

Request for Senior Executive Service Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR

Print Date: 04/26/2022

POC: Michelle Rabuck

Phone: 202-208-6943

Fax:

Request No: DI220067

Request Type: APPOINTMENT

Appointment Authority: NONCAREER

Extension: No

Duration:

ES Pay Level: \$145,000.00

Temporary Allocation: No

Candidate: JAMES GUTHRIE

Position No: DIES01485

Title: SENIOR ADVISOR TO THE DIRECTOR FOR FISH AND WILDLIFE SERVICE

Organization Name: UNITED STATES FISH AND WILDLIFE SERVICE

Recruited From: OUTSIDE FED. GOVT. (NOT

GEO Location: WASHINGTON

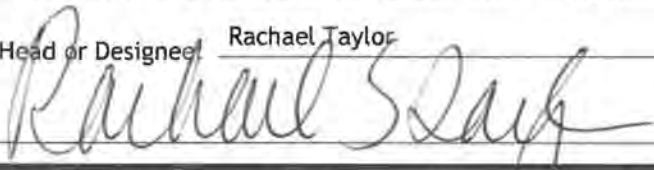
Current Title:

Proposed Title:

SES Endorsement Statement

As the agency official authorized to make this request, I endorse the above request made to the Office of Personnel Management. I certify that the position is a General position and the candidate meets the professional/technical, executive and managerial qualifications for the position. I certify that the rate of pay requested for this position is based on the executive's performance and/or contribution to mission (as reflected in the executive's annual summary rating for the most recently-completed performance appraisal period), pursuant to 5 U.S.C. 5382(a) and 5 CFR 534.401, and the requirements of section 748 of division E of the Consolidated Appropriations Act, 2021, have been met.

Agency/Dept. Head or Designee: Rachael Taylor


Signature: 

Date Signed: 6/3/2022

Agency White House Liaison

Name: Maggie Thompson

Phone:

Signature: 

Date Signed: 6/3/2022

OPM USE ONLY

Check the appropriate Box(es)

Approved

Approved with Modification *

Disapproved

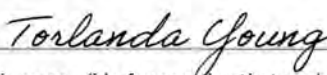
Return without Action

*Modification:

Number of non-career allocations:

Percent of SES space allocation:

%

OPM Approving Official: 

Date Signed: 06/06/2022

Note: The agency appointing officer is responsible for ensuring that each personnel action he or she approves meets all legal and regulatory requirements. Sign-off on a pay adjustment by OPM is predicated upon the agency appointing officer's finding and certification to that effect and does not reflect review by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)).

EMAIL: SERS@opm.gov

ATTENTION: Senior Executive Resource Services

Source: Office of Personnel Management

Report 1652, Verston January 2021

James M. Guthrie

(b)(6)

PROFESSIONAL EXPERIENCE

COLORADO PARKS AND WILDLIFE (CPW)

1996-present

Financial Initiatives Program Manager -- 2000-present

Administer and manage a variety of federal funding sources, providing more than \$25 million annually to CPW. Assure conformance with federal rules and regulations. Identify and develop proposals for new funding sources for CPW programs. Led CPW efforts in support of new federal funding for state wildlife programs. Developed a new combination hunting and fishing license that increased CPW federal funds by approximately \$800,000.

Coordinate the Fishing Is Fun Program, providing \$600,000 in grants annually to local communities for angling improvement and public access projects. Expanded outreach efforts led to a tripling of funding requests. Helped create and coordinate CPW's Shooting Range Development Grants Program, the largest of its kind in the nation, awarding \$700,000 in grants. Track the status and completion of more than 30 projects each year.

Created a species conservation grant program for non-governmental organizations; invested more than \$4 million in 50+ projects over a six year period. Led CPW efforts to obtain wildlife habitat protection funding through the competitively-awarded federal Landowner Incentive Program. Awarded nearly \$4.5 million over five years, third highest amount nationally.

Legislative Liaison -- 1996-2000

Primary contact for CPW at the Colorado General Assembly. Drafted, negotiated and testified on legislation affecting CPW. Developed and implemented legislative strategies, coordinated CPW efforts with Governor's Office, Department of Natural Resources and Wildlife Commission. Presented CPW position on legislative and policy issues to stakeholder groups.

Developed and executed strategies to enact following legislation:

- First hunting and fishing license fee increase in 15 years.
- Largest habitat acquisition in CPW history -- 29,000 acres.
- \$2 million increase in funding for endangered species programs.
- Authorization of black-footed ferret and bonytail reintroduction.
- Ten-fold increase in fines for poaching trophy big game.
- Drafted legislation, later enacted, to exempt CPW from state revenue caps.

As a member of CPW Leadership Team, reviewed agency budget requests prior to submittal to Governor's Office and General Assembly, shaped major agency initiatives, led implementation of Wildlife Commission policy and comprehensive agency reorganization.

WORLD WILDLIFE FUND (WWF)

1994-1995

Federal Agency Relations Coordinator

Promoted initiatives of world's largest conservation organization in federal agencies and in Congress. Coordinated interdepartmental efforts in support of WWF funding proposals. Prepared legislative briefs on WWF priority issues. Briefed key members of WWF management for meetings with congressional and executive branch members. Provided assessments of political trends and outlook.

Led WWF efforts in support of the following initiatives:

- High-profile project to obtain \$20 million in US funding for Mexican biodiversity trust fund.
- Debt-for-nature initiative for Summit of the Americas; resulted in \$15 million request in President's budget.
- Coalition effort to increase federal funding for fisheries by \$100 million.

UNITED STATES SENATE COMMITTEE ON THE JUDICIARY
Professional Staff Member

1993

Handled environment-related matters under Committee jurisdiction for Chairman, including:

- Legislation to reform environmental standard-setting process.
- Review of environmental record of nominees appearing before Judiciary Committee.
- Strategy to increase committee activity on environmental issues.

UNITED STATES SENATOR JOSEPH R. BIDEN, JR.
Senior Legislative Assistant/Legislative Director -- 1991-1993

1983-1993

Managed six-person legislative staff. Assigned legislative and special project responsibilities. Developed recommendations on major issues and votes. Oversaw legislative initiative development, tracked Senate agenda. Served as staff resource on Senate procedure, rules and strategy.

Legislative Assistant -- 1985-1991

Responsible for environment, energy, transportation, and agriculture issues. Drafted floor statements, op-eds and press releases. Briefed Senator on Senate votes and committee hearings. Represented Senator at constituent meetings and conferences. Handled selected issues on Foreign Relations and Judiciary Committees.

Lead staff for following initiatives:

- Nuclear reactor safety (Senate-passed)
- Pollution prevention
- Debt-for-nature swaps (Enacted)
- Dolphin safe tuna labeling (Enacted)
- State Department international environmental role (Enacted)

Legislative Correspondent -- 1983-1985

EDUCATION AND AWARDS

American Graduate School of International Management, Glendale, AZ
Master of Business Administration

Emphasis in International Marketing and Management. Proficiency in Spanish.

Franklin and Marshall College, Lancaster, PA
Bachelor of Arts

Major in Government, Minor in Economics

Stennis Congressional Fellowship

Management and leadership program for senior congressional staff

Division of Wildlife Director's Special Achievement Award

Colorado Wildlife Commission Commendation



1993

2000

1998, 2000

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) GUTHRIE, JAMES MCRUER				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 08/14/2022		
FIRST ACTION					SECOND ACTION					
5-A. Code 146		5-B. Nature of Action SES NON-CAREER APPT			6-A. Code		6-B. Nature of Action			
5-C. Code V4L		5-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER			6-C. Code		6-D. Legal Authority			
5-E. Code AWM		5-F. Legal Authority OPM FORM DATED 06/06/2022			6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR ADVISOR TO DIRECTOR, USFWS					
					FF09D00000 ES01485					
8. Pay Plan ES		9. Occ. Code 0301		10. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award \$145000.00		21. Pay Basis PA
12A. Basic Pay \$145000.00		12B. Locality Adj. \$0.00		12C. Adj. Basic Pay \$145000.00		12D. Other Pay \$0.00				
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC					
EMPLOYEE DATA										
23. Veterans Preference (b)(6) 1-None 2-5-Point 3-10-Point/Disability 4-10-Point/Compensable 5-10-Point/Other 6-10-Point/Compensable/30%				24. Tenure 0 0-None 1-Permanent 2-Conditional 3-Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO	
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)			
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 08/14/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA										
34. Position Occupied 3 1-Competitive Service 2-Excepted Service 3-SES General 4-SES Career Reserved			35. FLSA Category E E-Exempt N-Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888		
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA						
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 17		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE		
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN APPOINTMENT AFFIDAVIT EXECUTED 08/15/22. PREVIOUS RETIREMENT COVERAGE: (b)(6) CREDITABLE MILITARY SERVICE: (b)(6) TENURE AS USED FOR 5 U.S.C. 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. FROZEN SERVICE (b)(6) ANNUITY AT PRESENT IS (b)(6) (b)(6) WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ENROLL IN A FEDERAL HEALTH BENEFITS PLAN AND APPLY FOR THE FEDERAL EMPLOYEES LONG TERM CARE INSURANCE PROGRAM USING AN ABBREVIATED UNDERWRITING APPLICATION. WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ELECT OPTIONAL LIFE INSURANCE. IF YOU DID NOT SUBMIT FORM TSP-1, THEN ACCORDING TO TSP BULLETIN 20-7, YOU HAVE BEEN AUTOMATICALLY ENROLLED IN THE THRIFT SAVINGS PLAN (TSP) AT A CONTRIBUTION RATE OF 5% OF YOUR SALARY. YOU MAY OPT OUT OF CONTRIBUTIONS AT ANYTIME. *** REMARKS CONTINUED ON THE NEXT PAGE ***										
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 221511428 / ELECTRONICALLY SIGNED BY:					
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 08/11/2022		RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)				

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) GUTHRIE, JAMES MCRUER				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 08/14/2022			
FIRST ACTION					SECOND ACTION						
5-A. Code 146		5-B. Nature of Action SES NON-CAREER APPT			6-A. Code		6-B. Nature of Action				
5-C. Code V4L		5-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER			6-C. Code		6-D. Legal Authority				
5-E. Code AWM		5-F. Legal Authority OPM FORM DATED 06/06/2022			6-E. Code		6-F. Legal Authority				
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR ADVISOR TO DIRECTOR, USFWS FF09D00000 ES01485						
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis	
ES		0301		00		00		\$145000.00		PA	
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay		12D. Other Pay		20A. Basic Pay		20B. Locality Adj.	
\$145000.00		\$0.00		\$145000.00		\$0.00		\$145000.00		\$0.00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC						
EMPLOYEE DATA											
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/50%					24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO	
27. FEGLI (b)(6)					28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)			
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 08/14/2022		32. Work Schedule F FULL-TIME			33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt			36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA								
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 17		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE			
45. Remarks *** REMARKS CONTINUED *** POSITION IS AT THE FULL PERFORMANCE LEVEL OR BAND. WELCOME TO THE U.S. FISH AND WILDLIFE SERVICE.											
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 221511428 / ELECTRONICALLY SIGNED BY: RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)						
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 08/11/2022							

Request for Schedule C Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR

Print Date: 06/02/2022

POC: Michelle Rabuck

Phone: 2022084963

Fax: 2022084963

Request No: DI220069

Request Type: APPOINTMENT

Position: REGULAR C

Candidate: CHLOE LEAVERTON

Grade/Step: GS-9/1

Salary: \$61,947

Position No: DIG501602

Title: SPECIAL ASSISTANT TO DIRECTOR, FISH AND WILDLIFE SERVICE

Series: 00301

Desc: MISCELLANEOUS ADMINISTRATION AND PROGRAM

Date PD certified as Schedule C per 5 CFR 213.3301(a): 06/02/2022

Organization ID: 10100

Org. Name: UNITED STATES FISH AND WILDLIFE SERVICE

Supervisor No: DIEX00007

Supv. Title: DIRECTOR, UNITED STATES FISH AND WILDLIFE SERVICE

Supervisor Name: VACANT

Supv. Position Type: PRESIDENTIAL WITH SENATE

GEO Location: WASHINGTON

Schedule C Certification Statement

Under 5 CFR 213.3301(a), the position listed above is excepted from the competitive service because of its confidential or policy-determining character. Per 5 CFR 213.3301(b), I certify that the Schedule C appointment for this position, was not created solely or primarily for the purpose of detailing the appointee to the White House.

