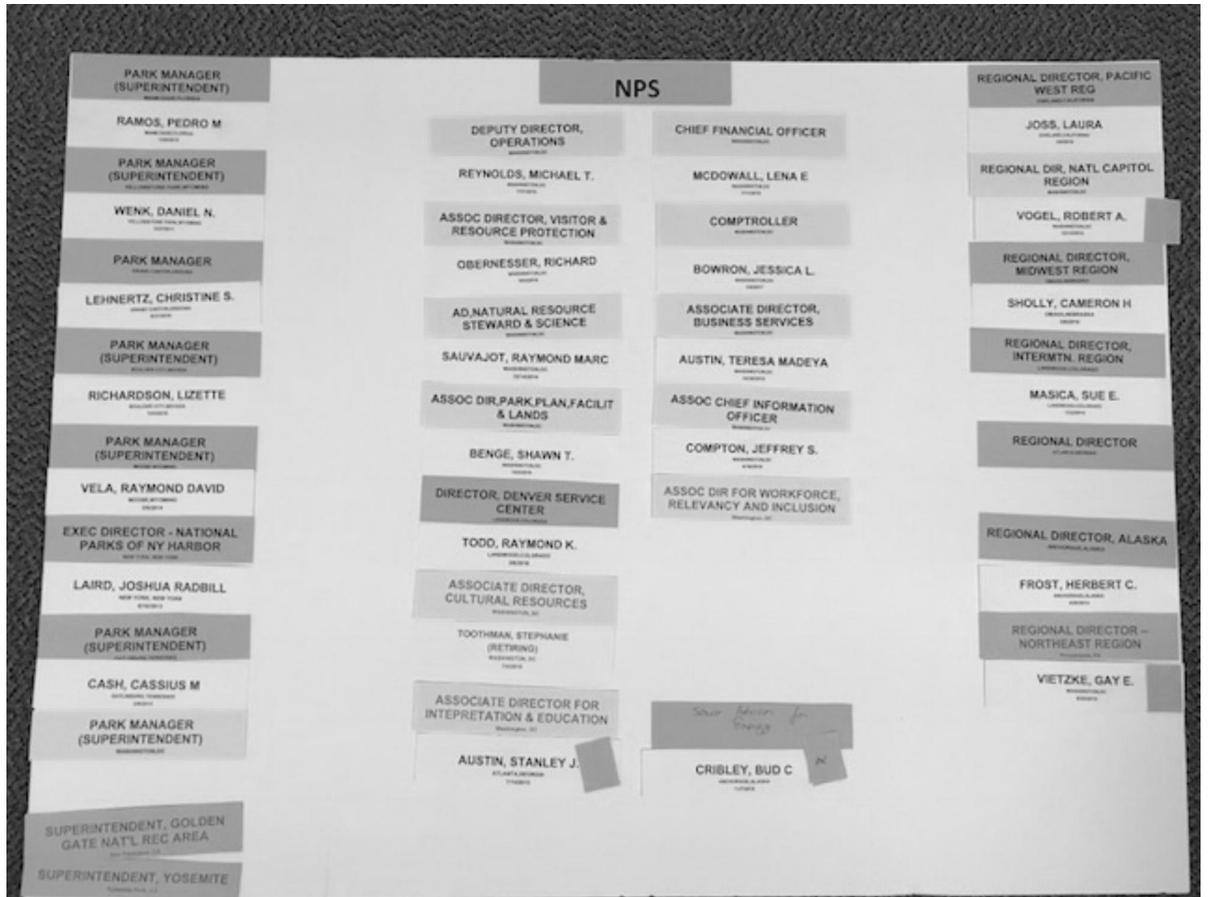
Mary, please see below. Does this work?

Thanks!









OS		PMB	DAS, HUMAN CAPITAL AND DIVERSITY	DAS-PUBLIC SAFETY, RESOURCE PROTEC. A
DIRECTOR, OFFICE OF THE EXECUTIVE SEC	DIRECTOR, OFFICE OF POLICY ANALYSIS		PLETCHER, MARY F.	HUMBERT, HARRY L.
LILLIE, JULIETTE ANNE FAL	WORONKA, THEODORE		CHIEF LEARNING OFFICER/DIR OSEOD	DIRECTOR, OFFICE OF EMERGENCY MGMT
LEGISLATIVE COUNSEL	DEPUTY DIRECTOR-OFFICE OF POLICY ANALYSIS			BRANUM, LISA A.
SALOTTI, CHRISTOPHER P.	BUCKNER, SHAWN M		DIRECTOR, OFFICE OF HUMAN RESOURCES/ DCHCO	DIRECTOR, OFFICE OF WILDLAND FIRE
SENIOR POLICY PROGRAM MANAGER	SENIOR ADVISOR		LIMON, RAYMOND A	RICE, BRYAN C
CARDINALE, RICHARD T.	GOKLANY, INDUR M.		DIRECTOR, OFFICE OF CIVIL RIGHTS	DIRECTOR, OFFICE OF AVIATION SERVICES
DIRECTOR, OFFICE OF INSULAR AFFAIRS	DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE		BURDEN, JOHN W.	BATHRICK, MARK L.
PULA, NIKOLAO IULI	NOBLE, MICHAELA E			INTERAGENCY BORDERLAND COORDINATOR (WILL BE CONVERTED TO SL POSITION)
DIRECTOR, EVERGLADES RESTORATION	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC			ANDREW, JONATHAN (RETIRED)
ESTENOZ, SHANNON A.	ARROYO, BRYAN			DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY
BLANCHARD, MARY JOSIE	DIKE-LUI, UPLUP MAI LUKAE RESOURCE RESTORATION			CRUZAN, DARREN A.
	GLOMB, STEPHEN J.			

OSM	BSEE	BOEM	ONRR
DEPUTY DIRECTOR - OSM	DEPUTY DIRECTOR	DEPUTY DIRECTOR	DIR, OFC OF NATURAL RESOURCES REVENUE
OWENS, GLENDA HUDSON	ORR, L. RENEE	CRUICKSHANK, WALTER D.	GOULD, GREGORY J.
ASST DIR-FOR FINANCE & ADMIN	REGULATORY PROGRAMS CHIEF	STRATEGIC RESOURCES CHIEF	DEP DIR, OFC OF NATURAL RESOURCES REV
SHEEHAN, DENISE E.	MORRIS, DOUGLAS W.		STEWART, JAMES D.
ASST DIRECTOR-PROGRAM SUPPORT	ASSOC DIR FOR ADMINISTRATION	CHIEF ENVIRONMENTAL OFFICER	PROGRAM DIRECTOR (CEVA)
RIDEOUT, STERLING J. JR	MABRY, SCOTT L.	BROWN, WILLIAM Y	MEHLHOFF, JOHN J.
REGIONAL DIRECTOR	GULF OF MEXICO REGIONAL DIRECTOR	PROG MANAGER, OFC OF BUDGET & PROG COORD	PRGM DIR FOR FIN & PRODUCTION MGMT
BERRY, DAVID A	HERBST, LARS T.	ANDERSON, JAMES G.	DAVIS, KIMBRA G
REGIONAL DIRECTOR		GULF OF MEXICO REGIONAL DIRECTOR	PRGM DIR FOR AUDIT & COMPLIANCE MGMT
SHOPE, THOMAS D.		CELATA, MICHAEL A.	TYLER, PAUL GRAHAM
REGIONAL DIRECTOR-MCRO		ALASKA REGIONAL DIRECTOR	<i>Supervisor</i>
CLAYBORNE, ALFRED L.		KENDALL, JAMES J. JR.	CLEMENT, JOEL P.
			SENIOR PROGRAM ADVISOR

DIR, OFFICE OF ACQUISITION & PROP. MGMT.	DEP ASST SECY- BUDGT.FIN.PERF&AC	PMB	DEPUTY ASSISTANT SECRETARY-TECHNOLOGY	DIRECTOR, INTERIOR BUSINESS CENTER
OLSEN, MEGAN C.	FERRITER, OLIVIA B.		GONZALEZ, MARIA E.	SINGER, MICHELE F.
ASSOC DIRECTOR, OFFICE OF ACQUISITION & PROP MGT	DIRECTOR, OFFICE OF BUDGET		DIRECTOR, OFFICE OF HEARINGS AND APPEALS	ASSOCIATE DIRECTOR, ENTERPRISE MGMT
BAGLEY, TAMMY L.	FLANAGAN, DENISE A.		SIMMONS, SHAYLA F.	BEALL, JAMES W
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DIRECTOR, OFC OF PLANNING & PERFORMANCE MGMT	CHIEF, BUDGET ADMINISTRATION AND DEPT MGMT		DIRECTOR, OFFICE OF VALUATION	PROGRAM MANAGER FOR DHS
BECK, RICHARD T.	WAYSON, THOMAS C.		ROSS, JOHN W	HOLMES, TROY EDWARD
DEPUTY DIRECTOR, OFFICE OF ACQ & PROPERTY MGMT	CHIEF, DIV OF BUDGET & PROG REVIEW		CHIEF INFORMATION OFFICER	ASSOCIATE DIRECTOR, FMD
<i>Senior Advisor</i>	FREIHAGE, JASON E.		BURNS, SYLVIA W.	EDSALL, DONNA LYNN
	DIRECTOR, OFFICE OF FINANCIAL MGMT &		DEPUTY CHIEF INFORMATION OFFICER	ASSOCIATE DIRECTOR, HRD
	GLENN, DOUGLAS A		DOWNS, BRUCE M	WILLIAMS, LC
	DEPUTY DIRECTOR, OFFICE OF FINANCIAL MGMT		DIRECTOR, BUSINESS SERVICES	
	HUNTER, TERESA R		BURCKMAN, JAMES N.	
	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTIL			

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DEPUTY SOLICITOR		ROMANK, PEG A.	BURCH, MELVIN E.		LORDS, DOUGLAS A.
HAUGRUD, KEVIN JACK		REGIONAL SOLICITOR	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR PROGRAM
DEPUTY SOLICITOR			CRAFF, ROBERT C.		REGGS, HELEN
KEABLE, EDWARD T.		REGIONAL SOLICITOR-INTERMOUNTAIN	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR BUSINESS
ASSOCIATE SOLICITOR		STEIGER, JOHN W.	WILLIAMS, MARGARET C.		DUMONTIER, DEBRA L.
HAWBECKER, KAREN S.		REGIONAL SOLICITOR-SOUTHWEST	REGIONAL FIDUCIARY		DEP SPEC TRUSTEE-FIELD OPS
ASSOCIATE SOLICITOR		WENGER, LANCE C.	LAKE, TIMOTHY CHARLES		WHITE, JOHN ETHAN
BROWN, LAURA B.		REGIONAL SOLICITOR	REGIONAL FIDUCIARY TRUST ADMIN		PRINCIPAL DEPUTY SPECIAL TRUSTEE
ASSOC SOL FOR GEN LAW		CLARK, HORACE G.	REYNOLDS, THOMAS G.		GIDNER, JEROLD
TUCKER, KAPRICE LYNCH		REGIONAL SOLICITOR			
ASSOC SOLICITOR FOR ADMINISTRATION		MCKEOWN, MATTHEW J.			
SMITH, MARC ALAN		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - INDIAN AFFAIRS		JOSEPHSON, CLEMENTINE			
SHEPARD, ERIC N.		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - WATER RESOURCES		PETERSON, PENNY LYNN			
SAXE, KEITH E					
DESIG. AGENCY ETHICS OFFICIAL					
LOFTIN, MELINDA J.					
ASSOCIATE SOLICITOR FOR PARKS AND WILDLIFE					

	USGS			BOR
DEPUTY DIRECTOR		ASSOCIATE DIRECTOR FOR WATER		REGIONAL DIRECTOR, LOWER COLORADO
WERKHEISER, WILLIAM H.		CLINE, DONALD WALTER		FULP, TERRANCE J.
SENIOR ADVISOR TO THE DIRECTOR		ASSOCIATE DIRECTOR FOR ADMINISTRATION		REGIONAL DIRECTOR, UPPER COLORADO
NOWAKOWSKI, JUDY JENNIFER		GONZALES-SCHREINER, ROSEA		RHEES, BRENT B.
ASSOCIATE DIRECTOR FOR CORE SCI SYS		DIR (BRUS) CENTER & POLICY ADVISOR		REGIONAL DIRECTOR, MID PACIFIC REGION
GALLAGHER, KEVIN T		KELLY, FRANCIS P.		MURILLO, DAVID G.
ASSOCIATE DIRECTOR FOR CLIMATE		REGIONAL DIRECTOR - SOUTHWEST REGION		REGIONAL DIRECTOR, PACIFIC NORTHWEST
		ETHRIDGE, MAX M.		GRAY, LORRI J.
ASSOC DIR FOR BUDGET, PLANNING AND INTEGRATION		REGIONAL DIRECTOR - NORTHEAST		REGIONAL DIRECTOR, GREAT PLAINS
LODGE, CYNTHIA LOUISE		BURKETT, VIRGINIA		RYAN, MICHAEL J.
ASSOCIATE DIR FOR NATURAL HAZARDS		REGIONAL EXECUTIVE - PACIFIC REGION		
APPLEGATE, JAMES D. R.		SOGGE, MARK K.		
ASSOCIATE DIRECTOR FOR ECOSYSTEMS		REGIONAL EXECUTIVE - EASTERN REGION		
KINSINGER, ANNE E.		CARL, LEON M.		
ASSOCIATE DIRECTOR FOR COMM		REGIONAL DIRECTOR - SOUTHEAST		
HILDEBRANDT, BETSY J.		WEYERS, HOLLY S.		
ASSOC DIRECTOR FOR ENERGY & MINERALS		REGIONAL DIRECTOR - NORTHWEST REGION		
HITZMAN, MURRAY WALTER		FERRERO, RICHARD C.		
		REGIONAL DIRECTOR - ALASKA		
		DEVARIS, AIMEE MARIE		
				DEPUTY COMMISSIONER- OPERATIONS
				PALUMBO, DAVID M.
				DEPUTY COMMISSIONER, P&B
				PAYNE, GRAYFORD F.
				DIR, PROGRAM & BUDGET
				WOLF, ROBERT W.
				ASSOCIATE CHIEF INFORMATION OFFICER
				SMILEY, KARLA J.
				DIR, MISSION SUPPORT ORGANIZATION
				CORDOVA-HARRISON, ELIZABE
				DIRECTOR, POLICY AND ADMINISTRATION
				WELCH, RUTH L.
				DIR, SECURITY, SAFETY & LAW ENFORCEMENT
				MULLER, BRUCE C JR
				DIRECTOR, TECHNICAL SERVICE CENTER
				LUEBKE, THOMAS A

PMB

DIR, OFFICE OF ACQUISITION & PROP. MGMT.

OLSEN, MEGAN C.

ASSOC DIRECTOR, OFFICE OF ACQUISITION & PROP MGT

BAGLEY, TAMMY L.

DIRECTOR, BUSINESS INTEGRATION OFFICE

QUINLAN, MARTIN J.

DIRECTOR, OFC OF PLANNING & PERFORMANCE MGMT

BECK, RICHARD T.

DEPUTY DIRECTOR, OFFICE OF ACQ & PROPERTY MGMT

Senior Advisor

DEP ASST SECY. BUDGT, FN, PERF & AC

FERRITER, OLIVIA B.

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DEPUTY DIRECTOR, OFFICE OF BUDGET

MOSS, ADRIANNE L.

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WAYSON, THOMAS C.

CHIEF, DIV OF BUDGET & PROG REVIEW

FREIHAGE, JASON E.

DIRECTOR, OFFICE OF FINANCIAL MNGT &

GLENN, DOUGLAS A.

DEPUTY DIRECTOR, OFFICE OF FINANCIAL MGMT

HUNTER, TERESA R.

DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL

DEPUTY ASSISTANT SECRETARY-TECHNOLOGY

GONZALEZ, MARIA E.

DIRECTOR, OFFICE OF HEARINGS AND APPEALS

SIMMONS, SHAYLA F.

DIRECTOR, OFC OF FACILITIES & ADMINISTRATIVE SVCS

NASSAR, JOSEPH W.

DIRECTOR, OFFICE OF VALUATION

ROSS, JOHN W.

CHIEF INFORMATION OFFICER

BURNS, SYLVIA W.

DEPUTY CHIEF INFORMATION OFFICER

DOWNES, BRUCE M.

DIRECTOR, BUSINESS SERVICES

BURCKMAN, JAMES N.

DIRECTOR, INTERIOR BUSINESS CENTER

SINGER, MICHELE F.

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ASSOCIATE DIRECTOR FOR ACQ SERVICES

ONEILL, KEITH JAMES

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HOLMES, TROY EDWARD

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ASSOCIATE DIRECTOR, HRD

WILLIAMS, LC

USGS

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GALLAGHER, KEVIN T

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ASSOC DIR FOR BUDGET, PLANNING AND INTEGRATION

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HILDEBRANDT, BETSY J.

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HITZMAN, MURRAY WALTER

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CLINE, DONALD WALTER

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REGIONAL EXECUTIVE - EASTERN REGION

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FERRERO, RICHARD C.

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DEVARIS, AIMEE MARIE

REGIONAL DIRECTOR, LOWER COLORADO

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GRAY, LORRI J

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DEPUTY COMMISSIONER, P&B

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SMILEY, KARLA J.

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LUEBKE, THOMAS A.

OS

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LILLIE, JULIETTE ANNE FAL

LEGISLATIVE COUNSEL

SALOTTI, CHRISTOPHER P.

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CARDINALE, RICHARD T.

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PULA, NIKOLAD IULI

DIRECTOR, EVERGLADES RESTORATION

ESTENOZ, SHANNON A.

Gail Ann Robinson
BLANCHARD, MARY JOSIE

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WORONKA, THEODORE

DEPUTY DIRECTOR-OFFICE OF POLICY ANALYSIS

BUCKNER, SHAWN M

SENIOR ADVISOR

GOKLANY, INDUR M.

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ARROYO, BRYAN

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GLOMB, STEPHEN J.

PMB

DAS, HUMAN CAPITAL AND DIVERSITY

FLETCHER, MARY F.

CHIEF LEARNING OFFICER/DIR OSEOD

DIRECTOR, OFFICE OF HUMAN RESOURCES/ DCHCO

LIMON, RAYMOND A

DIRECTOR, OFFICE OF CIVIL RIGHTS

BURDEN, JOHN W.

DAS-PUBLIC SAFETY, RESOURCE PROTEC. &

HUMBERT, HARRY L.

DIRECTOR, OFFICE OF EMERGENCY MGMT

BRANUM, LISA A.

DIRECTOR, OFFICE OF WILDLAND FIRE

RICE, BRYAN C

DIRECTOR, OFFICE OF AVIATION SERVICES

BATHRICK, MARK L.

INTERAGENCY BORDERLAND COORDINATOR (WILL BE CONVERTED TO SL POSITION)

ANDREW, JONATHAN (RETURN)

DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY

CRUZAN, DARREN A.

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AD-FISHERIES & HABITAT CONSERVATION

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SLACK, JAMES J.

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DOHNER, CYNTHIA

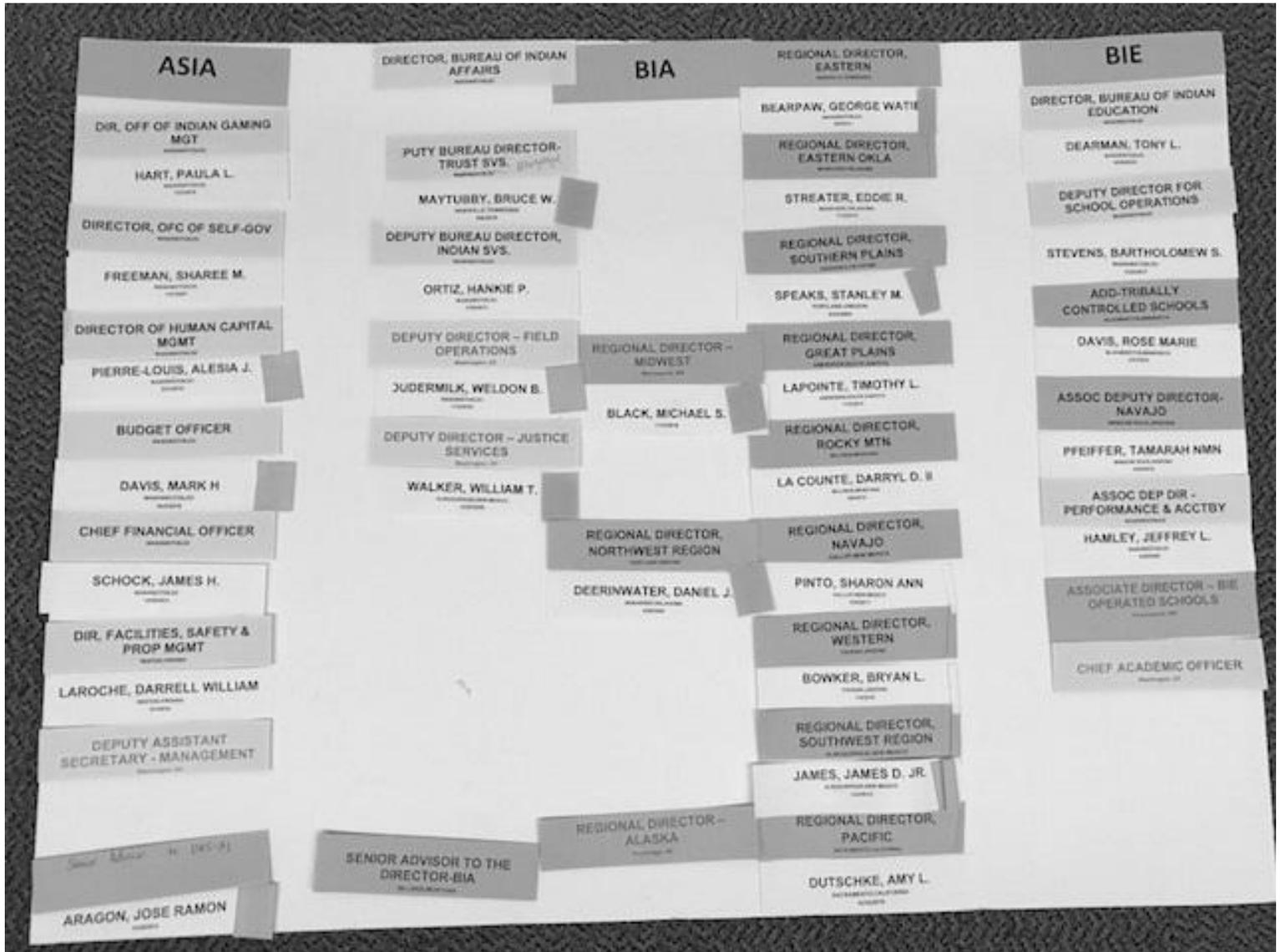
AD-NATIONAL WDLFE REFUGE MANAGER

MARTINEZ, CYNTHIA T

ASSOCIATE DIRECTOR FOR SCIENCE APPLICATIONS

TUGGLE, BENJAMIN N.

Schneider, Margaret N.



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ALLEN, MATTHEW R

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NEDD, MICHAEL D.

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BAIL, KRISTIN MARA

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CP

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SPECIAL ASST TO THE
DIRECTOR-BIA

HANNA, JEANETTE D.

BLM

DIRECTOR, NATIONAL
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CANTOR, HOWARD M

STATE DIRECTOR, EASTERN
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STATE DIRECTOR, NEW
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TUPPER, MICHAEL H.

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STATE DIRECTOR, IDAHO

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STATE DIRECTOR, ALASKA

LUEDERS, AMY L.

ASSISTANT DIRECTOR - FIRE
AND AVIATION

DUNTON, RONALD L
(RETIRED)

STATE DIRECTOR -
MONTANA/DAKOTAS

DEPUTY SOLICITOR	SOL	REGIONAL SOLICITOR - NORTHEAST	REGIONAL FIDUCIARY TRUST	OST	DEP SPEC TRUSTEE TRUST SVS
HAUGRUD, KEVIN JACK		ROMANIK, PEG A.	BURCH, MELVIN E.		LORDS, DOUGLAS A.
DEPUTY SOLICITOR		REGIONAL SOLICITOR	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR PROGRAM
KEABLE, EDWARD T.		<i>Compton</i>	CRAFF, ROBERT C.		RIGGS, HELEN
ASSOCIATE SOLICITOR		DARNELL, JOSEPH D.	REG FIDUCIARY TRUST ADMINISTRATOR		DEPUTY SPECIAL TRUSTEE FOR BUSINESS
HAWBECKER, KAREN S.		REGIONAL SOLICITOR - INTERMOUNTAIN	WILLIAMS, MARGARET C.		DUMONTIER, DEBRA L.
ASSOCIATE SOLICITOR		STENGER, JOHN W.	REGIONAL FIDUCIARY		DEP SPEC TRUSTEE-FIELD OPS
BROWN, LAURA B.		REGIONAL SOLICITOR - SOUTHWEST	LAKE, TIMOTHY CHARLES		WHITE, JOHN ETHAN
ASSOC SOL FOR GEN LAW		WENGER, LANCE C.	REGIONAL FIDUCIARY TRUST ADMIN		PRINCIPAL DEPUTY SPECIAL TRUSTEE
TUCKER, KAPRICE LYNCH		REGIONAL SOLICITOR	REYNOLDS, THOMAS G.		GIDNER, JEROLD
ASSOC SOLICITOR FOR ADMINISTRATION		CLARK, HORACE G.			
SMITH, MARC ALAN		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - INDIAN AFFAIRS		MCKEOWN, MATTHEW J.			
SHEPARD, ERIC N.		REGIONAL SOLICITOR			
ASSOCIATE SOLICITOR - WATER RESOURCES		JOSEPHSON, CLEMENTINE			
SAXE, KEITH E.		REGIONAL SOLICITOR			
DESIG. AGENCY ETHICS OFFICIAL		PETERSON, PENNY LYNN			
LOFTIN, MELINDA J.					
ASSOCIATE SOLICITOR FOR PARKS AND WILDLIFE					

OSM

DEPUTY DIRECTOR - OSM

OWENS, GLENDA HUDSON

ASST DIR-FOR FINANCE & ADMIN.

