

From: Stone, Eric J CIV NSWCCD West Bethesda, 01
To: [Pletcher, Mary](#)
Subject: RE: [Non-DoD Source] Re: Status of SES Certificate
Date: Monday, June 19, 2017 9:59:18 AM

Thanks so much for getting back to me Mary. Jonathan Mack did follow up with me late last week, so I'm sure he'll let me know the results of the OPM review.

Hope to see you and the team at Lynn's retirement next week!

Eric Stone
Comptroller, NSWC Carderock
Code 01
Office (301) 227-2496 DSN 287-2496
Cell (301) 655-7109
eric.j.stone1@navy.mil

-----Original Message-----

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Monday, June 19, 2017 9:38 AM
To: Stone, Eric J CIV NSWCCD West Bethesda, 01
Subject: [Non-DoD Source] Re: Status of SES Certificate

Hi Eric,

Sorry for my delayed response back to you. The long and the short of it is our CDP packages ended up caught up in the transition. We didn't have an ERB until the last few weeks. Now I've been delegated authority to sign off on the packages so they are now moving again. Your package is at OPM - we'll let you know when we hear anything back.

Thanks,
Mary

On Thu, May 18, 2017 at 8:47 AM, Stone, Eric J CIV NSWCCD West Bethesda, 01 <eric.j.stone1@navy.mil> wrote:

Mary,

Hope you've been well. I'm sure it's been a very interesting past six months at Interior!

(b) (6)

I've been surprised how long our pilot process to get QRB certification has taken. **(b) (6)**
(b) (6) Are you aware of how far along my package is?

Thanks and hope to see you at Lynn's retirement party!

Eric Stone

Comptroller, NSWC Carderock
Code 01
Office (301) 227-2496 DSN 287-2496
Cell (301) 655-7109
eric.j.stone1@navy.mil

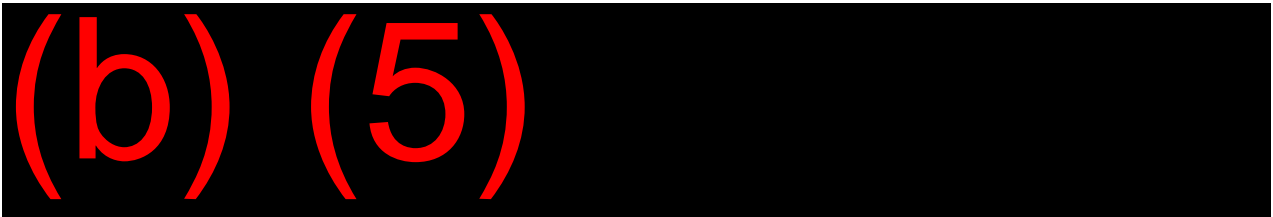
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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity Chief Human Capital Officer
(202) 208-4505

From: Bail, Kristin
To: [Pletcher, Mary](#)
Subject: Follow Up
Date: Thursday, June 29, 2017 10:26:35 AM
Attachments: [image001.png](#)

Good morning, Mary --

This note is to follow up on our conversation yesterday. You are welcome to share this information confidentially with Jim Cason or the ERB.



Here are a few items about my background and experience.

- 32 years of Federal government experience with the BLM and the US Forest Service in AZ, OR, and North Carolina in addition to Washington D.C.
- Proven ability to deliver multiple use outcomes in forestry, range management, wildland fire/prescribed fire, and recreation. I led units with world-class recreation such as Sedona Red Rocks and the Pisgah and Nantahala National Forests which receive almost 8 million visitors annually.
- I have Executive level experience in all natural resource programs except energy and minerals (but would welcome the ability to gain that experience).
- Have worked in several interagency settings -- a pilot interagency office in the Klamath Basin, OR (BLM, USBR, USFWS); a Service First office (BLM and USFS) in Lakeview, OR; and shared fire management service in Central Oregon (USFS and BLM). I've also worked closely with several iconic NPS units including the Grand Canyon NP, Blue Ridge Parkway, Appalachian Trail, and Great Smokey Mountains NP.
- Have extensive experience consulting with and working collaboratively with Tribes, including the Navajo, Hopi, Klamath, Confederated Tribes of the Warm Springs, and the Eastern Band of Cherokee Indians.
- Have successfully led organizations of up to 300 people.
- My educational background is in watershed management and geology.

Thank you for your consideration.

--Kristin

Kristin Bail, Assistant Director
Resources and Planning (WO-200)
1849 C. Street NW, Room 5648
Washington, D.C. 20240
(202) 208-6731 Cell (202) 823-1086
kbail@blm.gov

USDI Bureau of Land Management

From: Gonzalez, Elena
To: [Mack, Jonathan](#)
Cc: [Pletcher, Mary](#); [Amy Holley](#); [Jean Parrish](#)
Subject: Re: proposed ERB memo
Date: Tuesday, October 24, 2017 2:01:42 PM

Thanks Jonathan. Jean - Please put this in final on letterhead for me and Scott to sign today. Thank you.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Tue, Oct 24, 2017 at 11:58 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:
Please see attached. If you need anything else, please let me know.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285


On Tue, Oct 24, 2017 at 11:40 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Jonathan,

Can you add the lines at the bottom to the memo for approval versus disapproval of the memo and resend to everyone? It can be finalized at that point for Elena and Scott's signature.

Thanks,
Mary

On Tue, Oct 24, 2017 at 11:12 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Hi Mary. As discussed, attached is the proposed ERB memo (b) (5)



I will brief Scott today too.

Thanks.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
[1849 C St NW Room 5124](#)
[Washington, DC 20240](#)
(o) 202-208-7966

--

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

From: Gonzalez, Elena
To: [Pletcher, Mary](#)
Cc: [Mack, Jonathan J](#); [Amy Holley](#)
Subject: Re: proposed ERB memo
Date: Tuesday, October 24, 2017 11:44:10 AM

Thank you!

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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Hi Mary. As discussed, attached is the proposed ERB memo (b) (5)

I will brief Scott today too.

Thanks.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
[1849 C St NW Room 5124](#)
[Washington, DC 20240](#)
(o) 202-208-7966

--

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

From: Pletcher, Mary
To: [Mack, Jonathan J](#); [Amy Holley](#)
Cc: [Gonzalez, Elena](#)
Subject: Re: proposed ERB memo
Date: Tuesday, October 24, 2017 11:40:58 AM

Jonathan,

Can you add the lines at the bottom to the memo for approval versus disapproval of the memo and resend to everyone? It can be finalized at that point for Elena and Scott's signature.

Thanks,
Mary

On Tue, Oct 24, 2017 at 11:12 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Hi Mary. As discussed, attached is the proposed ERB memo (b) (5)

[REDACTED]

I will brief Scott today too.

Thanks.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

--

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

From: Jonathan Mack (via Google Drive)
To: mary_pletcher@ios.doi.gov
Cc: caroline_soave@ios.doi.gov
Subject: ERB Memos - Invitation to collaborate
Date: Monday, October 23, 2017 12:30:28 PM

jonathan_mack@ios.doi.gov has invited you to **contribute** to the following shared folder:

 ERB Memos



These are the first ones, we will scan and put the subsequent ones on there now.
Thanks!