Department / Agency Head or Designee: Rachael Taylor, Chief of Staff

Signature: 

Date Signed: 7-1-22

Agency White House Liaison

Name: Maggie Thompson

Phone: _____

Signature: MARGRETTE THOMPSON Digitally signed by MARGRETTE THOMPSON
Date: 2022.06.06 09:51:36 -04'00'


Date Signed: _____

OPM USE ONLY

Approved

Disapproved

Return without Action

OPM Approving Official: 

Date Signed: 07/14/2022

Email to: Senior Executive Resource Services at SERS@OPM.GOV

Source: Office of Personnel Management

Report 1019, Version March 2018

Chloe Qian Leaverton

(b)(6)

WORK EXPERIENCE

Youth Garden Project

May 2022-Present

Youth Programs Instructor | Moab, UT

- Plan, organize and lead activities for groups of up to 24 children grades K-6 daily that are designed to connect students with organic gardening, the environment and community service through experiential education

Pali Institute

January 2022-May 2022

Outdoor Education Instructor | Running Springs, CA

- Taught environmental science and leadership courses to groups of up to 20 students grades 4-12 daily
- Developed course curriculums that incorporate both outdoor recreation and environmental education
- Facilitated team building activities and cultivated creative problem-solving skills through teamwork

U.S. Department of Energy

August 2021-December 2021

Intern, Office of Economic Impact and Diversity | Remote

- Interviewed and drafted profiles on members of the Justice40 team for the Profiles in Energy Justice series
- Assisted the Diversity, Equity, Inclusion and Accessibility team with survey deliverables and data analysis
- Crafted various public-facing written materials and presentations on energy justice and the Justice40 Initiative

School of the Wild, University of Iowa

June 2021-November 2021

Instructor | Iowa City, IA

- Created lesson plans to teach students about Iowa's natural ecosystems in a hands-on outdoor classroom
- Engaged students in educational outdoor programs in collaboration with the Iowa Raptor Project and DNR
- Effectively presented complex environmental concepts by relating information to students through activities

The Wilderness Society

June 2021-August 2021

Colorado Outreach Intern | Denver, CO

- Collaborated with local Latino-led partner organizations to coordinate and execute Latino Conservation Week
- Designed informational materials on climate solutions and protecting 30% of U.S. lands and oceans by 2030
- Supported coalition-building efforts by communicating with local partners on community-based conservation

Georgia Democratic Party

December 2020-January 2021

Field Organizer | Decatur, GA

- Mobilized volunteers for GOTV in South Dekalb County to elect Senators Jon Ossoff and Raphael Warnock
- Served as Staging Location Director at launch site, trained dozens of volunteers and provided canvass supplies

Colorado Democratic Party

August 2020-November 2020

Field Organizer | Grand Junction, CO

- Organized with county chairs, local community leaders, and volunteers in Grand Junction for President Joe Biden, Senator John Hickenlooper and Colorado's 3rd Congressional District, a DCCC "Red to Blue" race
- Managed GOTV organizer and 2 fellows as a Peer Organizing Director to exceed metric goals by recruiting 167 volunteers to complete 485 volunteer shifts leading to a 21.5% increase in voter turnout in Mesa County
- Promoted to Regional Captain and On-Call Director to 4 organizers during GOTV, responsible for tracking dials, confirmation processes, and aiding fellow organizers with volunteer leadership development
- Built key relationships with county party leadership in order to maximize volunteer engagement

Democratic National Committee

June 2020-August 2020

Intern | Remote

- Assisted with the execution of the first virtual and most accessible Democratic National Convention
- Composed briefings and memos on key elections and candidates in battleground states for Chair Tom Perez
- Edited weekly update emails and newsletters sent out to hundreds of DNC partners and stakeholders

Joe Biden for President

August 2019-March 2020

Fellow | Iowa City, IA

- Connected with thousands of Iowans through phonebanking and door-knocking to recruit volunteers
- Served as Vice President of UI Students for Biden and planned campus events and club meetings
- Involved in the organization and execution of campaign events across the state

- Precinct Captain at the Iowa City caucus attended by nearly 500 registered voters

EDUCATION

The University of Iowa, Iowa City, IA

B.A. International Relations | Sustainability Certificate

RELEVANT SKILLS

NGP VAN, Mobilize America, GetThru, Spoke, Hustle, Zoom, Google Suite, Microsoft Office



NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) LEAVERTON, CHLOE QIAN				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 08/14/2022		
FIRST ACTION					SECOND ACTION					
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action			
5-C. Code Y7M		5-D. Legal Authority SCH C, 213.3312			6-C. Code		6-D. Legal Authority			
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number					15. TO: Position Title and Number SPECIAL ASSISTANT TO DIRECTOR, FWS FF09D00000 IGS1602					
8. Pay Plan GS		9. Occ. Code 0301		10. Grade or Level 09		19. Step or Rate 01		20. Total Salary/Award \$61947.00		21. Pay Basis PA
12A. Basic Pay \$47097.00		12B. Locality Adj.		12C. Adj. Basic Pay		20A. Basic Pay \$47097.00		20B. Locality Adj. \$14850.00		20C. Adj. Basic Pay \$61947.00
12D. Other Pay		20D. Other Pay \$0.00		14. Name and Location of Position's Organization		22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC				
EMPLOYEE DATA										
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure 3 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO	
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)			
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 08/14/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA										
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category N E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888		
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA						
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 13		43. SUPV STAT 8		44. POSITION SENSITIVITY NONSENSITIVE/LOW RI		
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN DATE OF LAST EQUIVALENT INCREASE 08/14/22. APPOINTMENT AFFIDAVIT EXECUTED 08/15/22. CREDITABLE MILITARY SERVICE: (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ENROLL IN A FEDERAL HEALTH BENEFITS PLAN AND APPLY FOR THE FEDERAL EMPLOYEES LONG TERM CARE INSURANCE PROGRAM USING AN ABBREVIATED UNDERWRITING APPLICATION. WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ELECT OPTIONAL LIFE INSURANCE. IF YOU DID NOT SUBMIT FORM TSP-1, THEN ACCORDING TO TSP BULLETIN 20-7, YOU HAVE BEEN AUTOMATICALLY ENROLLED IN THE THRIFT SAVINGS PLAN (TSP) AT A CONTRIBUTION RATE OF 5% OF YOUR SALARY. YOU MAY OPT OUT OF CONTRIBUTIONS AT ANYTIME. POSITION IS AT THE FULL PERFORMANCE LEVEL OR BAND. WELCOME TO THE U.S. FISH AND WILDLIFE SERVICE.										
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 221789959 / ELECTRONICALLY SIGNED BY:					
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 08/18/2022		RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)				

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) LEAVERTON, CHLOE QIAN				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 01/01/2023						
FIRST ACTION					SECOND ACTION									
5-A. Code 894		5-B. Nature of Action GEN ADJ			6-A. Code		6-B. Nature of Action							
5-C. Code QWM		5-D. Legal Authority REG 531.207			6-C. Code		6-D. Legal Authority							
5-E. Code ZLM		5-F. Legal Authority E.O. 14090 DATED 12/23/22			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number SPECIAL ASSISTANT TO DIRECTOR, FWS FF09D00000 IGS1602					15. TO: Position Title and Number SPECIAL ASSISTANT TO DIRECTOR, FWS FF09D00000 IGS1602									
8. Pay Plan GS		9. Occ. Code 0301	10. Grade or Level 09	11. Step or Rate 01	12. Total Salary \$61947.00	13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award \$64957.00	21. Pay Basis PA
12A. Basic Pay \$47097.00		12B. Locality Adj. \$14850.00		12C. Adj. Basic Pay \$61947.00		12D. Other Pay \$0.00		20A. Basic Pay \$49028.00		20B. Locality Adj. \$15929.00		20C. Adj. Basic Pay \$64957.00		20D. Other Pay \$0.00
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC					22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC									
EMPLOYEE DATA														
23. Veterans Preference (b)(6) <small>1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%</small>				24. Tenure 3 <small>0 - None 2 - Conditional 1 - Permanent 3 - Indefinite</small>			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO					
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)							
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 08/14/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA														
34. Position Occupied 2 <small>1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved</small>			35. FLSA Category N <small>E - Exempt N - Nonexempt</small>			36. Appropriation Code		37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA										
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 13		43. SUPV STAT 8		44. POSITION SENSITIVITY NONSENSITIVE/LOW RI						
45. Remarks SALARY INCLUDES A GENERAL INCREASE OF 4.1 PERCENT AND, IF APPLICABLE, A LOCALITY PAYMENT/SUPPLEMENTAL RATE (OR OTHER GEOGRAPHIC ADJUSTMENT) FOR THIS AREA.														
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 230157756 / ELECTRONICALLY SIGNED BY:									
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 01/05/2023		SARAH CARNEY CHIEF, HR OPERATIONS								

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) LEAVERTON, CHLOE QIAN				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 08/13/2023					
FIRST ACTION					SECOND ACTION								
5-A. Code 893		5-B. Nature of Action REG WRI			6-A. Code		6-B. Nature of Action						
5-C. Code Q7M		5-D. Legal Authority REG 531.404			6-C. Code		6-D. Legal Authority						
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority						
7. FROM: Position Title and Number SPECIAL ASSISTANT TO DIRECTOR, FWS FF09D00000 IGS1602					15. TO: Position Title and Number SPECIAL ASSISTANT TO DIRECTOR, FWS FF09D00000 IGS1602								
8. Pay Plan GS		9. Occ. Code 0301	10. Grade or Level 09	11. Step or Rate 01	12. Total Salary \$64957.00	13. Pay Basis PA	16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 02	20. Total Salary/Award \$67122.00	21. Pay Basis PA
12A. Basic Pay \$49028.00		12B. Locality Adj. \$15929.00	12C. Adj. Basic Pay \$64957.00		12D. Other Pay \$0.00		20A. Basic Pay \$50662.00		20B. Locality Adj. \$16460.00	20C. Adj. Basic Pay \$67122.00	20D. Other Pay \$0.00		
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC					22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC								
EMPLOYEE DATA													
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure 3 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO					
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)		29. Pay Rate Determinant (b)(6)							
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 08/14/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA													
34. Position Occupied 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved 2			35. FLSA Category N - Exempt N - Nonexempt N		36. Appropriation Code		37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA										
40. Agency Data FUNC CLS 00		41. (b)(6)	42. EDUC LVL 13	43. SUPV STAT 8		44. POSITION SENSITIVITY NONSENSITIVE/LOW RI							
45. Remarks WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE. DATE OF LAST EQUIVALENT INCREASE 08/14/22. WITHIN-GRADE WEEKS IN PAY STATUS 52 THE WAITING PERIOD FOR YOUR NEXT STEP INCREASE IS 52 WEEKS FROM THE ABOVE EFFECTIVE DATE. THIS PERIOD CAN BE CHANGED BY AN EQUIVALENT INCREASE ACTION, EXTENDED LEAVE WITHOUT PAY, OR NON-WORK DAYS IF INTERMITTENT. EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN													
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 232106501 / ELECTRONICALLY SIGNED BY:								
47. Agency Code IN15		48. Personnel Office ID 1735	49. Approval Date 08/22/2023		51. Name and Title of Approving Official SANDRA ULIASZ HUMAN RESOURCES SPECIALIST								

SIVA SUNDARESAN

(b)(6)

Seasoned conservation leader; engages diverse stakeholders and builds coalitions to achieve impact; collaborative problem-solver, strategic, systems thinker with strong communication skills; >20 years' experience in conservation and natural resource policy and management in India, Kenya and US.

SKILLS AND EXPERIENCE

STAKEHOLDER RELATIONSHIPS AND ENGAGEMENT

Excel at building relationships with people of diverse backgrounds, engaging, and bringing people together to develop consensus solutions around challenging natural resource governance and policy issues.

- Mentor staff and coordinate organizational participation in diverse collaboratives with farmers, ranchers, recreationists, indigenous communities, and agencies across significant cultural and political divides
- Delivered significant policy wins through building consensus recommendations, used by state and federal agencies, on land and wildlife management in Idaho, Montana and Wyoming
- Established pilot habitat leasing "elk occupancy" agreements with ranchers in Paradise Valley, MT
- Conceived, developed, and built Greater Yellowstone Coalition's conservation program in partnership with indigenous communities on the Wind River Reservation, including hiring new staff and developing a conservation leadership program with two full-time staff.
- Partnered with local pastoralist communities in Kenya on collaborative wildlife monitoring to prioritize the creation of community-led wildlife conservancies, covering several thousand acres of key habitat

CONSERVATION SCIENCE AND PLANNING

Broad knowledge of conservation science in diverse ecosystems, proficiency in quantitative and qualitative research and monitoring methods, using science to guide conservation strategy and impact reporting, skilled at translating science to inform policy.

- Over 20 peer-reviewed publications in top-tier ecological and conservation journals, and over 350 citations of these publications.
- Well-versed in conservation planning and prioritization frameworks including advanced training in the Open Standards for Conservation Performance
- Affiliate Professor, Colorado State University (2010-2014)

CONSERVATION POLICY AND OUTCOMES

Skilled policy expert wildlife conservation, endangered species and public and private lands issues.

- Currently lead and oversee all Greater Yellowstone Coalition's policy campaigns on Yellowstone grizzly bears, wolves, wolverines, big-game migrations, public land legislation and administrations
- Policy advisor to Kenya Wildlife Service's endangered Grevy's zebra conservation program (2010-2014)
- Oversaw a coalition campaign to pass a \$10M sales tax ballot measure, with 79% of vote, to provide dedicated funding for wildlife crossings in Teton County, WY
- Coordinating coalition campaign with multiple conservation, landowner and sporting groups to garner new funding appropriations (\$75M) for wildlife through the state legislature in Wyoming

LEADERSHIP AND MANAGEMENT

Excel at systems thinking, guiding vision and strategy, business planning, and impact assessment. Focus on achieving measurable impact. Effective leader who manages high-functioning coalitions and teams.

- Led and facilitated strategic plans for several organizations including program evaluation and metrics
- As a volunteer board member for National Wildlife Federation, chaired multiple board and staff committees including the planning and execution of the annual governance and membership meeting of

- over 250 attendees, and reviewing, analyzing and reporting on NWF's conservation impact.
- As Western Vice-Chair for the National Wildlife Federation Board, serve on the Executive Committee and play a key role in setting NWF strategic direction, supporting staff leadership and working with dozens of state affiliates full involvement in the governance of the organization
 - As volunteer board member of a grassroots conservation organization in Wyoming, led recruitment of a new executive director and guided him and the board, leading to a doubling of budget and staff in 3 years

CAREER APPOINTMENTS

GREATER YELLOWSTONE COALITION

Director of Conservation, September 2018 – Present

Wyoming Conservation Coordinator, August 2017 – September 2018

Serve on organization's executive team including guiding strategic and annual planning, board engagement, staffing and budgeting. Design and lead all program operations to align with strategic goals and mission. Supervise and manage conservation department (12-15 positions, ~\$3.5M annual operation). Oversee program strategy and implementation including legislative campaigns, agency partnerships, coalitions with partner organizations and on-ground projects. Raise philanthropic funds and secure grants.

JACKSON HOLE CONSERVATION ALLIANCE

Conservation Director, January 2014 – July 2017

Oversaw and led policy on wildlife and public lands issues. Led strategic planning, partnered with federal and state agencies to implement shared programs, and formed strategic coalitions with partner organizations. Reviewed, analyzed and in some cases appealed agency actions and local planning regulations to achieve conservation outcomes. Developed public communications and outreach. Raised funds and secured grants.

DENVER ZOOLOGICAL FOUNDATION

Department of Conservation Biology, Kenya Program Director, March 2010- December 2013

Post-doctoral Fellow, February 2007- February 2010

Designed, established, and directed a conservation and research program to support endangered species and habitat management in private and communal ranches in northern Kenya. Built formal partnerships with government and non-government partners. Oversaw outreach and education programs for diverse age groups. Administered small grants and scholarship programs for capacity building.

WILDLIFE CONSERVATION SOCIETY- INDIA PROGRAM

Research Assistant, May 1997-August 1999

Designed, implemented, and managed field projects to survey tiger and ungulate prey populations across four national parks in India. Supervised up to five local staff and coordinated dozens of citizen scientists.