SHEEHAN, DENISE E.

ASST DIRECTOR-PROGRAM SUPPORT

RIDEOUT, STERLING J. JR.

REGIONAL DIRECTOR

BERRY, DAVID A.

REGIONAL DIRECTOR

SHOPE, THOMAS D.

REGIONAL DIRECTOR-MCRO

CLAYBORNE, ALFRED L.

BSEE

DEPUTY DIRECTOR

ORR, L. RENEE

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MORRIS, DOUGLAS W.

ASSOC DIR FOR ADMINISTRATION

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HERBST, LARS T.

BOEM

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CHIEF ENVIRONMENTAL OFFICER

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PRGM MANAGER, OFC OF BUDGET & PRGM COORD

ANDERSON, JAMES G.

GULF OF MEXICO REGIONAL DIRECTOR

CELATA, MICHAEL A.

ALASKA REGIONAL DIRECTOR

KENDALL, JAMES J. JR.

ONRR

DIR, OFC OF NATURAL RESOURCES REVENUE

GOULD, GREGORY J.

DEP DIR, OFC OF NATURAL RESOURCES REV

STEWART, JAMES D.

PROGRAM DIRECTOR (CEVA)

MEHLHOFF, JOHN J.

PRGM DIR FOR FIN & PRODUCTION MGMT

DAVIS, KIMBRA G.

PRGM DIR FOR AUDIT & COMPLIANCE MGMT

TYLER, PAUL GRAHAM

CLEMENT, JOEL P.

SENIOR PROGRAM ADVISOR

NPS

PARK MANAGER
(SUPERINTENDENT)

RAMOS, PEDRO M

PARK MANAGER
(SUPERINTENDENT)

WENK, DANIEL N.

PARK MANAGER

LEHNERTZ, CHRISTINE S.

PARK MANAGER
(SUPERINTENDENT)

RICHARDSON, LIZETTE

PARK MANAGER
(SUPERINTENDENT)

VELA, RAYMOND DAVID

EXEC DIRECTOR - NATIONAL
PARKS OF NY HARBOR

LAIRD, JOSHUA RADBILL

PARK MANAGER
(SUPERINTENDENT)

CASH, CASSIUS M

PARK MANAGER
(SUPERINTENDENT)

SUPERINTENDENT, GOLDEN
GATE NATL REC AREA

SUPERINTENDENT, YOSEMITE

DEPUTY DIRECTOR,
OPERATIONS

REYNOLDS, MICHAEL T.

ASSOC DIRECTOR, VISITOR &
RESOURCE PROTECTION

QBERNESSER, RICHARD

AD, NATURAL RESOURCE
STEWARDSHIP & SCIENCE

SAUVAJOT, RAYMOND MARC

ASSOC DIR, PARK PLAN, FACILIT
& LANDS

BENGE, SHAWN T.

DIRECTOR, DENVER SERVICE
CENTER

TODD, RAYMOND K.

ASSOCIATE DIRECTOR,
CULTURAL RESOURCES

TOOTHMAN, STEPHANIE

ASSOCIATE DIRECTOR FOR
INTERPRETATION & EDUCATION

AUSTIN, STANLEY J.

CHIEF FINANCIAL OFFICER

MCDOWALL, LENA E

COMPTROLLER

BOWRON, JESSICA L.

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BUSINESS SERVICES

AUSTIN, TERESA MADEYA

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OFFICER

COMPTON, JEFFREY S.

ASSOC DIR FOR WORKFORCE,
RELEVANCY AND INCLUSION

CRIBLEY, BUD C

REGIONAL DIRECTOR, PACIFIC
WEST REG

JOSS, LAURA

REGIONAL DIR, NATL CAPITOL
REGION

VOGEL, ROBERT A.

REGIONAL DIRECTOR,
MIDWEST REGION

SHOLLY, CAMERON H

REGIONAL DIRECTOR,
INTERMTN. REGION

MASICA, SUE E.

REGIONAL DIRECTOR

REGIONAL DIRECTOR, ALASKA

FROST, HERBERT C.

REGIONAL DIRECTOR -
NORTHEAST REGION

VIETZKE, GAY E.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Lawson, Christopher B[Christopher_Lawson@ios.doi.gov]; Ray Limon[raymond_limon@ios.doi.gov]
From: Symmes, Peter
Sent: 2017-04-11T12:43:38-04:00
Importance: Normal
Subject: Re: Can you get me current list of SES on probationary period
Received: 2017-04-11T12:44:28-04:00
[SES.xlsx](#)

Mary,

Please see the attached.

Sorry for the delay. I had to build a decode for the 'State Code Ste Tax Ste 1' column which did not have descriptions. Had to go out and find some state codes on the Internet.

I am going down to get a quick bite. I will be back soon if you need anything else.

Peter H. Symmes
HR Information Systems
Department of the Interior
Office: 202-208-3172
Fax: 202-219-2184
Mobile: 202-738-2005

On Tue, Apr 11, 2017 at 10:16 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here's the report that Chris provided me.

Thanks,
Mary

----- Forwarded message -----

From: Lawson, Christopher <christopher_lawson@ios.doi.gov>
Date: Mon, Apr 10, 2017 at 12:24 PM
Subject: Re: Can you get me current list of SES on probationary period
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: Jonathan Mack <jonathan_mack@ios.doi.gov>

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office

202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Mon, Apr 10, 2017 at 11:54 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

This seems to be missing the positions individuals are in - can you rerun?

Thanks,
Mary

On Fri, Apr 7, 2017 at 5:18 PM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

resending

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

----- Forwarded message -----

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Fri, Apr 7, 2017 at 4:57 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Jonathan Mack <jonathan_mack@ios.doi.gov>

Jonathan:

Michelle indicated that there are errors in FPPS, so I pulled all SES and included the relevant dates. I only pulled SES. Let me know if she needs SL/ST.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Fri, Apr 7, 2017 at 4:33 PM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

Sent from my iPad

Begin forwarded message:

From: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Date: April 7, 2017 at 3:51:07 PM EDT
To: Jonathan Mack <jonathan_mack@ios.doi.gov>
Subject: Fwd: Can you get me current list of SES on probationary period

Does not include how long employees have been in the SES or how long they have been in their current positions. I think these are separate data fields Michelle pulls.

Thanks,
Mary

----- Forwarded message -----

From: **Oxyer, Michelle** <michelle_oxyer@ios.doi.gov>
Date: Tue, Mar 14, 2017 at 2:56 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Mary, Here is the latest report. Full disclosure, I have reviewed the previous report that I ran and highlighted the errors but have not worked with the bureaus to fix them. So there are still errors on this report. Will contact the bureaus this week.

Michelle Oxyer
Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
Fax 202-208-5285
michelle_oxyer@ios.doi.gov

On Tue, Mar 14, 2017 at 12:07 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

I know we have had some kick off the list now that we are in March.
Can you send me the latest?

Thanks,
Mary

Sent from my iPhone

--

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

--

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

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]; Amy Holley[Amy_Holley@ios.doi.gov]
From: Gould, Greg
Sent: 2017-10-30T15:36:20-04:00
Importance: Normal
Subject: Re: Clement - Your FY2017 SES Performance Rating
Received: 2017-10-30T15:37:10-04:00

Mary,
Now that Joel has resigned, how does this process work? Do we still need to rate him?

Thanks,

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior*

Warning: This message is intended only for use of the individual or entity to which it is addressed and may contain information that is privileged or confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail.

On Fri, Aug 18, 2017 at 1:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Joel,

The purpose of this email is provide you direction on how your reassignment will impact your SES performance rating for FY2017. You should work together with your former and new supervisor to develop a new performance plan for your new position and identify any agency specific performance requirements that should be incorporated into the new plan. Employees must be on performance standards for a minimum of 90 days to receive a performance rating. To meet this 90-day requirement, the rating period may be extended beyond September 30th, as far as mid-November, if necessary. In addition, your former supervisor does not need to complete a closeout rating; rather, they will provide input to your new supervisor to be considered in your FY2017 rating.

As you know, Critical Element (CE) 5, the Results Driven Element is tailored to meet the needs of each position and you should talk with your new supervisor to ensure you are aware of how you will be rated for this critical element. In addition to amending your CE5 objectives for your new position, you will also consult with your supervisor on the weighting scheme used in your performance plan.

If you have any questions about SES performance and your rating for FY2017, please contact your bureau executive resources coordinator or the Departmental Executive Resources Office (see below for contact information)

Jonathan Mack, 202-208-5590, jonathan_mack@ios.doi.gov
Michelle Oxyer, 202-208-6943, michelle_oxyer@ios.doi.gov
Carrie Soave, 202-513-0874, caroline_soave@ios.doi.gov

Best,
Mary

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Bail, Kristin
Sent: 2017-10-26T15:16:26-04:00
Importance: Normal
Subject: Re: follow up
Received: 2017-10-26T15:16:49-04:00

Hi, Mary --

Thanks again for putting me in touch with Mike. We had a very good meeting today, and I am still very interested in the position if available for reassignment. I told Mike that I would not take any action other than letting you know of my continued interest, since the process for filling positions is still uncertain and I don't want to get in front of any decision making he wants to do in terms of advertising it or not.

Regardless of the outcome, I really appreciate you helping us to connect. --Kristin

Kristin Bail, Assistant Director
Resources and Planning (WO-200)
1849 C. Street NW, Room 5648
Washington, D.C. 20240
(202) 208-6731 Cell (202) 823-1086
kbail@blm.gov

USDI Bureau of Land Management



On Thu, Oct 5, 2017 at 4:23 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Kristin,
I touched base with Mike Reynolds today from NPS. Please feel free to reach out to him directly to set up a time to talk.

Mary

--

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

To: Gonzales-Schreiner, Roseann[rgonzalesschreiner@usbr.gov]
Cc: Grayford F. Payne[gfpayne@usbr.gov]; Alan Mikkelsen[amikkelsen@usbr.gov]; Cameron, Scott[scott_cameron@ios.doi.gov]; James Cason[james_cason@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-06-20T15:35:47-04:00
Importance: Normal
Subject: Re: Memo
Received: 2017-06-20T15:35:57-04:00

Thank you Roseann. The PDF version is sufficient.

Mary

On Fri, Jun 16, 2017 at 6:11 PM, Gonzales-Schreiner, Roseann <rgonzalesschreiner@usbr.gov> wrote:

Mary:

Attached is my signed SES directed reassignment memo. Unless I hear otherwise, I will assume that the pdf version is sufficient. If I need to mail in a signed hard copy, please let me know and I will do so.

Thank you.
Roseann

--

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

To: Gonzales-Schreiner, Roseann[rgonzalesschreiner@usbr.gov]
Cc: Grayford F. Payne[gfpayne@usbr.gov]; Alan Mikkelsen[amikkelsen@usbr.gov]; Cameron, Scott[scott_cameron@ios.doi.gov]; James Cason[james_cason@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-06-16T18:52:03-04:00
Importance: Normal
Subject: Re: Memo
Received: 2017-06-16T18:52:14-04:00

Thanks Roseann. The PDF version is fine.

Thanks,
Mary

Sent from my iPhone

On Jun 16, 2017, at 6:11 PM, Gonzales-Schreiner, Roseann <rgonzalesschreiner@usbr.gov> wrote:

Mary:

Attached is my signed SES directed reassignment memo. Unless I hear otherwise, I will assume that the pdf version is sufficient. If I need to mail in a signed hard copy, please let me know and I will do so.

Thank you.
Roseann

<June 15 SES Memo.pdf>

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Caroline (Carrie) Soave[caroline_soave@ios.doi.gov]; Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Jonathan Mack
Sent: 2017-10-13T14:44:48-04:00
Importance: Normal
Subject: Re: OPM FY 2017 Data Call on Executive Rotations
Received: 2017-10-13T14:44:51-04:00

Yes, will do.
Thanks!

Sent from my iPad

On Oct 13, 2017, at 2:26 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Can you start working on our response?

Thanks,
Mary

----- Forwarded message -----

From: **Shih, Stephen T.** <Stephen.Shih@opm.gov>
Date: Fri, Oct 13, 2017 at 2:20 PM
Subject: OPM FY 2017 Data Call on Executive Rotations
To: "Blanks, Julie A." <Julie.a.blanks.civ@mail.mil>, "danielle.r.opalka.civ@mail.mil" <danielle.r.opalka.civ@mail.mil>, "Mackey, Tonya" <Tonya.Mackey@hq.doe.gov>, "Major, Christine" <Christine.Major@hhs.gov>, "Brooks, Towanda" <towanda.a.brooks@hud.gov>, "Lori.Sealy@hud.gov" <Lori.Sealy@hud.gov>, "tia.n.butler@va.gov" <tia.n.butler@va.gov>, "Harris, Toni" <Antonia.harris@gsa.gov>, "autumn.jones@gsa.gov" <autumn.jones@gsa.gov>, "Reinhold, Mark D" <Mark.Reinhold@opm.gov>, "Doyle, Bonnie" <bonnie.doyle@ssa.gov>, "Jeanquart, Bobbi" <bobbi.jeanquart@dm.usda.gov>, "Cuffee-Graves, Cassandra" <cassandra.cuffee-graves@ed.gov>, "Bacon, Ellsworth" <ellsworth.bacon@ed.gov>, "Cunningham.Lucy.A@dol.gov" <Cunningham.Lucy.A@dol.gov>, "Filipponi, Karen" <Karen.Filipponi@dot.gov>, "Gibbs, Robert" <Robert.Gibbs@nasa.gov>, "Vizian, Donna" <Vizian.Donna@epa.gov>, "peabody.hitch@epa.gov" <peabody.hitch@epa.gov>, "Hernandez, Elias" <Elias.Hernandez@sba.gov>, "Cantor, Carmen" <CantorCG@state.gov>, "Blair, Anita" <anita.k.blair.civ@mail.mil>, Pletcher Mary <mary_pletcher@ios.doi.gov>, "NOSborn@doc.gov" <NOSborn@doc.gov>, "chip.fulghum@dhs.gov" <chip.fulghum@dhs.gov>, "Thomas.vieira@dhs.gov" <Thomas.vieira@dhs.gov>, "Santangelo, Mari Barr" <mari.santangelo@usdoj.gov>, "Davis, Thomas" <thdavis@usaid.gov>, "Spooner, Sarah W." <Sarah.W.Spooner@omb.eop.gov>, "Tornow, Joanne" <jtornow@nsf.gov>, "Cohen, Miriam" <Miriam.Cohen@nrc.gov>,

"Lisa.Williams@eeoc.gov" <Lisa.Williams@eeoc.gov>, "Tom.Green@fcc.gov" <Tom.Green@fcc.gov>, "Wiggins, Marsha" <Marsha.Wiggins@dm.usda.gov>, "Kelly, Karlease" <Karlease.Kelly@dm.usda.gov>
Cc: "Brill, Julie" <Julie.Brill@opm.gov>, "Guerrero, Yadira" <Yadira.Guerrero@opm.gov>

Dear Colleagues,

This correspondence constitutes the U.S. Office of Personnel Management's annual data call to Executive Departments and Agencies, with 20 or more SES positions, for information on executive rotations, as required by Executive Order (EO) - "Strengthening the Senior Executive Service"(<<https://obamawhitehouse.archives.gov/the-press-office/2015/12/15/executive-order-strengthening-senior-executive-service>>," issued on December 15, 2015. The EO requirements that define, support, and promote executive rotations are as follows:

- * Rotations must be for a minimum period of 120 days
- * Annual Government-wide goal, beginning in FY 2017, of 15% of SES members on rotations (no agency-specific goal)
- * Annual reporting to OPM on SES rotations

To meet the annual EO reporting requirements, organizations must complete and submit the attached spreadsheet with the following metrics:

- * Total # of executives broken out by career SES, SL, and ST who have served on a rotational assignment a minimum of 120 calendar days during FY 2017
- * Total # of agency executives broken out by career SES, SL, and ST(as of October 1, 2016)
- * # of each type of rotation (developmental assignment, detail/acting in another executive position, sabbatical, reassignment, transfers into your agency, IPA)
- * # of internal agency rotations
- * # of rotations to another Federal agency
- * # of rotations outside the Federal Government

OPM will consolidate the submitted data and report to the President the status of agency executive rotations and accomplishment of the annual fifteen percent (15%) Government-wide goal. Agencies are responsible for ensuring the accuracy of data reported. The agency's Senior Accountability Official, or their designee, must review the data for accuracy and completeness prior to submitting to OPM.

These reports must be submitted by e-mail to SESDevelopment@opm.gov<<mailto:SESDevelopment@opm.gov>> using the attached template with this data call, no later than close of business on November 14, 2017.

If you have any questions, please contact Yadira Guerrero by email at Yadira.Guerrero@opm.gov <mailto:Yadira.Guerrero@opm.gov> or by telephone at (202) 606-7954.

Thanks so much!

Steve Shih
Deputy Associate Director
for Senior Executive Services
and Performance Management
U.S. Office of Personnel Management
Tel. (202) 606-8046

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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

<2017-10-13 Executive Rotations Report Template v-2.xlsx>

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: (b)(6),(b)(7)(C)
Sent: 2017-10-23T17:22:33-04:00
Importance: Normal
Subject: Re: SES Reassignment
Received: 2017-10-23T17:22:43-04:00

Thank you!

(b)(6),(b)(7)(C)

U.S. Department of the Interior
Office of Inspector General

(b)(6),(b)(7)(C)

On Oct 23, 2017, at 4:47 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here is the email list for the DOI career SES:

doi_career_ses@ios.doi.gov

Thanks,
Mary

On Mon, Oct 23, 2017 at 2:29 PM, (b)(6),(b)(7)(C) <(b)(6),(b)(7)(C)@doioig.gov> wrote:

Good Afternoon Mary,
As part of our review, we are going to reach out to the career SES. Can you provide me with the DOI Career SES email list?

Please let me know if you have any questions,

Thank you!

(b)(6),(b)(7)(C)

U.S. Department of the Interior
Office of Inspector General

(b)(6),(b)(7)(C)

--

Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Ferriter, Olivia
Sent: 2017-10-16T11:39:21-04:00
Importance: Normal
Subject: Re: talking points
Received: 2017-10-16T11:39:28-04:00

thank you. I will let you know if more is needed. Olivia

Olivia Barton Ferriter
Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition
U.S. Department of the Interior
1849 C St. NW MS 7228, Washington, DC 20240
Desk: 202-208-4881 Cell: 202-251-4139 FAX: 202-208-1067
Olivia_Ferriter@ios.doi.gov

On Mon, Oct 16, 2017 at 9:16 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here are talking points. Is there any other information that would be helpful?

- The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations.
- Congress intended the SES to be a mobile corps of managers.
- Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration.
- Good government groups such as the Partnership for Public Service have published reports for years discussing Congress' original intention for the SES to be a mobile cadre as well as the benefits of SES mobility - both for agencies and the individual executive.
- On December 15, 2015, President Obama issued an executive order related to strengthening the SES. As part of this order, the Obama administration required agencies to develop plans to increase the number of SES members who are rotated. Rotations include reassignments, details of at least 120 days, transfers between agencies, developmental assignments, IPAs and sabbaticals.
- There is **annual** government-wide goal beginning in **FY 2017** of **15% of SES being rotated**. Agencies are required to report annually to OPM on SES rotations.
- The Obama administration also reassigned SES. There were 140 reassignment actions of career SES. Had President Obama's executive order been issued earlier in the administration, the number of reassignments would have increased significantly to meet the 15% annual government-wide target.
- Legislation requiring Congressional notification before any SES reassignments would severely hinder Interior's ability to manage the senior most career leaders in the organization.
 - Reduces the ability to match SES member skill sets with mission needs.

- Promotions of existing SES also constitutes a reassignment. Requiring Congressional notification ahead of time could disincentive promotions of existing Interior SES.
- Reduces individual career mobility and encourages agencies to keep SES in a single position. This is out of alignment with leadership best practices.
- Greater collaboration and problem-solving across bureaus is a management practice that transcends Administrations. SES mobility helps foster collaboration and problem-solving.
- Disincentives high performing GS 14s and 15s and equivalents from applying to SES jobs knowing the degree of Congressional scrutiny they will be under. With the retirement eligibility rates of the Interior SES cadre, this could have long lasting mission impacts.
- Reduces the ability to address performance issues.
- Blurs the line between executive and legislative branches. All career SES become quasi-political appointees.
 - The number of SES receiving formal or proposed notice of reassignments has been exaggerated in the media.

Mary Pletcher

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

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Black, Michael
Sent: 2017-10-24T10:48:39-04:00
Importance: Normal
Subject: Reassignment
Received: 2017-10-24T10:55:00-04:00

Mary,

Dave Palumbo contacted me last week and informed me that I would be starting with BOR on the 29th. Other than this conversation, I have received nothing from personnel regarding the reassignment.

Can you let me know when you have a few minutes to chat, I assume I need to complete an exit from Indian Affairs, and there should be some paperwork from BOR and setting up the logistics beginning next week.

Let me know when you have some time to visit.

Thanks, Mike

You can reach me at the office 406-247-7943 or on my cell phone at (b)(6)

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-09-25T11:00:22-04:00
Importance: Normal
Subject: Reassignments
Received: 2017-09-25T11:00:29-04:00
[Career SES Reassignments - Obama Administration.xlsx](#)

Back to 2009.