Open

Google Drive: Have all your files within reach from any device.
Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA



From: Scott Cameron
To: mary_pletcher@ios.doi.gov
Subject: Fwd: Request to advertise for two PMB SES slots
Date: Thursday, October 19, 2017 9:23:54 PM

FYI

Thanks,
Scott
Scott J. Cameron
Acting Assistant Secretary for
Policy, Management and Budget
Department of the Interior

Cell 202-706-9031
Desk 292-208-4242

Sent from my iPhone

Begin forwarded message:

From: "Cason, James" <james_cason@ios.doi.gov>
Date: October 19, 2017 at 7:03:01 PM EDT
To: "Cameron, Scott" <scott_cameron@ios.doi.gov>
Subject: **Re: Request to advertise for two PMB SES slots**

OK

On Mon, Oct 16, 2017 at 5:09 PM, Cameron, Scott
<scott_cameron@ios.doi.gov> wrote:

Jim,
In the spirit of making sure all my bases are covered, I wanted to let you know that I have asked Mary to prepare the necessary paperwork for ERB consideration to advertise for the replacement Office of Wildland Fire Director, and for a Deputy Director of PAM who would be our in-house grants policy expert. We are talking with you tomorrow about grants management processes going forward, in light of the upcoming political appointee PMB hire, Steve Howke.
Thanks,
Scott
Scott J. Cameron
Acting Assistant Secretary for Policy, Management and Budget
Office of the Secretary of the Interior
Desk 202 208 4242
Cell 202 706 9031

From: Cameron, Scott
To: [James Cason](#)
Cc: [Mary Pletcher](#)
Subject: Request to advertise for two PMB SES slots
Date: Monday, October 16, 2017 5:10:05 PM

Jim,

In the spirit of making sure all my bases are covered, I wanted to let you know that I have asked Mary to prepare the necessary paperwork for ERB consideration to advertise for the replacement Office of Wildland Fire Director, and for a Deputy Director of PAM who would be our in-house grants policy expert. We are talking with you tomorrow about grants management processes going forward, in light of the upcoming political appointee PMB hire, Steve Howke.

Thanks,

Scott

Scott J. Cameron

Acting Assistant Secretary for Policy, Management and Budget

Office of the Secretary of the Interior

Desk 202 208 4242

Cell 202 706 9031

From: Pletcher, Mary
To: [Catherine Gulac](#); [Rees, Gareth](#)
Cc: [James Cason](#)
Subject: scheduling next ERB meeting
Date: Monday, October 16, 2017 1:18:58 PM

Gareth/Cathy,

Can you look for times for an ERB meeting for October 27 or thereabouts. Please avoid 9:30 to 11:00 on the 27th - I have an appointment.

ERB meeting invitees (note, this is a change from the prior meetings):

David Bernhardt
Jim Cason
Scott Hommel
Doug Domenech
Dan Jorjani
Glenda Owens
Rich Cardinale
Mary Pletcher (advisor)

Thanks,
Mary

--

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

From: Lawson, Christopher
To: [Mary Pletcher](#)
Subject: Re: Hiring Controls - 10/15/2017
Date: Sunday, October 15, 2017 4:53:05 PM

I have updated the worksheet with the NPS submission.

<https://drive.google.com/> (b) (5)

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Sat, Oct 14, 2017 at 9:12 AM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

Mary:

I have updated the worksheets with the hiring waiver requests received as of today.

<https://drive.google.com/> (b) (5)

I noticed that two positions have a Associate Dep Sec decision of "ERB" but they are not SES positions. Should these be approved or denied? See 1189 and 1292.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

From: Lawson, Christopher
To: [Mary Pletcher](#)
Subject: Hiring Controls - 10/15/2017
Date: Saturday, October 14, 2017 9:13:38 AM

Mary:

I have updated the worksheets with the hiring waiver requests received as of today.

<https://drive.google.com/> (b) (5)

I noticed that two positions have a Associate Dep Sec decision of "ERB" but they are not SES positions. Should these be approved or denied? See 1189 and 1292.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

From: Black, Michael
To: [Pletcher, Mary](#)
Subject: Re: Notice of reassignment
Date: Thursday, October 12, 2017 11:39:30 AM

Mary,

You can call me at 406-247-7943 (office) or on my Cell at (b) (6)

Thanks, Mike

On Thu, Oct 12, 2017 at 11:12 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Is there a number I can reach you at?/

Mary

On Thu, Oct 12, 2017 at 10:42 AM, Black, Michael <mike.black@bia.gov> wrote:
Mary,

Attached is my signed acknowledgement and waiver of the 15 days regarding my reassignment to BOR. I had a conversation with Dave Palumbo yesterday and he was going to be reaching out to Alan and yourself today regarding our discussion and my transition to BOR.

Please let me know if you need anything else.

Thanks, Mike

On Fri, Oct 6, 2017 at 8:46 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Mike,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Advisor, with the Bureau of Reclamation, located in Billings, Montana. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Pletcher, Mary
To: [Black, Michael](mailto:Black.Michael)
Subject: Re: Notice of reassignment
Date: Thursday, October 12, 2017 11:20:14 AM

Is there a number I can reach you at?/

Mary

On Thu, Oct 12, 2017 at 10:42 AM, Black, Michael <mike.black@bia.gov> wrote:

Mary,

Attached is my signed acknowledgement and waiver of the 15 days regarding my reassignment to BOR. I had a conversation with Dave Palumbo yesterday and he was going to be reaching out to Alan and yourself today regarding our discussion and my transition to BOR.

Please let me know if you need anything else.

Thanks, Mike

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Best,

Mary

--

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

--

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

From: Black, Michael
To: [Pletcher, Mary](#)
Subject: Re: Notice of reassignment
Date: Wednesday, October 11, 2017 10:46:51 AM

Mary,

I just wanted to let you know I am going to be visiting with Alan in the next couple days regarding a reporting date to BOR. I'm not sure if I should go ahead and sign the form and get it back to you now, or if I should have my conversation with Alan first. Let me know your thoughts on how I should handle this. Feel free to give me a call at 406-247-7943 or on my cell at (b) (6).

Thanks, Mike

On Fri, Oct 6, 2017 at 6:46 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Mike,

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

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

Best,

Mary

--

Mary Pletcher
Department of the Interior

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

From: Tom Melius
To: [Pletcher, Mary](#)
Subject: Re: reassignment preference form
Date: Tuesday, October 10, 2017 8:05:15 AM

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

Sent from my iPad

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

Tom,

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

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. You have served as Regional Director of both the Midwest and Alaska Regions. As Regional Director, you have served as a U.S. Commissioner on the Great Lakes Fishery Commission working with United States and Canadian counterparts. Prior to serving as Regional Director in Alaska, you served as Assistant Director External Affairs where you oversaw the national programs for Public Affairs, Congressional and Legislative Affairs and the Office of the Native American Liaison. You also served as the Assistant Director for Migratory Birds and State Programs where you oversaw policy development and led programs on conservation and management of migratory birds, implementation of the North American Waterfowl Management Plan and wetlands programs, Federal Duck Stamps, federal grant programs and conservation partnerships. The Assistant Director for International Affairs is responsible for coordinating

domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats with a focus on species of international concern. Your extensive knowledge of Service programs and on-the-ground operations gained as Regional Director in two different regions and strong experience working with domestic and international partners to advance Service priorities would make you well qualified to serve as Assistant Director for International Affairs.