EDUCATION

PRINCETON UNIVERSITY

Ph.D., Ecology and Evolutionary Biology:

M.A., Ecology and Evolutionary Biology:



BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE, INDIA

M.Sc., Biological Sciences with Honors



VOLUNTEER AFFILIATIONS (CURRENT)

Western Vice-Chair, Board of Directors, National Wildlife Federation

Member, Green Leadership Trust (a network of board members working for diversity in conservation)

Member, World Conservation Union (IUCN) Species Survival Commission Equid Specialist Group

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SUNDARESAN, SIVA RAMANI				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 11/06/2022		
FIRST ACTION					SECOND ACTION					
5-A. Code 002		5-B. Nature of Action CORRECTION			6-A. Code 146		6-B. Nature of Action SES NON-CAREER APPT			
5-C. Code		5-D. Legal Authority			6-C. Code V4L		6-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER			
5-E. Code		5-F. Legal Authority			6-E. Code AWM		6-F. Legal Authority OPM FORM 1652 DATED 09/21/22			
7. FROM: Position Title and Number					15. TO: Position Title and Number DEPUTY DIRECTOR, U.S. FWS					
					FF09D00000 ES02238					
8. Pay Plan ES		9. Occ. Code 0301		10. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award \$165000.00		21. Pay Basis PA
12A. Basic Pay \$165000.00		12B. Locality Adj. \$0.00		12C. Adj. Basic Pay \$165000.00		20D. Other Pay \$0.00				
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC					
EMPLOYEE DATA										
23. Veterans Preference (b)(6)				24. Tenure 0			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO	
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)			
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 11/06/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA										
34. Position Occupied 3			35. FLSA Category E			36. Appropriation Code		37. Bargaining Unit Status 8888		
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA							
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 21		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE		
45. Remarks CORRECTS ITEM 45 TO READ: NOT SUBJECT TO SATISFACTORY COMPLETION OF ONE YEAR SES PROBATIONARY PERIOD.										
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 222368336 / ELECTRONICALLY SIGNED BY:					
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 11/09/2022		RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)				

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SUNDARESAN, SIVA RAMANI				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 11/06/2022			
FIRST ACTION					SECOND ACTION						
5-A. Code 146		5-B. Nature of Action SES NON-CAREER APPT			6-A. Code		6-B. Nature of Action				
5-C. Code V4L		5-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER			6-C. Code		6-D. Legal Authority				
5-E. Code AWM		5-F. Legal Authority OPM FORM 1652 DATED 09/21/22			6-E. Code		6-F. Legal Authority				
7. FROM: Position Title and Number					15. TO: Position Title and Number DEPUTY DIRECTOR, U.S. FWS						
					FF09D00000 ES02238						
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary	13. Pay Basis	16. Pay Plan	17. Occ. Code	18. Grade or Level	19. Step or Rate	20. Total Salary/Award	21. Pay Basis
						ES	0301	00	00	\$165000.00	PA
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay		12D. Other Pay		20A. Basic Pay		20B. Locality Adj.	
								\$165000.00		\$0.00	
								20C. Adj. Basic Pay		20D. Other Pay	
								\$165000.00		\$0.00	
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE						
					WASHINGTON,DC						
EMPLOYEE DATA											
23. Veterans Preference (b)(6)				24. Tenure 0				25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO	
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)				29. Pay Rate Determinant (b)(6)			
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 11/06/2022		32. Work Schedule F FULL-TIME			33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA											
34. Position Occupied 3			35. FLSA Category E			36. Appropriation Code			37. Bargaining Unit Status 8888		
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA								
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 21		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE			
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN APPOINTMENT AFFIDAVIT EXECUTED 11/07/22. CREDITABLE MILITARY SERVICE: (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6) TENURE AS USED FOR 5 U.S.C. 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. SUBJECT TO SATISFACTORY COMPLETION OF ONE YEAR SES PROBATIONARY PERIOD BEGINNING 20221106. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C) EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ENROLL IN A FEDERAL HEALTH BENEFITS PLAN AND APPLY FOR THE FEDERAL EMPLOYEES LONG TERM CARE INSURANCE PROGRAM USING AN ABBREVIATED UNDERWRITING APPLICATION. WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ELECT OPTIONAL LIFE INSURANCE. IF YOU DID NOT SUBMIT FORM TSP-1, THEN ACCORDING TO TSP BULLETIN 20-7, YOU HAVE BEEN AUTOMATICALLY ENROLLED IN THE THRIFT SAVINGS PLAN (TSP) AT A CONTRIBUTION RATE OF 5% OF YOUR SALARY. YOU MAY OPT OUT OF CONTRIBUTIONS AT ANYTIME. POSITION IS AT THE FULL PERFORMANCE LEVEL OR BAND. WELCOME TO THE U.S. FISH AND WILDLIFE SERVICE.											
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV					50. Signature/Authentication and Title of Approving Official 222154628 / ELECTRONICALLY SIGNED BY:						
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 10/14/2022		RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)					

Request for Senior Executive Service Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR

Print Date: 09/02/2022

POC: Michelle Rabuck

Phone: 2022086943

Fax:

Request No: DI220090 Request Type: APPOINTMENT

Appointment Authority: NONCAREER

Extension: No Duration: ES Pay Level: \$165,000.00 Temporary Allocation: No

Candidate: SIVA SUNDARESAN

Position No: DIES02238 Title: DEPUTY DIRECTOR

Organization Name: UNITED STATES FISH AND WILDLIFE SERVICE

Recruited From: OUTSIDE FED. GOVT. (NOT GEO Location: WASHINGTON

Current Title:

Proposed Title:

SES Endorsement Statement

As the agency official authorized to make this request, I endorse the above request made to the Office of Personnel Management. I certify that the position is a General position and the candidate meets the professional/technical, executive and managerial qualifications for the position. I certify that the rate of pay requested for this position is based on the executive's performance and/or contribution to mission (as reflected in the executive's annual summary rating for the most recently-completed performance appraisal period), pursuant to 5 U.S.C. 5382(a) and 5 CFR 534.401, and the requirements of section 748 of division E of the Consolidated Appropriations Act, 2021, have been met.

Agency/Dept. Head or Designee: Rachael Taylor, Chief of Staff

Signature: RACHAEL TAYLOR Digitally signed by RACHAEL TAYLOR
Date: 2022.09.16 13:05:46 -04'00' Date Signed: _____

Agency White House Liaison

Name: Amber Gaither Phone: _____

Signature: AMBER GAITHER Digitally signed by AMBER GAITHER
Date: 2022.09.07 16:27:29 -04'00' Date Signed: _____

OPM USE ONLY

Check the appropriate Box(es)

Approved Approved with Modification * Disapproved Return without Action

*Modification: _____

Number of non-career allocations: _____ Percent of SES space allocation: _____ %

OPM Approving Official: Torlanda Young Date Signed: 09/21/2022

Note: The agency appointing officer is responsible for ensuring that each personnel action he or she approves meets all legal and regulatory requirements. Sign-off on a pay adjustment by OPM is predicated upon the agency appointing officer's finding and certification to that effect and does not reflect review by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)).

EMAIL: SERS@opm.gov

ATTENTION: Senior Executive Resource Services

Source: Office of Personnel Management

Report 1652, Version January 2021

Request for Senior Executive Service Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR

Print Date: 02/01/2021

POC: Michelle Rabuck

Phone: 202-208-6943

Fax: (202) 208-6607

Request No: DI210089

Request Type: APPOINTMENT

Appointment Authority: NONCAREER

Extension: No

Duration:

ES Pay Level: \$175,000

Temporary Allocation: No

Candidate: MARTHA WILLIAMS

Position No: DIES19683

Title: PRINCIPAL DEPUTY DIRECTOR, US FISH AND WILDLIFE SERVICE

Organization Name: UNITED STATES FISH AND WILDLIFE SERVICE

Recruited From: DIFFERENT BUREAU, SAME AGENCY

GEO Location: WASHINGTON

Current Title:

Proposed Title:

SES Endorsement Statement

As the agency official authorized to make this request, I endorse the above request made to the Office of Personnel Management. I certify that the position is a General position and the candidate meets the professional/technical, executive and managerial qualifications for the position. I certify that the rate of pay requested for this position is based on the executive's performance and/or contribution to mission (as reflected in the executive's annual summary rating for the most recently-completed performance appraisal period), pursuant to 5 U.S.C. 5382(a) and 5 CFR 534.401, and the requirements of section 748 of division E of the Consolidated Appropriations Act, 2021, have been met.

Agency/Dept. Head or Designee: Jennifer Van der Heide

JENNIFER VAN
DER HEIDE

Digitally signed by JENNIFER
VAN DER HEIDE ESCOBAR
Date: 2021.02.12 16:13:23
-05'00'

Signature: ESCOBAR

Date Signed: _____

Agency White House Liaison

Name: Maggie Thompson

Phone: _____

Maggie

Digitally signed by Maggie
Thompson
Date: 2021.02.11
11:03:42 -05'00'

Signature: Thompson

Date Signed: _____

OPM USE ONLY

Check the appropriate Box(es)

Approved

Approved with Modification *

Disapproved

Return without Action

*Modification : _____

Number of non-career allocations: _____

Percent of SES space allocation: _____ %

TORLANDA
YOUNG

Digitally signed by
TORLANDA YOUNG
Date: 2021.02.12
18:11:32 -05'00'

OPM Approving Official: _____

Date Signed: _____

Note: The agency appointing officer is responsible for ensuring that each personnel action he or she approves meets all legal and regulatory requirements. Sign-off on a pay adjustment by OPM is predicated upon the agency appointing officer's finding and certification to that effect and does not reflect review by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)).

EMAIL: SERS@opm.gov

ATTENTION: Senior Executive Resource Services

Source: Office of Personnel Management

Report 1652, Version January 2021

Martha Williams

(b)(6)

Professional Experience

Director, Montana Department of Fish, Wildlife and Parks

Helena, Montana, 2017- present

- Carry out the policies of the Fish and Wildlife Commission, the Parks and Recreation Board, and work with the Governor's office to set overall agency direction.
- Ensure the stewardship of Montana's fish, wildlife, parks and recreational resources.
- Provide leadership that embraces the diversity of Montana's outdoor recreational values and incorporates these public expectations into agency direction.
- Ensure accountability and responsible use of agency resources to the Legislature and the people of Montana.
- Work with various boards and advisory councils to set direction on policy, planning, program development, guidelines, and decision making for key resource activities.
- Chair Interagency Grizzly Bear Committee
- Member of Joint Federal/State Task Force on Federal Assistance Policy
- Vice President of the Western Association of Fish and Wildlife Agencies
- Chair of the Association of Fish and Wildlife Agencies Legal Committee
- Member of Advisory Board for the Franke College of Forestry and Conservation and the University of Montana
- Board member of National Conservation Leadership Institute

Assistant Professor of Law

University of Montana School of Law, Missoula Montana, 2013-2017

- Co-directed Land Use and Natural Resources Clinic
- Taught classes fundamental to environmental program, including Public Land and Resources Law, Introduction to Environmental Law, Wildlife Law, Law of Climate Change, and Property Law
- Co-supervised Public Land and Resources Law Review
- Co-supervised Environmental Law Group

Deputy Solicitor Parks and Wildlife

United States Department of the Interior, Washington, DC 2011-2013

- Served as an alternate to and acted for the Solicitor as counsel to the Secretary of the Interior for issues arising in parks and recreation, fish and wildlife, environmental protection, natural resources assessment and restoration, and land and water conservation law.
- Served as solicitor and advisor to the National Park Service and the United States Department of Fish and Wildlife Service.
- Collaborated with the United States Attorney General and other officials at the Department of Justice and other government agency officials involved in litigation affecting or arising from programs of the Department of Interior, including personally representing the Department of the Interior on high profile, controversial, complex or precedent setting litigation and administrative appeals.
- Developed, set, and applied overall legal policies, strategies, program objectives and initiatives for the Department of the Interior, including exercising final decision authority as delegated by the Solicitor.
- Represented the Department of the Interior before stakeholder groups, Congressional committees, White House officials, and other government officials.
- Served as the Solicitor's and the Department of the Interior's point of contact for partnerships with other Federal agencies, State and local governments, Tribal governments, private industry, nongovernmental organizations, and colleges and universities and convey the missions, functions, programs, and goals of the Department of the Interior.
- Shared in the management and direction of over 300 attorneys and additional support personnel headquartered in Washington, DC and in the regional and field offices throughout the country.

Agency Legal Counsel

Montana Department of Fish, Wildlife and Parks, Helena, Montana, 1998-2011

- Advised and represented agency on real estate transactions including structuring and negotiating land transactions, drafting conveyance documents, outlining federal aid requirements, and closing transactions. Drafted conveyance documents for fee title, conservation easements, rights-of-way, and leases. Served as liaison to other governmental and nongovernmental entities, landowners, and attorneys. Taught continuing legal education classes on real property law.
- Advised and represented the agency on the Endangered Species Act policy and litigation. Stayed abreast of current legal issues regarding the Endangered Species Act.
- Advised and represented the agency on state and national environmental policy acts and taught class on public participation in government.

- Represented agency in litigation in federal and state court proceedings regarding real property, constitutional issues, licensing, Endangered species Act, and river conflicts.
- Served as hearing officer for public hearings and contested cases hearings.

Legislative Environmental Policy Analyst

Environmental Quality Council, Helena, Montana 1995-1997

- Developed and recommended to the governor and legislature state policies to foster and promote the improvement of environmental quality.
- Taught Montana Environmental Policy Act classes to state agencies.
- Reviewed MEPA and NEPA documents for compliance with the acts.
- Provided analytical overviews of environmental and natural resource issues. For example, analyzed water policy issues for legislative subcommittee on water policy and conducted comprehensive study of growth issues in Montana.
- Drafted and amended legislation for legislative services.
- Staffed standing legislative committees on natural resources and local government.
- Worked in nonpartisan manner with persons representing diverse interests in natural resource management.

Judicial Clerk

The Honorable James C. Nelson, Montana Supreme Court, Helena, Montana, 6/95-9/96

- Reviewed briefs and court records and conducted independent research to draft proposed opinions and orders.
- Developed expertise in and tremendous respect for Montana constitutional law, specifically Montana's right to a clean and healthful environment.

Special Project Coordinator

Valleys Planning Council, Towson, Maryland, 8/94-1/95

- Coordinated citizen initiatives to preserve historic farms.
- Represented organization in local government hearings and in negotiations with landowners.

Legal Intern

National Wildlife Federation, Missoula, Montana, 9/93-9/94.

- Researched and drafted Forest Service appeals and Freedom of Information Act requests.
- Researched and drafted complaints, motions, and supporting briefs on oil and gas leases, range management, wildlife management, natural resource damage laws, and the Endangered Species Act.