Michelle Oxyer

Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
michelle_oxyer@ios.doi.gov

Career SES Reassignments

2009 to present

Name	Eff Date	From Bureau	To Bureau	From Position	From Duty Station
Gary, Arthur	03/12/09	SOL	SOL	Associate Solicitor - General Law	Washington, DC
Lyder, Jane	05/18/09	OS	ASFWP	Assistant Deputy Secretary	Washington, DC
Comer, Robert	06/17/09	SOL	SOL	Deputy Associate Solicitor - Mineral Resources	Washington, DC
Smyth, Paul	06/17/09	SOL	SOL	Director, Indian Trust Litigation Office	Washington, DC
Frazer, Gary	07/31/09	FWS	FWS	Assistant Director-Fisheries and Habitat Conservation	Washington, DC
Arroyo, Bryan	07/31/09	FWS	FWS	Assistant Director - Endangered Species	Washington, DC
Keable, Ed	08/02/09	SOL	SOL	Associate Solicitor for Administration	Washington, DC
Ethridge, Max	08/16/09	USGS	USGS	Regional Executive- North Central Area	Minneapolis, MN
Gould, Rowan	08/31/09	FWS	FWS	Deputy Director	Washington, DC
Ashe, Daniel	08/31/09	FWS	FWS	Fish and Wildlife Advisor	Washington, DC
Gonzales-Shreiner, Roseann	09/27/09	BOR	BOR	Director, Program and Policy Services	Lakewood, CO
Sant, Donald	09/27/09	MMS	MMS	Senior Policy Advisor	Lakewood, CO
Wheeler, Kathleen	10/01/09	OS	OST	Deputy Chief Human Capital Officer	Washington, DC
Jensen, Lawrence	10/11/09	SOL	SOL	Deputy Solicitor	Washington, DC
Cesar, Niles	11/08/09	BIA	BIA	Regional Solicitor-Alaska Region	Anchorage, AK
Pool, Michael	01/03/10	BLM	BLM	State Director	Sacramento, CA
Malam, Pamela	01/17/10	USGS	PMB	Associate Director for Human Capital	Reston, VA
Kimball, Suzette	02/28/10	USGS	USGS	Associate Director for Geology	Reston, VA
Gidner, Jerold	03/18/10	BIA	ASIA	Director, Bureau of Indian Affairs	Washington, DC
McDonald, John	04/05/10	BOR	BOR	Regional Director	Boise, ID
Wirkus, Karl	04/05/10	BOR	BOR	Deputy Commissioner-Operations	Washington, DC
Black, Michael	04/25/10	BIA	BIA	Regional Director, Great Plains	Aberdeen, SD
Kinsinger, Anne	05/23/10	USGS	USGS	Regional Director-Western Regiona	Seattle, WA

Career SES Reassignments

2009 to present

To Position	To Duty Station
Deputy Solicitor	Washington, DC
Deputy Assistant Secretary - Fish and Wildlife and Parks	Washington, DC
Counselor to the Solicitor	Washington, DC
Associate Solicitor	Washington, DC
Assistant Director - Endangered Species	Washington, DC
Assistant Director-Fisheries and Habitat Conservation	Washington, DC
Associate Solicitor - General Law	Washington, DC
Regional Executive-South Central Area	Columbia, MO
Deputy Director (Operations)	Washington, DC
Deputy Director (Program Management and Policy)	Washington, DC
Director, Policy and Administration	Lakewood, CO
Program Director for Financial and Program Management	Lakewood, CO
Senior Advisor to the Deputy Assistant Secretary - Budget and Business Management	Washington, DC
Regional Solicitor	Salt Lake City, UT
Director, Indian Land Consolidation DT	Ashland, WI
Deputy Director	Washington, DC
Deputy Assistant Secretary - Human Capital and Diversity	Washington, DC
Deputy Director	Reston, VA
Special Counselor to ASIA	Washington, DC
Deputy Commissioner-Policy, Administration and Budget	Washington, DC
Regional Director	Boise, ID
Director, Bureau of Indian Affairs	Washington, DC
Special Assistant for Science Planning	Reston, VA

Career SES Reassignments

2009 to present

Mazer, Bernard	06/06/10	FWS	OS	Assistant Director – Information Resources and Technology Management/CIO	Washington, DC
Palma, Juan	07/04/10	BLM	BLM	State Director	Springfield, VA
Thorsen, Kim	08/15/10	OS	OS	Director, Office of Law Enforcement and Security	Washington, DC
Kinsinger, Anne	08/15/10	USGS	USGS	Special Assistant for Science Planning	Reston, VA
Douglas, James	09/12/10	BLM	OS	Assistant Director, Fire and Aviation	Boise, ID
Payne, Grayford	10/10/10	ASIA	BOR	Chief Financial Officer	Washington, DC
Werkheiser, William	11/21/10	USGS	USGS	Regional Director-Eastern Region	Reston, VA
Kinsinger, Anne	11/21/10	USGS	USGS	Associate Director for Biology	Reston, VA
Gallagher, Kevin	11/21/10	USGS	USGS	Associate Director for Geospatial	Reston, VA
Larsen, Matthew	11/21/10	USGS	USGS	Associate Director for Water	Reston, VA
Gunderson, Linda	11/21/10	USGS	USGS	Chief Scientist for Geology	Reston, VA
Taylor, Ione	11/21/10	USGS	USGS	Chief Scientist for Geography	Reston, VA
Erwin, Donna	01/02/11	OST	OST	Principal Deputy Special Trustee	Albuquerque, NM
Forrest, Vicki	01/10/11	BIA	ASIA	Deputy Director-Trust Services	Washington, DC
Ferriter, Olivia	01/30/11	OS	OS	Director, Conservation, Partnerships &	Washington, DC
Skibine, George	01/30/11	ASIA	ASIA	Deputy Assistant Secretary - Policy and Economic Development	Washington, DC
O'Dell, Margaret (Peggy)	02/27/11	NPS	NPS	Regional Director, National Capital Region	Washington, DC
Wenk, Daniel	02/27/11	NPS	NPS	Deputy Director for Operations	Washington, DC
Woody, William	03/06/11	BLM	FWS	Director, Law Enforcement, Security and Protection	Washington, DC
Gidner, Jerold	03/13/11	ASIA	OS	Special Counselor to ASIA	Washington, DC
Quint, Robert	03/13/11	BOR	BOR	Director, Washington Operations	Washington, DC

Career SES Reassignments

2009 to present

Chief Information Officer	Washington, DC
State Director	Salt Lake City, UT
Deputy Assistant Secretary - Law Enforcement, Security and Emergency Management	Washington, DC
Associate Director for Biology	Reston, VA
Senior Advisor to the Deputy Assistant Secretary - Law Enforcement, Security and Emergency Management	Washington, DC
Deputy Commissioner-Policy, Administration and Budget	Washington, DC
Associate Director for Water	Reston, VA
Associate Director for Ecosystems	Reston, VA
Associate Director for Core Science Systems	Reston, VA
Associate Director for Climate	Reston, VA
Director, Office of Science Quality and Integrity	
Associate Director for Energy	Reston, VA
Associate Principal Deputy Special Trustee	Albuquerque, NM
Chief Financial Officer	Washington, DC
Deputy Director, Office of Policy Analysis	Washington, DC
Deputy Assistant Secretary - Management	Washington, DC
Deputy Director for Operations	Washington, DC
Superintendent, Yellowstone National Park	Yellowstone, WY
Chief, Office of Law Enforcement	Arlington, VA
Deputy Director, Office of Strategic Employee and Organizational Development	Washington, DC
Senior Advisor	Washington, DC

Career SES Reassignments

2009 to present

Stevens, Bartholomew	04/24/11	BIE	BIE	Deputy Director-School Operations	Albuquerque, NM
Berrigan, Michael	06/06/11	SOL	SOL	Director, Indian Trust Litigation Office	Washington, DC
Blackwell, Edith	06/06/11	SOL	SOL	Associate Solicitor-Indian Affairs	Washington, DC
Whitesell, Stephen	06/19/11	NPS	NPS	Associate Director, Park Planning, Facilities and Lands	Washington, DC
Murphy, Timothy	07/17/11	BLM	BLM	Deputy Assistant Director, Fire and Aviation	Boise, ID
Siekaniec, Gregory	07/17/11	FWS	FWS	AD-National Wildlife Refuge Manager	Washington, DC
Kenna, James	09/11/11	BLM	BLM	State Director, Arizona	Phoenix, AZ
Cruickshank, Walter	10/09/11	MMS	BOEM	Deputy Director	Washington, DC
Kendall, James	10/09/11	MMS	BOEM	Regional Director, Alaska OCS Region	Anchorage, AK
Labelle, Robert	10/09/11	MMS	BOEM	Deputy Associate Director	Washington, DC
Herbst, Lars	10/09/11	MMS	BSEE	Regional Director GOM OCS Region	Jefferson, LA
Triebisch, George	10/09/11	MMS	BSEE	Associate Director for Policy	Washington, DC
Brown, Robert	10/09/11	MMS	BSEE	Associate Director for Administration and Budget	Washington, DC
Hartley, Deborah	11/09/11	OS	OS	Chief Information Officer	Lakewood, CO
Goklany, Indur	11/22/11	OS	OS	Manager Science and Engineering	Washington, DC
Lee, Lorri	01/01/12	BOR	BOR	Regional Director, Lower Colorado Region	Boulder City, Nevada
Davis, Mark	03/25/12	OS	OST	Chief, Division of Budget and Program Review	Washington, DC
Keable, Ed	03/25/12	SOL	SOL	Associate Solicitor for Administration	Washington, DC
Hanna, Jeannette	06/03/12	BIA	ASIA	Regional Director	Muskogee, OK
Arroyo, Bryan	07/01/12	FWS	FWS	Assistant Director-Fisheries and Habitat Conservation	Washington, DC
Williams, Margaret	08/31/12	OST	OST	Deputy Special Trustee -Trust Accountability	Albuquerque, NM
Vela, David	11/04/12	NPS	NPS	Regional Director - Southeast Region	Atlanta, GA
Guertin, Stephen	11/04/12	FWS	FWS	Regional Director, Denver	Lakewood, CO
Mabry, Scott	11/04/12	PMB	BSEE	Deputy Director, Office of Financial Management	Washington, DC

Career SES Reassignments

2009 to present

Associate Deputy Director-West	Albuquerque, NM
Associate Solicitor-Indian Affairs	Washington, DC
Director, Indian Trust Litigation Office	Washington, DC
Regional Director, National Capital Region	Washington, DC
Assistant Director, Fire and Aviation	Boise, ID
Deputy Director (Program Management and Policy)	Washington, DC
State Director, California	Sacramento, CA
Deputy Director	Washington, DC
Alaska Regional Director	Anchorage, AK
Science Advisor	Washington, DC
GOM Regional Director	Jefferson, LA
Senior Advisor to the Deputy Director	Washington, DC
Associate Director for Administration	Washington, DC
Associate Deputy Chief Information Officer	Lakewood, CO
Senior Advisor	Washington, DC
Regional Director, Pacific Northwest	Boise, ID
Senior Advisor	Washington, DC
Deputy Solicitor	Washington, DC
Special Assistant to the ASIA	Washington, DC
Assistant Director - International Affairs	Washington, DC
Regional Fidiciary Trust Administrator	Albuquerque, NM
Associate Director, Workforce Management	Washington, DC
Deputy Director (Program Management and Policy)	Arlington, VA
Associate Director for Administration	Washington, DC

Career SES Reassignments

2009 to present

Lords, Douglas	12/02/12	OST	OST	Deputy Special Trustee - Field Operations	Albuquerque, NM
James, Jim	12/02/12	OST	OST	Regional Fiduciary Trust Administrator	Albuquerque, NM
Davis, Mark	12/02/12	OST	OST	Senior Advisor	Washington, DC
Wainman, Barbara	12/02/12	USGS	USGS	Director, Office of Communications and Outreach	Reston, VA
Burzyk, Carla	12/02/12	USGS	USGS	Chief, Office of Budget and Performance	Reston, VA
Murillo, David	12/16/12	BOR	BOR	Deputy Commissioner for Operations	Washington, DC
Ethridge, Max	12/16/12	USGS	USGS	Regional Executive-South Central Area	Columbia, MO
Glaser, Donald	12/16/12	BOR	BOR	Regional Director, Mid Pacific Region	Sacramento, CA
Pimley, Lowell	12/16/12	BOR	BOR	Director, Technical Services Center	Denver, CO
Forrest, Vicki	01/13/13	ASIA	BIA	Chief Financial Officer	Washington, DC
Singer, Michele	01/13/13	AS-IA	OST	Director, Office of Regulatory Affairs and Collaborative Action	Washington, DC
Thornhill, Alan	02/03/13	BOEM	USGS	Chief Environmental Officer	Washington, DC
Thompson, Tommy	04/07/13	AS-IA	AS-IA	Budget Officer	Washington, DC
Simmons, Shayla	05/19/13	SOL	SOL	Director of Administration	Washington, DC
Douglas, James	07/08/13	PMB	PMB	Senior Advisor to the Deputy Assistant Secretary – Law Enforcement, Security and Emergency Management	Washington, DC
Goodwin, Janet	09/22/13	PMB	PMB	Principal Deputy Director, OHA	Arlington, VA
Teskey, Mark	11/03/13	SOL	OS	Associate Solicitor- General Law	Washington, DC
Velasco, Janine	12/15/13	BLM	BLM	Assistant Director, Business and Fiscal Resources	Washington, DC
Pletcher, Mary	12/31/13	PMB	PMB	Management Initiatives and Transformation Director	Washington, DC
Masica, Sue	01/12/14	NPS	NPS	Regional Director, Alaska	Anchorage, AK
Loudermilk, Weldon	01/26/14	BIA	BIA	Regional Director, Great Plains	Aberdeen, SD

Career SES Reassignments

2009 to present

Deputy Special Trustee - Trust Services	Albuquerque, NM
Deputy Special Trustee – Field Operations	Albuquerque, NM
Deputy Special Trustee for Business	Washington, DC
Associate Director for Communications and Publishing	Reston, VA
Associate Director for Budget, Planning and Integration	Reston, VA
Regional Director, Mid Pacific Region	Sacramento, CA
Regional Director - Northwest Region	Seattle, WA
Director, Technical Services Center	Denver, CO
Deputy Commissioner - Operations	Washington, DC
Deputy Director - Administration	Washington, DC
Principal Deputy Special Trustee	Washington, DC
Director, Office of Science Quality and Integrity	Reston, VA
Deputy Assistant Secretary - Management	Washington, DC
Associate Solicitor for Administration	Washington, DC
Director, Office of Wildland Fire	Washington, DC
Director, OHA	Arlington, VA
Director, Office of Small and Disadvantaged Business Utilization	Washington, DC
Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
Deputy Assistant Secretary – Human Capital and Diversity	Washington, DC
Regional Director, Intermountain Region	Denver, CO
Regional Director, Alaska	Anchorage, AK

Career SES Reassignments

2009 to present

Ellis, Steven	02/23/14	BLM	BLM	Idaho State Director	Boise, ID
Vela, David	03/09/14	NPS	NPS	Associate Director, Workforce Management	Washington, DC
Roessel, Charles	03/11/14	BIE	BIE	Associate Director, Navajo	Window Rock , AZ
Frost, Bert	04/20/14	NPS	NPS	Associate Director, Natural Resource and Stewardship	Washington, DC
Reynolds, Michael	04/20/14	NPS	NPS	Regional Director, Midwest Region	Omaha, NE
Mazer, Bernard	04/20/14	OS	OS	Chief Information Officer	Washington, DC
Welch, Ruth	05/18/14	BLM	BLM	Director, National Operations Center	Lakewood, CO
Burden, John	06/15/14	OS	OS	Chief Diversity Officer	Washington, DC
Hanna, Jeannette	07/13/14	ASIA	BIA	Senior Advisor to the AS-IA	Washington, DC
Estenoz, Shannon	08/24/14	OS	OS	Director, Everglades Restoration Initiatives	Miami, FL
Murphy, Timothy	09/07/14	BLM	BLM	Assistant Director, Fire and Aviation	Boise, ID
Wells, Sandra	09/16/14	PMB	PMB	Director, Office of Strategic Employee Development	Washington, DC
Beall, James	11/05/14	PMB	PMB	Chief Financial Officer	Washington, DC
Ferriter, Olivia	11/30/14	PMB	PMB	Deputy Director - Office of Policy Analysis	Washington, DC
Ethridge, Max	11/30/14	USGS	USGS	Regional Director - Northwest Region	Seattle, WA
Vogel, Robert	12/14/14	NPS	NPS	Superintendent, National Mall and Memorial Parks	Washington, DC
Forrest, Vicki	12/28/14	BIE	BIE	Deputy Director - Administration	Albuquerque, NM
Kimball, Suzette	01/01/15	USGS	USGS	Deputy Director	Reston, VA
Berrigan, Michael	01/01/15	SOL	SOL	Associate Solicitor - Indian Affairs	Washington, DC
McDowall, Lena	01/11/15	NPS	NPS	Associate Director, Business Services	Washington, DC
Kurth, James	01/11/15	FWS	FWS	Assistant Director, National Wildlife Refuge Management	Washington, DC
Sholly, Cam	03/08/15	NPS	NPS	Associate Director, Visitor and Resource Protection	Washington, DC

Career SES Reassignments

2009 to present

Deputy Director for Operations	Washington, DC
Superintendent, Grand Teton National Park	Wyoming
Director, Bureau of Indian Education	Washington, DC
Regional Director, Alaska	Anchorage, AK
Associate Director, Workforce Management	Washington, DC
Senior Advisor	Washington, DC
Colorado State Director	Lakewood, CO
Chief Diversity Officer/Director, Office of Civil Rights	Washington, DC
Special Assistant to the Director	Washington, DC
Director, Everglades Restoration Initiatives/Executive Director, South Florida Ecosystem Restoration Task Force	Miami, FL
State Director, Idaho	Boise, ID
Senior Advisor	Washington, DC
Chief Strategy and Performance Officer	Washington, DC
Deputy Assistant Secretary - Budget, Finance, Performance and Accountability	Washington, DC
Regional Director - Southwest Region	Lakewood, CO
Regional Director, National Capital Region	Washington, DC
Deputy Director for School Operations	Albuquerque, NM
Principal Deputy Director	Reston, VA
Associate Solicitor - General Law	Washington, DC
Chief Financial Officer	Washington, DC
Deputy Director (Operations)	Washington, DC
Regional Director, Midwest Region	Omaha, NE

Career SES Reassignments

2009 to present

Lehnertz, Christine	03/22/15	NPS	NPS	Regional Director, Pacific West	San Francisco, CA
Roberson, Edwin	05/03/15	BLM	BLM	Assistant Director, Renewable Resources and Planning	Washington, DC
Hamley, Jeffrey	05/17/15	BIA	BIA	Associate Deputy Director - Compliance, Monitoring and Accountability	Albuquerque, NM
Simmons, Shayla	08/09/15	SOL	PMB	Associate Solicitor for Administration	Washington, DC
Steward, James	09/06/15	ONRR	ONRR	Program Director for Financial and Program Management	Lakewood, CO
Lueders, Amy	11/29/15	BLM	BLM	State Director, Nevada	Reno, NV
Ruhs, John	11/29/15	BLM	BLM	State Director, Eastern States	Springfield, VA
Humbert, Harry	01/10/16	PMB	PMB	Director, Office of Law Enforcement and Security	Washington, DC
Perez, Jerome	01/10/16	BLM	BLM	State Director, Oregon	Portland, Oregon
Gidner, Jerry	05/01/16	PMB	ONRR	Deputy Director, Office of Strategic Employee Development	Washington, DC
Quinlan, Martin	05/01/16	PMB	PMB	Co-Director, Business Integration Office	Lakewood, CO
Douglas, James	05/01/16	PMB	PMB	Director, Office of Wildland Fire	Washington, DC
Rice, Bryan	05/01/16	PMB	PMB	Co-Director, Office of Wildland Fire	Washington, DC
Bolton, Hannibal	07/24/16	FWS	FWS	Assistant Director - Wildlife & Sportfish Restoration Program	Washington, DC
Reynolds, Michael	07/31/16	NPS	NPS	Associate Director, Workforce Management	Washington, DC
Bail, Kristin	08/07/16	BLM	BLM	Assistant Director, National Landscape Conservation System and Community Partnerships	Washington, DC
Souza, Paul	08/07/16	FWS	FWS	Assistant Director, Science Application	Washington, DC
Lohofener, Renne	08/07/16	FWS	FWS	Regional Director	Sacramento, CA
Lehnertz, Christine	08/21/16	NPS	NPS	Superintendent, Golden Gate National Recreation Area	San Francisco, CA
Rauch, Paul	09/04/16	FWS	FWS	Assistant Director - Business Management and Operations	Baileys Crossroads, VA
Davis, Mark	10/02/16	OST	PMB	Deputy Special Trustee for Business Management	Washington, DC

Career SES Reassignments

2009 to present

Superintendent, Golden Gate National Recreation Area	San Francisco,
Director, National Operations Center	Lakewood, CO
Associate Deputy Director - Performance and Accountability	Washington, DC
Director, Office of Hearings and Appeals	Arlington, VA
Deputy Director, Office of Natural Resources Revenue	Lakewood, CO
State Director, New Mexico	Santa Fe, NM
State Director, Nevada	Reno, NV
Deputy Assistant Secretary - Public Safety, Resource Protection and Emergency Services	Washington, DC
State Director, California	Sacramento, CA
Senior Program Advisor	Washington, DC
Director, Business Integration Office	Lakewood, CO
Senior Advisor	Washington, DC
Director, Office of Wildland Fire	Washington, DC
Senior Advisor for Organizational Development and Diversity	Washington, DC
Deputy Director for Operations	Washington, DC
Assistant Director, Resources and Planning	Washington, DC
Regional Director	Sacramento, CA
Senior Advisor	Sacramento, CA
Superintendent, Grand Canyon National Park	Grand Canyon, AZ
Assistant Director - Wildlife & Sportfish Restoration Program	Washington, DC
Director, Business Services	Washington, DC

Career SES Reassignments

2009 to present

Roberson, Edwin	10/02/16	BLM	BLM	Director, National Operations Center	Lakewood, CO
Beall, James	10/16/16	PMB	PMB	Chief Strategy and Performance Officer	Washington, DC
Dearman, Tony	10/30/16	BIE	BIE	Associate Deputy Director-BIE Operated Schools	Albuquerque, NM
Black, Michael	11/02/16	BIA	BIA	Director, Bureau of Indian Affairs	Washington, DC
Loudermilk, Weldon	10/02/16	BIA	BIA	Regional Director, Alaska	Anchorage, AK
Singer, Michele	11/27/16	OST	PMB	Principal Deputy Special Trustee	New York, NY
Cruzan, Darren	01/08/17	BIA	BIA	Deputy Bureau Director - Justice Services	Washington, DC
Berrigan, Michael	01/08/17	SOL	SOL	Associate Solicitor - General Law	Washington, DC

Career SES Reassignments

2009 to present

State Director, Utah	Salt Lake City, UT
Associate Director, Enterprise Management	Washington, DC
Director, Bureau of Indian Education	Washington, DC
Senior Advisor to the Director, Bureau of Indian Affairs	Billings, MT
Director, Bureau of Indian Affairs	Washington, DC
Director, Interior Business Center	New York, NY
Senior Advisor - Law Enforcement, Security and School Safety	Washington, DC
Counselor to the Solicitor	Washington, DC

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-08-14T15:18:14-04:00
Importance: Normal
Subject: Report
Received: 2017-08-14T15:18:25-04:00
[SES Roster 071317.xlsx](#)

I made a number of changes (in green).

Michelle Oxyer
Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
michelle_oxyer@ios.doi.gov

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-06-15T08:59:38-04:00
Importance: Normal
Subject: REVISED Arrivals and Departures
Received: 2017-06-15T08:59:45-04:00
[Arrivals and Departures.xlsx](#)

For your review...

Michelle Oxyer

Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
michelle_oxyer@ios.doi.gov

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Blanchard, Mary Josie	PMB	Deputy Director, Office of Environmental Policy and Compliance
Pierre-Louis, Alesia	PMB	Director, Office of Strategic Employee and Organizational Development/Chief Learning Officer
Davis, Mark	PMB	Director, Business Services
Sonderman, Debra	PMB	Director, Office of Acquisition and Property Management
Gidner, Jerry	ONRR	Senior Program Advisor
<i>SES Reassigned Into the Organization</i>		
Arroyo, Bryan	FWS	
Burckman, James	ASIA	
Cruzan, Darren	BIA	
Aragon, Jose	USGS	
<i>Internal Reassignments</i>		
Olsen, Megan	PMB	Director, Office of Small and Disadvantaged Business Utilization
Clement, Joel	PMB	Director, Office of Policy Analysis

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	ASFWP		
Washington, DC	ASIA		
Washington, DC	ASIA		
Washington, DC	BLM		
Washington, DC	OST		
		Deputy Director, Office of Environmental Policy and Compliance	Washington, DC
	PMB	Director, Business Services	Washington, DC
	PMB	Director, Office of Law Enforcement and Security	Washington, DC
	PMB	Senior Advisor	Albuquerque, NM
Washington, DC	PMB	Director, Office of Acquisition and Property Management	Washington, DC
Washington, DC	ONRR	Senior Program Advisor	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Hanna, Jeanette	BIA	Special Assistant to the Director, BIA
Riggs, Helen	BIA	Deputy Bureau Director-Trust Services
Loudermilk, Weldon	BIA	Director, Bureau of Indian Affairs
Burckman, James	ASIA	Director of Human Capital Management
Cruzan, Darren	BIA	Senior Advisor - Law Enforcement, Security, and School Safety
<i>SES Reassigned Into the Organization</i>		
James, James	OST	
Pierre-Louis, Alesia	PMB	
Lords, Douglas	OST	
Davis, Mark	PMB	
<i>Internal Reassignments</i>		
Speaks, Stanley	BIA	Regional Director, Northwest Region
Deerinwater, Daniel	BIA	Regional Director, Southern Plains
Black, Michael	BIA	Senior Advisor to the Director, BIA
Bearpaw, George	ASIA	Budget Officer

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	BLM		
Washington, DC	OST		
Washington, DC	OST		
Washington, DC	PMB		
Washington, DC	PMB		
	BIA	Deputy Bureau Director-Field Operations	Albuquerque, NM
	ASIA	Director of Human Capital Management	Washington, DC
	BIA	Deputy Bureau Director-Trust Services	Albuquerque, NM
	ASIA	Budget Officer	Washington, DC
Portland, OR	BIA	Regional Director, Southern Plains	Anadarko, OK
Anadarko, OK	BIA	Regional Director, Northwest Region	Portland, OR
Billings, MT	BIA	Regional Director, Alaska	Anchorage, AK
Washington, DC	BIA	Regional Director, Midwest Region	Minneapolis, MN

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Velasco , Janine	BLM	Assistant Director, Business, Fiscal and Information Resources Management
Cribley, Bud	BLM	State Director, Alaska
Lueders, Amy	BLM	State Director, New Mexico
Lauro, Salvatore	BLM	Director, Law Enforcement
Welch, Ruth	BLM	State Director, Colorado
<i>SES Reassigned Into the Organization</i>		
Sonderman, Debra	PMB	
Woody, William	FWS	
Hanna, Jeanette	BIA	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	FWS		
Anchorage, AK	FWS		
Santa Fe, NM	FWS		
Washington, DC	FWS		
Denver, CO	BOR		
	BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
	BLM	Director, Law Enforcement	Washington, DC
	BLM	Tribal Advisor for Energy Development	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Wainman, Barbara	USGS	Associate Director for Communications and Publications
Aragon, Jose	USGS	Associate Director for Administration
<i>SES Reassigned Into the Organization</i>		
Welch, Ruth	BLM	
Hildebrandt, Betsy	FWS	
<i>Internal Reassignments</i>		
Gonzales-Schreiner, Roseann	BOR	Director, Policy and Administration
Burkett, Virginia	USGS	Associate Director for Climate

From Duty Station	To Bureau/Office	To Position	To Duty Station
Reston, VA	FWS		
Albuquerque, NM	PMB		
	BOR	Director, Policy and Administration	Lakewood, CO
	USGS	Associate Director for Communications and Publications	Reston, VA
Lakewood, CO	USGS	Associate Director for Administration	Lakewood, CO
Many, LA	ASWS	Senior Advisor to the Assistant Secretary - Water and Science	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Woody, William	FWS	Chief, Office of Law Enforcement
Hildebrandt, Betsy	FWS	Assistant Director - External Affairs
Arroyo, Bryan	FWS	Assistant Director - International Affairs
<i>SES Reassigned Into the Organization</i>		
Lueders, Amy	BLM	
Cribley, Bud	BLM	
Velasco , Janine	BLM	
Blanchard, Mary Josie	PMB	
Lauro, Salvatore	BLM	
Wainmann, Barbara	USGS	
<i>Internal Reassignments</i>		
Dohner, Cynthia	FWS	Regional Director - Atlanta
Tuggle, Benjamin	FWS	Regional Director - Albuquerque Superintendent, National Mall and Memorial Parks
Vietzke, Gay	NPS	