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

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

Best,

Mary

--

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

<Melius Preference Form.docx>

From: Greg Sheehan
To: [Pletcher, Mary](#)
Subject: Re: reassignment preference form
Date: Friday, October 06, 2017 4:52:34 PM

Thank you Mary. Have a nice weekend.
Greg

Greg Sheehan
Principal Deputy Director
US Fish and Wildlife Service
202-208-4545 office
202-676-7675 cell

On Oct 6, 2017, at 1:21 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Tom,

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

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management of migratory birds, implementation of the North American Waterfowl Management Plan and wetlands programs, Federal Duck Stamps, federal grant programs and conservation partnerships. The Assistant Director for International Affairs is responsible for coordinating domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats with a focus on species of international concern. Your extensive knowledge of Service programs and on-the-ground operations gained as Regional Director in two different regions and strong experience working with domestic and international partners to advance Service priorities would make you well qualified to serve as Assistant Director for International Affairs.

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

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

Best,

Mary

--

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

<Melius Preference Form.docx>

From: Mikkelsen, Alan
To: [Pletcher, Mary](#)
Cc: [Michael Black](#); [David Bernhardt](#); [James Cason](#); [John Tahsuda](#)
Subject: Re: Notice of reassignment
Date: Friday, October 06, 2017 8:56:21 AM

Thank you for this notification. If possible, I would like to see Mike spend 2-4 weeks in the Reclamation hallway here in MIB, prior to his transfer to Billings, MT. This will allow him to become familiar with the Reclamation processes and personnel that he will be working with in the WRO. We look forward to working with Mike, here in Reclamation.

Alan Mikkelsen
Acting Commissioner, Bureau of Reclamation
Chair, SIWRO Working Group
MIB-7653
1849 C Street NW
Washington, DC 20240-0001

Phone: 202-513-0583
Mobile: 406-240-0703

On Fri, Oct 6, 2017 at 8:46 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Mike,

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

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

Best,

Mary

--

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

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#); [Caroline \(Carrie\) Soave](#); [Raymond Limon](#)
Subject: Re: SES/SL/ST close out guidance and timeframes
Date: Thursday, October 05, 2017 9:28:20 AM

Mary,

Yes will do.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Oct 5, 2017 at 9:13 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Jonathan/Michelle/Carrie,

Can I get you both working on two guidance documents that I can give to the ERB for approval:

- 1) Close out guidance timeframes, training dates, etc. I'd like to see us get the performance appraisals in right before Thanksgiving with PRB training right after Thanksgiving. Does that work?
- 2) Award recognition timeframes - I need to show the ERB what we have done the last few years. OPM guidance, the matrix, where we ended up. Can you pull something together?

Thanks,
Mary

--

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

From: Pletcher, Mary
To: [Jonathan Mack](#); [Michelle Oxyer](#); [Caroline \(Carrie\) Soave](#)
Cc: [Raymond Limon](#)
Subject: SES/SL/ST close out guidance and timeframes
Date: Thursday, October 05, 2017 9:13:44 AM

Jonathan/Michelle/Carrie,

Can I get you both working on two guidance documents that I can give to the ERB for approval:

- 1) Close out guidance timeframes, training dates, etc. I'd like to see us get the performance appraisals in right before Thanksgiving with PRB training right after Thanksgiving. Does that work?
- 2) Award recognition timeframes - I need to show the ERB what we have done the last few years. OPM guidance, the matrix, where we ended up. Can you pull something together?

Thanks,
Mary

--

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

From: Lawson, Christopher
To: [Smith, Marc](#); [Mary Pletcher](#); [Ray Limon](#); [Jonathan Mack](#); [Michelle Oxyer](#)
Cc: [Benitez Sharon](#)
Subject: Re: August 15 Hiring Controls Waiver Request
Date: Tuesday, October 03, 2017 12:45:05 PM

Marc:

The ERB approves the SES waiver requests. While there are two separate processes, the requests are one and the same. The waiver will only be approved if the position is approved by the ERB. If the ERB puts the request on hold or does not approve, then the same status applies to the waiver.

The waiver tracking should be in-sync with the ERB, but I will review the list and make any necessary updates.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Tue, Oct 3, 2017 at 12:29 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Thanks for the reply, Chris. I just want to make sure that I understand-- Does the ERB approve SES waiver requests? I had thought that the waiver approvals were a separate process from the ERB package approvals. Are they both done at the same time?

We had heard from Michelle Oxyer that the ERB's review of this position was put on Hold. Does that automatically mean that the waiver is put on hold too?

In contrast, for a different SES position (the Designated Agency Ethics Officer), we had heard that the ERB has approved our request, but we did not hear anything about our waiver request. Should we assume that the waiver was approved also?

Marc.

On Tue, Oct 3, 2017 at 12:21 PM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

Marc:

The Regional Solicitor - Northeast Region position is #1545 on the hiring controls worksheet. It is an ES position. ES positions must be approved by the ERB.

I do not have any information on when the next ERB will meet. I will see what I can find out regarding the ERB.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Tue, Oct 3, 2017 at 12:01 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Chris,

Can you please tell me if this waiver request, which was submitted on August 15, was acted on? I'm not seeing any email on this, even though we recently receive information on our September 1 and September 15 requests.

Thanks.

Marc

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

From: **Smith, Marc** <marc.smith@sol.doi.gov>

Date: Tue, Aug 15, 2017 at 7:15 AM

Subject: August 15 Hiring Controls Waiver Request

To: Mary Pletcher <mary_pletcher@ios.doi.gov>, Christopher Lawson <christopher_lawson@ios.doi.gov>, Raymond Limon <raymond_limon@ios.doi.gov>, Lori Jarman <lori.jarman@sol.doi.gov>, Benitez Sharon <sbenitez@usgs.gov>, DOI_Office_of_Human_Resource OS <doi_office_of_human_resources@ios.doi.gov>, Ariana Rigsby <ariana.rigsby@sol.doi.gov>

Mary,

Attached is one waiver request submitted by the Office of the Solicitor. On the "GS 12 and Above" tab is a request to recruit and hire the SES Regional Solicitor for the Northeast Region. We will include a copy of this request with the ERB recruit package for this position.

Thank you.

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
[1849 C St., NW](https://www.doi.gov)
[Washington, DC 20240](https://www.doi.gov)
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
[1849 C St., NW](#)
[Washington, DC 20240](#)
(202) 208-7950
marc.smith@sol.doi.gov

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Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
[1849 C St., NW](#)
[Washington, DC 20240](#)
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Lawson, Christopher
To: [Mary Pletcher](mailto:Mary.Pletcher)
Subject: Fwd: August 15 Hiring Controls Waiver Request
Date: Tuesday, October 03, 2017 12:28:25 PM

FYI

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

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

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Tue, Oct 3, 2017 at 12:21 PM
Subject: Re: August 15 Hiring Controls Waiver Request
To: "Smith, Marc" <marc.smith@sol.doi.gov>
Cc: Benitez Sharon <sbenitez@usgs.gov>

Marc:

The Regional Solicitor - Northeast Region position is #1545 on the hiring controls worksheet. It is an ES position. ES positions must be approved by the ERB.