Education

University of Montana School of Law, Missoula, Montana

J.D. with honors (b)(6)

Journal Editor Public Land Law Review

Order of the Barristers

Teaching Assistant for Legal Writing and Appellate Advocacy

Student Comment: Martha Colhoun and Timothy Hamill, Environmental

Standing in the Ninth Circuit: Wading through the Quagmire, 15 Public Land Law Review 249

University of Virginia, Charlottesville, Virginia

B.A., Philosophy (b)(6)

John F. Kennedy School of Government, Harvard University, Mastering Negotiations,

(b)(6)

Board and Community Involvement

(b)(6)

National Advisory Board, Public Land and Resources Law Review

(b)(6)

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) WILLIAMS, MARTHA M C		2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 03/08/2022	
FIRST ACTION				SECOND ACTION			
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT		6-A. Code		6-B. Nature of Action	
5-C. Code ZNM		5-D. Legal Authority 16 USC 742 (B)		6-C. Code		6-D. Legal Authority	
5-E. Code		5-F. Legal Authority		6-E. Code		6-F. Legal Authority	
7. FROM: Position Title and Number PRINCIPAL DEPUTY DIRECTOR, USFWS FF09D00000 ES19683				15. TO: Position Title and Number DIRECTOR, FISH AND WILDLIFE SERVICE FF09D00000 EX00007			
8. Pay Plan ES		9. Occ. Code 0301		10. Grade or Level 00		11. Step or Rate 00	
12. Total Salary \$175000.00		13. Pay Basis PA		16. Pay Plan EX		17. Occ. Code 0480	
18. Grade or Level 05		19. Step or Rate 00		20. Total Salary/Award \$148500.00		21. Pay Basis PA	
12A. Basic Pay \$175000.00		12B. Locality Adj. \$0.00		12C. Adj. Basic Pay \$175000.00		12D. Other Pay \$0.00	
20A. Basic Pay \$148500.00		20B. Locality Adj. \$0.00		20C. Adj. Basic Pay \$148500.00		20D. Other Pay \$0.00	
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC				22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC			
EMPLOYEE DATA							
23. Veterans Preference (b)(6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/50%				24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite		25. Agency Use	
26. Veterans Preference for RIF (b)(6) YES (b)(6) NO				27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)	
29. Pay Rate Determinant (b)(6)		30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 06/01/2019		32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period		POSITION DATA					
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888	
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA					
40. Agency Data FUNC CLS 92		41. (b)(6)		42. EDUC LVL 15		43. SUPV STAT 2	
44. POSITION SENSITIVITY SPECIAL-SENSITIVE (45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN FROZEN SERVICE NONE CREDITABLE MILITARY SERVICE (b)(6) HEALTH BENEFITS COVERAGE CONTINUES. EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6)					
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV				50. Signature/Authentication and Title of Approving Official 220611085 / ELECTRONICALLY SIGNED BY:			
47. Agency Code IN15		48. Personnel Office ID 1735		49. Approval Date 02/28/2022		RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)	

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) WILLIAMS, MARTHA M C		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 03/08/2022
FIRST ACTION		SECOND ACTION		
5-A. Code 570	5-B. Nature of Action CONV TO EXC APPT	6-A. Code	6-B. Nature of Action	
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number PRINCIPAL DEPUTY DIRECTOR, USFWS FF09D00000 ES19683		15. TO: Position Title and Number DIRECTOR, FISH AND WILDLIFE SERVICE FF09D00000 EX00007		
8. Pay Plan ES	9. Occ. Code 0301	10. Grade or Level 00	11. Step or Rate 00	12. Total Salary \$175000.00
		13. Pay Basis PA	16. Pay Plan EX	17. Occ. Code 0480
		18. Grade or Level 05	19. Step or Rate 00	20. Total Salary/Award \$148500.00
		21. Pay Basis PA		
12A. Basic Pay \$175000.00	12B. Locality Adj. \$0.00	12C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	
		20A. Basic Pay \$148500.00	20B. Locality Adj. \$0.00	20C. Adj. Basic Pay \$148500.00
		20D. Other Pay \$0.00		
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%		24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF (b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)	29. Pay Rate Determinant (b)(6)	
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 06/01/2019	32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA				
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 92	41. (b)(6)	42. EDUC LVL 15	43. SUPV STAT 2	44. POSITION SENSITIVITY SPECIAL-SENSITIVE (
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN FROZEN SERVICE NONE CREDITABLE MILITARY SERVICE: (b)(6) HEALTH BENEFITS COVERAGE CONTINUES. EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6)				
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV		50. Signature/Authentication and Title of Approving Official 220611085 / ELECTRONICALLY SIGNED BY: RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)		
47. Agency Code IN15	48. Personnel Office ID 1735	49. Approval Date 02/28/2022		

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) WILLIAMS, MARTHA M C		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 03/08/2022
FIRST ACTION		SECOND ACTION		
5-A. Code 570	5-B. Nature of Action CONV TO EXC APPT	6-A. Code	6-B. Nature of Action	
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number PRINCIPAL DEPUTY DIRECTOR, USFWS FF09D00000 ES19683		15. TO: Position Title and Number DIRECTOR, FISH AND WILDLIFE SERVICE FF09D00000 EX00007		
8. Pay Plan ES	9. Occ. Code 0301	10. Grade or Level 00	11. Step or Rate 00	12. Total Salary \$175000.00
13. Pay Basis PA		16. Pay Plan EX	17. Occ. Code 0480	18. Grade or Level 05
19. Step or Rate 00		20. Total Salary/Award \$148500.00		21. Pay Basis PA
12A. Basic Pay \$175000.00	12B. Locality Adj. \$0.00	12C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	
20A. Basic Pay \$148500.00		20B. Locality Adj. \$0.00	20C. Adj. Basic Pay \$148500.00	20D. Other Pay \$0.00
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/50%		24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF (b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)	29. Pay Rate Determinant (b)(6)	
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 06/01/2019	32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA				
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 92	41. (b)(6)	42. EDUC LVL 15	43. SUPV STAT 2	44. POSITION SENSITIVITY SPECIAL-SENSITIVE (
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN FROZEN SERVICE NONE CREDITABLE MILITARY SERVICE: (b)(6) HEALTH BENEFITS COVERAGE CONTINUES. EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6)				
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV		50. Signature/Authentication and Title of Approving Official 220611085 / ELECTRONICALLY SIGNED BY: RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)		
47. Agency Code IN15	48. Personnel Office ID 1735	49. Approval Date 02/28/2022		

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) WILLIAMS, MARTHA M C		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 03/08/2022
FIRST ACTION		SECOND ACTION		
5-A. Code 570	5-B. Nature of Action CONV TO EXC APPT	6-A. Code	6-B. Nature of Action	
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number PRINCIPAL DEPUTY DIRECTOR, USFWS FF09D00000 ES19683		15. TO: Position Title and Number DIRECTOR, FISH AND WILDLIFE SERVICE FF09D00000 EX00007		
8. Pay Plan ES	9. Occ. Code 0301	10. Grade or Level 00	11. Step or Rate 00	12. Total Salary \$175000.00
13. Pay Basis PA		16. Pay Plan EX	17. Occ. Code 0480	18. Grade or Level 05
19. Step or Rate 00		20. Total Salary/Award \$148500.00		21. Pay Basis PA
12A. Basic Pay \$175000.00	12B. Locality Adj. \$0.00	12C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	
20A. Basic Pay \$148500.00		20B. Locality Adj. \$0.00	20C. Adj. Basic Pay \$148500.00	20D. Other Pay \$0.00
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference (b)(6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/50%		24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF (b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)	29. Pay Rate Determinant (b)(6)	
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 06/01/2019	32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA				
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 92	41. (b)(6)	42. EDUC LVL 15	43. SUPV STAT 2	44. POSITION SENSITIVITY SPECIAL-SENSITIVE (
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN FROZEN SERVICE NONE CREDITABLE MILITARY SERVICE: (b)(6) HEALTH BENEFITS COVERAGE CONTINUES. EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6)				
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV		50. Signature/Authentication and Title of Approving Official 220611085 / ELECTRONICALLY SIGNED BY: RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)		
47. Agency Code IN15	48. Personnel Office ID 1735	49. Approval Date 02/28/2022		

NOTIFICATION OF PERSONNEL ACTION

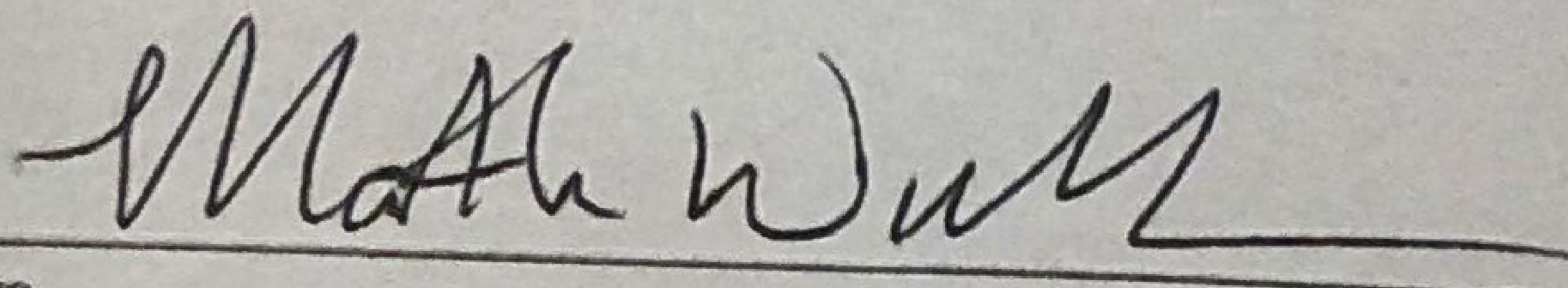
1. Name (Last, First, Middle) WILLIAMS, MARTHA M C		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 03/08/2022
FIRST ACTION		SECOND ACTION		
5-A. Code 570	5-B. Nature of Action CONV TO EXC APPT	6-A. Code	6-B. Nature of Action	
5-C. Code ZNM	5-D. Legal Authority 16 USC 742 (B)	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number PRINCIPAL DEPUTY DIRECTOR, USFWS FF09D00000 ES19683		15. TO: Position Title and Number DIRECTOR, FISH AND WILDLIFE SERVICE FF09D00000 EX00007		
8. Pay Plan ES	9. Occ. Code 0301	10. Grade or Level 00	11. Step or Rate 00	12. Total Salary \$175000.00
13. Pay Basis PA		16. Pay Plan EX	17. Occ. Code 0480	18. Grade or Level 05
19. Step or Rate 00		20. Total Salary/Award \$148500.00		21. Pay Basis PA
12A. Basic Pay \$175000.00	12B. Locality Adj. \$0.00	12C. Adj. Basic Pay \$175000.00	12D. Other Pay \$0.00	
20A. Basic Pay \$148500.00		20B. Locality Adj. \$0.00	20C. Adj. Basic Pay \$148500.00	20D. Other Pay \$0.00
14. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		22. Name and Location of Position's Organization IN15 DIRECTOR-U.S. FISH & WILDLIFE SE WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/50%		24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF (b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)	29. Pay Rate Determinant (b)(6)	
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 06/01/2019	32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA				
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 92	41. (b)(6)	42. EDUC LVL 15	43. SUPV STAT 2	44. POSITION SENSITIVITY SPECIAL-SENSITIVE (
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN FROZEN SERVICE NONE CREDITABLE MILITARY SERVICE: (b)(6) HEALTH BENEFITS COVERAGE CONTINUES. EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6)				
46. Employing Department or Agency IN - FISH AND WILDLIFE SERV		50. Signature/Authentication and Title of Approving Official 220611085 / ELECTRONICALLY SIGNED BY: RYAN A MYERS HR SPECIALIST (STAFF & RECRUIT)		
47. Agency Code IN15	48. Personnel Office ID 1735	49. Approval Date 02/28/2022		

ETHICS PLEDGE

I recognize that this pledge is part of a broader ethics in government plan designed to restore and maintain public trust in government, and I commit myself to conduct consistent with that plan. I commit to decision-making on the merits and exclusively in the public interest, without regard to private gain or personal benefit. I commit to conduct that upholds the independence of law enforcement and precludes improper interference with investigative or prosecutorial decisions of the Department of Justice. I commit to ethical choices of post-Government employment that do not raise the appearance that I have used my Government service for private gain, including by using confidential information acquired and relationships established for the benefit of future clients.

Accordingly, as a condition, and in consideration, of my employment in the United States Government in a position invested with the public trust, I commit myself to the following obligations, which I understand are binding on me and are enforceable under law:

- Lobbyist Gift Ban.** I will not accept gifts from registered lobbyists or lobbying organizations for the duration of my service as an appointee.
- Revolving Door Ban — All Appointees Entering Government.** I will not for a period of 2 years from the date of my appointment participate in any particular matter involving specific parties that is directly and substantially related to my former employer or former clients, including regulations and contracts.
- Revolving Door Ban — Lobbyists and Registered Agents Entering Government.** If I was registered under the Lobbying Disclosure Act, 2 U.S.C. 1601 *et seq.*, or the Foreign Agents Registration Act (FARA), 22 U.S.C. 611 *et seq.*, within the 2 years before the date of my appointment, in addition to abiding by the limitations of paragraph 2, I will not for a period of 2 years after the date of my appointment:
 - participate in any particular matter on which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment;
 - participate in the specific issue area in which that particular matter falls; or
 - seek or accept employment with any executive agency with respect to which I lobbied, or engaged in registrable activity under FARA, within the 2 years before the date of my appointment.
- Revolving Door Ban — Appointees Leaving Government.** If, upon my departure from the Government, I am covered by the post-employment restrictions on communicating with employees of my former executive agency set forth in section 207(c) of title 18, United States Code, and its implementing regulations, I agree that I will abide by those restrictions for a period of 2 years following the end of my appointment. I will abide by these same restrictions with respect to communicating with the senior White House staff.
- Revolving Door Ban — Senior and Very Senior Appointees Leaving Government.** If, upon my departure from the Government, I am covered by the post-employment restrictions set forth in sections 207(c) or 207(d) of title 18, United States Code, and those sections' implementing regulations, I agree that, in addition, for a period of 1 year following the end of my appointment, I will not materially assist others in making communications or appearances that I am prohibited from undertaking myself by (a) holding myself out as being available to engage in lobbying activities in support of any such communications or appearances; or (b) engaging in any such lobbying activities.
- Revolving Door Ban — Appointees Leaving Government to Lobby.** In addition to abiding by the limitations of paragraph 4, I also agree, upon leaving Government service, not to lobby any covered executive branch official or non-career Senior Executive Service appointee, or engage in any activity on behalf of any foreign government or foreign political party which, were it undertaken on January 20, 2021, would require that I register under FARA, for the remainder of the Administration or 2 years following the end of my appointment, whichever is later.
- Golden Parachute Ban.** I have not accepted and will not accept, including after entering Government, any salary or other cash payment from my former employer the eligibility for and payment of which is limited to individuals accepting a position in the United States Government. I also have not accepted and will not accept any non-cash benefit from my former employer that is provided in lieu of such a prohibited cash payment.
- Employment Qualification Commitment.** I agree that any hiring or other employment decisions I make will be based on the candidate's qualifications, competence, and experience.
- Assent to Enforcement.** I acknowledge that the Executive Order entitled "Ethics Commitments by Executive Branch Personnel," issued by the President on January 20, 2021, which I have read before signing this document, defines certain of the terms applicable to the foregoing obligations and sets forth the methods for enforcing them. I expressly accept the provisions of that Executive Order as a part of this agreement and as binding on me. I understand that the terms of this pledge are in addition to any statutory or other legal restrictions applicable to me by virtue of Federal Government service.