From Duty Station	To Bureau/Office	To Position	To Duty Station
Baileys Crossroads, VA	BLM		
Washington, DC	USGS		
Baileys Crossroads, VA	PMB		
	FWS	Regional Director, Albuquerque	Albuquerque, NM
	FWS	Senior Advisor for Energy	Washington, DC
	FWS	Assistant Director - Business Management Operations	Baileys Crossroads, VA
	ASFWP	Director, Gulf of Mexico Restoration	Washington, DC
	FWS	Chief, Office of Law Enforcement	Baileys Crossroads, VA
	FWS	Assistant Director - External Affairs	Washington, DC
Atlanta, GA	FWS	Assistant Director - International Affairs	Washington, DC
Albuquerque, NM	FWS	Assistant Director - Science Applications	Washington, DC
Washington, DC	NPS	Regional Director, Northeast Region	Philadelphia, PA

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Hanna, Jeanette	BIA	Special Assistant to the Director, BIA
Riggs, Helen	BIA	Deputy Bureau Director-Trust Services
Loudermilk, Weldon	BIA	Director, Bureau of Indian Affairs
Cruzan, Darren	BIA	Senior Advisor - Law Enforcement, Security, and School Safety
<i>SES Reassigned Into the Organization</i>		
Bearpaw, George	ASIA	
James, James	OST	
Lords, Douglas	OST	
<i>Internal Reassignments</i>		
Speaks, Stanley	BIA	Regional Director, Northwest Region
Deerinwater, Daniel	BIA	Regional Director, Southern Plains
Black, Michael	BIA	Senior Advisor to the Director, BIA

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	BLM		
Washington, DC	OST		
Washington, DC	OST		
Washington, DC	PMB		
	BIA	Regional Director, Midwest Region	Minneapolis, MN
	BIA	Deputy Bureau Director-Field Operations	Albuquerque, NM
	BIA	Deputy Bureau Director-Trust Services	Washington, DC
Portland, OR	BIA	Regional Director, Southern Plains	Anadarko, OK
Anadarko, OK	BIA	Regional Director, Northwest Region	Portland, OR
Billings, MT	BIA	Regional Director, Alaska	Anchorage, AK

Name	From			To	
	Bureau/Office	From Position	From Duty Station	Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
James, James	OST	Deputy Special Trustee-Field Operations
Lords, Douglas	OST	Deputy Special Trustee-Trust Services
<i>SES Reassigned Into the Organization</i>		
Riggs, Helen	BIA	
Loudermilk, Weldon	BIA	
Gidner, Jerry	PMB	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Albuquerque, NM	BIA		
Albuquerque, NM	BIA		
	OST	Deputy Special Trustee-Trust Services	Washington, DC
	OST	Deputy Special Trustee-Field Operations	Washington, DC
	OST	Principal Deputy Special Trustee	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Velasco , Janine	BLM	Assistant Director, Business, Fiscal and Information Resources Management
Cribley, Bud	BLM	State Director, Alaska
Lauro, Salvatore	BLM	Director, Law Enforcement
Welch, Ruth	BLM	State Director, Colorado
Lueders, Amy	BLM	State Director, New Mexico
<i>SES Reassigned Into the Organization</i>		
Sonderman, Debra	PMB	
Woody, William	FWS	
Hanna, Jeanette	BIA	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	FWS		
Anchorage, AK	FWS		
Washington, DC	FWS		
Denver, CO	BOR		
Santa Fe, NM	FWS		
	BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
	BLM	Director, Law Enforcement	Washington, DC
	BLM	Tribal Advisor for Energy Development	Washington, DC

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Wainman, Barbara	USGS	Associate Director for Communications and Publications
Aragon, Jose	USGS	Associate Director for Administration
Burkett, Virginia	USGS	Associate Director for Climate
<i>SES Reassigned Into the Organization</i>		
Hildebrandt, Betsy	FWS	
Gonzales-Schreiner, Roseann	BOR	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Reston, VA	FWS		
Albuquerque, NM	PMB		
Many, LA	ASWS		
	USGS	Associate Director for Communications and Publications	Reston, VA
	USGS	Associate Director for Administration	Lakewood, CO

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Gonzales-Schreiner, Roseann	BOR	Director, Policy and Administration
<i>SES Reassigned Into the Organization</i>		
Welch, Ruth	BLM	
<i>Internal Reassignments</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Lakewood, CO	USGS		
	BOR	Director, Policy and Administration	Lakewood, CO

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
NONE		
<i>SES Reassigned Into the Organization</i>		
NONE		
<i>Internal Reassignments</i>		
Vietzke, Gay	NPS	Superintendent, National Mall and Memorial Parks

From Duty Station	To Bureau/Office	To Position	To Duty Station
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[Redacted]

[Redacted]

[Redacted]

Washington, DC	NPS	Regional Director, Northeast Region	Philadelphia, PA
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Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
Woody, William	FWS	Chief, Office of Law Enforcement
Arroyo, Bryan	FWS	Assistant Director - International Affairs
Hildebrandt, Betsy	FWS	Assistant Director - External Affairs
<i>SES Reassigned Into the Organization</i>		
Luders, Amy	BLM	
Cribley, Bud	BLM	
Velasco , Janine	BLM	
Lauro, Salvatore	BLM	
Wainmann, Barbara	USGS	
<i>Internal Reassignments</i>		
Dohner, Cynthia	FWS	Regional Director - Atlanta
Tuggle, Benjamin	FWS	Regional Director - Albuquerque

From Duty Station	To Bureau/Office	To Position	To Duty Station
Baileys Crossroads, VA	BLM		
Baileys Crossroads, VA	PMB		
Washington, DC	USGS		
	FWS	Regional Director, Albuquerque	Albuquerque, NM
	FWS	Senior Advisor for Energy	Washington, DC
	FWS	Assistant Director - Business Management Operations	Baileys Crossroads, VA
	FWS	Chief, Office of Law Enforcement	VA
	FWS	Assistant Director - External Affairs	Washington, DC
Atlanta, GA	FWS	Assistant Director - International Affairs	Washington, DC
Albuquerque, NM	FWS	Assistant Director - Science Applications	Washington, DC

Name	From Bureau/Office	From Position
<i>SES Reassigned Out of the Organization</i>		
NONE		
<i>SES Reassigned Into the Organization</i>		
NONE		
<i>Internal Reassignments</i>		
Romanik, Peg	SOL	Regional Solicitor, Northeast

From Duty Station	To Bureau/Office	To Position	To Duty Station
Washington, DC	SOL	Associate Solicitor for Parks and Wildlife	Washington, DC

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-02-28T10:53:02-05:00
Importance: Normal
Subject: SES RIF PB
Received: 2017-02-28T10:53:10-05:00
[Personnel Bulletin 12-11.pdf](#)

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michelle_oxyer@ios.doi.gov



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

SEP-27 2012

PERSONNEL BULLETIN NO: 12-11

SUBJECT: Senior Executive Service Reduction in Force Policy

1. Policy

The Department will institute Reduction in Force (RIF) procedures in the Senior Executive Service (SES) when career SES members must be released from their positions due to elimination or modification of one or more SES positions due to a reorganization, lack of funds, curtailment of work, or other factor.

The Department will utilize a RIF in the SES only when it is not possible to reassign affected SES members into continuing SES positions within the Department.

2. References

This policy supplements, and should be read in conjunction with, the following references: 5 USC 3595; 5 CFR 359.405; 5 CFR 359.601-608; and 5 CFR 359.701-705.

3. Coverage

RIF in the SES applies only to career appointees, including career appointees serving in a probationary period. Retention of reemployed annuitants, and of noncareer, limited term, and limited emergency SES appointees will be considered separately from these procedures established for career SES appointees.

4. Competitive Areas, Competitive Levels, and Competitive Groups

A. Competitive Areas

The areas of competition for RIF in the SES are bureaus and organizational components equivalent to bureaus. An SES member in one competitive area who is released from his or her position due to RIF will not displace an SES member in any other competitive area. The competitive areas are:

- 1) Office of the Solicitor
- 2) Office of the Special Trustee
- 3) Office of the Secretary, which includes all SES positions in the Offices of the Assistant Secretaries

- 4) National Park Service
- 5) U.S. Fish and Wildlife Service
- 6) U.S. Geological Survey
- 7) Bureau of Reclamation
- 8) Bureau of Land Management
- 9) Office of Surface Mining, Reclamation, and Enforcement,
- 10) Bureau of Ocean Energy Management
- 11) Bureau of Safety and Environmental Enforcement
- 12) Bureau of Indian Affairs
- 13) Bureau of Indian Education

B. Competitive Levels

- 1) Competitive levels are established within each competitive area. A competitive level includes all positions which are sufficiently alike in qualification requirements, duties, and responsibilities to permit reassignment of an executive from one position to another without undue interruption of work and with the expectation that the reassigned executive will be able, within a reasonable amount of time, to perform at an acceptable level of competence.
- 2) Bureau Directors and Office Heads will recommend to the Executive Resources Board (ERB), with concurrence from the appropriate Assistant Secretary, assignment of a competitive level to all positions occupied by career SES appointees within their organization.
- 3) The ERB will review and approve a request for establishment of competitive levels, and inclusion of the specific positions within each competitive level no later than 90 days prior to commencing a RIF in any competitive area.

C. Competitive Groups and Subgroups

- 1) SES members within a competitive level are placed in the competitive groups and subgroups listed in item 3 below. Competitive groups are primarily based on the current, final SES performance appraisal of record. In circumstances where no current, final SES performance appraisal is available, a rating of "fully successful" will be presumed.

2) The order of retention standing within a competitive group is determined by the total number of retention credits allotted to each executive.

3) The ERB will review and approve all competitive groups and subgroups for each competitive level before a RIF may proceed within a competitive area.

4) Competitive groups and subgroups are established as follows:

Group I	
Post-probationary SES members with current Exceptional rating PLUS one or more of the following performance recognitions:	
President's Rank of Distinguished Executive (within 2 years)	2 points
President's Rank of Meritorious Executive (within 2 years)	1 point

Group II	
Post-probationary SES members with current Exceptional rating with no performance recognition as described in Group I above. Relative ranking within Group II is based on years of service as follows:	
Each full year of SES Service (maximum 5 years, or 2.5 points)	0.5 point

Group III	
Post-probationary SES members with current Superior rating PLUS one or more of the following performance recognitions:	
President's Rank of Distinguished Executive (within 2 years)	2 points
President's Rank of Meritorious Executive (within 2 years)	1 point

Group IV	
Post-probationary SES members with current Superior rating with no performance recognition as described in Group III above. Relative ranking within Group IV is based on years of service as follows:	
Each full year of SES Service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point

Group V

Post-probationary SES members with current Fully Successful rating. Relative ranking within Group V is based on years of service as follows:

Each full year of SES service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point

Group VI

Probationary SES members with current Exceptional rating. Relative ranking within Group VI is based on years of service as follows:

Each full year of SES service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point

Group VII

Probationary SES members with a current Superior rating. Relative ranking within Group VII is based on years of service as follows:

Each full year of SES service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point

Group VIII

Probationary SES members with current Fully Successful rating. Relative ranking within Group VII is based on years of service as follows:

Each full year of SES service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point

Group IX	
SES members with a current performance rating of Minimally Successful. Relative ranking within Group IX is based on years of service as follows;	
Each full year of SES service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point
Subgroup IX-A reserved for Post-Probationers Subgroup IX-B reserved for Probationers	

Group X	
SES members with a current performance rating of Unsuccessful. Relative ranking within Group X is based on years of service as follows;	
Each full year of SES service (maximum 5 years, or 2.5 points)	0.5 point
Each full year of Federal service (maximum 20 years, or 2 points)	0.1 point
Subgroup X-A reserved for Post-Probationers Subgroup X-B reserved for Probationers	

D. Release from the Competitive Level

SES members will be identified for release from their competitive level in the inverse order of retention standing, beginning with the executive in the lowest subgroup with the lowest standing on the retention register.

- 1) If two or more executives in the same competitive group or subgroup have the same number of retention credits, the date of entrance on duty into the SES is used to determine retention standing.
- 2) If both the numbers of retention credits and the dates of entrance into the SES are identical, then the executives' service computation dates are used to determine retention standing.

3) The executive having the earliest date of entrance on duty into the SES (or earliest service computation date if applicable) will be placed highest on the retention register.

5. Responsibilities

A. The Executive Resources Board (ERB) is responsible for:

- 1) Establishing Departmental policy governing RIF in the SES.
- 2) Determining the necessity of a RIF. No RIF in the career SES will be conducted without the prior written approval of the ERB.
- 3) Approving abolishment of specific SES positions due to RIF.
- 4) Approving RIF procedures as follows:
 - a) Reviews and approves the establishment of competitive levels, and competitive groups and subgroups within each competitive area.
 - b) Approves the issuance of RIF notices to affected SES employees.
 - c) Approves placement of SES members affected by RIF.
- 5) Certifying to the Office of Personnel Management (OPM) that there are currently no vacant SES positions within the Department to accommodate SES members affected by RIF.

B. Assistant Secretaries are responsible for:

- 1) Reviewing and coordinating SES RIF procedures for the competitive areas within their area of oversight.
- 2) Without the written concurrence of the appropriate Assistant Secretary, the ERB will not entertain requests for approval of a RIF within a competitive area; the abolishment of a specific SES position within the competitive area; or establishment of competitive levels or competitive groups and subgroups within a competitive area.

C. Bureau and Office Directors are responsible for:

Bureau and Office Directors are heads of competitive areas and therefore are responsible for managing a RIF in the SES within their organizations. Specific responsibilities include:

- 1) Making recommendations to, and requesting approval from, the ERB regarding the necessity of a RIF within their organization.
- 2) Making recommendations to, and requesting approval from, the ERB regarding which SES positions are to be abolished in a RIF.
- 3) Making recommendations to, and requesting approval from, the ERB regarding establishment of competitive levels, and competitive groups and subgroups within their organizations.
- 4) After obtaining the approval of the ERB, issuing RIF notices to affected SES members within their organizations.
- 5) Making recommendations to, and requesting approval from, the ERB regarding placement of SES members within their organizations who are released from their competitive levels due to RIF.

D. Human Resources Officers are responsible for:

- 1) Under the direction of the bureau or office head, human resources officers will produce, document, and maintain all records pertinent to the establishment of competitive levels, and competitive groups and subgroups.

6. OPM Placement Assistance

A. When an executive has been identified for release from his or her position due to RIF, and there is no vacant SES position within the Department for which s/he qualifies and to which s/he can be reassigned, OPM placement assistance is available under the provisions of 5 CFR 359.603, provided that the executive has completed the SES probationary period.

B. The Chair of the ERB (or the Assistant Secretary for Policy, Management and Budget, if the Chair is below the Assistant Secretary level) provides written certification to OPM, describing internal placement efforts made on behalf of the affected executive and indicates that there is currently no vacant SES position within the Department for which s/he is qualified.

C. An affected SES member is entitled to priority referral assistance for 45 calendar days from the date OPM acknowledges receipt of certification that the executive cannot be placed in an SES position within the Department.

D. To ensure the maximum benefit of OPM's priority referral assistance, an affected executive must provide OPM with:

- 1) a current resume;

- 2) the most recent SES performance appraisal;
- 3) a signed statement granting OPM permission to release the resume and performance appraisal to other agencies for the purpose of seeking placement opportunities.

E. If an executive turns down an offer of career SES appointment from any agency to which s/he is referred by OPM, then OPM's placement efforts immediately cease and all outstanding priority referrals for the executive will be cancelled.

F. Executives who decline a reasonable offer of placement into an SES position through OPM's placement assistance program may be removed from the SES at the end of the notice period.

7. Notices

A. Each career SES member subject to release from the competitive level due to RIF will receive an initial written notice, concurrent with certification to OPM, at least 45 calendar days before the effective date of the action. This notice will include:

- 1) the action to be taken and its prospective effective date;
- 2) the reasons for the action;
- 3) the executive's competitive area, competitive level, competitive group, and competitive subgroup (if applicable);
- 4) the place where the executive may inspect the regulations and records pertinent to the action
- 5) the executive's placement rights within the Department;
- 6) the executive's rights to placement assistance through OPM (including notice of the employee's referral to OPM for placement assistance, date of such referral, and instructions for providing OPM necessary items to maximize the placement assistance:
- 7) the executive's appeal rights, including the time limit for appeal and location of the Merit Systems Protection Board office to which an appeal would be sent.

B. Second and Final Notice

In addition to the initial notice, SES members being released from their competitive level due to RIF will receive a second, final notice at least one day before removal from the SES. This second notice will contain the following information:

- 1) the basis for removal from the SES (i.e., expiration of the 45-day placement period; declination of a reasonable offer);
- 2) the effective date of the removal;
- 3) placement rights outside the SES;
- 4) information regarding the employee's eligibility for severance pay or discontinued service retirement, as applicable; and
- 5) a restatement of the executive's appeal rights, including the time limit for appeal and the address of the Merit Systems Protection Board office to which an appeal would be sent.

8. Appeal Rights

An affected executive may appeal to the Merit Systems Protection Board whether the RIF complies with 5 CFR 359.602(a).

9. Placement Rights and Placement Opportunities

A. Placement in vacant SES positions

- 1) SES members who have completed the SES probationary period and who are identified for release from their competitive level under RIF procedures have placement rights into any vacant SES position in the Department for which they meet qualifications requirements.
- 2) Management has discretion whether to offer a vacant SES position to an SES member who is serving a probationary period.
- 3) SES members who have completed the SES probationary period have priority for placement in vacant SES positions over SES members still serving a probationary period.

B. Placement in a GS-15 position, or equivalent

- 1) An executive who is released from his/her competitive level due to RIF, and who cannot be placed in a vacant SES position within the Department, and who has not been placed in an SES position at another agency through the OPM placement assistance program, will be offered a position at the GS-15 level if they meet the qualifications requirements of the GS-15 position being offered, and they either:

- a) have completed the SES probationary period; or

b) if serving in the probationary period, held a career or career-conditional appointment in the competitive service (or equivalent appointment) at the time they were appointed to the career SES.

2) The GS-15 position offered to affected employee must be a continuing position. That is, the position must last at least three months.

3) If the employee being offered the GS-15 position is a non-probationary appointee, or is a probationary appointee who at the time he or she was appointed to the career SES, held a career or career-conditional appointment in the competitive service (or equivalent appointment), then the employee is entitled to be placed in a GS-15 position with tenure that is equivalent to that of the appointment held at the time s/he was appointed to the SES (i.e., a permanent, term or intermittent appointment).

4) Placement in a GS-15 under these procedures must not cause the separation or reduction in grade of any other employee.

C. Pay

1) An employee removed from the SES and placed in a GS-15 position under RIF procedures is entitled to receive the highest of:

a) the rate of basic pay in effect for the GS-15 position in which the employee is being placed;

b) the rate of basic pay currently in effect for the position that the employee held in the Civil Service immediately before being appointed to the SES; or

c) The rate of basic pay in effect for the employee immediately before being removed from the SES.

2) Pay provided under this provision will terminate if:

a) the employee has a break in service of one workday or more;

b) the employee is demoted because of conduct or unacceptable performance; or

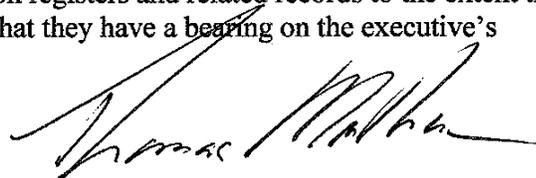
c) the employee requests reassignment to a lower grade.

10. Records

Each bureau and office, through its servicing personnel operations office, will maintain records needed to determine retention standing of its career SES appointees, and will retain intact all

retention registers and records relating to any RIF for at least two years from the effective date of the action.

SES members have the right to inspect retention registers and related records to the extent that the responsible Personnel Officer determines that they have a bearing on the executive's situation regarding RIF.

A handwritten signature in black ink, appearing to read "Thomas Mulhern", written in a cursive style.

Thomas Mulhern
Director, Office of Human Resources

Bureau	Year Entered Current Job																	Grand Total		
	1997	1998	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015		2016	2017
BUREAU OF INDIAN AFFAIRS						1	1				2	2	1	1		3	4	4	2	21
BUREAU OF LAND MANAGEMENT								1		1		1	1	1		2	3	6	4	20
BUREAU OF OCEAN ENERGY MANAGEMENT													3		1		1		1	6
BUREAU OF RECLAMATION				1	1		1	1				1		3		2	2	1	1	14
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR													2	2						4
FISH AND WILDLIFE SERVICE		1			1			1		3	2		2	3	2		2	3		20
GEOLOGICAL SURVEY						1							5		1	2	5	4	1	19
NATIONAL PARK SERVICE												1	1		2	6	7	7	1	25
OFC OF SURFACE MINING, RECLAMATION & ENF			1			2			1								1		1	6
OFFICE OF THE SECRETARY OF THE INTERIOR											1					1	1	1	5	9
OFFICE OF THE SECRETARY OF THE INTERIOR - OST						1		2						3	1			1	1	9
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA									1	1	1				1	2				6
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC											1			1		1			3	6
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular												1								1
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR												1				1	2	2		6
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB		1		1			1				1	2	5	1	2	4	7	9	1	35
OFFICE OF THE SOLICITOR	1			1				1			2	1	1	1	1	1	2	4	1	17
Grand Total	1	2	1	3	2	5	3	6	2	4	9	12	21	16	11	25	37	45	19	224
% of SES	0.4%	0.9%	0.4%	1.3%	0.9%	2.2%	1.3%	2.7%	0.9%	1.8%	4.0%	5.4%	9.4%	7.1%	4.9%	11.2%	16.5%	20.1%	8.5%	1
	Cumulative 22.3% 31.7%																			

All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04		(b) (6)
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05		
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC	04/26/09		
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO	12/20/09		
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA	07/04/10		
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA	10/10/10		
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP,NEW MEXICO	10/09/11		
BUREAU OF INDIAN AFFAIRS	ORTIZ, HANKIE P.	0340	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	03/25/12		
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	0301	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14		
BUREAU OF INDIAN AFFAIRS	LAPOINTE, TIMOTHY L.	0340	REGIONAL DIRECTOR, GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	11/02/14		
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	0340	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14		
BUREAU OF INDIAN AFFAIRS	LA COUNTE, DARRYL D. II	0340	REGIONAL DIRECTOR, ROCKY MTN	BILLINGS,MONTANA	03/08/15		
BUREAU OF INDIAN AFFAIRS	PFEIFFER, TAMARAH NMN	1701	ASSOC DEPUTY DIRECTOR-NAVAJO	WINDOW ROCK,ARIZONA	06/29/15		
BUREAU OF INDIAN AFFAIRS	STREATER, EDDIE R.	0340	REGIONAL DIRECTOR, EASTERN OKLA	MUSKOGEE,OKLAHOMA	07/12/15		
BUREAU OF INDIAN AFFAIRS	MAYTUBBY, BRUCE W.	0340	REGIONAL DIRECTOR, EASTERN	NASHVILLE,TENNESSEE	09/06/15		
BUREAU OF INDIAN AFFAIRS	DAVIS, ROSE MARIE	1701	ADD-TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	02/21/16		
BUREAU OF INDIAN AFFAIRS	DEARMAN, TONY L.	1710	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	10/30/16		
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	0340	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16		
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	0301	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16		
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	0340	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17		
BUREAU OF INDIAN AFFAIRS	STEVENS, BARTHOLOMEW S.	0340	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	01/22/17		
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06		
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON,DC	09/14/08		
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10		
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11		
BUREAU OF LAND MANAGEMENT	SUAZO, RAYMOND	0340	STATE DIRECTOR, ARIZONA	PHOENIX,ARIZONA	01/01/12		
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	0340	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14		
BUREAU OF LAND MANAGEMENT	MURPHY, TIMOTHY M.	0340	STATE DIRECTOR, IDAHO	BOISE,IDAHO	09/07/14		
BUREAU OF LAND MANAGEMENT	DUNTON, RONALD L.	0340	ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	06/14/15		
BUREAU OF LAND MANAGEMENT	RUHS, JOHN F	0340	STATE DIRECTOR, NEVADA	RENO,NEVADA	11/29/15		
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	0340	STATE DIRECTOR, NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15		
BUREAU OF LAND MANAGEMENT	PEREZ, JEROME E	0340	STATE DIRECTOR, CALIFORNIA	SACRAMENTO,CALIFORNIA	01/10/16		
BUREAU OF LAND MANAGEMENT	RUGWELL, MARY J.	0340	STATE DIRECTOR, WYOMING	CHEYENNE,WYOMING	04/17/16		
BUREAU OF LAND MANAGEMENT	MOURITSEN, KAREN E.	0340	STATE DIRECTOR, EASTERN STATES	WASHINGTON,DC	05/29/16	05/29/17	
BUREAU OF LAND MANAGEMENT	BAIL, KRISTIN MARA	0340	ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	08/07/16		
BUREAU OF LAND MANAGEMENT	ROBERSON, EDWIN L	0340	STATE DIRECTOR, UTAH	SALT LAKE CITY,UTAH	10/02/16		