I do not have any information on when the next ERB will meet. I will see what I can find out regarding the ERB.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Tue, Oct 3, 2017 at 12:01 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Chris,

Can you please tell me if this waiver request, which was submitted on August 15, was acted on? I'm not seeing any email on this, even though we recently receive information on our September 1 and September 15 requests.

Thanks.

Marc

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

From: **Smith, Marc** <marc.smith@sol.doi.gov>
Date: Tue, Aug 15, 2017 at 7:15 AM
Subject: August 15 Hiring Controls Waiver Request

To: Mary Pletcher <mary_pletcher@ios.doi.gov>, Christopher Lawson <christopher_lawson@ios.doi.gov>, Raymond Limon <raymond_limon@ios.doi.gov>, Lori Jarman <lori.jarman@sol.doi.gov>, Benitez Sharon <sbenitez@usgs.gov>, DOI_Office_of_Human_Resource OS <doi_office_of_human_resources@ios.doi.gov>, Ariana Rigsby <ariana.rigsby@sol.doi.gov>

Mary,

Attached is one waiver request submitted by the Office of the Solicitor. On the "GS 12 and Above" tab is a request to recruit and hire the SES Regional Solicitor for the Northeast Region. We will include a copy of this request with the ERB recruit package for this position.

Thank you.

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Keable, Edward
To: [Pletcher, Mary](#)
Subject: Re: other cases
Date: Thursday, September 28, 2017 5:14:11 PM

*** ATTORNEY-CLIENT PRIVILEGED COMMUNICATION ***

Mary,

(b) (5)
[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Please let me know if you have any questions.

Ed

On Thu, Sep 28, 2017 at 1:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here are the other two cases. (b) (5) [Redacted].

Thanks,
Mary

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

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Soave, Caroline (Carrie)
To: [Mary Pletcher](mailto:Mary.Pletcher)
Subject: Re: One Last Check In...
Date: Thursday, September 28, 2017 5:03:44 PM

Great. Enjoy your evening!

On Thu, Sep 28, 2017 at 4:57 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
I'm good and don't need you to do anything else today. Thanks for all your help.

Mary

Sent from my iPhone

On Sep 28, 2017, at 4:36 PM, Soave, Caroline (Carrie) <caroline_soave@ios.doi.gov> wrote:

Hi Mary,

Just checking if you need me to do anything else before the ERB meeting tomorrow? I normally leave around 5, but I can stay later if there's something else I can help with.

Thanks!

--

Carrie Soave
HR Specialist, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-513-0874
Fax: 202-208-5285

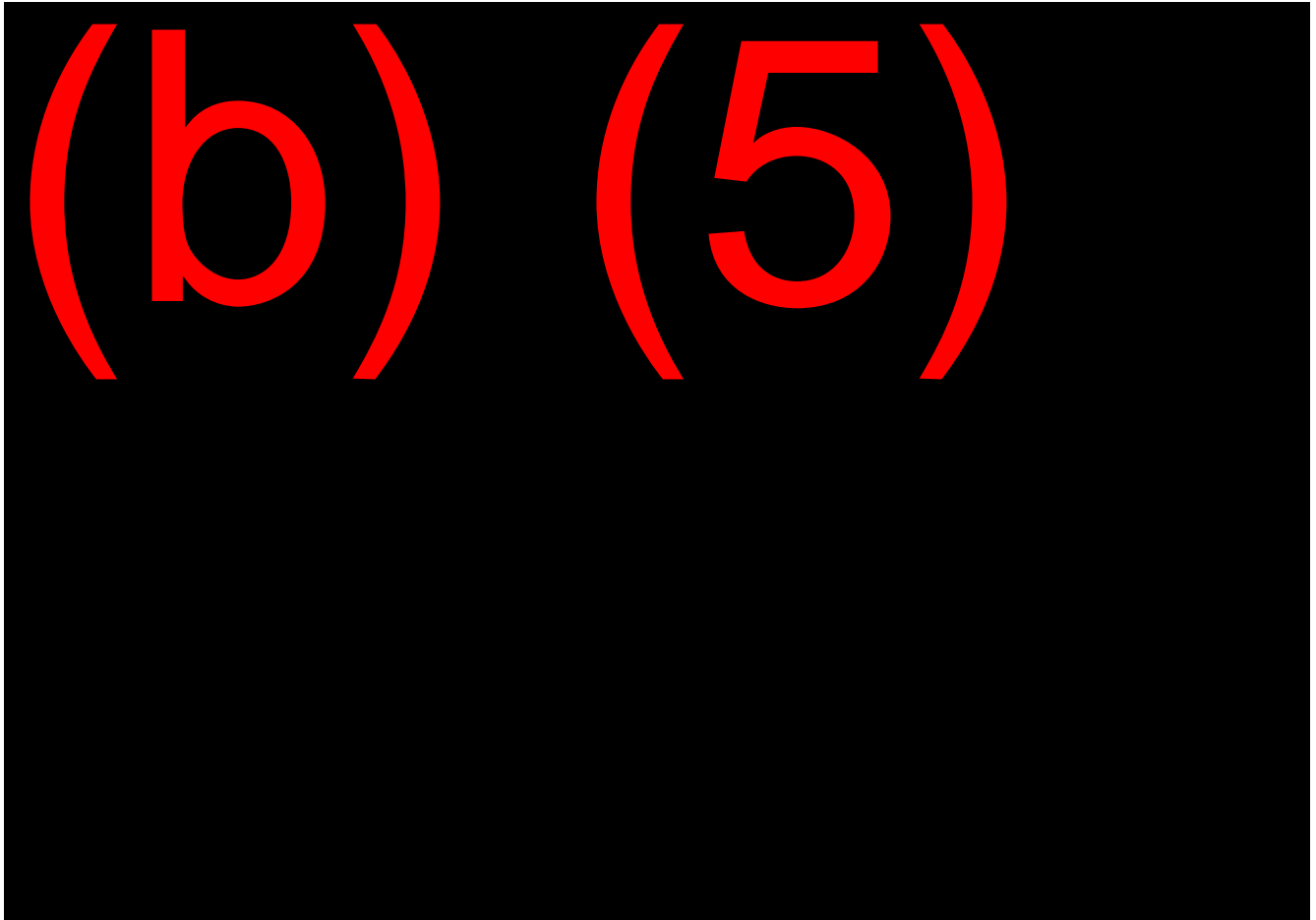
--

Carrie Soave
HR Specialist, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-513-0874
Fax: 202-208-5285

From: Keable, Edward
To: [Pletcher, Mary](#)
Subject: Re: ERB legal review
Date: Thursday, September 28, 2017 4:58:13 PM

*** ATTORNEY-CLIENT PRIVILEGED COMMUNICATION ***

Mary,



Please let me know if you have any questions.