Signature

Name (Type or Print):

Martha Williams

Date

Jan 25, 2021

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) CASTRO, MARIA J				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 02/28/2021						
FIRST ACTION					SECOND ACTION									
5-A. Code 570		5-B. Nature of Action CONV TO EXC APPT			6-A. Code		6-B. Nature of Action							
5-C. Code Y7M		5-D. Legal Authority SCH C, 213.335 CFR 213.3312 SCHE			6-C. Code		6-D. Legal Authority							
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority							
7. FROM: Position Title and Number SPECIAL ASSISTANT 10000000 IGS1530					15. TO: Position Title and Number SPECIAL ASSISTANT 0001 IGS1567									
8. Pay Plan GS		9. Occ. Code 0301	10. Grade or Level 09	11. Step or Rate 01	12. Total Salary \$60129.00	13. Pay Basis PA		16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award \$60129.00	21. Pay Basis PA
12A. Basic Pay \$46083.00		12B. Locality Adj. \$14046.00		12C. Adj. Basic Pay \$60129.00		12D. Other Pay \$0.00		20A. Basic Pay \$46083.00		20B. Locality Adj. \$14046.00		20C. Adj. Basic Pay \$60129.00		20D. Other Pay \$0.00
14. Name and Location of Position's Organization IN01 SECRETARY'S IMMEDIATE OFFICE WASHINGTON,DC					22. Name and Location of Position's Organization IN10 OFFICE OF THE DIRECTOR WASHINGTON,DC									
EMPLOYEE DATA														
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure 3 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO					
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)							
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 01/20/2021		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period							
POSITION DATA														
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category N E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA											
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 13		43. SUPV STAT 8		44. POSITION SENSITIVITY NONSENSITIVE/LOW RI						
45. Remarks CREDITABLE MILITARY SERVICE: NONE EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6)														
46. Employing Department or Agency IN - NATIONAL PARK SERVICE					50. Signature/Authentication and Title of Approving Official 210653698 / ELECTRONICALLY SIGNED BY:									
47. Agency Code IN10		48. Personnel Office ID 1614		49. Approval Date 03/15/2021		MARLON V. TAUBENHEIM DEP ASSOC DIR, WORKFORCE & INCLUSION								

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) SAMS III, CHARLES FRANCIS				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 12/10/2021				
FIRST ACTION					SECOND ACTION							
5-A. Code 170		5-B. Nature of Action EXC APPT			6-A. Code		6-B. Nature of Action					
5-C. Code ZNM		5-D. Legal Authority 54 USC 100302(A)(1)			6-C. Code		6-D. Legal Authority					
5-E. Code		5-F. Legal Authority			6-E. Code		6-F. Legal Authority					
7. FROM: Position Title and Number					15. TO: Position Title and Number DIRECTOR, NATIONAL PARK SERVICE							
					0001 -000010 350							
8. Pay Plan EX		9. Occ. Code 0000		10. Grade or Level 05		19. Step or Rate 00		20. Total Salary/Award \$148500.00		21. Pay Basis PA		
12A. Basic Pay \$148500.00		12B. Locality Adj.		12C. Adj. Basic Pay		20A. Basic Pay \$148500.00		20B. Locality Adj. \$0.00		20C. Adj. Basic Pay \$148500.00		
				12D. Other Pay				20D. Other Pay \$0.00				
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN10 OFFICE OF THE DIRECTOR WASHINGTON,DC							
EMPLOYEE DATA												
23. Veterans Preference (b)(6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/50%				24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO			
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)					
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 12/10/2021		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period					
POSITION DATA												
34. Position Occupied 2 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code			37. Bargaining Unit Status 8888				
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA									
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 04		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE				
45. Remarks APPOINTMENT AFFIDAVIT EXECUTED 12/10/21. FROZEN SERVICE NONE PREVIOUS RETIREMENT COVERAGE: (b)(6) EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN THE PAY RATE OF AN EMPLOYEE OCCUPYING A POSITION SUBJECT TO THE PAY FREEZE FOR CERTAIN SENIOR POLITICAL OFFICIALS SHALL BE BASED ON THE RATE OF PAY AND APPLICABLE PAY LIMITATIONS IN EFFECT ON DECEMBER 31, 2013 CREDITABLE MILITARY SERVICE: (b)(6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ENROLL IN A FEDERAL HEALTH BENEFITS PLAN AND APPLY FOR THE FEDERAL EMPLOYEES LONG TERM CARE INSURANCE PROGRAM USING AN ABBREVIATED UNDERWRITING APPLICATION. WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ELECT OPTIONAL LIFE INSURANCE. IF YOU DID NOT SUBMIT FORM TSP-1, THEN ACCORDING TO TSP BULLETIN 20-7, YOU HAVE BEEN AUTOMATICALLY ENROLLED IN THE THRIFT SAVINGS PLAN (TSP) AT A CONTRIBUTION RATE OF 5% OF YOUR SALARY. YOU MAY OPT OUT OF CONTRIBUTIONS AT ANYTIME. EXEMPT FROM THE ANNUAL AND SICK LEAVE ACT												
46. Employing Department or Agency IN - NATIONAL PARK SERVICE					50. Signature/Authentication and Title of Approving Official 212568725 / ELECTRONICALLY SIGNED BY:							
47. Agency Code IN10		48. Personnel Office ID 1519		49. Approval Date 12/10/2021		MARLON V. TAUBENHEIM DEP ASSOC DIR, WORKFORCE & INCLUSION						

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) CASTRO, MARIA J		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 01/20/2021
FIRST ACTION		SECOND ACTION		
5-A. Code 190	5-B. Nature of Action PROVISIONAL APPT NTE 05-19-21	6-A. Code	6-B. Nature of Action	
5-C. Code Y9K	5-D. Legal Authority SCH C, 213.3302(A)	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number		15. TO: Position Title and Number SPECIAL ASSISTANT 10000000 IGS1530		
8. Pay Plan GS	9. Occ. Code 0301	10. Grade or Level 09	19. Step or Rate 01	20. Total Salary/Award \$60129.00
12A. Basic Pay \$46083.00		20B. Locality Adj. \$14046.00	20C. Adj. Basic Pay \$60129.00	21. Pay Basis PA
12B. Locality Adj.		12C. Adj. Basic Pay	20D. Other Pay \$0.00	
14. Name and Location of Position's Organization		22. Name and Location of Position's Organization IN01 SECRETARY'S IMMEDIATE OFFICE WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference (b)(6)		24. Tenure 0	25. Agency Use	26. Veterans Preference for RIF (b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)		29. Pay Rate Determinant (b)(6)
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 01/20/2021	32. Work Schedule F FULL-TIME	33. Part-Time Hours Per Biweekly Pay Period
POSITION DATA				
34. Position Occupied 2		35. FLSA Category N	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 13	43. SUPV STAT 8	44. POSITION SENSITIVITY HIGH RISK
45. Remarks APPOINTMENT IS ON A PROVISIONAL BASIS. YOU ARE ELIGIBLE FOR RETIREMENT COVERAGE AND FOR HEALTH BENEFITS AND LIFE INSURANCE. IF YOUR PERFORMANCE IS SATISFACTORY, AND YOU MEET ALL LEGAL QUALIFICATIONS, AND OTHER APPLICABLE REQUIREMENTS, YOU MAY BE CONVERTED TO A NONTEMPORARY APPOINTMENT BEFORE THIS APPOINTMENT EXPIRES. APPOINTMENT AFFIDAVIT EXECUTED 01/20/21. CREDITABLE MILITARY SERVICE: (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) ELIGIBLE TO ELECT HEALTH BENEFITS COVERAGE WITHIN 60 DAYS OF THE EFFECTIVE DATE OF THIS PERSONNEL ACTION. AN ELECTION MUST BE MADE EVEN IF IT'S TO DECLINE HEALTH BENEFITS COVERAGE. IF YOU DON'T MAKE AN ELECTION, YOU ARE CONSIDERED TO HAVE DECLINED COVERAGE.				
46. Employing Department or Agency IN - OFC OF THE SECRETARY		50. Signature/Authentication and Title of Approving Official 210364126 / ELECTRONICALLY SIGNED BY:		
47. Agency Code IN01	48. Personnel Office ID 4342	49. Approval Date 01/20/2021	ERICA J. WILLIAMS HUMAN RESOURCES SPECIALIST	

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) CASTRO, MARIA J		2. Social Security Number (b)(6)	3. Date of Birth (b)(6)	4. Effective Date 02/12/2023
FIRST ACTION		SECOND ACTION		
5-A. Code 570	5-B. Nature of Action CONV TO EXC APPT	6-A. Code	6-B. Nature of Action	
5-C. Code Y7M	5-D. Legal Authority SCH C, 213.33213.3301	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number SPECIAL ASSISTANT 0001 IGS1567		15. TO: Position Title and Number POLICY ASSOCIATE POLICY ASSOCIATE 0001 IGS1618		
8. Pay Plan GS	9. Occ. Code 0301	10. Grade or Level 09	11. Step or Rate 02	12. Total Salary \$67122.00
13. Pay Basis PA		16. Pay Plan GS	17. Occ. Code 0301	18. Grade or Level 11
19. Step or Rate 01		20. Total Salary/Award \$78592.00		21. Pay Basis PA
12A. Basic Pay \$50662.00	12B. Locality Adj. \$16460.00	12C. Adj. Basic Pay \$67122.00	12D. Other Pay \$0.00	
20A. Basic Pay \$59319.00	20B. Locality Adj. \$19273.00	20C. Adj. Basic Pay \$78592.00	20D. Other Pay \$0.00	
14. Name and Location of Position's Organization IN10 OFFICE OF THE DIRECTOR WASHINGTON,DC		22. Name and Location of Position's Organization IN10 OFFICE OF THE DIRECTOR WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/50%		24. Tenure 3 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite	25. Agency Use	26. Veterans Preference for RIF (b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)		29. Pay Rate Determinant (b)(6)
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 01/20/2021	32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA				
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		35. FLSA Category E E - Exempt N - Nonexempt	36. Appropriation Code	37. Bargaining Unit Status 8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 13	43. SUPV STAT 8	44. POSITION SENSITIVITY HIGH RISK
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN CREDITABLE MILITARY SERVICE: (b)(6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6) 1019 APPROVED 2/2/2023				
46. Employing Department or Agency IN - NATIONAL PARK SERVICE		50. Signature/Authentication and Title of Approving Official 230502153 / ELECTRONICALLY SIGNED BY:		
47. Agency Code IN10	48. Personnel Office ID 1614	49. Approval Date 02/07/2023	RITA J. MOSS ASSOC DIRECTOR, WORKFORCE & INCLUSION	

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) MCGEARY, MALCOLM DUGAN				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 09/25/2022		
FIRST ACTION					SECOND ACTION					
5-A. Code 146		5-B. Nature of Action SES NON-CAREER APPT			6-A. Code		6-B. Nature of Action			
5-C. Code V4L		5-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER			6-C. Code		6-D. Legal Authority			
5-E. Code AWM		5-F. Legal Authority *1652 APPV BY OPM 9/12/22*			6-E. Code		6-F. Legal Authority			
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR ADVISOR SENIOR ADVISOR TO THE DIRECTOR 0001 -002200					
8. Pay Plan ES		9. Occ. Code 0301		10. Grade or Level 00		19. Step or Rate 00		20. Total Salary/Award \$145000.00		21. Pay Basis PA
12A. Basic Pay \$145000.00		12B. Locality Adj. \$0.00		12C. Adj. Basic Pay \$145000.00		12D. Other Pay \$0.00				
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN10 OFFICE OF THE DIRECTOR WASHINGTON,DC					
EMPLOYEE DATA										
23. Veterans Preference (b)(6) 1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%				24. Tenure 0 0 - None 1 - Permanent 2 - Conditional 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO	
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)			
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 09/25/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period			
POSITION DATA										
34. Position Occupied 3 1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888			
38. Duty Station Code 11-0010-001			39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA							
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 17		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE		
45. Remarks TENURE AS USED FOR 5 U.S.C. 3502 IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. CREDITABLE MILITARY SERVICE: (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6) APPOINTMENT AFFIDAVIT EXECUTED 09262022. EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN SUBJECT TO SATISFACTORY COMPLETION OF ONE YEAR SES PROBATIONARY PERIOD BEGINNING 20220925. VETERAN PREFERENCE IS NOT APPLICABLE TO THE SENIOR EXECUTIVE SERVICE. EMPLOYEE SUBJECT TO POST-EMPLOYMENT RESTRICTIONS UNDER 18 U.S.C. 207(C) CONTINUED EMPLOYMENT SUBJ TO SUCCESSFUL COMPLETION OF BI EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6) FROZEN SERVICE NONE WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ENROLL IN A FEDERAL HEALTH BENEFITS PLAN AND APPLY FOR THE FEDERAL EMPLOYEES LONG TERM CARE INSURANCE PROGRAM USING AN ABBREVIATED UNDERWRITING APPLICATION. WITHIN 60 DAYS OF HIRE, YOU ARE ELIGIBLE TO ELECT OPTIONAL LIFE INSURANCE. IF YOU DID NOT SUBMIT FORM TSP-1, THEN ACCORDING TO TSP BULLETIN 20-7, YOU HAVE BEEN AUTOMATICALLY ENROLLED IN THE THRIFT SAVINGS PLAN (TSP) AT A CONTRIBUTION RATE OF 5% OF YOUR SALARY. YOU MAY OPT OUT OF CONTRIBUTIONS AT ANYTIME. *** REMARKS CONTINUED ON THE NEXT PAGE ***										
46. Employing Department or Agency IN - NATIONAL PARK SERVICE					50. Signature/Authentication and Title of Approving Official 221967555 / ELECTRONICALLY SIGNED BY:					
47. Agency Code IN10		48. Personnel Office ID 1614		49. Approval Date 09/28/2022		RITA J. MOSS ASSOC DIRECTOR, WORKFORCE & INCLUSION				