All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF LAND MANAGEMENT	ALLEN, MATTHEW R	0340	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	10/16/16	10/16/17	(b)(6)
BUREAU OF LAND MANAGEMENT	CANTOR, HOWARD M	0340	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	01/08/17		
BUREAU OF LAND MANAGEMENT	HUDSON, JODY LEE	0340	ASSISTANT DIRECTOR, HUMAN CAPITAL MGMT	WASHINGTON,DC	01/15/17		
BUREAU OF LAND MANAGEMENT	MCLEAR, CHRISTOPHER J	0340	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF LAND MANAGEMENT	CONNELL, JAMIE E.	0340	STATE DIRECTOR, OREGON	PORTLAND,OREGON	02/10/17		
BUREAU OF OCEAN ENERGY MANAGEMENT	ORR, L. RENEE	0340	STRATEGIC RESOURCES CHIEF	WASHINGTON,DC	10/09/11		
BUREAU OF OCEAN ENERGY MANAGEMENT	KENDALL, JAMES J. JR.	0340	ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA	10/09/11		
BUREAU OF OCEAN ENERGY MANAGEMENT	CRUICKSHANK, WALTER D.	0340	DEPUTY DIRECTOR	WASHINGTON,DC	10/09/11		
BUREAU OF OCEAN ENERGY MANAGEMENT	BROWN, WILLIAM Y	0340	CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC	11/17/13		
BUREAU OF OCEAN ENERGY MANAGEMENT	CELATA, MICHAEL A.	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	11/15/15		
BUREAU OF OCEAN ENERGY MANAGEMENT	ANDERSON, JAMES G.	0340	PROGRAM MANAGER, OFFICE OF BUDGET AND PROGRAM COORDINATION	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF RECLAMATION	WOLF, ROBERT W	0340	DIR, PROGRAM & BUDGET	WASHINGTON,DC	01/27/02		
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	0340	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	11/02/03		
BUREAU OF RECLAMATION	RYAN, MICHAEL J.	0340	REGIONAL DIRECTOR, GREAT PLAINS	BILLINGS,MONTANA	06/26/05		
BUREAU OF RECLAMATION	CORDOVA-HARRISON, ELIZABE	0340	DIR,MISSION SUPPORT ORGANIZATION	LAKEWOOD,COLORADO	04/16/06		
BUREAU OF RECLAMATION	PAYNE, GRAYFORD F.	0340	DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	10/10/10		
BUREAU OF RECLAMATION	GRAY, LORRI J	0340	REGIONAL DIRECTOR, PACIFIC NORTHWEST	BOISE,IDAHO	01/01/12		
BUREAU OF RECLAMATION	FULP, TERRANCE J	0340	REGIONAL DIRECTOR, LOWER COLORADO	BOULDER CITY,NEVADA	09/23/12		
BUREAU OF RECLAMATION	MURILLO, DAVID G.	0340	REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNIA	12/16/12		
BUREAU OF RECLAMATION	LUEBKE, THOMAS A	0340	DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO	06/01/14		
BUREAU OF RECLAMATION	MULLER, BRUCE C JR	0340	DIR,SECURITY,SAFETY&LAW ENFORCEMENT	LAKEWOOD,COLORADO	09/21/14		
BUREAU OF RECLAMATION	RHEES, BRENT B.	0340	REGIONAL DIRECTOR, UPPER COLORADO	SALT LAKE CITY,UTAH	04/05/15		
BUREAU OF RECLAMATION	PALUMBO, DAVID M.	0340	DEPUTY COMMISSIONER- OPERATIONS	WASHINGTON,DC	10/04/15		
BUREAU OF RECLAMATION	SMILEY, KARLA J.	2210	ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO	01/13/16		
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	HERBST, LARS T.	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	10/09/11		
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	MORRIS, DOUGLAS W.	0340	REGULATORY PROGRAMS CHIEF	WASHINGTON,DC	11/06/11		
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	SCHNEIDER, MARGARET N.	0340	DEPUTY DIRECTOR	WASHINGTON,DC	01/01/12		
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	MABRY, SCOTT L.	0340	ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC	11/04/12		
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	06/21/98		
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03		
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	09/17/06		
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN, WEST VIRGI	09/21/08		
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR -PORTLAND	PORTLAND,OREGON	10/12/08		
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS,MINNESOTA	10/12/08		
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	07/31/09		
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09		

All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI	06/29/11		
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY,MASSACHUSETTS	10/05/11		
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	0480	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	07/01/12		
FISH AND WILDLIFE SERVICE	GUERTIN, STEPHEN D.	0480	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	11/04/12		
FISH AND WILDLIFE SERVICE	WALSH, NOREEN E.	0480	REGIONAL DIRECTOR - DENVER, CO.	LAKEWOOD,COLORADO	11/29/12		
FISH AND WILDLIFE SERVICE	HOSKINS, DAVID WILLIAM	0480	AD-FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	11/03/13		
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	0340	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	11/17/13		
FISH AND WILDLIFE SERVICE	KURTH, JAMES W.	0480	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	01/11/15		
FISH AND WILDLIFE SERVICE	MARTINEZ, CYNTHIA T	0480	AD-NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	05/11/15		
FISH AND WILDLIFE SERVICE	SIEKANIEC, GREGORY EUGENE	0480	REGIONAL DIRECTOR - ANCHORAGE	ANCHORAGE,ALASKA	08/01/16		
FISH AND WILDLIFE SERVICE	SOUZA, PAUL	0480	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	08/07/16		
FISH AND WILDLIFE SERVICE	RAUCH, PAUL A.	0340	AD-WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	09/04/16		
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	0340	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	03/21/04		
GEOLOGICAL SURVEY	CARL, LEON M.	0401	REGIONAL EXECUTIVE - EASTERN REGION	ANN ARBOR,MICHIGAN	03/13/11		
GEOLOGICAL SURVEY	KINSINGER, ANNE E.	0401	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	04/19/11		
GEOLOGICAL SURVEY	GALLAGHER, KEVIN T	0340	ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	04/21/11		
GEOLOGICAL SURVEY	APPLEGATE, JAMES D. R.	1301	ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	05/22/11		
GEOLOGICAL SURVEY	KELLY, FRANCIS P.	1301	DIR (EROS) CENTER & POLICY ADVISOR	SIOUX FALLS,SOUTH DAKOTA	12/04/11		
GEOLOGICAL SURVEY	SOGGE, MARK K.	0401	REGIONAL EXECUTIVE - PACIFIC REGION	SACRAMENTO,CALIFORNIA	06/30/13		
GEOLOGICAL SURVEY	ETHRIDGE, MAX M.	1301	REGIONAL DIRECTOR - SOUTHWEST REGION	LAKEWOOD,COLORADO	11/30/14		
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	0340	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	12/28/14		
GEOLOGICAL SURVEY	LODGE, CYNTHIA LOUISE	0501	ASSOCIATE DIRECTOR FOR BUDGET, PLANNING AND INTEGRATION	RESTON,VIRGINIA	04/05/15		
GEOLOGICAL SURVEY	FERRERO, RICHARD C.	0401	REGIONAL DIRECTOR - NORTHWEST REGION	SEATTLE,WASHINGTON	05/31/15		
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	0401	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	09/17/15		
GEOLOGICAL SURVEY	DEVARIS, AIMEE MARIE	1301	REGIONAL DIRECTOR - ALASKA	ANCHORAGE,ALASKA	11/29/15		
GEOLOGICAL SURVEY	WERKHEISER, WILLIAM H.	1301	DEPUTY DIRECTOR	RESTON,VIRGINIA	12/27/15		
GEOLOGICAL SURVEY	CLINE, DONALD WALTER	1301	ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA	01/10/16		
GEOLOGICAL SURVEY	TUPPER, MICHAEL H.	0340	REGIONAL DIRECTOR-NORTHEAST	RESTON,VIRGINIA	03/06/16		
GEOLOGICAL SURVEY	HITZMAN, MURRAY WALTER	1350	ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	09/11/16	09/11/17	
GEOLOGICAL SURVEY	WEYERS, HOLLY S.	0401	REGIONAL DIRECTOR - SOUTHEAST	NORCROSS,GEORGIA	10/16/16	10/16/17	
GEOLOGICAL SURVEY	NOWAKOWSKI, JUDY JENNIFER	0301	SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	01/08/17	Limited Term	
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	07/04/10		
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	02/27/11		
NATIONAL PARK SERVICE	LAIRD, JOSHUA RADBILL	0301	EXECUTIVE DIRECTOR - NATIONAL PARKS OF NY HARBOR	NEW YORK, NEW YORK	06/16/13		
NATIONAL PARK SERVICE	AUSTIN, STANLEY J.	0340	REGIONAL DIRECTOR	ATLANTA,GEORGIA	07/14/13		
NATIONAL PARK SERVICE	MASICA, SUE E.	0340	REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	01/12/14		

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All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
NATIONAL PARK SERVICE	CALDWELL, MICHAEL A.	0340	REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	02/09/14		
NATIONAL PARK SERVICE	VELA, RAYMOND DAVID	0025	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	03/09/14		
NATIONAL PARK SERVICE	FROST, HERBERT C.	0340	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	04/20/14		
NATIONAL PARK SERVICE	SAUVAJOT, RAYMOND MARC	0401	AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	VOGEL, ROBERT A.	0340	REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	MCDOWALL, LENA E	0340	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	01/11/15		
NATIONAL PARK SERVICE	RAMOS, PEDRO M	0025	PARK MANAGER (SUPERINTENDENT)	MIAMI-DADE,FLORIDA	01/25/15		
NATIONAL PARK SERVICE	CASH, CASSIUS M	0025	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	02/08/15		
NATIONAL PARK SERVICE	SHOLLY, CAMERON H	0340	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	03/08/15		
NATIONAL PARK SERVICE	VIETZKE, GAY E.	0340	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	09/20/15		
NATIONAL PARK SERVICE	OBERNESSER, RICHARD	0340	ASSOCIATE DIRECTOR, VISITOR & RESOURCE PROTECTION	WASHINGTON,DC	10/04/15		
NATIONAL PARK SERVICE	RICHARDSON, LIZETTE	0340	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	10/04/15		
NATIONAL PARK SERVICE	TODD, RAYMOND K.	0340	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	03/06/16		
NATIONAL PARK SERVICE	JOSS, LAURA	0340	REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	03/06/16		
NATIONAL PARK SERVICE	REYNOLDS, MICHAEL T.	0340	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	07/31/16		
NATIONAL PARK SERVICE	LEHNERTZ, CHRISTINE S.	0340	PARK MANAGER	GRAND CANYON,ARIZONA	08/21/16		
NATIONAL PARK SERVICE	COMPTON, JEFFREY S.	2210	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	09/18/16	09/18/17	
NATIONAL PARK SERVICE	BENGE, SHAWN T.	0340	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	10/02/16	10/02/17	
NATIONAL PARK SERVICE	AUSTIN, TERESA MADEYA	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/30/16	10/30/17	
NATIONAL PARK SERVICE	BOWRON, JESSICA L.	0501	COMPTROLLER	WASHINGTON,DC	01/08/17	01/08/18	
OFC OF SURFACE MINING, RECLAMATION & ENF	OWENS, GLENDA HUDSON	0340	DEPUTY DIRECTOR - OSM	WASHINGTON,DC	01/14/01		
OFC OF SURFACE MINING, RECLAMATION & ENF	WORONKA, THEODORE	0340	ASST DIR-FOR FINANCE & ADMIN.	WASHINGTON,DC	04/04/04		
OFC OF SURFACE MINING, RECLAMATION & ENF	RIDEOUT, STERLING J. JR	0340	ASST DIRECTOR-PROGRAM SUPPORT	WASHINGTON,DC	10/03/04		
OFC OF SURFACE MINING, RECLAMATION & ENF	SHOPE, THOMAS D.	0340	REGIONAL DIRECTOR	GREEN TREE,PENNSYLVANIA	10/14/07		
OFC OF SURFACE MINING, RECLAMATION & ENF	BERRY, DAVID A	0340	REGIONAL DIRECTOR	DENVER,COLORADO	03/08/15		
OFC OF SURFACE MINING, RECLAMATION & ENF	CLAYBORNE, ALFRED L	0340	REGIONAL DIRECTOR-MCRO	ALTON,ILLINOIS	02/19/17	02/19/18	
OFFICE OF THE SECRETARY OF THE INTERIOR	SALOTTI, CHRISTOPHER P.	0905	LEGISLATIVE COUNSEL	WASHINGTON,DC	01/18/09		
OFFICE OF THE SECRETARY OF THE INTERIOR	ESTENOZ, SHANNON A.	0340	DIRECTOR, EVERGLADES RESTORATION	MIAMI,FLORIDA	08/24/14		
OFFICE OF THE SECRETARY OF THE INTERIOR	CARDINALE, RICHARD T.	0301	SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC	10/18/15		
OFFICE OF THE SECRETARY OF THE INTERIOR	LILLIE, JULIETTE ANNE FAL	0301	DIRECTOR, OFFICE OF THE EXECUTIVE SEC	WASHINGTON,DC	08/07/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	03/07/04		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	05/24/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	05/28/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WILLIAMS, MARGARET C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	08/31/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	JAMES, JAMES D. JR.	0340	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LORDS, DOUGLAS A.	0340	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12		

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All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WHITE, JOHN ETHAN	0340	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE, NEW MEXICO	01/13/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LAKE, TIMOTHY CHARLES	0340	REGIONAL FIDUCIARY	ABERDEEN, SOUTH DAKOTA	08/07/16	08/07/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	DUMONTIER, DEBRA L.	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE, MONTANA	01/08/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON, DC	01/21/07		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON, DC	02/01/09		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON, DC	01/31/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	SCHOCK, JAMES H.	0501	CHIEF FINANCIAL OFFICER	WASHINGTON, DC	12/29/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BEARPAW, GEORGE WATIE	0560	BUDGET OFFICER	WASHINGTON, DC	02/09/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	LAROCHE, DARRELL WILLIAM	0340	DIR, FACILITIES, SAFETY & PROP MGMT	RESTON, VIRGINIA	06/01/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	WILLIAMS, LC	0340	ASSOCIATE DIRECTOR, HRD	LAKEWOOD, COLORADO	01/31/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	ONEILL, KEITH JAMES	1102	ASSOCIATE DIRECTOR FOR ACQ SERVICES	HERNDON, VIRGINIA	08/12/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	EDSALL, DONNA LYNN	0505	ASSOCIATE DIRECTOR, FMD	LAKEWOOD, COLORADO	10/19/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	HOLMES, TROY EDWARD	0340	PROGRAM MANAGER FOR DHS	WASHINGTON, DC	09/04/16	09/04/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	BEALL, JAMES W	0340	ASSOCIATE DIRECTOR, ENTERPRISE MGMT	WASHINGTON, DC	10/16/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	SINGER, MICHELE F.	0340	DIRECTOR, INTERIOR BUSINESS CENTER	KINGS, NEW YORK	11/27/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular	PULA, NIKOLAO IULI	0301	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON, DC	03/28/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	GOULD, GREGORY J.	0340	DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD, COLORADO	10/10/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	MEHLHOFF, JOHN J.	0340	PROGRAM DIRECTOR (CEVA)	LAKEWOOD, COLORADO	02/09/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	STEWART, JAMES D.	0340	DEP DIR, OFC OF NATURAL RESOURCES REV	LAKEWOOD, COLORADO	09/06/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	TYLER, PAUL GRAHAM	0340	PRGM DIR FOR AUDIT & COMPLIANCE MGMT	LAKEWOOD, COLORADO	12/13/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	DAVIS, KIMBRA G	0340	PRGM DIR FOR FIN & PRODUCTION MGMT	LAKEWOOD, COLORADO	04/17/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	GIDNER, JEROLD L.	0301	SENIOR PROGRAM ADVISOR	WASHINGTON, DC	08/21/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	SONDERMAN, DEBRA E.	1102	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC	10/11/98		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BLANCHARD, MARY JOSIE	0340	DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLNC	WASHINGTON, DC	10/06/02		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BATHRICK, MARK L.	0340	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE, IDAHO	11/01/05		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	MOSS, ADRIANNE L.	0560	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON, DC	02/01/09		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BECK, RICHARD T.	0340	DIRECTOR, OFFICE OF PLANNING & PERFORMANCE MGMT	WASHINGTON, DC	01/17/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	FLANAGAN, DENISE A.	0560	DIRECTOR, OFFICE OF BUDGET	WASHINGTON, DC	01/31/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	CLEMENT, JOEL P.	0340	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON, DC	01/02/11		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ROSS, JOHN W	0340	DIRECTOR, OFFICE OF VALUATION	WASHINGTON, DC	02/27/11		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLENN, DOUGLAS A	0505	DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON, DC	05/08/11		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLOMB, STEPHEN J.	0340	DIRECTOR, OFFICE OF NATURAL RESOURCE RESTORATION	WASHINGTON, DC	06/19/11		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ANDREW, JONATHAN M.	0301	INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON, DC	07/17/11		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GOKLANY, INDUR M.	0301	SENIOR ADVISOR	WASHINGTON, DC	07/29/12		

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All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	HUNTER, TERESA R	0505	DEPUTY DIRECTOR, OFFICE OF FINANCIAL MGMT	WASHINGTON,DC	11/03/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	PLETCHER, MARY F.	0340	DAS, HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC	12/15/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BURDEN, JOHN W.	0340	CHIEF DIVERSITY OFFICER/DIRECTOR,	WASHINGTON,DC	06/15/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BURNS, SYLVIA W.	2210	CHIEF INFORMATION OFFICER	WASHINGTON,DC	08/24/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	FREIHAGE, JASON E.	0560	CHIEF, DIV OF BUDGET & PROG REVIEW	WASHINGTON,DC	10/05/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	FERRITER, OLIVIA B.	0501	DEP ASST SECY-BUDGT,FIN,PERF&AC	WASHINGTON,DC	11/30/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	PIERRE-LOUIS, ALESIA J.	0340	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	05/31/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	OLSEN, MEGAN C.	0340	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	07/12/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	WAYSON, THOMAS C.	0560	CHIEF, BUDGET ADMINISTRATION AND DEPT MGMT	WASHINGTON,DC	07/26/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BRANUM, LISA A.	0089	DIRECTOR, OFFICE OF EMERGENCY MGMT	WASHINGTON,DC	08/09/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	SIMMONS, SHAYLA F.	0905	DIRECTOR, OFFICE OF HEARINGS AND APPEALS	ARLINGTON,VIRGINIA	08/09/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	LIMON, RAYMOND A	0201	DEPUTY CHIEF HUMAN CAP. OFFICER	WASHINGTON,DC	08/09/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	NASSAR, JOSEPH W	0340	DIRECTOR, OFFICE OF FACILITIES & ADMINISTRATIVE SVCS	WASHINGTON,DC	11/29/15		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	HUMBERT, HARRY L	0340	DAS-PUBLIC SAFETY,RESOURCE PROTEC.,&	WASHINGTON,DC	01/10/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GONZALEZ, MARIA E	0340	DEPUTY ASSISTANT SECRETARY-TECHNOLOGY	WASHINGTON,DC	02/28/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	DOWNES, BRUCE M	2210	DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC	03/06/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	RICE, BRYAN C	0340	DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC	05/01/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	QUINLAN, MARTIN J.	0340	DIRECTOR, BUSINESS INTEGRATION OFFICE	LAKEWOOD,COLORADO	05/01/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	NOBLE, MICHAELA E	0340	DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE	WASHINGTON,DC	07/24/16	07/24/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BUCKNER, SHAWN M	0340	DEPUTY DIRECTOR-OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	09/04/16	09/04/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	DAVIS, MARK H	0340	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/02/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BAGLEY, TAMMY L.	0340	ASSOCIATE DIRECTOR, OFFICE OF ACQUISITION & PROP MGT	WASHINGTON,DC	01/22/17	01/22/18	
OFFICE OF THE SOLICITOR	PETERSON, PENNY LYNN	0905	REGIONAL SOLICITOR	PORTLAND,OREGON	07/06/97		
OFFICE OF THE SOLICITOR	CLARK, HORACE G.	0905	REGIONAL SOLICITOR	ATLANTA,GEORGIA	03/28/02		
OFFICE OF THE SOLICITOR	LOFTIN, MELINDA J.	0905	DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON,DC	10/01/06		
OFFICE OF THE SOLICITOR	BROWN, LAURA B.	0905	ASSOCIATE SOLICITOR	WASHINGTON,DC	01/04/09		
OFFICE OF THE SOLICITOR	MCKEOWN, MATTHEW J.	0905	REGIONAL SOLICITOR	LAKEWOOD,COLORADO	01/12/09		
OFFICE OF THE SOLICITOR	HAUGRUD, KEVIN JACK	0905	DEPUTY SOLICITOR	WASHINGTON,DC	11/07/10		
OFFICE OF THE SOLICITOR	HAWBECKER, KAREN S.	0905	ASSOCIATE SOLICITOR	WASHINGTON,DC	01/16/11		
OFFICE OF THE SOLICITOR	KEABLE, EDWARD T.	0905	DEPUTY SOLICITOR	WASHINGTON,DC	03/25/12		
OFFICE OF THE SOLICITOR	DARNELL, JOSEPH D.	0905	REGIONAL SOLICITOR	ANCHORAGE,ALASKA	02/10/13		
OFFICE OF THE SOLICITOR	JOSEPHSON, CLEMENTINE	0905	REGIONAL SOLICITOR	SACRAMENTO,CALIFORNIA	12/28/14		
OFFICE OF THE SOLICITOR	SHEPARD, ERIC N.	0905	ASSOCIATE SOLICITOR - INDIAN AFFAIRS	WASHINGTON,DC	08/30/15		
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	0905	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	12/13/15		
OFFICE OF THE SOLICITOR	SMITH, MARC ALAN	0905	ASSOCIATE SOLICITOR FOR	WASHINGTON,DC	01/24/16		
OFFICE OF THE SOLICITOR	STEIGER, JOHN W.	0905	REGIONAL SOLICITOR-INTERMOUNTAIN	SALT LAKE CITY,UTAH	02/21/16		
OFFICE OF THE SOLICITOR	WENGER, LANCE C.	0905	REGIONAL SOLICITOR-SOUTHWEST	ALBUQUERQUE,NEW MEXICO	02/24/16		

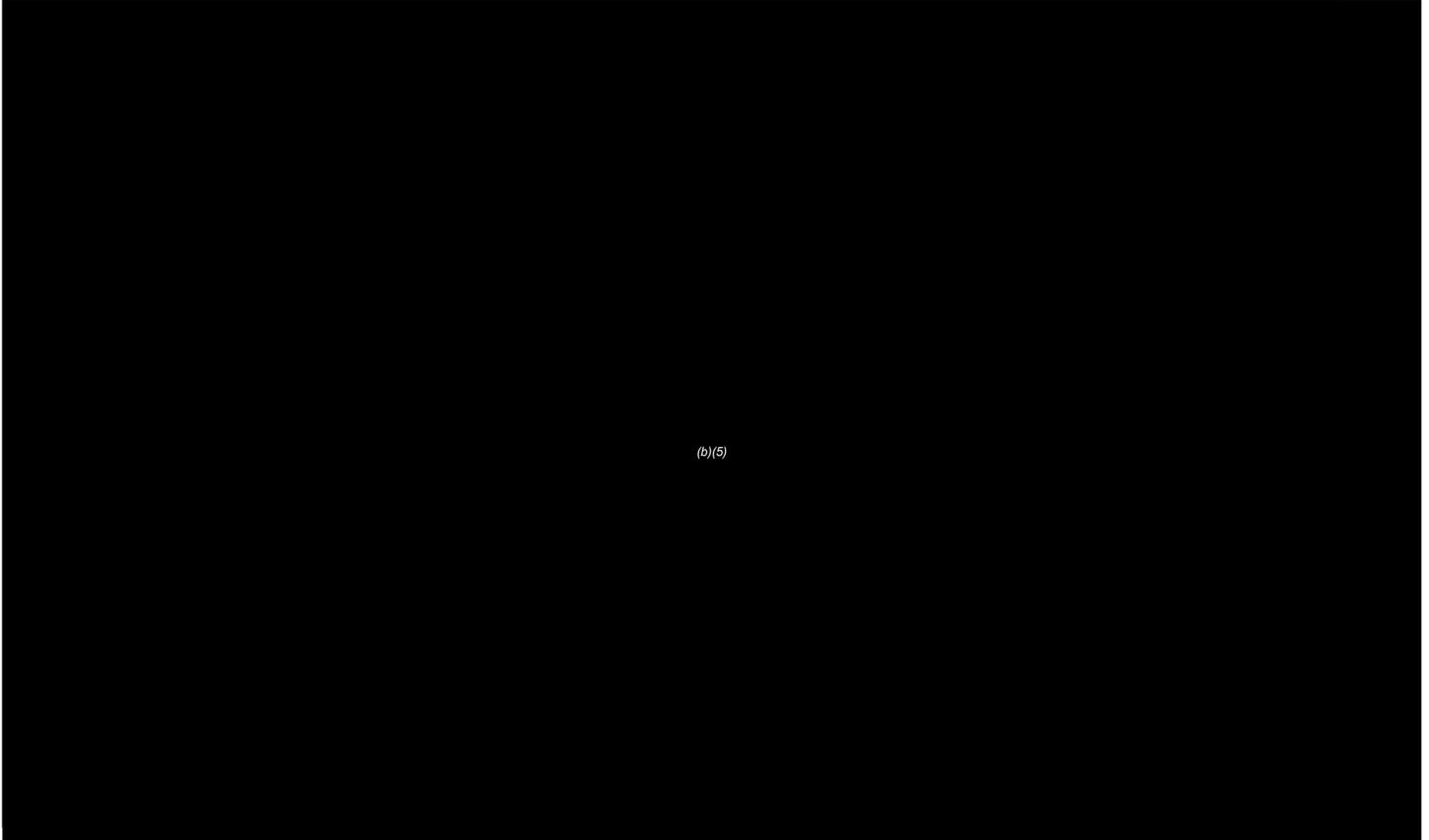
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All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
OFFICE OF THE SOLICITOR	SAXE, KEITH E	0905	ASSOCIATE SOLICITOR - WATER RESOURCES	WASHINGTON,DC	03/06/16		
OFFICE OF THE SOLICITOR	TUCKER, KAPRICE LYNCH	0905	ASSOC SOL FOR GEN LAW	WASHINGTON,DC	01/15/17		(b)(6)