Ed

On Thu, Sep 28, 2017 at 11:36 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
See attached for one of the cases we discussed last night.

Mary

--

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

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Mary Pletcher
To: [Soave, Caroline \(Carrie\)](#)
Subject: Re: One Last Check In...
Date: Thursday, September 28, 2017 4:57:18 PM

I'm good and don't need you to do anything else today. Thanks for all your help.

Mary

Sent from my iPhone

On Sep 28, 2017, at 4:36 PM, Soave, Caroline (Carrie) <caroline_soave@ios.doi.gov> wrote:

Hi Mary,

Just checking if you need me to do anything else before the ERB meeting tomorrow? I normally leave around 5, but I can stay later if there's something else I can help with.

Thanks!

--

Carrie Soave
HR Specialist, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-513-0874
Fax: 202-208-5285

From: Soave, Caroline (Carrie)
To: [Mary Pletcher](#)
Subject: One Last Check In...
Date: Thursday, September 28, 2017 4:36:38 PM

Hi Mary,

Just checking if you need me to do anything else before the ERB meeting tomorrow?
I normally leave around 5, but I can stay later if there's something else I can help with.

Thanks!

--

Carrie Soave
HR Specialist, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-513-0874
Fax: 202-208-5285

From: Hudson, Jody
To: [Pletcher, Mary](#)
Cc: [Michael Nedd](#); [John Ruhs](#); [Christopher B Lawson](#)
Subject: Re: BLM - Hiring Waiver Decisions - September 1 and September 15 submissions
Date: Thursday, September 28, 2017 1:39:05 PM

Thanks Mary. Do we know when the ERB will meet to decide on these recruit actions?

Jody L. Hudson

Assistant Director Human Capital Management
Bureau of Land Management
U.S. Department of Interior
1849 C St NW (RM 5611)
Washington D.C., 20240
Office - 202-208-7304
Cell - 202-669-6317

On Wed, Sep 27, 2017 at 5:14 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
SES hiring is governed by the ERB hence why the positions are listed as on hold.

Mary

On Wed, Sep 27, 2017 at 5:12 PM, Hudson, Jody <jhudson@blm.gov> wrote:

Thanks Mary. We'll notify our components of the approvals. Any intel on why the SES requests are on hold?

Jody L. Hudson

Assistant Director Human Capital Management
Bureau of Land Management
U.S. Department of Interior
[1849 C St NW \(RM 5611\)](#)
[Washington D.C., 20240](#)
[Office - 202-208-7304](#)
Cell - 202-669-6317

On Wed, Sep 27, 2017 at 4:12 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Attached are the hiring waiver decisions for the September 1 and 15 submissions. Please let me know if you have any questions.

Thanks,
Mary

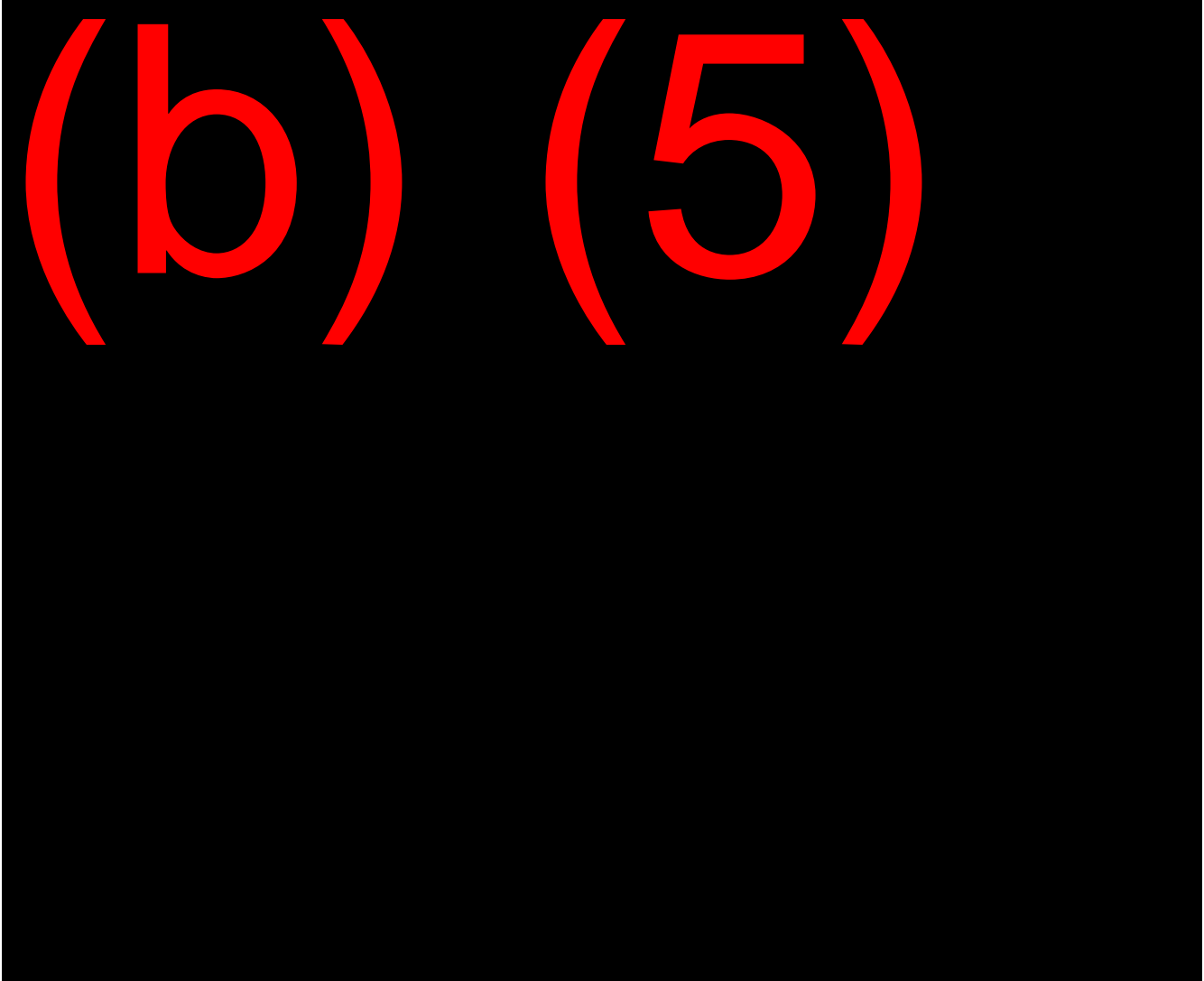
--

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

--

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

From: Pletcher, Mary
To: [Michelle Oxyer](#)
Subject: page on language
Date: Thursday, September 28, 2017 10:14:59 AM



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

From: Pletcher, Mary
To: [Hudson, Jody](#)
Cc: [Michael Nedd](#); [John Ruhs](#); [Christopher B Lawson](#)
Subject: Re: BLM - Hiring Waiver Decisions - September 1 and September 15 submissions
Date: Wednesday, September 27, 2017 5:14:20 PM

SES hiring is governed by the ERB hence why the positions are listed as on hold.