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) MCGEARY, MALCOLM DUGAN				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 09/25/2022							
FIRST ACTION					SECOND ACTION										
5-A. Code 146		5-B. Nature of Action SES NON-CAREER APPT			6-A. Code		6-B. Nature of Action								
5-C. Code V4L		5-D. Legal Authority 5 U.S.C. 3394(A) NONCAREER			6-C. Code		6-D. Legal Authority								
5-E. Code AWM		5-F. Legal Authority *1652 APPV BY OPM 9/12/22*			6-E. Code		6-F. Legal Authority								
7. FROM: Position Title and Number					15. TO: Position Title and Number SENIOR ADVISOR SENIOR ADVISOR TO THE DIRECTOR 0001 -002200										
8. Pay Plan		9. Occ. Code		10. Grade or Level		11. Step or Rate		12. Total Salary		13. Pay Basis					
ES		0301		00		00		\$145000.00		PA					
12A. Basic Pay		12B. Locality Adj.		12C. Adj. Basic Pay		12D. Other Pay		20A. Basic Pay		20B. Locality Adj.		20C. Adj. Basic Pay		20D. Other Pay	
\$145000.00		\$0.00		\$145000.00		\$0.00		\$145000.00		\$0.00					
14. Name and Location of Position's Organization					22. Name and Location of Position's Organization IN10 OFFICE OF THE DIRECTOR WASHINGTON,DC										
EMPLOYEE DATA															
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO						
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)								
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 09/25/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period								
POSITION DATA															
34. Position Occupied 3 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt			36. Appropriation Code		37. Bargaining Unit Status 8888							
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA											
40. Agency Data FUNC CLS 00		41. (b)(6)		42. EDUC LVL 17		43. SUPV STAT 2		44. POSITION SENSITIVITY CRITICAL-SENSITIVE							
45. Remarks *** REMARKS CONTINUED *** CORRECTION TO REMARK E25: NO PROBATIONARY PERIOD REQUIRED															
46. Employing Department or Agency IN - NATIONAL PARK SERVICE					50. Signature/Authentication and Title of Approving Official 221967555 / ELECTRONICALLY SIGNED BY:										
47. Agency Code IN10		48. Personnel Office ID 1614		49. Approval Date 09/28/2022		RITA J. MOSS ASSOC DIRECTOR, WORKFORCE & INCLUSION									

APPOINTMENT AFFIDAVITS

Director, National Park Service
(Position to which Appointed)

12/10/2021
(Date Appointed)

Department of the Interior
(Department or Agency)

IOS
(Bureau or Division)

Washington, DC
(Place of Employment)

I, Charles Francis Sams III, do solemnly swear (or affirm) that--

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

B. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof.

C. AFFIDAVIT AS TO THE PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing this appointment.


(Signature of Appointee)

Subscribed and sworn (or affirmed) before me this 10 day of December, 2021

at Washington
(City)

District of Columbia
(State)

(SEAL)


(Signature of Officer)

Commission expires _____
(If by a Notary Public, the date of his/her Commission should be shown)

Chief of Staff
(Title)

Note - If the appointee objects to the form of the oath on religious grounds, certain modifications may be permitted pursuant to the Religious Freedom Restoration Act. Please contact your agency's legal counsel for advice.

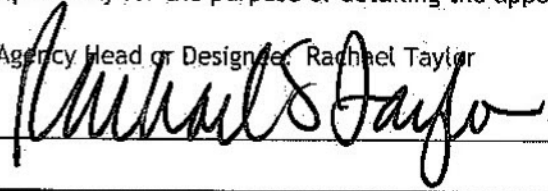
Request for Schedule C Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR **Print Date:** 01/05/2023
POC: Michelle Rabuck **Phone:** 202-208-6943 **Fax:**
Request No: DI230038 **Request Type:** APPOINTMENT **Position:** REGULAR C
Candidate: MARIA CASTRO **Grade/Step:** GS11/1 **Salary:** \$78,592
Position No: DIGS01618 **Title:** POLICY ASSOCIATE
Series: 00301 **Desc:** MISCELLANEOUS ADMINISTRATION AND PROGRAM
Date PD certified as Schedule C per 5 CFR 213.3301(a): 01/05/2023
Organization ID: 10160 **Org. Name:** NATIONAL PARK SERVICE
Supervisor No: DIEX00020 **Supv. Title:** DIRECTOR, NATIONAL PARK SERVICE
Supervisor Name: SAMS, CHARLES **Supv. Position Type:** PRESIDENTIAL WITH SENATE
GEO Location: WASHINGTON

Schedule C Certification Statement

Under 5 CFR 213.3301(a), the position listed above is excepted from the competitive service because of its confidential or policy-determining character. Per 5 CFR 213.3301(b), I certify that the Schedule C appointment for this position, was not created solely or primarily for the purpose of detailing the appointee to the White House.

Department / Agency Head or Designee: Rachael Taylor

Signature:  Date Signed: 1.30.23

Agency White House Liaison

Name: Amber Gaither (acting) Phone: _____

Signature: AMBER GAITHER Digitally signed by AMBER GAITHER
Date: 2023.01.26 09:28:24 -05'00' Date Signed: _____

OPM USE ONLY

Approved Disapproved Return without Action

OPM Approving Official: Torlanda Young Date Signed: 02/02/2023

Email to: Senior Executive Resource Services at SERS@OPM.GOV

Source: Office of Personnel Management

Report 1019, Version March 2018

Request for Schedule C Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR

Print Date: 01/24/2021

POC: Michelle Rabuck

Phone: 202-208-6943

Fax: 202-208-7463

Request No: DI210092

Request Type: APPOINTMENT

Position: REGULAR C

Candidate: MARIA CASTRO

Grade/Step: GS-9/1

Salary: \$60,129

Position No: DIGS01567

Title: SPECIAL ASSISTANT, NATIONAL PARK SERVICE

Series: 00301

Desc: MISCELLANEOUS ADMINISTRATION AND PROGRAM

Date PD certified as Schedule C per 5 CFR 213.3301(a): 01/18/2021

Organization ID: 10160

Org. Name: NATIONAL PARK SERVICE

Supervisor No: DIEX00020

Supv. Title: DIRECTOR, NATIONAL PARK SERVICE

Supervisor Name: VACANT

Supv. Position Type: PRESIDENTIAL WITH SENATE

GEO Location: DISTRICT OF COLUMBIA

Schedule C Certification Statement

Under 5 CFR 213.3301(a), the position listed above is excepted from the competitive service because of its confidential or policy-determining character. Per 5 CFR 213.3301(b), I certify that the Schedule C appointment for this position, was not created solely or primarily for the purpose of detailing the appointee to the White House.

Department / Agency Head or Designee: Jennifer Van der Heide

JENNIFER VAN DER HEIDE
Signature: ESCOBAR

Digitally signed by JENNIFER VAN DER HEIDE ESCOBAR
Date: 2021.02.04 16:40:52 -05'00'

Date Signed: _____

Agency White House Liaison

Name: Maggie Thompson

Phone: _____

Maggie Thompson
Signature: Thompson

Digitally signed by Maggie Thompson
Date: 2021.02.04 11:19:03 -05'00'

Date Signed: _____

OPM USE ONLY

Approved

Disapproved

Return without Action

OPM Approving Official: TORLANDA YOUNG

Digitally signed by TORLANDA YOUNG
Date: 2021.02.13 01:02:55 -05'00'

Date Signed: _____

Email to: Senior Executive Resource Services at SERS@OPM.GOV

Source: Office of Personnel Management

Report 1019, Version March 2018

Maria Castro

Email: (b)(6) Phone: (b)(6) LinkedIn: [linkedin.com/in/maria-j-castro/](https://www.linkedin.com/in/maria-j-castro/)
Address: (b)(6)

Citizenship: U.S. Citizen

Veterans' Preference: (b)(6)

Highest GS Grade: N/A

Security Clearance: N/A

RESUME OBJECTIVE

Recent college graduate experienced in community organizing and constituent services. Experienced in scheduling, training, and coordinating in-person and virtual events. Managed volunteers over the course of an election cycle and established key relationships that will allow for a continuation of the organizing work needed after the election cycle. Looking to expand my knowledge on public policy issues as they relate to environmental and climate policies while aiding the National Park Service and the Department of the Interior, as well as other key players, in producing the best results possible.

EMPLOYMENT HISTORY

FIELD ORGANIZER, 68 hrs/week- 12/10/20-01/06/21

Democratic Party of Georgia, (Jonesboro, GA)

Regional Organizing Director: Jasmine Brown-Jutras (b)(6) May Contact.

Duties and Related Skills:

- ❖ Recruited, mobilized, and trained a diverse group of volunteers in Clayton County, Georgia to contact voters and potential voters.
- ❖ Canvassed over 1000 voters in-person and over the phone.
- ❖ Organized and managed approximately 15 volunteers over the course of 1 month who completed over 60 phonebanking, canvassing, and GOTV shifts.
- ❖ Tracked all volunteer outreach and engagement in VAN and submitted daily reports.
- ❖ Planned and executed in-person and virtual organizing actions, events, and trainings.
- ❖ Managed the Jonesboro Staging Location during weekday canvassing events and prepared Volunteer Leaders to manage the location during our Dry Run and Get Out the Vote (GOTV) efforts.

FIELD ORGANIZER, 55 hrs/week - 68 hrs/week-05/15/20-11/06/20

North Carolina Democratic Party, (Asheville, NC)

Regional Organizing Director: Maxwell Martin (b)(6) May contact.

Duties and Related Skills:

- ❖ Recruited, mobilized, and trained a diverse group of volunteers in rural Western North Carolina to contact voters and potential voters.
- ❖ Organized and managed approximately 70 volunteers over the course of 6.5 months who completed over 600 textbanking, phonebanking, and GOTV shifts.
- ❖ Tracked all volunteer outreach and engagement in VAN and submitted daily reports.
- ❖ Planned and executed organizing actions, events, and trainings.
- ❖ Developed relationships with local and national Democratic activists by engaging them with virtual events and activities (Zoom) as well as fostered partnerships with local county parties and progressive groups.
- ❖ Led Spanish language phonebank trainings to increase the accessibility of voting resources to Latinx voters in North Carolina.
- ❖ Managed the Morganton Virtual Staging Location during the Get Out the Vote (GOTV) efforts as Virtual Staging Location Director.

LEGISLATIVE INTERN, 30 hrs/week- 01/14/19-05/28/19

North Carolina General Assembly, Raleigh, NC.

Legislative Assistant: Veronica Green (b)(6) May contact.

Duties and Related Skills:

- ❖ Legislative Intern for Representative Robert T. Reives, II
- ❖ Managed the database for registered voters within House District 54 (Chatham & Durham Counties).
- ❖ Engaged in constituent services (email, phone, in-person) & assisted with scheduling efforts.
- ❖ Operated and distributed monthly newsletter using Constant Contact with additional resources in Spanish for Latinx constituents.

STUDENT COORDINATOR

(Spring &

Fall, 2018)

Craig Goforth County Commissioner Campaign (Mars Hill, NC)

County Commissioner: Craig Goforth cgoforth@mhu.edu May contact.

Duties and Related Skills:

- ❖ Organized a concise group of 5 student leaders and 15 student volunteers.
- ❖ Advertised campaign information and managed various social media sites.
- ❖ Educated community members within Madison County on the candidate's platform.

- ❖ Coordinated student mobilization efforts through on-campus voter registration, increasing student voter turnout to 3 times the amount from 2016, and helping promote transportation efforts.

EDUCATION

Mars Hill University, Mars Hill, NC 28754

Bachelor of Arts, Political Science & International Studies, cum laude-

(b)(6)

Minor: French

Honors Program Graduate

Outstanding Graduate in Political Science

Affiliations: Student Government Association of Mars Hill University- Student Body President

(b)(6)

Delta Zeta National Sorority-

(b)(6)

Pi Sigma Alpha National Honors Society-

(b)(6)

Asheboro High School, Asheboro, NC 27203

High School Diploma-

(b)(6)

Distinguished Graduate

ADDITIONAL TRAINING

Organizing Corps 2020

(March, 2020)

Corps Member (Raleigh, NC)

Trained in a 7-day Bootcamp through Organizing Corps 2020, a DNC-sponsored effort in coordination with the North Carolina Democratic Party, led by veteran campaign staff that recruits and trains first-time organizers on the skills they need to succeed as field organizers.

Participated in workshops and simulations on the fundamentals of organizing: voter registration, volunteer recruitment, voter contact, digital tools, data analytics, and field strategy.

KNOWLEDGE, SKILLS, & ABILITIES

VoteBuilder (VAN), Volunteer Recruitment and Management, SMS Texting, Slack, Data Management and analytics, Digital Organizing (Google programs), Language proficiency (Spanish, English, French), Extensive leadership and organizational skills.

CHARLES F. SAMS III

H: (b)(6) C: (b)(6) E: (b)(6)

OBJECTIVE

To be of service in a growing organization dedicated to protection, preservation, and enhancement of natural resources and the environment.