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Proposed Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)
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Indian Affairs and OST SES

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility	Indian Preference Indicator
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04		
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05		
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC	04/26/09		
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO	12/20/09		
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA	07/04/10		
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA	10/10/10		
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP,NEW MEXICO	10/09/11		
BUREAU OF INDIAN AFFAIRS	ORTIZ, HANKIE P.	0340	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	03/25/12		
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	0301	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14		
BUREAU OF INDIAN AFFAIRS	LAPOINTE, TIMOTHY L.	0340	REGIONAL DIRECTOR, GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	11/02/14		
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	0340	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14		
BUREAU OF INDIAN AFFAIRS	LA COUNTE, DARRYL D. II	0340	REGIONAL DIRECTOR, ROCKY MTN	BILLINGS,MONTANA	03/08/15		
BUREAU OF INDIAN AFFAIRS	PFEIFFER, TAMARAH NMN	1701	ASSOC DEPUTY DIRECTOR-NAVAJO	WINDOW ROCK,ARIZONA	06/29/15		
BUREAU OF INDIAN AFFAIRS	STREATER, EDDIE R.	0340	REGIONAL DIRECTOR, EASTERN OKLA	MUSKOGEE,OKLAHOMA	07/12/15		
BUREAU OF INDIAN AFFAIRS	MAYTUBBY, BRUCE W.	0340	REGIONAL DIRECTOR, EASTERN	NASHVILLE,TENNESSEE	09/06/15		
BUREAU OF INDIAN AFFAIRS	DAVIS, ROSE MARIE	1701	ADD-TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	02/21/16		
BUREAU OF INDIAN AFFAIRS	DEARMAN, TONY L.	1710	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	10/30/16		
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	0301	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16		
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	0340	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16		
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	0340	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17		
BUREAU OF INDIAN AFFAIRS	STEVENS, BARTHOLOMEW S.	0340	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	01/22/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	03/07/04		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	05/24/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	05/28/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WILLIAMS, MARGARET C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	08/31/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	JAMES, JAMES D. JR.	0340	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LORDS, DOUGLAS A.	0340	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WHITE, JOHN ETHAN	0340	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	01/13/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LAKE, TIMOTHY CHARLES	0340	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	08/07/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	DUMONTIER, DEBRA L.	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	01/08/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON,DC	01/21/07		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	01/31/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	SCHOCK, JAMES H.	0501	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	12/29/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BEARPAW, GEORGE WATIE	0560	BUDGET OFFICER	WASHINGTON,DC	02/09/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	LAROCHE, DARRELL WILLIAM	0340	DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	06/01/14		

(b)(6)

Note: Two other DOI SES (Gidner, Rice) have Indian Preference. Both are located within PMB.

SES in positions prior to 2012

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
OFFICE OF THE SOLICITOR	PETERSON, PENNY LYNN	0905	REGIONAL SOLICITOR	PORTLAND, OREGON	07/06/97	(b) (6)
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS, VIRGI	06/21/98	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	SONDERMAN, DEBRA E.	1102	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC	10/11/98	
OFC OF SURFACE MINING, RECLAMATION & ENF	OWENS, GLENDA HUDSON	0340	DEPUTY DIRECTOR - OSM	WASHINGTON, DC	01/14/01	
BUREAU OF RECLAMATION	WOLF, ROBERT W	0340	DIR, PROGRAM & BUDGET	WASHINGTON, DC	01/27/02	
OFFICE OF THE SOLICITOR	CLARK, HORACE G.	0905	REGIONAL SOLICITOR	ATLANTA, GEORGIA	03/28/02	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BLANCHARD, MARY JOSIE	0340	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNLC	WASHINGTON, DC	10/06/02	
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS, VIRGI	09/08/03	
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	0340	DIRECTOR, POLICY AND ADMINISTRATION	LAKEWOOD, COLORADO	11/02/03	
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR, NORTHWEST REGION	PORTLAND, OREGON	02/22/04	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE, NEW MEXICO	03/07/04	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	0340	ASSOCIATE DIRECTOR FOR COMM	RESTON, VIRGINIA	03/21/04	
OFC OF SURFACE MINING, RECLAMATION & ENF	WORONKA, THEODORE	0340	ASST DIR-FOR FINANCE & ADMIN.	WASHINGTON, DC	04/04/04	
OFC OF SURFACE MINING, RECLAMATION & ENF	RIDEOUT, STERLING J. JR	0340	ASST DIRECTOR-PROGRAM SUPPORT	WASHINGTON, DC	10/03/04	
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR, SOUTHERN PLAINS	ANADARKO, OKLAHOMA	06/26/05	
BUREAU OF RECLAMATION	RYAN, MICHAEL J.	0340	REGIONAL DIRECTOR, GREAT PLAINS	BILLINGS, MONTANA	06/26/05	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BATHRICK, MARK L.	0340	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE, IDAHO	11/01/05	
BUREAU OF RECLAMATION	CORDOVA-HARRISON, ELIZABE	0340	DIR, MISSION SUPPORT ORGANIZATION	LAKEWOOD, COLORADO	04/16/06	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE, NEW MEXICO	05/24/06	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE, NEW MEXICO	05/28/06	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE, NEW MEXICO	09/17/06	
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON, DC	09/24/06	
OFFICE OF THE SOLICITOR	LOFTIN, MELINDA J.	0905	DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON, DC	10/01/06	
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON, DC	01/21/07	
OFC OF SURFACE MINING, RECLAMATION & ENF	SHOPE, THOMAS D.	0340	REGIONAL DIRECTOR	GREEN TREE, PENNSYLVANIA	10/14/07	
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON, DC	09/14/08	
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN, WEST VIRGI	09/21/08	
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND, OREGON	10/12/08	
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS, MINNESOTA	10/12/08	
OFFICE OF THE SOLICITOR	BROWN, LAURA B.	0905	ASSOCIATE SOLICITOR	WASHINGTON, DC	01/04/09	
OFFICE OF THE SOLICITOR	MCKEOWN, MATTHEW J.	0905	REGIONAL SOLICITOR	LAKEWOOD, COLORADO	01/12/09	
OFFICE OF THE SECRETARY OF THE INTERIOR	SALOTTI, CHRISTOPHER P.	0905	LEGISLATIVE COUNSEL	WASHINGTON, DC	01/18/09	
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON, DC	02/01/09	

SES in positions prior to 2012

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	MOSS, ADRIANNE L.	0560	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	02/01/09	(b)(6)
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC	04/26/09	
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	07/31/09	
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09	
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO	12/20/09	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BECK, RICHARD T.	0340	DIRECTOR, OFFICE OF PLANNING & PERFORMANCE MGMT	WASHINGTON,DC	01/17/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	WILLIAMS, LC	0340	ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	FLANAGAN, DENISE A.	0560	DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular	PULA, NIKOLAO IULI	0301	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	03/28/10	
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA	07/04/10	
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	07/04/10	
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA	10/10/10	
BUREAU OF RECLAMATION	PAYNE, GRAYFORD F.	0340	DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	10/10/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	GOULD, GREGORY J.	0340	DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	10/10/10	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10	
OFFICE OF THE SOLICITOR	HAUGRUD, KEVIN JACK	0905	DEPUTY SOLICITOR	WASHINGTON,DC	11/07/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	CLEMENT, JOEL P.	0340	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	01/02/11	
OFFICE OF THE SOLICITOR	HAWBECKER, KAREN S.	0905	ASSOCIATE SOLICITOR	WASHINGTON,DC	01/16/11	
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	02/27/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ROSS, JOHN W	0340	DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC	02/27/11	
GEOLOGICAL SURVEY	CARL, LEON M.	0401	REGIONAL EXECUTIVE - EASTERN REGION	ANN ARBOR,MICHIGAN	03/13/11	
GEOLOGICAL SURVEY	KINSINGER, ANNE E.	0401	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	04/19/11	
GEOLOGICAL SURVEY	GALLAGHER, KEVIN T	0340	ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	04/21/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLENN, DOUGLAS A	0505	DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC	05/08/11	
GEOLOGICAL SURVEY	APPLEGATE, JAMES D. R.	1301	ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	05/22/11	
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLOMB, STEPHEN J.	0340	DIRECTOR, OFFICE OF NATURAL RESOURCE RESTORATION	WASHINGTON,DC	06/19/11	
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI	06/29/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ANDREW, JONATHAN M.	0301	INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC	07/17/11	

SES in positions prior to 2012

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY, MASSACHUSETTS	10/05/11	(b)(6)
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP, NEW MEXICO	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	ORR, L. RENEE	0340	STRATEGIC RESOURCES CHIEF	WASHINGTON, DC	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	KENDALL, JAMES J. JR.	0340	ALASKA REGIONAL DIRECTOR	ANCHORAGE, ALASKA	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	CRUICKSHANK, WALTER D.	0340	DEPUTY DIRECTOR	WASHINGTON, DC	10/09/11	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	HERBST, LARS T.	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON, LOUISIANA	10/09/11	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	MORRIS, DOUGLAS W.	0340	REGULATORY PROGRAMS CHIEF	WASHINGTON, DC	11/06/11	
GEOLOGICAL SURVEY	KELLY, FRANCIS P.	1301	DIR (EROS) CENTER & POLICY ADVISOR	SIOUX FALLS, SOUTH DAKOTA	12/04/11	

Land Management SES

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06		
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON,DC	09/14/08		
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10		
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11		
BUREAU OF LAND MANAGEMENT	SUAZO, RAYMOND	0340	STATE DIRECTOR, ARIZONA	PHOENIX,ARIZONA	01/01/12		
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	0340	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14		
BUREAU OF LAND MANAGEMENT	MURPHY, TIMOTHY M.	0340	STATE DIRECTOR, IDAHO	BOISE,IDAHO	09/07/14		
BUREAU OF LAND MANAGEMENT	DUNTON, RONALD L	0340	ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	06/14/15		
BUREAU OF LAND MANAGEMENT	RUHS, JOHN F	0340	STATE DIRECTOR, NEVADA	RENO,NEVADA	11/29/15		
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	0340	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15		
BUREAU OF LAND MANAGEMENT	PEREZ, JEROME E	0340	STATE DIRECTOR, CALIFORNIA	SACRAMENTO,CALIFORNIA	01/10/16		
BUREAU OF LAND MANAGEMENT	RUGWELL, MARY J.	0340	STATE DIRECTOR, WYOMING	CHEYENNE,WYOMING	04/17/16		
BUREAU OF LAND MANAGEMENT	MOURITSEN, KAREN E.	0340	STATE DIRECTOR, EASTERN STATES	WASHINGTON,DC	05/29/16	05/29/17	
BUREAU OF LAND MANAGEMENT	BAIL, KRISTIN MARA	0340	ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	08/07/16		
BUREAU OF LAND MANAGEMENT	ROBERSON, EDWIN L	0340	STATE DIRECTOR, UTAH	SALT LAKE CITY,UTAH	10/02/16		
BUREAU OF LAND MANAGEMENT	ALLEN, MATTHEW R	0340	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	10/16/16	10/16/17	
BUREAU OF LAND MANAGEMENT	CANTOR, HOWARD M	0340	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	01/08/17		
BUREAU OF LAND MANAGEMENT	HUDSON, JODY LEE	0340	ASSISTANT DIRECTOR, HUMAN CAPITAL MGMT	WASHINGTON,DC	01/15/17		
BUREAU OF LAND MANAGEMENT	MCLEAR, CHRISTOPHER J	0340	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF LAND MANAGEMENT	CONNELL, JAMIE E.	0340	STATE DIRECTOR, OREGON	PORTLAND,OREGON	02/10/17		
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	06/21/98		
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03		
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	09/17/06		
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI	09/21/08		
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND,OREGON	10/12/08		
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS,MINNESOTA	10/12/08		
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	07/31/09		
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09		
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI	06/29/11		
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY,MASSACHUSETTS	10/05/11		
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	0480	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	07/01/12		
FISH AND WILDLIFE SERVICE	GUERTIN, STEPHEN D.	0480	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	11/04/12		
FISH AND WILDLIFE SERVICE	WALSH, NOREEN E.	0480	REGIONAL DIRECTOR - DENVER, CO.	LAKEWOOD,COLORADO	11/29/12		
FISH AND WILDLIFE SERVICE	HOSKINS, DAVID WILLIAM	0480	AD-FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	11/03/13		
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	0340	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	11/17/13		
FISH AND WILDLIFE SERVICE	KURTH, JAMES W.	0480	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	01/11/15		

(b) (6)

Land Management SES

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
FISH AND WILDLIFE SERVICE	MARTINEZ, CYNTHIA T	0480	AD-NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	05/11/15		(b)(6)
FISH AND WILDLIFE SERVICE	SEKANIEC, GREGORY EUGENE	0480	REGIONAL DIRECTOR - ANCHORAGE	ANCHORAGE,ALASKA	08/01/16		
FISH AND WILDLIFE SERVICE	SOUZA, PAUL	0480	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	08/07/16		
FISH AND WILDLIFE SERVICE	RAUCH, PAUL A.	0340	AD-WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	09/04/16		
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	07/04/10		
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	02/27/11		
NATIONAL PARK SERVICE	LAIRD, JOSHUA RADBILL	0301	EXECUTIVE DIRECTOR - NATIONAL PARKS OF NY HARBOR	NEW YORK, NEW YORK	06/16/13		
NATIONAL PARK SERVICE	AUSTIN, STANLEY J.	0340	REGIONAL DIRECTOR	ATLANTA,GEORGIA	07/14/13		
NATIONAL PARK SERVICE	MASICA, SUE E.	0340	REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	01/12/14		
NATIONAL PARK SERVICE	CALDWELL, MICHAEL A.	0340	REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	02/09/14		
NATIONAL PARK SERVICE	VELA, RAYMOND DAVID	0025	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	03/09/14		
NATIONAL PARK SERVICE	FROST, HERBERT C.	0340	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	04/20/14		
NATIONAL PARK SERVICE	SAUVAJOT, RAYMOND MARC	0401	AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	VOGEL, ROBERT A.	0340	REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	MCDOWALL, LENA E	0340	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	01/11/15		
NATIONAL PARK SERVICE	RAMOS, PEDRO M	0025	PARK MANAGER (SUPERINTENDENT)	MIAMI-DADE,FLORIDA	01/25/15		
NATIONAL PARK SERVICE	CASH, CASSIUS M	0025	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	02/08/15		
NATIONAL PARK SERVICE	SHOLLY, CAMERON H	0340	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	03/08/15		
NATIONAL PARK SERVICE	VIETZKE, GAY E.	0340	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	09/20/15		
NATIONAL PARK SERVICE	OBERNESSER, RICHARD	0340	ASSOCIATE DIRECTOR, VISITOR & RESOURCE PROTECTION	WASHINGTON,DC	10/04/15		
NATIONAL PARK SERVICE	RICHARDSON, LIZETTE	0340	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	10/04/15		
NATIONAL PARK SERVICE	TODD, RAYMOND K.	0340	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	03/06/16		
NATIONAL PARK SERVICE	JOSS, LAURA	0340	REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	03/06/16		
NATIONAL PARK SERVICE	REYNOLDS, MICHAEL T.	0340	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	07/31/16		
NATIONAL PARK SERVICE	LEHNERTZ, CHRISTINE S.	0340	PARK MANAGER	GRAND CANYON,ARIZONA	08/21/16		
NATIONAL PARK SERVICE	COMPTON, JEFFREY S.	2210	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	09/18/16	09/18/17	
NATIONAL PARK SERVICE	BENGE, SHAWN T.	0340	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	10/02/16	10/02/17	
NATIONAL PARK SERVICE	AUSTIN, TERESA MADEYA	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/30/16	10/30/17	
NATIONAL PARK SERVICE	BOWRON, JESSICA L.	0501	COMPTROLLER	WASHINGTON,DC	01/08/17	01/08/18	

To: Olivia B Ferriter[Olivia_Ferriter@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-16T09:16:34-04:00
Importance: Normal
Subject: talking points
Received: 2017-10-16T09:16:45-04:00

Here are talking points. Is there any other information that would be helpful?

- The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations.
- Congress intended the SES to be a mobile corps of managers.
- Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration.
- Good government groups such as the Partnership for Public Service have published reports for years discussing Congress' original intention for the SES to be a mobile cadre as well as the benefits of SES mobility - both for agencies and the individual executive.
- On December 15, 2015, President Obama issued an executive order related to strengthening the SES. As part of this order, the Obama administration required agencies to develop plans to increase the number of SES members who are rotated. Rotations include reassignments, details of at least 120 days, transfers between agencies, developmental assignments, IPAs and sabbaticals.
- There is **annual** government-wide goal beginning in **FY 2017** of **15% of SES being rotated**. Agencies are required to report annually to OPM on SES rotations.
- The Obama administration also reassigned SES. There were 140 reassignment actions of career SES. Had President Obama's executive order been issued earlier in the administration, the number of reassignments would have increased significantly to meet the 15% annual government-wide target.
- Legislation requiring Congressional notification before any SES reassignments would severely hinder Interior's ability to manage the senior most career leaders in the organization.
 - Reduces the ability to match SES member skill sets with mission needs.
- Promotions of existing SES also constitutes a reassignment. Requiring Congressional notification ahead of time could disincentive promotions of existing Interior SES.
- Reduces individual career mobility and encourages agencies to keep SES in a single position. This is out of alignment with leadership best practices.
- Greater collaboration and problem-solving across bureaus is a management practice that transcends Administrations. SES mobility helps foster collaboration and problem-solving.
- Disincentives high performing GS 14s and 15s and equivalents from applying to SES jobs knowing the degree of Congressional scrutiny they will be under. With the retirement eligibility rates of the Interior SES cadre, this could have long lasting mission impacts.
- Reduces the ability to address performance issues.
- Blurs the line between executive and legislative branches. All career SES become quasi-political appointees.

- The number of SES receiving formal or proposed notice of reassignments has been exaggerated in the media.

Mary Pletcher

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



Request for Voluntary Separation Incentive Payments (VSIP)

Agency: **DOI, USGS, Climate and Land Use Change Mission Area**

Covered Component(s): **CLU HQ, Land Remote Sensing, National Climate Change and Wildlife Science Center, Earth Resources and Observation Science Center**

- 1. Identify the time period during which VSIPs may be paid (end date)..... **09/30/2019**
- 2. Identify the maximum number of VSIPs to be paid..... **57**
- 3. Identify the maximum amount to be offered (up to \$25,000)..... **\$ 25,000**

4. Describe how the organization will operate without the eliminated/restructured positions and functions. Briefly explain in 250 words or less.

The purpose of this memorandum is to request VSIP authority for a 2-year period upon approval for employees in select positions within the US Geological Survey's Climate Land Change (CLU). Approval of VSIP will facilitate the Climate and Land Use Change Mission Area the ability to effectively reshape the workforce with skills and capabilities in line with a refocused program direction, USGS science planning efforts and Departmental priorities. VSIP authority will aid in managing financial challenges resulting from recent and future USGS budget constraints, coupled with rising salary and other fixed costs. This request specifies the intended use of the VSIP authority to effect change in the skills of the staff, provide management flexibility, and to continue to meet mission goals. The Science Centers will work to retrain employees, conduct direct reassignments, abolish positions, and where necessary backfill positions at lower grade levels and series to meet the future mission. See attached for specifics on the science centers affected. The need to provide this buy-out incentive is predicated on the strategic and workforce plans within CLU, and the need to develop and enhance science skills related biology, Geography and Remote Sensing. The use of VSIP will assist CLU in facilitating the strategic reshaping of its workforce, keep pace with continued funding reductions, and meet USGS objectives for the future.

5. Provide a current and proposed organizational chart showing the expected changes to the organization's structure after completing the VSIP plan..... Attached

6. If the agency is requesting, or will request, VERA, briefly describe how that authority will be used in conjunction with VSIP.

VERA will be requested at the USGS Bureau Level.

7. If also offering VSIPs under another statutory authority, briefly describe how VSIPs are being used under that authority.

N/A

8. In Columns 1 to 3, identify the specific positions that will be eliminated/restructured by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills and knowledge gaps you are seeking to address. In Column 5, identify the positions or categories of employees to whom the VSIP will be offered in order to achieve the reductions/reshaping specified in columns 1 to 3. [NOTE: Column 5 may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated.]] (Attach additional pages as needed)

Positions to be Eliminated/Restructured			Positions to be Included in the VSIP Offering	
(1) Organizational Unit(s)	(2) Geographic Location(s)	(3) Occupational Category (i.e., title, series, grade, and any other position-related factors such as skills or functions)	(4) Indicate whether position(s) will be eliminated or restructured	(5) Scope/Category of employees who will be offered VSIP
Human Resources Department	Washington, DC Dallas, TX	Human Resources Assistant, GS-203-4 (limited to positions performing transactional processing work)	Eliminated	Offer will include all positions identified in columns 1-3. In addition, the offer will include the following positions: GS-203-4 positions in the Services Division, limited to positions that perform transactional processing work, and further limited to those who are currently eligible for early or regular optional retirement.
Climate and Land Use Headquarters Program offices	Reston, VA	Supervisory Geographer or Physical Scientist GS-0150-15 or GS-1301-14	Restructured	1 Position 2 positions will be offered the VSIP and 1 position (GS-14 or GS-15) will be accepted.
Land Remote Sensing, National Civil Applications Center	Reston, VA	Supervisory Physical Scientist GS-1301-15	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Supervisory Geographer GS-0150-14	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Lakewood, CO	Geophysicist GS-1313-15	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Supervisory Physical Scientist GS-1301-13	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Security Specialist GS-0080-13	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Info Tech Specialist GS-2210-13	Eliminate	1 Position

8. In Columns 1 to 3, identify the specific positions that will be eliminated/restructured by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills and knowledge gaps you are seeking to address. In Column 5, identify the positions or categories of employees to whom the VSIP will be offered in order to achieve the reductions/reshaping specified in columns 1 to 3. [NOTE: Column 5 may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated.)] (Attach additional pages as needed)

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Human Resources Department	Washington, DC Dallas, TX	Human Resources Assistant, GS-203-4 (limited to positions performing transactional processing work)	Eliminated	Offer will include all positions identified in columns 1-3. In addition, the offer will include the following positions: GS-203-4 positions in the Services Division, limited to positions that perform transactional processing work, and further limited to those who are currently eligible for early or regular optional retirement.
Land Remote Sensing, National Civil Applications Center	Reston, VA	Security Specialist GS-0080-12	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Info Tech Specialist (Info Sec) GS-2210-12 Info Tech Specialist GS-2210-12	Eliminate	2 Positions
Land Remote Sensing, National Civil Applications Center	Reston, VA	Info Tech Specialist GS-2210-11	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Supervisory Cartographer GS-1370-13	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Geographer GS-0150-13	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Cartographer GS-1370-13	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Geographer GS-0150-12	Eliminate	3 Positions

8. In Columns 1 to 3, identify the specific positions that will be eliminated/restructured by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills and knowledge gaps you are seeking to address. In Column 5, identify the positions or categories of employees to whom the VSIP will be offered in order to achieve the reductions/reshaping specified in columns 1 to 3. [NOTE: Column 5 may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated.)] (Attach additional pages as needed)

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Human Resources Department	Washington, DC Dallas, TX	Human Resources Assistant, GS-203-4 (limited to positions performing transactional processing work)	Eliminated	Offer will include all positions identified in columns 1-3. In addition, the offer will include the following positions: GS-203-4 positions in the Services Division, limited to positions that perform transactional processing work, and further limited to those who are currently eligible for early or regular optional retirement.
Land Remote Sensing, National Civil Applications Center	Reston, VA	Geographer GS-0150-9	Eliminate	2 Positions
Land Remote Sensing, National Civil Applications Center	Reston, VA	Program Analyst GS-0343-12	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Reston, VA	Geographer GS-0150-11	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Lakewood, CO	Supervisory Physical Scientist GS-1301-14	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Lakewood, CO	Security Specialist GS-0080-13	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Lakewood, CO	Budget Analyst GS-0560-11	Eliminate	1 Position
Land Remote Sensing, National Civil Applications Center	Lakewood, CO	Cartographer GS-1370-12	Eliminate	2 Positions

8. In Columns 1 to 3, identify the specific positions that will be eliminated/restructured by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills and knowledge gaps you are seeking to address. In Column 5, identify the positions or categories of employees to whom the VSIP will be offered in order to achieve the reductions/reshaping specified in columns 1 to 3. [NOTE: Column 5 may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated.)] (Attach additional pages as needed)

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National Climate Change and Wildlife Science Center, NE CSC	Amherst, MA	Supervisory Biologist GS-0401-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, NE CSC	Amherst, MA	Ecologist GS-0408-13	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, SE CSC	Raleigh, NC	Supervisory Physical Scientist GS-1301-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, SE CSC	Raleigh, NC	Research Ecologist GS-0408-13	Restructure	2 Positions, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, SC CSC	Fort Collins, CO	Ecologist GS-0408-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, SW CSC	Tucson, AZ	Supervisory Biologist GS0401-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, NW CSC	Corvallis, OR	Supervisory Biologist GS-401-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.