Mary

On Wed, Sep 27, 2017 at 5:12 PM, Hudson, Jody <jhudson@blm.gov> wrote:

Thanks Mary. We'll notify our components of the approvals. Any intel on why the SES requests are on hold?

Jody L. Hudson

Assistant Director Human Capital Management
Bureau of Land Management
U.S. Department of Interior
[1849 C St NW \(RM 5611\)](#)
[Washington D.C., 20240](#)
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Cell - 202-669-6317

On Wed, Sep 27, 2017 at 4:12 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Attached are the hiring waiver decisions for the September 1 and 15 submissions. Please let me know if you have any questions.

Thanks,
Mary

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

--

Mary Pletcher

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

From: Howarth, Robert
To: [Pletcher, Mary](#)
Subject: Re: ERB memo
Date: Tuesday, September 26, 2017 5:19:20 PM

On it, thanks

On Tue, Sep 26, 2017 at 4:41 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie/Rob,

Attached is a memo adding a member to the Executive Resources Board. It would be good to have the memo signed by Friday if at all possible.

Thanks,
Mary

--

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

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

From: Pletcher, Mary
To: [Oxyer, Michelle](#)
Cc: [Jonathan Mack](#); [Caroline \(Carrie\) Soave](#)
Subject: Re: For ERB meeting
Date: Monday, September 25, 2017 4:10:00 PM

Do the Meritorious Service Awards for SES go to the ERB? I don't recall seeing others.

Thanks,
Mary

On Mon, Sep 25, 2017 at 3:39 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:
Items in bold represent what we have in house.

Michelle Oxyer

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

--

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

From: Mashburn, Lori
To: [Pletcher, Mary](#)
Subject: Re: AS-LM Delegation
Date: Thursday, September 21, 2017 12:28:02 PM

Thank you Mary.

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

On Thu, Sep 21, 2017 at 11:06 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

I'm adding Lori Mashburn so she is aware of this traffic. (b) (5)

Thanks,
Mary

On Thu, Sep 21, 2017 at 10:59 AM, Keable, Edward <edward.keable@sol.doi.gov> wrote:

Mary,

The Secretary has delegated the functions, duties, and responsibilities of the Assistant Secretary-Land and Mineral Management to Kate MacGregor in SO No. 3345, Amendment No. 3, dated April 7, 2017. The volume of high-priority work in AS-LM and its subordinate bureaus is significant. (b) (5)

Thanks,

Ed

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584

edward.keable@sol.doi.gov

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--

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

From: Holley, Amy
To: [Keable, Edward](mailto:Edward.Keable@sol.doi.gov)
Cc: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov); [Cardinale, Richard](mailto:Richard.Cardinale@sol.doi.gov); [Juliette Lillie](mailto:Juliette.Lillie@sol.doi.gov); [Lori Mashburn](mailto:Lori.Mashburn@sol.doi.gov)
Subject: Re: AS-LM Delegation
Date: Thursday, September 21, 2017 11:25:59 AM

Yes thanks!

On Thu, Sep 21, 2017 at 11:23 AM, Keable, Edward <edward.keable@sol.doi.gov> wrote:
OK. Thanks.

Rich,

(b) (5)

Amy,

Are you OK with that process?

Thanks,

Ed

On Thu, Sep 21, 2017 at 11:06 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Ed,

I'm adding Lori Mashburn so she is aware of this traffic. (b) (5)

Thanks,
Mary

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(b) (5)

Thanks,

Ed

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Keable, Edward
To: [Pletcher, Mary](#); [Cardinale, Richard](#); [Amy Holley](#)
Cc: [Juliette Lillie](#); [Lori Mashburn](#)
Subject: Re: AS-LM Delegation
Date: Thursday, September 21, 2017 11:23:50 AM

OK. Thanks.

Rich,

(b) (5)

Amy,

Are you OK with that process?

Thanks,

Ed

On Thu, Sep 21, 2017 at 11:06 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Ed,

I'm adding Lori Mashburn so she is aware of this traffic. (b) (5)

Thanks,
Mary

On Thu, Sep 21, 2017 at 10:59 AM, Keable, Edward <edward.keable@sol.doi.gov> wrote:
Mary,

The Secretary has delegated the functions, duties, and responsibilities of the Assistant Secretary-Land and Mineral Management to Kate MacGregor in SO No. 3345, Amendment No. 3, dated April 7, 2017. The volume of high-priority work in AS-LM and its subordinate bureaus is significant. (b) (5)

Thanks,

Ed

--

Edward T. Keable
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edward.keable@sol.doi.gov

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Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
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From: Pletcher, Mary
To: [Keable, Edward](#)
Cc: [Cardinale, Richard](#); [Amy Holley](#); [Juliette Lillie](#); [Lori Mashburn](#)
Subject: Re: AS-LM Delegation
Date: Thursday, September 21, 2017 11:06:14 AM

Ed,

I'm adding Lori Mashburn so she is aware of this traffic. (b) (5)

Thanks,
Mary

On Thu, Sep 21, 2017 at 10:59 AM, Keable, Edward <edward.keable@sol.doi.gov> wrote:

Mary,

The Secretary has delegated the functions, duties, and responsibilities of the Assistant Secretary-Land and Mineral Management to Kate MacGregor in SO No. 3345, Amendment No. 3, dated April 7, 2017. The volume of high-priority work in AS-LM and its subordinate bureaus is significant. (b) (5)

Thanks,

Ed

--

Edward T. Keable
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U.S. Department of the Interior
Phone: 202-208-4423
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edward.keable@sol.doi.gov

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--

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

From: Keable, Edward
To: [Pletcher, Mary](#)
Cc: [Cardinale, Richard](#); [Amy Holley](#); [Juliette Lillie](#)
Subject: AS-LM Delegation
Date: Thursday, September 21, 2017 11:00:22 AM

Mary,

The Secretary has delegated the functions, duties, and responsibilities of the Assistant Secretary-Land and Mineral Management to Kate MacGregor in SO No. 3345, Amendment No. 3, dated April 7, 2017. The volume of high-priority work in AS-LM and its subordinate bureaus is significant. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thanks,

Ed

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Cc: [Jonathan Mack](#)
Subject: Re: packages/next ERB meeting prep
Date: Wednesday, September 20, 2017 6:03:50 PM

we will both be here

Michelle Oxyer

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

On Wed, Sep 20, 2017 at 5:59 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Are you both in the office tomorrow? There are a few things I need to touch base with you on - one pretty urgent matter that would get signed by the ERB chair in advance of the meeting. Can you come up to my office when you get in?

Thanks,
Mary

--

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

From: Pletcher, Mary
To: [Michelle Oxyer](#); [Jonathan Mack](#)
Subject: packages/next ERB meeting prep
Date: Wednesday, September 20, 2017 5:59:44 PM

Are you both in the office tomorrow? There are a few things I need to touch base with you on - one pretty urgent matter that would get signed by the ERB chair in advance of the meeting. Can you come up to my office when you get in?