QUALIFICATIONS

- 25 years' experience primarily in the executive management in both profit and nonprofit companies/organizations
- 25 years of Senior Director level experience in environmental, health, educational, public safety and human needs with both Native American and Mainstream organizations
- 12 years' experience working for Native American tribal governments
- Honored and privileged to have served in the U.S. Navy both Active and Reserve duty
- Experience in major metropolitan areas such as New York City, NY, Washington D.C., and Portland, Oregon
- Experience working with over 250 Tribes, organizations, institutions and companies developing environmental programming, youth development, fundraising development, and government to government relations
- Served as a contract consultant for six private agencies/organizations
- Experience with providing training and technical assistance on a diverse set of issues, to include: organizational development, environmental program development, grant writing, fundraising/capital campaign development, education reform, tribal government-to-government relationships, business, financial and economic development and conference facilitation
- Experience with salmon restoration issues with nine Pacific Northwest Tribes, helped in securing land for conservation purposes with over 72 Tribes on numerous projects across Indian Country
- Software Systems experience: Microsoft Office Suite, Adobe, Photoshop, AccuFund, GroupWise, and Drupal

WORK HISTORY

Confederated Tribes of the Umatilla Indian Reservation - Pendleton, OR

05/2012 to Present

Interim Executive Director

11/2020 to Present

Deputy Executive Director

7/2020 to 10/2020

Federally recognized confederation of three Sahaptin-speaking Native American tribes: the Cayuse, Umatilla, and Walla Walla, which consists of 199,470 acres of reservation lands in northeast Oregon and lands in southeast Washington. The three-tribe confederation populated by over 3,100 people, roughly half of the tribal population live on or near the reservation. The Confederated Tribes own and operate the Wildhorse Resort & Casino with 1,200 slots, 14 tables, 300 hotel rooms, 8 restaurants, 4 entertainment venues and 850 employees and a golf course. The revenues generated from gaming have multiplied the tribe's budget by sevenfold, making money available for health, education, housing and economic development. The tribe opened Cayuse Holding LLC in 2018. Cayuse Holdings consists of six companies with operations globally.

- Authority and responsibility to implement the legislative actions of the Board of Trustees and to provide for the delivery of programs and services to Tribal Members and Reservation residents on behalf of the Board of Trustees
- Provide management oversight and supervision for all aspects of Tribal government and administration specifically responsible for providing executive leadership and direction to 16 departments with over 500 governmental staff positions.
- Manager of Umatilla Reservation Telecommunications LLC.
- Annual operating budget of \$360M+ and over \$400M in assets
- Oversee a total of 1,800 staff to include Tribal government and its' enterprises

Communications Director

05/2013 to 7/2020

- Responsible for supervision and operations of public affairs/information, legislative affairs, Confederated Umatilla Journal newspaper, KCUW radio station and educational marketing opportunities for the Tribes
- Served as primary contact person for dissemination of information about and promotion of the CTUIR
- Responsible for developing, implementing, and directing a comprehensive communications office to foster public understanding about the mission, goals, programs and activities of the CTUIR

CHARLES F. SAMS III

H: (b)(6) C: (b)(6) E: (b)(6)

- Ensured compliance with established CTUIR rules and regulations; grant and contract conditions or requirements, departmental planning and implementation; \$1M+ budget
- Supervise seven professional staff and four contractors
- Serve in a leadership role as a member of the Executive Management Team

Environmental Health & Safety Officer/ Planner

05/2012 to 05/2013

- Responsible for the implementation of the Environmental Health & Safety Code and Land Development Codes by ensuring the jurisdictional integrity of the tribes' sovereignty is protected
- Processed permits for new development both residential and commercial
- Coordinated environmental health permitting and inspections
- Staffed the Natural Resource Committee
- Oversaw a program budget over \$200K annually

Indian Country Conservancy - Portland, OR

04/2010 to 04/2014

Chief Executive Officer / President

A national Native nonprofit organization dedicated to reacquiring critical conservation lands for Native American tribes, missions, pueblos, rancherias and communities.

- Responsible for overseeing the day-to-day activities of ICC
- Developed Working Forest, Cultural Landscapes, First Foods / Native Foods, and Carbon Sequestration programs
- Served the lead role in representing the organization, carrying out ICC's program activities, managing staff, preparing the budget and other key administrative documents, coordinating with the board of directors, and fundraising
- Worked on a national level developing conservation policies that benefit tribal lands both on and off reservations
- Annual budget \$500K

Cayuse Consulting - Pendleton, OR

1995 to Present

Independent Consultant / Principal

- Provide training and technical assistance on a diverse set of issues, to include: environmental program development, land use laws, tribal codes, Environmental policy development, organizational development, grants writing/fundraising development, youth development, education reform, tribal government-to-government relationships, business, financial and economic development and conference facilitation
- Served over 250 tribal clients, public/private organizations, institutions, and companies
- Contract consultant to Small Business Administration – Comprehensive Economic Development and 8A Programs 2002-2007

Umatilla Tribal Community Foundation - Pendleton, OR

09/2010 - 01/2012

Executive Director

A tax-exempt public charity created by and for the people of the Confederated Tribes of the Umatilla Indian Reservation and surrounding area.

- Responsible for the development and strategy of building a tribal non-profit foundation that provides funding for education, culture, economic development, and social programming
- Developed organizational policy for administrative, programmatic, and financial protocols

Trust for Public Land - Portland, OR

05/2006 - 04/2010

National Director Tribal & Native Lands Program

A national, nonprofit, land conservation organization that conserves land for people. The Tribal & Native Lands Program expands partnerships with tribes and native communities to assist them in reversing a history of dispossession.

- Developed strategies to reclaim over 100 million acres of Native lands focused on watersheds, wildlife corridors, working forests, land use, right of ways and waterways
- Managed a staff of eight (8)
- Responsible for working with native and tribal nations across the U.S. on land acquisition issues, education, training, policy, development and strategies
- Raised and managed an annual operating budget of \$500K
- Raised and managed over \$20M in land acquisition transactions annually

CHARLES F. SAMS III

(b)(6)
H: (b)(6) C: (b)(6) E: (b)(6)

Columbia Slough Watershed Council - Portland, OR Executive Director

07/2004 - 05/2006

A watershed based non-profit organization with a mission to foster action to protect, enhance, restore and revitalize the Columbia Slough and its watershed. The Council works to protect the home of over 300 wildlife species as well as over 158,000 human residents in an 18-mile-long mosaic of sloughs, wetlands and lakes located on the southern floodplain of the Columbia River.

- Responsible for developing and implementing watershed protection, preservation strategies, land use compliance analysis and the management and operations of the Council's programs: Slough School, Community Stewardship, and Community Outreach
- Managed a professional staff of 5 and 250 volunteers
- Raised and managed an annual operating budget of \$500K

Community Energy Project - Portland, OR Executive Director

07/2003 - 07/2004

A city wide non-profit serving the Portland community by educating citizens on home energy use and conservation, water conservation, and lead hazard prevention. CEP educates 1,500 community members and weatherizes 200 senior, disabled, and low income homes annually.

- Responsible for management and operations of CEP programs and assets
- Managed a professional staff of 6 and 850 volunteers
- Raised and managed an annual budget of \$300K with an additional \$250K in assets

Earth Conservation Corps - Portland, OR Executive Director - President, Vice President Programs, NW Director

09/1995 - 05/2003

A national non-profit dedicated to strengthening young people by improving their communities through critical environmental restoration and individual education.

- Responsible for the management and operations of ECC's programs and assets
- Managed a professional staff of 24 and 130 corps members in three states and the District of Columbia
- Developed and maintained partnerships with over 50 federal, state, tribal, local, public and private organizations, institutions, and agencies
- Restored critical fish habitat, watersheds, and upland forests in the District of Columbia, Maryland, Virginia, New York, Oregon, Washington, and Idaho
- Raised and managed an annual operating budget of \$4.5M and \$4M in assets

City Volunteer Corps of New York - New York, NY House Manager / Field Supervisor

03/1994 - 08/1995

From 1984 to 1997 CVC was the largest urban youth service program in the United States.

- Managed a professional staff of 11 and directed 185 corps members
- Responsible for the professional development of field staff
- Developed and managed the first AmeriCorps programs in New York City
- Planned and implemented projects focused on environmental, public safety, health, educational, and human needs
- Managed a \$1.8M annual budget

Community Action Program East Central Oregon - Pendleton, OR Program Coordinator

06/1993 - 12/1993

- Managed and developed the Tribal Youth Conservation Corps program for the Confederated Tribes of the Umatilla Indian Reservation and Confederated Tribes of the Warm Springs Reservation
- Managed a professional staff of 3 and 20 corps members
- Implemented environmental projects on and near the reservations
- Provided individual academic development to corps members
- Raised and managed a \$180K annual budget

CHARLES F. SAMS III

(b)(6)
H: (b)(6) C: (b)(6) E: (b)(6)

Confederated Tribes of the Umatilla Indian Reservation - Pendleton, OR

06/1992 - 09/1992

Policy Analyst Special Sciences

- Provided detailed analysis on the effects of cesium, tritium and other nuclear contaminants on salmon and other species on and near the Hanford Nuclear reservation
- Produced the initial study regarding the U.S. Department of Energy's practices in discharging, maintaining, and storing nuclear by-products at the Hanford Nuclear Reservation in Washington State

MILITARY SERVICE

United States Navy

1988 - 1992

Intelligence Specialist - Attack Squadron 155

(b)(6)

United States Navy Reserves

1992 - 1995

Joint Intelligence Center Pacific 1489 and Defense Intelligence Agency Headquarters 055

EDUCATION

- Master of Legal Studies – Indigenous Peoples Law
University of Oklahoma School of Law
- Bachelor of Science - Business Administration - Concordia University
Management, Communications, and Leadership
- United States Navy Intelligence Training Center A School - Graduate with Honors
IS 3910 Photographic Interpreter - Soviet Studies, Anti-Terrorism, Middle Eastern
Affairs, China Affairs

AWARDS

- Native American Journalist Association – National Native Media Awards 2019
2018 2017, 2016, 2015, 2014, 2013
- Ecotrust Indigenous Leadership Award Finalist – 2011
for services to Salmon Nation
- U.S. President's Service Medal for work in the Environmental Field – 2000
Points of Light Foundation
- U.S. President's Council on Sustainable Development – 1998
National & Regional Award for Environmental Achievement
- Peter F. Drucker Foundation Award – Special Recognition 1997
Outstanding management of a non-profit
- American Rivers Silver Medal – 1997
Environmental achievement for services to the Columbia River
- Navy Achievement Medal – 1991
Professional Achievement in Combat Operations- Persian Gulf War

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Chair - Cayuse Holding Company LLC 2018-present
- Chair - Oregon Cultural Trust 2014-present
- Vice Chair – Gray Family Foundation 2018-present
- Advisor - Confluence Project 2010-present
- Advisor - Columbia Land Trust 2014-present

(b)(6)

- Veterans of Foreign Wars 1992-present
- Naval Intelligence Professionals Association 2001-present
- River Network Board of Directors 2004-2011
- Center for Diversity and the Environment (founding member/former Chair) 2006-2012
- Tiicham Conservation District (former Chair) 2011-2013
- CTUIR Natural Resources Commission 2013-2017
- Nixyaawii Community School Board 2013-2017

CHARLES F. SAMS III

H: (b)(6) C: (b)(6) E: (b)(6)

TEACHING & LECTURES

- Whitman College – Adjunct Faculty Winter/Spring 2020: Courses Indigenous Politics POL 225 and A Liberal Arts Approach to the Study of COVID 19 / Our History Repeats Itself
- Yale College School of Forestry – Instructor Spring 2017: Course Conservation in Indian Country

U.S. Senator Ron Wyden

Natural Resources Director

July 2019-Current

- Led Senator Wyden's energy and natural resources portfolio, as a senior member of the Senate Energy and Natural Resources Committee;
- Managed an active legislative and communications team to deliver policy wins;
- Worked with Senate and House leadership and committee staff to develop and advance caucus-wide priorities;
- Successfully communicated the Senator's policy positions and collaborated with constituents, stakeholders, federal and state agencies, members of Congress, advocacy groups, and business leaders on policy decisions;
- Assisted the Senator in drafting and advancing wide-ranging policy initiatives, including the largest river conservation proposal in Oregon history (the *River Democracy Act*), and reforms to federal recreation permitting (the *Recreation Not Red Tape Act*);
- Ensured the Bipartisan Infrastructure Bill included several of Senator Wyden's natural resources policy initiatives, including the Senator's expansion of the Indian Reservation Drinking Water Program, three additional years of Secure Rural Schools funding, and \$5 billion for a new DOE electric grid resiliency program;
- Successfully brokered bipartisan deals on multiple policy initiatives;
- Worked directly with the Senator to develop legislative policy agendas and strategies;
- Coordinated the Senator's in-state natural resources policy agenda, including meeting with local elected officials, constituents, and interested parties on natural resources and energy related policy matters.

Advisor for Energy, Natural Resources, and Agriculture

October 2018 – July 2019

- Managed Senator Wyden's Senate Energy and Natural Resources Committee portfolio;
- Developed policy with the Senator and drafted legislation, talking points, remarks, letters, memos, and materials for Senator Wyden;
- Collaborated with other executive staff to prioritize and execute the Senator's agenda;
- Directed the Energy and Natural Resources team, which included legislative fellows and administration detailees;
- Led in crafting, drafting, introduction, and advancement of legislation regarding public lands, conservation, wildfire risk reduction, climate change, agriculture, forestry, workforce development, federal funding, and energy;
- Staffed Senator Wyden at Energy and Natural Resources Committee policy hearings and business meetings;
- Supported, negotiated, and contributed to passage of several key pieces of legislation, including the Hemp Farming Act, the Western Oregon Tribal Fairness Act, and the Oregon Wildlands Act.

Legislative Assistant

June 2017 – October 2018

- Successfully implemented the Senator's policy issues relating to energy, natural resources, Tribal government, agriculture, fisheries, recreation, environment, climate change, forestry, and public lands;
- Assisted in the development of policy and draft legislation;
- Directed junior legislative staff and fellows on the Senator's policy stances;
- Staff the Senator at meetings, hearings, events, town meetings, business visits, and phone calls.

Legislative Aide

October 2014 – June 2017

- Assisted the policy lead for Senator Wyden's Energy and Natural Resources Committee portfolio;
- Drafted policy briefs, talking points, decision memos, and remarks for review by the policy lead;
- Drove the Senator during his 2016 reelection.

Staff Assistant

October 2013 – September 2014

- Professionally handled phone conversations and effectively communicated the Senator's position on issues;
- Managed the front desk by informing the Senator and legislative staff of appointment arrivals;
- Collaborated with the legislative and administrative staff to prioritize each staff members requests.