8. In Columns 1 to 3, identify the specific positions that will be eliminated/restructured by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills and knowledge gaps you are seeking to address. In Column 5, identify the positions or categories of employees to whom the VSIP will be offered in order to achieve the reductions/reshaping specified in columns 1 to 3. [NOTE: Column 5 may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated)] (Attach additional pages as needed)

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National Climate Change and Wildlife Science Center, NW CSC	Corvallis, OR	Ecologist GS-0408-13	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, NW CSC	Corvallis, OR	Biologist GS-0401-12	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, AK CSC	Anchorage, AK	Supervisory Ecologist GS-0408-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, AK CSC	Anchorage, AK	Research Ecologist GS-0408-14	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, AK CSC	Anchorage, AK	Physical Scientist GS-1301-12	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
National Climate Change and Wildlife Science Center, Pacific Islands CSC	Hilo, HI	Supervisory Biologist GS-0401-15	Restructure	1 Position, Once the FY 2018 Enacted budget is released, the USGS will determine if any centers need to be eliminated, and the location of the centers to be eliminated will be decided at a future date.
Earth Resources Observation Science Center	Sioux Falls, SD	Research Ecologist GS-0408-15	Restructure	1 Position

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Earth Resources Observation Science Center	Sioux Falls, SD	Research Ecologist GS-0408-14	Restructure	1 Position
Earth Resources Observation Science Center	Santa Barbara, CA	Research Geographer GS-0150-15	Restructure	1 Position
Earth Resources Observation Science Center	Seattle, WA	Geographer GS-0150-11	Eliminate	1 Position
Earth Resources Observation Science Center	Sioux Falls, SD	Geographer GS-0150-12	Restructure	3 Positions Offer to 3 positions of 6 eligible
Earth Resources Observation Science Center	Sioux Falls, SD	Geographer GS-0150-13	Restructure	2 Positions Offer to 2 positions of 6 eligible
Earth Resources Observation Science Center	Sheridan, WY	Geographer GS-0150-13	Restructure	1 Position
Earth Resources Observation Science Center	Sioux Falls, SD	Supervisory Geographer GS-0150-14	Restructure	1 Position

8. In Columns 1 to 3, identify the specific positions that will be eliminated/restructured by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills and knowledge gaps you are seeking to address. In Column 5, identify the positions or categories of employees to whom the VSIP will be offered in order to achieve the reductions/reshaping specified in columns 1 to 3. [NOTE: Column 5 may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated.)] (Attach additional pages as needed)

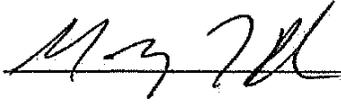
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Earth Resources Observation Science Center	Sioux Falls, SD	Physical Scientist GS-1301-13	Restructure	2 Positions Offer to 2 positions of 3 positions eligible
Earth Resources Observation Science Center	Rolla	Physical Scientist GS-1301-12	Eliminate	1 Position
Earth Resources Observation Science Center	Sioux Falls, SD	Physical Scientist GS-1301-9	Eliminate	1 Position
Earth Resources Observation Science Center	Sioux Falls, SD	Research Physical Scientist GS-1301-14	Restructure	1 Position Offer to 1 position of 3 positions eligible
Earth Resources Observation Science Center	Rolla, MO	Research Physical Scientist GS-1301-12	Eliminate	1 Position

Agency:

Agency Contact Information & Signature of Requesting Official

Name: Email: Phone:

Name of Requesting Official: Title of Requesting Official:

Signature of Requesting Official (or attach signed cover memo):  Date:

OMB Concurrence (OMB Use Only)

Concur Do Not Concur

OMB Official's Name: OMB Official's Title:

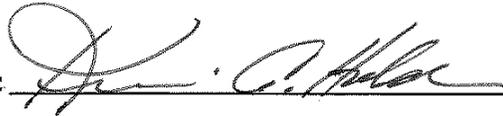
OMB Official's Signature: Date:

OPM Decision (OPM Use Only)

Approved Disapproved

VSIP Authorization #: Approval Period: to

Approving Official's Name: Approving Official's Title:

Approving Official's Signature:  Date:

Please submit to:

Mailing Address: Deputy Associate Director
Recruitment and Hiring
U.S. Office of Personnel Management
1900 E Street, NW
Room 6500
Washington, DC 20415

Email: employ@opm.gov

FAX: 202-606-4430

To: William Werkheiser[whwerkhe@usgs.gov]; Roseann Gonzales-Schreiner[rgonzales-schreiner@usgs.gov]; David Applegate[applegate@usgs.gov]
Cc: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: christopher_lawson@ios.doi.gov
Sent: 2017-10-26T13:10:14-04:00
Importance: Normal
Subject: USGS - Hiring Waiver Decisions - October 2017
Received: 2017-10-26T13:10:29-04:00
[USGS Hiring Waiver Requests 2017-10-15.pdf](#)

Attached are the hiring waiver decisions for the October submissions. Please let us know if you have any questions.
Thanks!

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Office of Human Resources
Department of the Interior
Office of the Secretary
Main Interior Building 4353
1849 C Street NW
Washington, DC 20240
doi_office_of_human_resources@ios.doi.gov

Consolidated Hiring Waiver Requests 2017-10-15.xlsx

No.	Bureau	Date of Request	Position Title	Grade	Above / Below 12	Location	DC or Denver / Other	Vacant	Supervisor	Description of Position	Mission Impact	OCIO Approval	Associate Deputy Secretary Approval	Comments
2074	USGS	10/1/2017	Technology Transfer Officer	14	Above 12	Reston, VA and Denver, CO	DC	1 Month	No	This position is mandated by the Federal Technology Transfer Act of 1986. This critical position serves on a team of 5. Team members provide leadership and expertise in interpreting and implementing the provisions of the Act and other U.S. laws pertaining to cooperative research and development agreements, reimbursable agreements, and technology commercialization. These agreements support the USGS mission of providing natural resources information to our Nation's decision makers by generating royalty income through revenue-sharing and reimbursable agreements for USGS science centers. With an agreement review load of more than 600 actions per year, a cohesive and expert team is critical to meeting the bureau mission. This position is currently located in Reston within the Office of Policy and Analysis (OPA), under the USGS Associate Director for Administration (AD/A). The bureau may consider filling the position in Denver to be co-located with the AD/A.	The USGS and its partners and stakeholders (local, state, and Federal agencies, academic institutions, non-profit entities, and industry) have come to rely on access to USGS data and technologies to meet mutual mission needs. Re-filling this position (incumbent is retiring) will help ensure future royalty-generating license agreements are developed and managed expeditiously. Not filling this position would cause delays in policy and legal reviews of reimbursable agreements and joint funding agreements, which would slow or eliminate valued sources of funding for the bureau. There would also be a potential loss of revenues from Cooperative Research and Development Agreements, technical assistance agreements, and related collaborative agreements. Approximately \$10 million of reimbursable funds are generated for science centers annually from technology transfer and collaborative activities. Not filling this position could reduce or eliminate valuable funding opportunities for science. This vacancy will be advertised internal and government-wide. Losing this key position to a retirement would adversely impact the office's ability to deliver quality services to the science centers and management.		Hold	OCIO - Review.
2075	USGS	10/1/2017	Physical Scientist (Quality Assurance Specialist)	12/13	Above 12	Reston, VA	DC	12 Months	No	This Quality Assurance Specialist position provides a unique and focused skillset and specific level of expertise to implement procedures outlined in the Energy Resources Program laboratory Quality Assurance Manual (QAM), as mandated by the Program's Quality Management System (QMS). The incumbent is recognized as a quality assurance/quality control expert and provides day-to-day, in-person support to implement and monitor quality assurance processes in Eastern Energy Resources Science Center (EERSC) laboratories; reviews laboratory analyst methods and procedures, scientific notebooks, laboratory logbooks, spreadsheets, and electronic records for compliance with QAM requirements; verifies and validates data quality; assists with development of corrective actions as needed; updates and manages local laboratory quality assurance control documentation; and serves as a liaison between the laboratory manager, QMS Manager, and the EERSC Director on QAM and laboratory data quality issues. This position is critical for the successful operation of EERSC laboratories in the Program and the integrity of scientific information produced in EERSC research laboratories. The EERSC attempted to fill this position with a reassignment in the local commuting area; however, we identified no qualified personnel that possessed the specific skills and expertise required for this position.	The USGS Director formally committed to the Department of the Interior Inspector General that a fully functional Quality Management System (QMS) would be in place in Energy Resources Program (ERP) laboratories by June of 2018. As an integral part of the QMS implementation, ERP agreed to fund and staff a dedicated Quality Assurance Specialist (QAS) in the Eastern Energy Resources Science Center (EERSC). The need for the QAS position was also outlined in a plan for preventing future data integrity incidents in the USGS, which was created by the ERP and was presented by the USGS Deputy Director, Bill Werkheiser, to the House Committee on Natural Resources during his testimony on December 6th, 2016, following data integrity issues discovered in the Inorganic Geochemistry Laboratory of the Central Energy Resources Science Center in Denver. The QAS is a critical position for the USGS, and it is imperative that the EERSC hire a QAS in order to be in compliance with the QMS and with the agreement made by USGS with Congress. This position must reside in the EERSC, as daily visits to EERSC labs must be conducted for lab evaluations, and in-person interaction with EERSC lab staff is crucial for conducting root cause analyses, forming and implementing corrective actions, developing Standard Operating Procedures, and conducting other day-to-day QAS duties in the labs.	N/A	Yes	
2076	USGS	10/1/2017	Associate Center Director	13/14	Above 12	Denver, CO	Denver	9 Months	Yes	The Associate Director (AD) for the USGS Central Energy Resources Science Center (CER) works together with the Center Director (CD) to manage all aspects of CER science and management. The AD has full authority to act as CD when necessary and has a comprehensive understanding of CER mission, capabilities and responsibilities. The AD directly supervises and leads operational functions within CER, including hiring and recruitment, employee relations, safety, facilities, emergency management, and the extensive CER IT department. By primarily handling operational management CER, the AD enables the CD to focus primarily on the extensive CER science portfolio, budgeting, meeting mission mandates, strategic science planning, and representing CER and its capabilities within the USGS, DOI, Federal government, industry, and the larger scientific community.	In addition to its extensive research component, the CER is mandated by Congress to identify and assess economically stable and environmentally sound resources of petroleum, natural gas, coal, and other geologic sources of energy within the United States. The CD is responsible for leading, managing, and supervising all aspects of the CER. By ensuring all operational functions of the CER are properly managed, the AD provides critical support to the CD. In the absence of a permanent AD, center scientists have been rotating into this role. This is not a long-term solution as a backlog of assessment work continues to grow. Not filling this position could severely delay the USGS mandated assessments.	N/A	Yes	

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2077	USGS	10/1/2017	Supv. Chemist / Hydrologist	14	Above 12	Denver, CO	Denver	8 Months	Yes	The Methods Research Development Program (MRDP) Chief supervises the research effort at the National Water Quality Lab (NWQL) and works with program leadership to set priorities and goals for methods development research. The MRDP Chief leads the report approval and publication process for methods and research documents. The primary focus of this position is to work with national program leadership to determine and prioritize methods development research to provide analytical methods that will help meet the science goals of the USGS. The position also leads the development of new analytical technologies at the NWQL, leads the methods approval process, and provides technical expertise to the NWQL and other USGS laboratories and programs.	The Chief of the MRDP is a critical management position for the NWQL. It is responsible for trouble-shooting and refinement at the NWQL and serves as a conduit for communication of national program priorities. In addition to his own NWQL responsibilities, the Chief of the NWQL has been covering the responsibilities of this position; however, this is not a long-term solution. Due to current MRDP and NWQL staffing levels and workloads, the option of filling this position from within the NWQL does not exist. Not filling this position may soon create a void in the capabilities of the MRDP and the NWQL's operations and risk failing to meet the needs of USGS national programs.	N/A	Yes	
2078	USGS	10/1/2017	Supv. Chemist / Hydrologist	14	Above 12	Denver, CO	Denver	1 Month	Yes	This National Water Quality Laboratory (NWQL) Assistant Chief position has the primary focus of providing oversight of laboratory operations, leading the development of the pricing model, optimizing utilization of the Building 95 facility, and providing senior leadership for the lab staff and to the National Water Quality Laboratory (NWQL) customer base. The position also coordinates the development of the pricing model for fee-for-service analysis, assists in daily lab operations, and provides leadership and vision for the future.	The NWQL Assistant Lab Chief position is a critical management position within the NWQL. It will be vacant beginning October 1, 2017. Due to current staffing levels and workloads, the option of filling this position from within the NWQL does not exist. Not filling this position may soon create a void in the capabilities of the NWQL's operations and risk failing to meet the needs of USGS national programs.	N/A	Yes	
2079	USGS	10/1/2017	IT Specialist	7/9 FPL12	12	Lakewood, CO	Denver	15 Months	No	The Central Minerals and Environmental Resources (CMER) and the Crustal Geophysics and Geochemistry (GGG) Science Centers are located in Lakewood, Colorado, and will be merging into one field center in FY18. These are large and complex organizations involved in substantial intra-bureau, interdepartmental, inter-governmental, and international investigations that plan and conduct domestic and international, inter-disciplinary research of mineral resources and related environmental considerations. The results of this research are then applied to the assessment of the national and global mineral resources in a geologic, environmental, and economic context. The primary purpose of this position is to provide complete IT support to the Science Center(s) including maintaining adequate site security. A critical aspect of Center IT support is creating unique solutions to maintain IT support, data management, network connectivity, and security to a range of legacy and one-of-a-kind laboratory equipment in numerous state-of-the-art geochemical laboratories.	Currently the two centers, CMER and GGG, comprise 119 employees and are supported by one IT team which recently lost 2 of 4 IT specialists to retirement. The two remaining employees are also eligible for retirement. At this staff level, it is difficult for the Center(s) to respond adequately to IT security requirements. This soon-to-be combined Center includes many unique geochemical labs that rely on specialized computerized equipment to support its operations. In addition to ensuring the Center's systems are security compliant, this IT position is necessary to help manage hardware and software technical issues with critical systems including many older legacy computers that interface to instruments. If this position is not filled, the function and operation of this newly merged Center will soon adversely impacted the bureau's mission.		Hold	OClO - Review.

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2080	USGS	10/1/2017	Management Analyst	GS-09	Below 12	Golden, CO	Denver	2 Months	No	This is a Management Analyst position in the Geologic Hazards Science Center. The incumbent assesses compliance with general guidance provided in statutes, regulations, and other related publications and policies. The incumbent is responsible for oversight of various management controls over administrative functions including accountable property, contract oversight, employee training, and security access.	This position is an integral part of GHSC Administrative Services Team, specifically focused on ensuring that the Center is able to provide required support for the management of personnel, accountable property, and contract oversight. This position provides analysis, overview, planning, and recommendations for managing and optimizing the Center's administrative processes. Inability to fill this position will result in reduced functionality within the Administrative Team which will adversely impact the ability of USGS scientists to carry out their mission-critical work related to the analysis and mitigation of natural hazards such as earthquakes and landslides. For example, without this position the Center would find it difficult to coordinate the resources (funding, authorizations, transportation, etc.) to respond to a major earthquake event. This position would be filled through the Veterans Recruitment Appointment (VRA). This position is an integral part of our Administrative Services Team, specifically focused on ensuring that we are able to provide required support for the management of personnel, accountable property, and contract oversight. This position provides analysis, overview, planning, and recommendations for managing and optimizing our administrative processes. Inability to fill this position will result in reduced functionality within the Administrative Team, and that will adversely impact the ability of our scientists to carry out their mission-critical work related to the analysis and mitigation of natural hazards such as earthquakes and landslides. For example, without this position we would find it difficult to coordinate the resources (funding, authorizations, transportation, etc.) to respond to a major earthquake event. The Center would fill through the Veterans Recruitment Appointment (VRA).	N/A	Yes	
2081	USGS	10/1/2017	Writer/Editor	GS-07	Below 12	Reston, VA	DC	N/A	No	This position is a member of the Office of Communications and Publishing, Internal Communications Team. The primary goal of this position is to develop and maintain communication between the USGS Director's Office and the 8500 USGS employees across the country. The major duties and responsibilities center on developing materials that help inform, educate, increase awareness, and encourage internal engagement of USGS activities, budgets, programs, initiatives, policies, procedures, expectations, benefits, and honors, particularly by working with operational program managers to develop messages and comprehensive communication plans and strategies.	This position works to keep the 8500 USGS workforce informed and aware of the USGS leadership goals and objectives for the agency. Lack of communication with our employees jeopardizes the relationship and dedication of USGS' most valuable asset: our staff. Keeping our workforce informed and knowing that USGS leaders value their opinions and input is the first and most vital step in keeping our workforce engaged, supportive, and committed to the bureau's mission and goals. The Internal Communications team comprises 3 members. With recent departures, the team now comprises 2 members, including the Chief of Internal Communications. At this staff level, the ability of USGS leadership to communicate and interact with USGS employees will soon be impacted. This position will be advertised internal to the USGS. If the position is filled from within the Office of Communications, the incumbent's position will not be backfilled.	N/A	Yes	
2082	USGS	10/1/2017	Supervisory Hydrologist	13	Above 12	Pueblo, CO	Other	24 Months	Yes	The Water Mission Area supports the USGS mission through monitoring, assessing, and predicting the amount and characteristics of the Nation's water resources; assessing sources and behavior of contaminants in the water environment; and developing tools to improve management and understanding of water resources. This position will serve as supervisory hydrologist in the Southeast Office of the Colorado Water Science Center, providing scientific leadership to staff and partners. The incumbent will serve as science lead, mentor, and senior manager.	The responsibilities for this position currently fall on the office manager who does not have the expertise and experience to serve as science lead, mentor, and senior manager. Attempts to redistribute these responsibilities among current staff have been tried, however, current staff do not have the requisite experience or expertise. Hiring this leadership position is the most efficient and economical means for meeting bureau and WMA mission goals for providing expert expert science in southeast Colorado.	N/A	Yes	

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2083	USGS	10/1/2017	Center Director	15	Above 12	Flagstaff, AZ	Other	0 Months	Yes	This position is for the Center Director (CD) of the USGS Astrogeology Science Center (ASC). ASC is unique in the USGS. Nearly 100% funded by NASA, its scientists provide NASA with expertise to lead extra-planetary scientific missions, select rover landing sites, and create geologic maps and cartographic products for spacecraft missions throughout the solar system. ASC has been involved in well over a dozen NASA missions. The CD has the primary responsibility for providing science and administrative leadership for the ASC and plays an essential role in coordinating research and mission support functions with NASA and the many cooperating agencies and organizations involved in complex space missions.	The current CD is stepping down from this position on October 31. Given the unique mission of the ASC (extraterrestrial geosciences and cartography), this is a critical position to fill and difficult to do within the USGS (though there will likely be candidates internal to the center). The CD not only provides primary science, supervisory, and operational leadership for the ASC, but it is the only ASC position with the legal authority to enter into financial agreements, which provide the majority of ASC funding. The ASC CD plays an essential role in coordinating ASC research and mission support functions with NASA and the many cooperating agencies and organizations involved in complex space missions. The CD also plays a pivotal role in winning new contracts and keeping ASC funded and growing. Without a CD, the ASC would struggle to maintain these functions and fulfill its many commitments to NASA and associated cooperators.	N/A	Yes	
2084	USGS	10/1/2017	Physical Scientist	12	12	Santa Cruz, CA	Other	0 Months	No	The Pacific Coastal and Marine Science Center (PCMSC) has a permanent need for a physical scientist to be responsible for the coordination of equipment, technicians, and scientists to plan oceanographic and marine geology field data collections; the design and fabrication of custom mounts; and the deployment, recovery and repair of tripods and moorings. Currently, eight PCMSC Principal Investigators depend on the comprehensive and diverse skill-set this position provides, including several long-term monitoring projects. The position is also responsible for the operation, maintenance, repair, calibration, programming, and downloading of oceanographic instrumentation required to fulfill the Center's Marine Geohazards and Coastal Change missions.	Without this position, the PCMSC will be significantly diminished in its ability to support its science missions. The Physical Scientist is a field going position which enables scientists to collect essential data along coasts, in lakes, rivers, and offshore; harsh environments that often require more than one to safely handle, deploy, and recover sensitive scientific equipment. If we are not able to provide this service internally, costly contractors would be required to complete the work. The vacancy will be announced internally to USGS employees.	N/A	Yes	
2085	USGS	10/1/2017	Supervisory IT Specialist	13	Above 12	Seattle, WA	Other	36 Months	Yes	The Supervisory IT Specialist (SITS) position manages and supervises all IT operations for the Western Fisheries Research Center (WFRC), a center with 100 employees distributed across four offices in Oregon and Washington. The SITS is responsible for a complex, sophisticated, multi-platform suite of USGS mission-critical computer systems. The SITS manages the design, installation, and security of a fully integrated, distributed network that needs to be fully operational 24/7. The SITS also provides IT support to scientists and administrative staff at local and remote locations.	This is a re-submission of #777. If this SITS position is not filled, the USGS may not meet its fisheries-related mission throughout western states because our data network would not be secure. Specifically, data informatics require high internet speed for the analysis of data sets. This person keeps the network operational for our research on diseases of fish of great economic importance, such as multiple species of Pacific salmon, research on invasive aquatic species, and research on fish passage at dams in the Columbia River, Klamath River, and other basins. We would advertise internally within USGS. If a selection is made from current WFRC employees, the Center would not back-fill.		Hold	OClO - Review.