Thanks,
Mary

--

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

From: Pletcher, Mary
To: [Mack, Jonathan](#)
Cc: [Smith, Marc](#); [Raymond Limon](#); [Michelle Oxyer](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Thursday, September 14, 2017 1:44:14 PM

Jonathan,

Can you call Marc and walk him through the form?

Thanks,
Mary

On Thu, Sep 14, 2017 at 1:35 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:
Marc, please see attached form for subject position.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Sep 14, 2017 at 1:23 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Jonathan/Michelle,

Can you send Marc the request to recruit form that you created for the ERB and that Dan would have received at the most recent ERB meeting?

Thanks,
Mary

On Thu, Sep 14, 2017 at 11:41 AM, Smith, Marc <marc.smith@sol.doi.gov> wrote:
Mary,

Dan Jorjani has asked me to check once again. Can you please tell me why our request to recruit a Regional Solicitor for the Alaska Region, which was submitted to the ERB in May, has not been acted on? Dan, who as you know is a member of the ERB, has repeatedly told me that he has no idea why there is no action. He seems certain that it is an administrative oversight, though I am told by Jonathan and others that it is not. Any explanation or update would be appreciated.

Thank you.
Marc.

On Tue, Aug 29, 2017 at 6:49 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Mary,

I don't think I received a reply to my last inquiry. Since the waiver for this position was approved 2-1/2 months ago, I'm not clear why the ERB has not acted. Are you able to provide any information?

Thanks.

On Fri, Aug 11, 2017 at 10:26 AM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Hi Mary. I'm trying to find out the status of the ERB review of our request to recruit for this position.

We submitted the package in late May. The last I heard anything about the ERB review was on June 2, when we were informed that the ERB has acted on another SOL request, but had not yet made any decision on the Regional Solicitor - Alaska position. On June 13, we received word from you that the waiver request for this position was approved.

Can you please provide an update, and an expected date when it will be acted on?

Thank you.

Marc.

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

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--

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Division of Administration
Office of the Solicitor
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From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Smith, Marc](#); [Raymond Limon](#); [Michelle Oxyer](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Thursday, September 14, 2017 1:38:46 PM

Yes, will do.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Sep 14, 2017 at 1:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
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Marc.

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From: Pletcher, Mary
To: [Smith, Marc](#)
Cc: [Raymond Limon](#); [Jonathan Mack](#); [Michelle Oxyer](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Thursday, September 14, 2017 1:30:06 PM

Jonathan/Michelle,

Can you send Marc the request to recruit form that you created for the ERB and that Dan would have received at the most recent ERB meeting?

Thanks,
Mary

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

From: Smith, Marc
To: [Mary Pletcher](#)
Cc: [Raymond Limon](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Thursday, September 14, 2017 11:42:54 AM

Mary,

Dan Jorjani has asked me to check once again. Can you please tell me why our request to recruit a Regional Solicitor for the Alaska Region, which was submitted to the ERB in May, has not been acted on? Dan, who as you know is a member of the ERB, has repeatedly told me that he has no idea why there is no action. He seems certain that it is an administrative oversight, though I am told by Jonathan and others that it is not. Any explanation or update would be appreciated.

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Office of the Solicitor
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Division of Administration
Office of the Solicitor
United States Department of the Interior
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Division of Administration
Office of the Solicitor
United States Department of the Interior
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From: Hardaway, Peyton
To: [Burns, Sylvia](#)
Cc: [Mack, Jonathan](#); [Michelle Oxyer](#); [Amy Holley](#); [Elena Gonzalez](#); [Mary Pletcher](#)
Subject: Re: ERB request
Date: Monday, September 11, 2017 9:45:52 AM

We will get this done for you.

On Sat, Sep 9, 2017 at 3:22 PM, Burns, Sylvia <sylvia_burns@ios.doi.gov> wrote:

Can you help me prepare this package for the ERB? It pertains to the request to (b) (5) [REDACTED]. Elena and Amy have reviewed and approved this memo, and are ready to sign.

Thanks.

--

Sylvia Burns, CIO

[Office of the Chief Information Officer](#) | [US Department of the Interior](#)
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

--

Gary 'Peyton' Hardaway
Executive Resources Program Manager
U.S. Department of the Interior | Bureau of Safety and Environmental Enforcement (BSEE) | Human Resources Division (HRD) | HR Operations and Executive Resources Branch - D.C. 1849 C St. NW, Washington D.C., 20240 | Main Interior Building - Room (5446) Tel: 202.208.6607 | Cell: 571.524.3961 | Fax: 202.219.8104 | Email: Peyton.Hardaway@bsee.gov

From: Gonzalez, Elena
To: [Burns, Sylvia](#)
Cc: [Mack, Jonathan](#); [Michelle Oxver](#); [Peyton Hardaway](#); [Amy Holley](#); [Mary Pletcher](#)
Subject: Re: ERB request
Date: Saturday, September 09, 2017 3:24:51 PM

Mary and Scott are already aware too.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Sat, Sep 9, 2017 at 3:22 PM, Burns, Sylvia <sylvia_burns@ios.doi.gov> wrote:

(b) (5)



Thanks.

--

Sylvia Burns, CIO

Office of the Chief Information Officer | US Department of the Interior
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

From: Pletcher, Mary
To: jean_parrish@ios.doi.gov
Subject: out of office Re: out of office Re: (b) (5) and ERB actions
Date: Wednesday, September 06, 2017 12:56:18 PM

I will be out of the office beginning August 28, 2017 and returning September 11, 2017. While I am out of the office, Alesia Pierre-Louis will be acting. Alesia can be reached at (202) 513-7671. If you need immediate assistance, please contact Jean Parrish at (202) 208-2468.

Best,
Mary

--

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

From: Parrish, Jean
To: [Karen Zackschewski](#)
Cc: [Mary Pletcher](#)
Subject: Re: out of office Re: (b) (5) and ERB actions
Date: Wednesday, September 06, 2017 12:56:14 PM

Mary will need to let us know if she can find 1/2 hour. I'm including her on this email.

Thanks, Jean

On Wed, Sep 6, 2017 at 12:52 PM, Karen Zackschewski <kzackschewski@usgs.gov> wrote:

Unfortunately, that is the only day Roseann will be in the area as her duty station is in Denver, CO. Is there any possible chance Mary can carve out 30 minutes for Roseann?

Thank you in advance

Karen

From: Parrish, Jean [mailto:jean_parrish@ios.doi.gov]
Sent: Wednesday, September 06, 2017 12:50 PM

To: Karen Zackschewski
Subject: Re: out of office Re: (b) (5) and ERB actions

So sorry, but Mary has added an all day meeting on 9/14. Any suggestions?

Thanks, Jean

On Tue, Sep 5, 2017 at 9:09 AM, Karen Zackschewski <kzackschewski@usgs.gov> wrote:

Great. I've updated the calendar invite. Thank you!