Education

The Johns Hopkins University, Washington, D.C.
Master of Arts, Public Policy and Government

(b)(6)

University of Oregon, Eugene, OR
Bachelor of Arts, Political Science

(b)(6)

Request for Senior Executive Service Appointing Authority

Agency Name: DEPARTMENT OF THE INTERIOR

Print Date: 08/16/2022

POC: Michelle Rabuck

Phone: 202-208-6943

Fax:

Request No: DI220085

Request Type: APPOINTMENT

Appointment Authority: NONCAREER

Extension: No

Duration:

ES Pay Level: \$145,000.00

Temporary Allocation: No

Candidate: MALCOLM MCGEARY

Position No: DIES06006

Title: SENIOR ADVISOR

Organization Name: NATIONAL PARK SERVICE

Recruited From: OUTSIDE FED. GOVT. (NOT

GEO Location: WASHINGTON

Current Title:

Proposed Title:

SES Endorsement Statement

As the agency official authorized to make this request, I endorse the above request made to the Office of Personnel Management. I certify that the position is a General position and the candidate meets the professional/technical, executive and managerial qualifications for the position. I certify that the rate of pay requested for this position is based on the executive's performance and/or contribution to mission (as reflected in the executive's annual summary rating for the most recently-completed performance appraisal period), pursuant to 5 U.S.C. 5382(a) and 5 CFR 534.401, and the requirements of section 748 of division E of the Consolidated Appropriations Act, 2021, have been met.

Agency/Dept. Head or Designee: Rachael Taylor

Signature: 

Date Signed: 8.29.22

Agency White House Liaison

Name: Maggie Thompson

Phone:

Signature: 

Date Signed: 8/25/2022

OPM USE ONLY

Check the appropriate Box(es)

Approved

Approved with Modification *

Disapproved

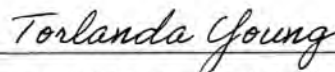
Return without Action

*Modification:

Number of non-career allocations:

Percent of SES space allocation: %

OPM Approving Official:



Date Signed: 09/12/2022

Note: The agency appointing officer is responsible for ensuring that each personnel action he or she approves meets all legal and regulatory requirements. Sign-off on a pay adjustment by OPM is predicated upon the agency appointing officer's finding and certification to that effect and does not reflect review by OPM for adherence to any performance appraisal system certification criteria (e.g., 5 CFR 430.404(a)(9)).

EMAIL: SERS@opm.gov

ATTENTION: Senior Executive Resource Services

Source: Office of Personnel Management

Report 1652, Version January 2021

Name	Acting Position	SES Designation	Detail Start	Detail NTE	Extension NTE	Termination	Position of Record
Mow, Jeff	RD AK	G	4/25/2021	8/22/2021	12/21/2021	12/21/2021	Superintendent Glacier NP 0025-15/7
Orlando, Cindy	RD PW	G	4/25/2021	8/22/2021	12/21/2021	12/21/2021	Dep Reg Dir 0025-15/10 PWR
Schmitt, Kevin	ACIO	G	2/28/2021	6/27/2021	12/21/2021	12/12/2021	Supvy 2210-15/8
Ramos, Pedro	RD Southeast	G	7/31/2021	10/31/2021		10/31/2021	SI Everglades (Career SES)
Cash, Cassius	RD Southeast	G	11/1/2021	2/28/2022	3/31/2022	3/31/2022	SI Great Smokey Mtn (Career SES)
Hatten, Lance TBD	RD Southeast	G	4/4/2022	8/2/2022		8/3/2022	Deputy RD SE, GS-340-15/7
Chapple, Reginald	AD PCE	G	1/20/2022	5/20/2022	5/21/2022	8/12/2022	Program Mgr GS-340-15/6 PCE
Feierabend , Carey	GOGA SI	G	6/1/2022	9/29/2022	none	9/29/2022	Program Mgr GS-340-15/5 PPFL DSC
Szymanski, David	AD PCE	G	8/14/2022	12/11/2022	none	12/11/2022	SI Santa Monica(GS-15)
Hammond, Kate	RD IMR	G	7/31/2022	11/27/2022	2/26/2023	1/14/2023	Dep Reg Dir 0025-15/8 IMR
Kenkel, Craig	GOGA SI	G	9/30/2022	1/28/2023		1/28/2023	SI Pt Reyes Natl Seashore 15/10
Carrico, Lisa	RD IMR	G	1/15/2022	5/15/2023		4/8/2023	Dep Reg Dir 0025-15/8 IMR
Shott, Billy	RD PW	G	6/3/2023	8/31/2023 (89 days)	none	8/31/2023	Assoc RD - Pacific West GS-0025-15/6

SARA CAWLEY

CONTACT:

- (b)(6)
- (b)(6)
- [LinkedIn.com/in/cawleysara](https://www.linkedin.com/in/cawleysara)
- (b)(6)

BACKGROUND:

- 6+ years experience with the federal legislative and administrative process
- Energy/public lands management and conservation policy
- Natural resources collaboration

ISSUE KNOWLEDGE:

- *Oil and gas*: Orphan and abandoned wells; reclamation and bonding; water impacts
- *Coal*: Reclamation and bonding; just transition and economic development
- *Hardrock mining*: 1872 Mining Law and reforms; critical minerals
- *National monuments*: Campaigns and designation process

SKILLS:

- Federal-level lobbying and advocacy
- Diverse stakeholder outreach and engagement
- Project management and event planning
- Qualitative research

SELECT AWARDS & SERVICE:

- Wyss Fellow, 2016-2018
- Wyss Scholar, 2014-2015
- American Association of Geographers - Redd Center's *Best Paper for Rural Geography of the American West*, 2014
- AmeriCorps Cape Cod, 2012-2013
- Fulbright Scholar to Denmark, 2011-2012

SELECT EXPERIENCE

DC Representative | April 2018 - Present

Western Organization of Resource Councils, Washington, DC

- Leads WORC's federal legislative and administrative actions on energy policy, primarily covering oil and gas, coal, and hardrock mining issues
- Builds relationships with Congressional offices and committees, other policy organizations, and within diverse WORC membership (including ranchers, farmers, grassroots advocates, and Native Americans)
- Coordinates and guides WORC's campaign teams to develop and implement federal policy campaigns; prepares members for Congressional testimony and briefing participation
- Assisted with the drafting of S. 1386, S. 4642, H.R. 2579, H.R. 4346, H.R. 6112, H.R. 5636, H.R. 3225, H.R. 4435, and H.R. 2156 (all during the 116th Congress)

Wyss Public Lands Fellow | January 2016 - March 2018

National Wildlife Federation, Washington, DC

- Team lobby and advocacy lead for NWF's national monuments and Land and Water Conservation Fund work; coordinated NWF's Sage-Grouse and Arctic Refuge protection efforts
- Collaborated with NWF's communications team to produce action alerts, social media posts, press releases, and LTEs; spearheaded videos and photo blogs for the Bears Ears and Grand Staircase Escalante National Monuments defense campaigns

Land and Minerals Management Intern | June - December 2015

Department of the Interior, Washington, DC

- Assisted Deputy Assistant Secretary Jim Lyons with the structuring of a range-wide Greater Sage-Grouse mitigation framework by conducting policy and conservation research, and coordinating planning meetings between federal, state, and private stakeholders

Social Science Lead, Consulting Team | January 2014 - May 2015

Sitka Ranger District - U.S Forest Service, Sitka, AK & Ann Arbor, MI

- Designed and distributed a community survey to assess resident usage and management priorities regarding subsistence, recreation, and timber activities in the Tongass National Forest; led and conducted 16 stakeholder interviews
- Presented analysis and key findings to the U.S. Forest Service Tongass Advisory Committee by invitation

Land & Water Policy Intern, | June - August 2011

White House Council on Environmental Quality, Washington, DC

- Prepared policy briefs, talking points, and background materials on resource management and conservation issues
- Coordinated with federal and private sources to summarize the economic benefits of outdoor recreation

EDUCATION

Master of Science | May 2015

School of Natural Resources & Environment - University of Michigan

- Concentrations in Environmental Policy and Planning; Behavior, Education, and Communication
- *Community Chair and Executive Board Member*, Student Government
- *Graduate Research Fellow*: Investigated best methods for natural resource management and planning processes; helped to create an online facilitation training platform for collaborative processes

Bachelor of Arts | June 2011

Gettysburg College, Gettysburg, PA

- Degree in Environmental Studies and Political Science (*cum laude*)

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) CAWLEY, SARA CZERNYSZ		3. Date of Birth	4. Effective Date 11/14/2022	
FIRST ACTION		SECOND ACTION		
5-A. Code 170	5-B. Nature of Action EXC APPT	6-A. Code	6-B. Nature of Action	
5-C. Code ZNM	5-D. Legal Authority 5 CRF 213.3301(A)	6-C. Code	6-D. Legal Authority	
5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority	
7. FROM: Position Title and Number		15. TO: Position Title and Number ADVISOR		
		1000 IGS1609		
8. Pay Plan	9. Occ. Code	10. Grade or Level	11. Step or Rate	12. Total Salary
16. Pay Plan	17. Occ. Code	18. Grade or Level	19. Step or Rate	20. Total Salary/Award
GS	0301	14	01	\$126233.00
21. Pay Basis				
PA				
12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	
20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay	
\$95973.00	\$30260.00	\$126233.00	\$0.00	
14. Name and Location of Position's Organization		22. Name and Location of Position's Organization IN22 OFFICE OF SURFACE MINING OFFC OF THE DIRECTOR/DEPTY DIR		
		WASHINGTON,DC		
EMPLOYEE DATA				
23. Veterans Preference		24. Tenure	25. Agency Use	26. Veterans Preference for RIF
(b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/50%		0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite		(b)(6) YES (b)(6) NO
27. FEGLI (b)(6)		28. Annuitant Indicator (b)(6)		29. Pay Rate Determinant (b)(6)
30. Retirement Plan (b)(6)		31. Service Comp. Date (Leave) 11/14/2022	32. Work Schedule F FULL-TIME	
33. Part-Time Hours Per Biweekly Pay Period				
POSITION DATA				
34. Position Occupied		35. FLSA Category	36. Appropriation Code	37. Bargaining Unit Status
2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved		E E - Exempt N - Nonexempt		8888
38. Duty Station Code 11-0010-001		39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA		
40. Agency Data FUNC CLS 00	41. (b)(6)	42. EDUC LVL 17	43. SUPV STAT 8	44. POSITION SENSITIVITY HIGH RISK
45. Remarks EMPLOYEE DUTY STATION IS IN REGION 01 - NORTH ATLANTIC - APPALACHIAN APPOINTMENT AFFIDAVIT EXECUTED 11/15/22. CREDITABLE MILITARY SERVICE: (b)(6) PREVIOUS RETIREMENT COVERAGE: (b)(6) EMPLOYEE IS AUTOMATICALLY COVERED UNDER (b)(6)				
46. Employing Department or Agency IN - OFC OF SURFACE MINING		50. Signature/Authentication and Title of Approving Official 222406842 / ELECTRONICALLY SIGNED BY:		
47. Agency Code IN22	48. Personnel Office ID 4228	49. Approval Date 11/15/2022	NICHOLAS S RICE SUPVY HUMAN RESOURCES SPECIALIST	

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) CAWLEY, SARA CZERNYSZ				2. Social Security Number (b)(6)		3. Date of Birth (b)(6)		4. Effective Date 01/01/2023					
FIRST ACTION					SECOND ACTION								
5-A. Code 894		5-B. Nature of Action GEN ADJ			6-A. Code		6-B. Nature of Action						
5-C. Code QWM		5-D. Legal Authority REG 531.207			6-C. Code		6-D. Legal Authority						
5-E. Code ZLM		5-F. Legal Authority E.O. 14090 DATED 12/23/22			6-E. Code		6-F. Legal Authority						
7. FROM: Position Title and Number ADVISOR 1000 IGS1609					15. TO: Position Title and Number ADVISOR 1000 IGS1609								
8. Pay Plan GS		9. Occ. Code 0301	10. Grade or Level 14	11. Step or Rate 01	12. Total Salary \$126233.00	13. Pay Basis PA	16. Pay Plan GS		17. Occ. Code 0301	18. Grade or Level 14	19. Step or Rate 01	20. Total Salary/Award \$132368.00	21. Pay Basis PA
12A. Basic Pay \$95973.00		12B. Locality Adj. \$30260.00	12C. Adj. Basic Pay \$126233.00		12D. Other Pay \$0.00		20A. Basic Pay \$99908.00		20B. Locality Adj. \$32460.00	20C. Adj. Basic Pay \$132368.00		20D. Other Pay \$0.00	
14. Name and Location of Position's Organization IN22 OFFICE OF SURFACE MINING OFFC OF THE DIRECTOR/DEPTY DIR WASHINGTON,DC					22. Name and Location of Position's Organization IN22 OFFICE OF SURFACE MINING OFFC OF THE DIRECTOR/DEPTY DIR WASHINGTON,DC								
EMPLOYEE DATA													
23. Veterans Preference (b)(6) 1 - None 3 - 10-Point/Disability 5 - 10-Point/Other 2 - 5-Point 4 - 10-Point/Compensable 6 - 10-Point/Compensable/30%				24. Tenure 0 0 - None 2 - Conditional 1 - Permanent 3 - Indefinite			25. Agency Use		26. Veterans Preference for RIF (b)(6) YES (b)(6) NO				
27. FEGLI (b)(6)				28. Annuitant Indicator (b)(6)			29. Pay Rate Determinant (b)(6)						
30. Retirement Plan (b)(6)			31. Service Comp. Date (Leave) 11/14/2022		32. Work Schedule F FULL-TIME		33. Part-Time Hours Per Biweekly Pay Period						
POSITION DATA													
34. Position Occupied 2 1 - Competitive Service 3 - SES General 2 - Excepted Service 4 - SES Career Reserved			35. FLSA Category E E - Exempt N - Nonexempt		36. Appropriation Code		37. Bargaining Unit Status 8888						
38. Duty Station Code 11-0010-001				39. Duty Station (City - County - State or Overseas Location) WASHINGTON, DISTRICT OF COLUMBIA									
40. Agency Data FUNC CLS 00		41. (b)(6)	42. EDUC LVL 17		43. SUPV STAT 8		44. POSITION SENSITIVITY HIGH RISK						
45. Remarks SALARY INCLUDES A GENERAL INCREASE OF 4.1 PERCENT AND, IF APPLICABLE, A LOCALITY PAYMENT/SUPPLEMENTAL RATE (OR OTHER GEOGRAPHIC ADJUSTMENT) FOR THIS AREA.													
46. Employing Department or Agency IN - OFC OF SURFACE MINING					50. Signature/Authentication and Title of Approving Official 230146056 / ELECTRONICALLY SIGNED BY:								
47. Agency Code IN22		48. Personnel Office ID 4228	49. Approval Date 01/05/2023		JEFFREY TELEPO HUMAN RESOURCES DIRECTOR								