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2136	USGS	10/15/2017	Cartographer/Geographer	12	12	Denver. This is the same position as on the "Outside DC - Denver" Listing. Request to advertise in both places at the same time.	Denver	7 months	No	This position serves as the Project Lead for The National Map (TNM) Corps, a crowdsourcing mapping project managed by the USGS National Geospatial Program (NGP) with volunteers successfully editing map features in all 50 states, Puerto Rico, and the U.S. Virgin Islands. Features currently being updated by TNM Corp volunteers include schools, hospitals, cemeteries, post offices, and police stations. This data is processed and included in The National Map for access by the public and on USGS map products including US Topo. Since 2012, 1,724 TNM Corp volunteers have acquired/edited over 382,000 features. The Project Lead position is responsible for serving as the program coordinator and point of contact for all activities required to support the collection and processing of the map features acquired by the TNM Corp Volunteers. This includes oversight of the communication, training, tools, and processes required to ensure project success.	The National Map Corp provides members of the public the ability to contribute to the enhancement of the Nation's topographic mapping program. This crowd-sourcing program supplements the USGS National Geospatial Technical Operations Center's (NGTOC) capabilities on the ground by engaging the public in the map update process and is critical to the success of the The National Map program. Oversight of The National Map Corps project requires a dedicated, full-time geospatial professional to provide the leadership and coordination necessary to ensure continued success and growth. Many of the map features currently being acquired/updated provide direct support for emergency planning and response (i.e., locations of schools, hospitals, and police stations). Without the position, the National Geospatial Program will lack the resources needed to ensure the TNM Corp mapping tools are available and functioning properly, the necessary features are being acquired correctly, and the public volunteers are receiving the level of communication and training support required to continue making the project successful. Failing to backfill this position will likely result in the loss of TNM Corp volunteers and ultimately the demise of the project.	N/A	Yes	
2137	USGS	10/15/2017	Cartographer/Geographer/Physical Scientist	14	Above 12	Denver. This is the same position as on the "Outside DC - Denver" Listing. Would like to advertise in both places at the same time.	Denver	10 months	No	This position provides senior level, Center-wide technical expertise and coordination for Hydrography Program Area activities across the National Geospatial Technical Operations Center (NGTOC). This includes coordination of National Hydrography Dataset/Watershed Boundary Dataset (NHD/WBD) and NHDPlus HR activities in Operations and Innovations (applied research and systems development). The incumbent also serves as a liaison with the National Geospatial Program (NGP) Headquarters Hydrography Program Area leadership and with external stakeholders and users such as the National Weather Service, FEMA and state emergency managers, and the U.S. Forest Service, as well as other Department of the Interior agencies. The Hydrography Program Area is a key component of the future NGP Strategic plan and is also crucial to the creation of a national Water Information Network (WIN) which is a high priority for the program, and is a key strategic component of several initiatives that involve providing information to enable the management of the Nation's water resources.	If the position is not filled, this critical project will experience significant risk of delays and duplication due to a lack of coordination. Stakeholders and users of the information will not receive timely communication about the status of the project, will not receive deliverables on schedule, and will potentially begin to perform redundant work. The incumbent in this position provides senior level, Center-wide hands-on technical expertise and coordination to develop and maintain geospatial information which represents the surface water network in the United States. This information is critical for understanding water availability and to support modeling of events such as floods and other major storm events. This large and complex project requires a leader with a high level of technical expertise and an ability to interact directly with both technical and non-technical audiences.	N/A	Yes	
2138	USGS	10/15/2017	Cartographer/Geographer	12	12	Denver. This is the same position as on the "Outside DC - Denver" Listing. Would like to advertise in both places at the same time.	Denver	4 months	No	The USGS National Geospatial Technical Operations Center (NGTOC) is the principal organization for building, reviewing, cataloging and maintaining the databases for The National Map (TNM). Data themes include geographic names, elevation, imagery, structures, boundaries, transportation, hydrography, and land cover. The Operations Workflow Coordinator serves as the technical expert for workflow analysis and implementation to aid in processing the TNM data themes for production of geospatial products including the 3D Elevation Program (3DEP), the US Topo program, and the National Hydrography Dataset (NHD). The position leads and coordinates mapping projects designed to develop new cartographic systems and methods and directs data manipulation, data integration, and geospatial data processing in support of program activities the NGTOC supports for the National Geospatial Program Office.	The Operations Workflow Coordinator position serves a critical role in developing improved production efficiency which can dramatically reduce the effort and cost required to create geospatial products and services resulting in improved quality, automation, tracking, and reduced human effort. Not filling this position would have a significant negative impact on the ability of the NGTOC to streamline production processes that enable the Program to leverage technology and expand its capabilities to work with larger and more complex data. The geospatial data, processes, and output products this position supports are vital to serving the Nation in several areas including emergency response (e.g., flood mapping modeling), energy (e.g., terrain modeling for mining, oil and gas exploration) and infrastructure (topographic mapping to support facility siting, corridor routing and development).	N/A	Yes	

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2139	USGS	10/15/2017	Supervisory Cartographer/Industry Data Analyst/Geographer	13	Above 12	Denver. This is the same position as on the "Outside DC -Denver" Listing. Would like to advertise in both places at the same time.	Denver	9 months	Yes	The National Geospatial Technical Operations Center (NGTOC) provides essential support for the acquisition and management of trusted geospatial data, products, and services through world class geospatial technical expertise and customer service for the USGS and the Nation. Products and services provided by the NGTOC include The National Map and associated derivative products. This position will manage both the Agreements and Commercial Partnership teams under the Deputy Director of NGTOC. This position supports the management and execution of the Geospatial Product and Services Contract (GPS) which is an IDIQ contract with 10 qualified and reliable private sector contractors supporting geospatial services in the United States. These projects supported the acquisition of over 285,000 sq miles of Lidar to support the 3D Elevation Program (3DEP) and supported National Hydrography Dataset development and other critical data acquisition for USGS, DOI, and other Federal agencies. With the increase in volume and dollar value of projects in the past few years and the expected continued growth in the future years, NGTOC requires a supervisor that can manage the heavy workload of 10 staff. The reimbursable agreements and partnership building and the execution of projects are now divided under 2 different supervisors and consolidating all staff under one supervisor will increase productivity within the team. The supervisor will manage the entire process and team and allow one of the current supervisors to focus on project management and requirements building not supervision. This position will also provide more unified oversight to ensure government funds are properly managed.	This position supports on the ground mission delivery by working with USGS, DOI, and other Federal, state, and local governments to acquire best value data and services through the GPS. The Agreements and Commercial Partnership Branch Chief position serves a critical role in the execution of over 60 reimbursable agreements, 70+ projects and tasks award for \$75M through the GPS. This position is critical to meet USGS, DOI, and partners needs as the volume of funding and projects grows for the next 5-10 years. Without this position to manage the team, the staff will inefficiently split time between managerial and technical tasks. This Branch Chief position will free the technical staff to concentrate on working with partners on the technical aspects of projects, and streamline the managerial, tracking, and reporting tasks into a single position.	N/A	Yes	
2140	USGS	10/15/2017	Administrative Assistant	GS-5/6 (FPL 7)	Below 12	Baltimore, MD	DC	0 Months	No	Provides assistance to the Budget Analyst for the MD/DE/DC Water Science Center (WSC). Assists with bank cards, tracking charges, processing credit card transactions and other administrative support duties such as serving as time keeper for the Center. Provide a variety of administrative management assistance in order to solve the administrative problems and take care of a broad scope of day-to-day administrative responsibilities.	This request is for a Recent Graduate appointment under the Pathways Program. The current Administrative Assistant has resigned, effective October 30. This position is an integral part of the Administrative team that supports the three offices of the MD/DE/DC WSC. Filling this position is vital to ensuring the administrative functions and operations of the Center run efficiently, meeting the needs of employees and customers, as well as requirements that follow USGS, DOI, and OMB policies and procedures. Not filling this position would create additional responsibilities and burden on current staff, making it increasingly difficult to meet various deadlines in travel, payroll, accounts payable, charge cards, customer project cost management, contracting, and other administrative functions.	N/A	Yes	
2141	USGS	10/15/2017	Administrative Assistant	GS-6/7	Below 12	Baltimore, MD	DC	0 Months	No	This position serves as an assistant to the Administrative Officer of the MD/DE/DC Water Science Center (WSC). Duties involve a variety of complex tasks requiring knowledge of the organization, program, and operations of the WSC, and of the policies, views and special interests of the WSC Director and Administrative Officer. The purpose of the position is to assist the Administrative Officer in all aspects of duties performed and provide a variety of administrative management assistance. Serves as HR liaison for the Center; serve as back-up timekeeper for the Center; conducts safety checks within the Center and provides findings to the Center Director; maintains log for vehicle maintenance and mileage on the vehicles for the Center; and provides misc. administrative support duties.	This position will be filled internally through Merit Promotion procedures. The current Administrative Assistant has resigned, effective October 30. This position is an integral part of the Administrative team that supports the three offices of the MD/DE/DC WSC. Filling this position is vital to ensuring the administrative functions and operations of the Center run efficiently, meeting the needs of employees and customers, as well as requirements that follow USGS, DOI, and OMB policies and procedures. Not filling this position would create additional responsibilities and burden on current staff, making it increasingly difficult to meet various deadlines in travel, payroll, accounts payable, charge cards, customer project cost management, contracting, and other administrative functions.	N/A	Yes	

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2142	USGS	10/15/2017	IT Specialist	GS-12 (FPL 13)	Above 12	Denver, CO	Denver	8 Months	No	This position serves as the Subsystem Security Manager for multiple Water Mission Area (WMA) subsystems. Responsible for managing vulnerabilities, annual contingency testing, annual self assessments, managing PO&Ms, maintaining up-to-date information in Cyber Security Assessment and Management (CSAM), and maintaining networks of personnel to elevate security posture of the Subsystems and enable response to Security Issue/Incidents if needed.	This is identical to DOI hiring waiver #1801 with the exception of the duty station. Management wants flexibility of filling this position in Denver. Initial waiver request had Middleton, WI, and Sacramento, CA, as the primary duty stations. IT systems are required to be managed through a Security System/Subsystem. The incumbent of this position will be the Subsystem Manager for the NWIS Legacy, NWIS Telemetry, OWI Cloud (i.e. NWIS Time Series) and WSI Security Subsystems in Water Mission Area (WMA). Absent a designated Subsystem Manager, the responsibilities will fall to other staff who are already fully tasked or not trained for the position responsibilities. In addition, these IT systems would become prone to security issues, falling out of compliance with required security activities, and risking shutdown.		Hold	OCIO - Review.
2143	USGS	10/15/2017	Secretary	GS-8/9/10	Below 12	Reston, VA	DC	4 Months	No	Provides administrative and clerical support to all principals and staff within the Immediate Office of the Director (IOD) to include: scheduling and resourcing internal and interagency meetings (e.g., USGS, DOI, NASA, FEMA, NOAA), coordinating foreign and domestic travel, responding to internal and external general information requests, analyzing and routing correspondence as appropriate, and ensuring a smooth and effective flow of work within the IOD.	This position will be filled internally through Merit Promotion Procedures. Filling this position will provide sufficient capacity to execute administrative and clerical functions necessary to support the Directorate. This is one of two staff support positions within the IOD, if this position is not filled, it will place additional burden and responsibilities on the lead staff assistant.	N/A	Yes	
2144	USGS	10/15/2017	Program Analyst	GS-11	Below 12	Reston, VA	DC	0 Months	No	Plans, administers, and coordinates administrative services including overall office management, space and equipment utilization, travel, property and records management, and related administrative support services. Represents the organization on special committees or at meetings or conferences both within and outside the bureau. Exercises authority to speak for the organization on administrative policy and program matters and to fully participate in management decisions involving administrative matters. Manages property for the organization utilizing the FBMS property system, ensures adherence to policies and regulations, and prepares the annual property report. Reviews and analyzes financial reports, identifying problems and discrepancies, and determining if adjustments or corrections are required. Receives, reviews and processes monthly bankcard statements from OCAP staff. Prepares purchase requisitions and ensures adherence to policies and regulations. Tracks and submits purchase order renewals of ongoing services and subscriptions to insure no lapse in coverage. Advises management officials regarding the impact of changing regulations on the organization, and recommends changes in organization procedures to conform to new policies. Participates in decisions concerning revisions on projects due to increases or decreases in funding. Keeps abreast of Department, Survey, and regional administrative policies, briefs senior staff, and recommends methods for implementing and enforcing administrative requirements. Develops and enforces internal administrative policies and procedures. Coordinates with administrative staff in the Science Publishing Network to ensure consistency across organization. Schedules, organizes and arranges logistics for senior staff meetings, including developing agendas, tracking decisions,	This position is to backfill behind the current GS 12 Program Analyst on the OCAP Administrative Team, who will be retiring in December 2017. It is hoped that a current incumbent in the Office of Communications and Publishing will apply to this internal vacancy, thereby eliminating one position and handling the work at a GS-11 instead of a GS-12 position, saving funds and one FTE. This GS-11 Program Analyst position will function primarily as a financial support staff to the Office of Communications and Publishing's Senior Management Officer, but with a combination of administrative duties involving both financial and human resources. OCAP operates with a budget of over \$27 million, with 173 employees, not including contractors and volunteers. The many and varied financial responsibilities of this position will include working in FBMS to manage purchase orders, entering purchase requests, paying invoices, handling office purchasing, conducting monthly bankcard processing and tracking, managing all property and the annual property inventory, monthly review and management of approximately 30 accounts, and much more. This position would be supervised by OCAP's Senior Management Officer (SMO). This position is necessary for OCAP to continue to observe good business practices and meet our financial obligations, by providing financial information to OCAP managers as to the status of their accounts. The position supports over 74 Communications and Science Information Services employees. In addition, this position provides direct support to the Web Re-Engineering Team and the \$15 million dollar, five year Mobomo Inc contract, entering their work orders in FBMS and paying their monthly invoices. The WRET is a high profile effort for USGS and was just awarded additional funding by the EIT totaling \$3.3M to speed it's completion of the Drupal conversion. The WRET needs	N/A	Yes	

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No.	Bureau	Date of Request	Position Title	Grade	Above / Below 12	Location	DC or Denver / Other	Vacant	Supervisor	Description of Position	Mission Impact	OClO Approval	Associate Deputy Secretary Approval	Comments
2145	USGS	10/15/2017	Cartographer/Geographer	12	12	Rollo, MO. This is the same position as on the "DC - Denver" Listing. Would like to advertise one position in both Denver, CO and Rollo MO.	Other	7 months	No	This position serves as the Project Lead for The National Map (TNM) Corps, a crowdsourcing mapping project managed by the USGS National Geospatial Program (NGP) with volunteers successfully editing map features in all 50 states, Puerto Rico, and the U.S. Virgin Islands. Features currently being updated by TNM Corp volunteers include schools, hospitals, cemeteries, post offices, and police stations. This data is processed and included in The National Map for access by the public and on USGS map products including US Topo. Since 2012, 1,724 TNM Corp volunteers have acquired/edited over 382,000 features. The Project Lead position is responsible for serving as the program coordinator and point of contact for all activities required to support the collection and processing of the map features acquired by the TNM Corp Volunteers. This includes oversight of the communication, training, tools, and processes required to ensure project success.	The National Map Corp provides members of the public the ability to contribute to the enhancement of the Nation's topographic mapping program. This crowd-sourcing program supplements the USGS National Geospatial Technical Operations Center's (NGTOC) capabilities on the ground by engaging the public in the map update process and is critical to the success of the The National Map program. Oversight of The National Map Corps project requires a dedicated, full-time geospatial professional to provide the leadership and coordination necessary to ensure continued success and growth. Many of the map features currently being acquired/updated provide direct support for emergency planning and response (i.e., locations of schools, hospitals, and police stations). Without the position, the National Geospatial Program will lack the resources needed to ensure the TNM Corp mapping tools are available and functioning properly, the necessary features are being acquired correctly, and the public volunteers are receiving the level of communication and training support required to continue making the project successful. Failing to backfill this position will likely result in the loss of TNM Corp volunteers and ultimately the demise of the project.	N/A	Yes	
2146	USGS	10/15/2017	Cartographer/Geographer/Physical Scientist	14	Above 12	Rollo, MO. This is the same position as on the "DC - Denver" Listing. Would like to advertise one position in both Denver, CO and Rollo MO.	Other	10 months	No	This position provides senior level, Center-wide technical expertise and coordination for Hydrography Program Area activities across the National Geospatial Technical Operations Center (NGTOC). This includes coordination of National Hydrography Dataset/Watershed Boundary Dataset (NHD/WBD) and NHDPlus HR activities in Operations and Innovations (applied research and systems development). The incumbent also serves as a liaison with the National Geospatial Program (NGP) Headquarters Hydrography Program Area leadership and with external stakeholders and users such as the National Weather Service, FEMA and state emergency managers, and the U.S. Forest Service, as well as other Department of the Interior agencies. The Hydrography Program Area is a key component of the future NGP Strategic plan and is also crucial to the creation of a national Water Information Network (WIN) which is a high priority for the program, and is a key strategic component of several initiatives that involve providing information to enable the management of the Nation's water resources.	If the position is not filled, this critical project will experience significant risk of delays and duplication due to a lack of coordination. Stakeholders and users of the information will not receive timely communication about the status of the project, will not receive deliverables on schedule, and will potentially begin to perform redundant work. The incumbent in this position provides senior level, Center-wide hands-on technical expertise and coordination to develop and maintain geospatial information which represents the surface water network in the United States. This information is critical for understanding water availability and to support modeling of events such as floods and other major storm events. This large and complex project requires a leader with a high level of technical expertise and an ability to interact directly with both technical and non-technical audiences.	N/A	Yes	
2147	USGS	10/15/2017	Cartographer/Geographer	12	12	Rollo, MO. This is the same position as on the "DC - Denver" Listing. Would like to advertise one position in both Denver, CO and Rollo MO.	Other	4 months	No	The USGS National Geospatial Technical Operations Center (NGTOC) is the principal organization for building, reviewing, cataloging and maintaining the databases for The National Map (TNM). Data themes include geographic names, elevation, imagery, structures, boundaries, transportation, hydrography, and land cover. The Operations Workflow Coordinator serves as the technical expert for workflow analysis and implementation to aid in processing the TNM data themes for production of geospatial products including the 3D Elevation Program (3DEP), the US Topo program, and the National Hydrography Dataset (NHD). The position leads and coordinates mapping projects designed to develop new cartographic systems and methods and directs data manipulation, data integration, and geospatial data processing in support of program activities the NGTOC supports for the National Geospatial Program Office.	The Operations Workflow Coordinator position serves a critical role in developing improved production efficiency which can dramatically reduce the effort and cost required to create geospatial products and services resulting in improved quality, automation, tracking, and reduced human effort. Not filling this position would have a significant negative impact on the ability of the NGTOC to streamline production processes that enable the Program to leverage technology and expand its capabilities to work with larger and more complex data. The geospatial data, processes, and output products this position supports are vital to serving the Nation in several areas including emergency response (e.g., flood mapping modeling), energy (e.g., terrain modeling for mining, oil and gas exploration) and infrastructure (topographic mapping to support facility siting, corridor routing and development).	N/A	Yes	

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No.	Bureau	Date of Request	Position Title	Grade	Above / Below 12	Location	DC or Denver / Other	Vacant	Supervisor	Description of Position	Mission Impact	OCIO Approval	Associate Deputy Secretary Approval	Comments
2148	USGS	10/15/2017	Supervisory Cartographer/Industry Data Analyst/Geographer	13	Above 12	Rollo, MO. This is the same position as on the "DC - Denver" Listing. Would like to advertise one position in both Denver, CO and Rollo MO.	Other	9 months	Yes	The National Geospatial Technical Operations Center (NGTOC) provides essential support for the acquisition and management of trusted geospatial data, products, and services through world class geospatial technical expertise and customer service for the USGS and the Nation. Products and services provided by the NGTOC include The National Map and associated derivative products. This position will manage both the Agreements and Commercial Partnership teams under the Deputy Director of NGTOC. This position supports the management and execution of the Geospatial Product and Services Contract (GPS) which is an IDIQ contract with 10 qualified and reliable private sector contractors supporting geospatial services in the United States. These projects supported the acquisition of over 285,000 sq miles of Lidar to support the 3D Elevation Program (3DEP) and supported National Hydrography Dataset development and other critical data acquisition for USGS, DOI, and other Federal agencies. With the increase in volume and dollar value of projects in the past few years and the expected continued growth in the future years, NGTOC requires a supervisor that can manage the heavy workload of 10 staff. The reimbursable agreements and partnership building and the execution of projects are now divided under 2 different supervisors and consolidating all staff under one supervisor will increase productivity within the team. The supervisor will manage the entire process and team and allow one of the current supervisors to focus on project management and requirements building not supervision. This position will also provide more unified oversight to ensure government funds are properly managed.	This position supports on the ground mission delivery by working with USGS, DOI, and other Federal, state, and local governments to acquire best value data and services through the GPS. The Agreements and Commercial Partnership Branch Chief position serves a critical role in the execution of over 60 reimbursable agreements, 70+ projects and tasks award for \$75M through the GPS. This position is critical to meet USGS, DOI, and partners needs as the volume of funding and projects grows for the next 5-10 years. Without this position to manage the team, the staff will inefficiently split time between managerial and technical tasks. This Branch Chief position will free the technical staff to concentrate on working with partners on the technical aspects of projects, and streamline the managerial, tracking, and reporting tasks into a single position.	N/A	Yes	
2149	USGS	10/15/2017	Administrative Officer	GS-13	Above 12	Flagstaff, AZ	Other	0 Months	Yes	Serves as key member of the Center's senior staff; coordinates with senior staff, researchers, and technical specialists to develop annual staffing, training and financial plans for the Center; develops necessary policies, guidelines, and procedures for Center program administration; plans and oversees development of administrative support functions in the Center; principal Center financial advisor; analyzes and optimizes administrative and business functions and processes; provides supervision and guidance to employees in Admin section to ensure effective, competent operation of administrative functions.	The current Administrative Officer (AO) will be retiring the end of April 2018. Without the AO, the Center will lack key executive oversight of revenue management and may suffer revenue losses. This position is also responsible for ensuring that all administrative deadlines are met by the Center. Without this position, we may not be able to meet all established deadlines or provide the needed level of support to researchers, compromising their ability to deliver on their agreements. This position is also the lead business operations professional in the Center. If we do not fill this position, our ability to ensure that our customers and/or partners receive products and payments on time may soon degrade, thereby jeopardizing our ability to meet our mission.	N/A	Yes	
2150	USGS	10/15/2017	Supervisory Research Toxicologist/Fish Biologist/Ecologist/Biologist	14/15	Above 12	Columbia, MO	Other	18 Months	Yes	Chief of the Biochemistry/Physiology Branch, within the Columbia Environmental Research Center (CERC), serves as a Principal Investigator on research projects within the biochemistry/physiology branch. The scientist formulates and guides interdisciplinary research projects that are broad in scope and require a series of related studies.	The CERC ecology branch provides scientific guidance and oversight for environmental toxicology investigations, behavioral toxicology, and invasive species control. This is a critical position which, if not filled, would result in a significant loss of a CERC core scientific capacity associated with aquatic toxicology. Without this core scientific capacity, our ability to meet our mission and the needs of our partners and customers would be impacted. Because no internal candidates have currently expressed interest, this position will be advertised both internally and externally.	N/A	Yes	

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No.	Bureau	Date of Request	Position Title	Grade	Above / Below 12	Location	DC or Denver / Other	Vacant	Supervisor	Description of Position	Mission Impact	OCIO Approval	Associate Deputy Secretary Approval	Comments
2151	USGS	10/15/2017	Supervisory Research Toxicologist/Fish Biologist/Ecologist	14/15	Above 12	Columbia, MO	Other	22 Months	Yes	Chief of the Ecology Branch, within the Columbia Environmental Research Center (CERC), serves as a Principal Investigator on research projects within the biochemistry/physiology branch. The scientist formulates and guides interdisciplinary research projects that are broad in scope and require a series of related studies.	The branch chief is responsible for leading research teams, providing scientific guidance and oversight and conducting research to understand the mechanisms of actions of chemicals on developing embryos of fish and wildlife. Filling this position is critical to the long-term viability of this research to CERC. Because no internal candidates have currently expressed interest, this position will be advertised both internally and externally.	N/A	Yes	
2152	USGS	10/15/2017	Hydrologist (Surface Water Specialist)	GS-13	Above 12	Henderson, NV	Other	3 years	No	The incumbent is the Nevada Water Science Center's expert on surface water and in this capacity, advises the Nevada Leadership Team, project chiefs, and staff on all technical matters concerning surface-water hydraulics and hydrology. The incumbent meets with representatives of Federal, state, county, and municipal agencies, stakeholders, and the public as requested to answer technical questions in area of expertise. The incumbent engages in technical discussions with peers and other experts in the field of surface water, remaining current with the latest technology and methods available and relevant to the bureau's mission. The incumbent continually evaluates projects and programs related to surface water and recommends new research ideas or changes in ongoing projects needed to accomplish the mission of the USGS. Incumbent reviews project proposals to ensure technical and scientific defensibility, and advises the Center Director on the merit of proposed research for meeting the scientific goals of the Center and USGS. The incumbent prepares project proposals and does hydrologic research either as a project chief or project team lead.	The Center's Data Chief has assumed the role of acting surface-water specialist. Due to his regular duties, there has not been adequate interpretive surface-water work or research in the Center for some time. Filling this position will allow more time to develop the Center's interpretive program to better meet the needs of the State and the bureau mission. This vacancy would be advertised to employees within the USGS.	N/A	Yes	
2153	USGS	10/15/2017	Hydrologist	GS-12	12	Carson City, NV	Other	1 year	No	This position in the Nevada Water Science Center is a numerical groundwater hydrologist focused on groundwater/surface water interactions. This is one of the highest demand positions within the USGS organization with what appears to be increasing demand each year as the Western United States continues to grapple with sustainable water resources issues.	Not filling this position on a permanent basis impacts the ability of the USGS to meet its mission to deliver to our cooperators on the ground. We are in need of an individual who is highly skilled at solving groundwater problems and in particular groundwater/surface water interactions problems using numerical methods. The Center has a substantial program related to understanding groundwater/surface-water interactions and in particular is a leader in the west for promoting and developing methods for transitioning Western United States water management to conjunctive management of groundwater and surface-water resources. This vacancy would be open to the public.	N/A	Yes	

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Cribley, Bud
Sent: 2017-10-19T09:37:04-04:00
Importance: Normal
Received: 2017-10-19T09:37:13-04:00

Mary would you have some time to visit on an update on my reassignment?

Bud

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Bud C Cribley

Senior Advisor for Energy with the U.S. Fish & Wildlife Service

Office # 202-208-4331

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To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-10-06T11:35:26-04:00
Importance: Normal
Received: 2017-10-06T11:35:46-04:00
[2016 SES Desk Guide.pdf](#)

Michelle Oxyer
Executive Resources Division
Office of Human Resources
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Phone 202-208-6943
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To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-10-05T16:41:57-04:00
Importance: Normal
Received: 2017-10-05T16:42:04-04:00
[Black Reassignment Memo.pdf](#)

Michelle Oxyer

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United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

OCT 05 2017

Memorandum

To: Michael Black

From: David Bernhardt
Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of managers. As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Senior Advisor to the Director with the Bureau of Indian Affairs, duty station Billings, Montana to Senior Advisor, ES-0301, with the Bureau of Reclamation, duty station Billings, Montana. You will retain your career appointment and your pay level will remain the same. As Director of the Bureau of Indian Affairs, you had executive oversight of a full range of water resources, water delivery management and associated infrastructure management on Indian lands, as well as oversight of Indian water rights matters. Prior to becoming the BIA Director, you served as the Regional Director, Great Plains Region in Aberdeen, South Dakota, where you had oversight of water resources management projects, including water rights, irrigation projects, and dam safety. Your extensive experience leading the full spectrum of water resource management programs, your understanding and experience in Indian water rights issues, and your professional training and experience as a mechanical engineer makes you well qualified to serve as Senior Advisor with the Bureau of Reclamation.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment.

Name

Date

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-10-06T11:35:24-04:00
Importance: Normal
Received: 2017-10-06T11:35:44-04:00
[2016 SES Desk Guide.pdf](#)

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