Karen

From: Parrish, Jean [mailto:jean_parrish@ios.doi.gov]
Sent: Tuesday, September 05, 2017 9:08 AM

To: Karen Zackschewski

Subject: Re: out of office Re: (b) (5) and ERB actions

It should be Mary's office, Room 5120

On Tue, Sep 5, 2017 at 8:45 AM, Karen Zackschewski <kzackschewski@usgs.gov> wrote:

Good morning Jean,

Many thanks for your reply. I will send a calendar invite for 9/14 at 2pm. Can you please provide what room number they can meet in? Thank you

Karen

From: Parrish, Jean [mailto:jean_parrish@ios.doi.gov]

Sent: Tuesday, September 05, 2017 8:41 AM

To: Gonzales-Schreiner, Roseann

Cc: Zackschewski, Karen

Subject: Re: out of office Re: (b) (5) and ERB actions

Yes, Mary has time on 9/14 - any time except 10:30 - 11:00am.

Thanks, Jean

On Fri, Sep 1, 2017 at 3:14 PM, Gonzales-Schreiner, Roseann <rgonzales-schreiner@usgs.gov> wrote:

Good afternoon Jean:

Would it be possible to meet with Mary when I am in DC on September 14? I believe that this discussion needs to happen with her rather than an acting. My assistant is Karen and she can help you arrange a time. I understand it would be tentative until you can confirm with Mary.

Thanks.

Roseann

Roseann Gonzales

Associate Director for Administration

USGS

303-236-9202

rgonzales-schreiner@usgs.gov

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>

Date: Fri, Sep 1, 2017 at 12:46 PM

Subject: out of office Re: (b) (5) and ERB actions

To: rgonzales-schreiner@usgs.gov

I will be out of the office beginning August 28, 2017 and returning September 11, 2017. While I am out of the office, Alesia Pierre-Louis will be acting. Alesia can be reached at (202) 513-7671. If you need immediate assistance, please contact Jean Parrish at (202) 208-2468.

Best,

Mary

--

Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

--

Jean Parrish
Administrative Officer

U.S. Department of the Interior
1849 C Street NW
Room 5113
Washington, DC 20240
202-208-1927

--

Jean Parrish
Administrative Officer

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Washington, DC 20240
202-208-1927

--

Jean Parrish
Administrative Officer

U.S. Department of the Interior
1849 C Street NW
Room 5113
Washington, DC 20240
202-208-1927

--

Jean Parrish
Administrative Officer
U.S. Department of the Interior
1849 C Street NW
Room 5113
Washington, DC 20240
202-208-1927

From: Roseann Gonzales-Schreiner
To: [Mary Pletcher](#)
Subject: Re: (b) (5) and ERB actions
Date: Tuesday, September 05, 2017 8:18:26 PM

Thank you.

Sent from my iPhone

> On Sep 5, 2017, at 4:52 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

>

> Roseann,

>

> Let's plan on meeting on the 14th. I have a deposition that day so let
> me find out what time that is scheduled for so we can set up a time.

>

>

> Thanks,

> Mary

>

>

> Sent from my iPad

>

>> On Sep 2, 2017, at 4:46 AM, Gonzales-Schreiner, Roseann <rgonzales-schreiner@usgs.gov> wrote:

>>

>> Good afternoon Mary:

>>

> (b) (5)

I realize it is a short week--if that doesn't work, I will be at MIB on Sept 14
and could come to your office to meet with you. (b) (5)

>>

>> Thanks.

>> Roseann

From: Rae, Kerry
To: [Mary Pletcher](#)
Cc: [Holley, Amy](#); [Flanagan, Denise](#); [Ferriter, Olivia](#); [Wilson, Hazel](#); [Lillie, Juliette](#)
Subject: Re: (b) (5)
Date: Tuesday, September 05, 2017 7:22:51 PM

yep - let me dig a little...

On Tue, Sep 5, 2017 at 7:14 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
Kerry,

Is there any briefing paper that outlines (b) (5)

Thanks,
Mary

Sent from my iPad

On Sep 6, 2017, at 9:07 AM, Rae, Kerry <kerry_rae@ios.doi.gov> wrote:

Mary, the current draft is attached...but there is likely a clean update that is being worked with POB, and I'll make sure you have that. Andrea also wants another shot at this before we finalize a version to go to OMB.

On Tue, Sep 5, 2017 at 7:00 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Can I get the underlying attachment? I'm supposed to meet with Roseann on the HR portion next week.

Mary

Sent from my iPad

On Sep 6, 2017, at 7:38 AM, Rae, Kerry <kerry_rae@ios.doi.gov> wrote:

Thanks - I meant to include Mary also. (b) (5)

Thanks all!

Kerry Rae

Chief of Staff for Water & Science
U.S. Department of the Interior
Phone: 202-513-0535
Mobile: 202-494-4101
Email: Kerry_Rae@ios.doi.gov

On Tue, Sep 5, 2017 at 4:53 PM, Holley, Amy

<amy_holley@ios.doi.gov> wrote:

Thanks everyone! I am also (belatedly) including Mary Pletcher for awareness, as there are HR implications that Kerry noted. While she is on leave this week, she is sadly still working....

On Tue, Sep 5, 2017 at 12:23 PM, Flanagan, Denise

<denise_flanagan@ios.doi.gov> wrote:

Kerry,

Hi, your summary addresses the POB portion of this. You're proposing (b) (5)

[REDACTED]

If you have questions, please just ask as I'm happy to help!
Thanks! Denise

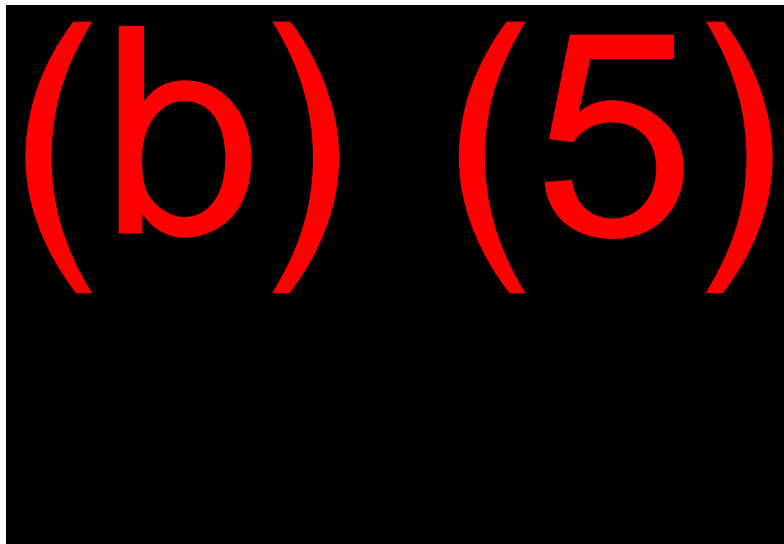
On Tue, Sep 5, 2017 at 10:16 AM, Rae, Kerry

<kerry_rae@ios.doi.gov> wrote:

Hi all,

I'm seeking some process advice. (b) (5)

[REDACTED]



Thanks for your collective advice!
Kerry

(Note - any prelim thoughts I can receive prior to a 1:00pm call today would be really helpful!)

Kerry Rae
Chief of Staff for Water & Science
U.S. Department of the Interior
Phone: 202-513-0535
Mobile: 202-494-4101
Email: Kerry_Rae@ios.doi.gov

--
Denise Flanagan, CDFM
Director, Office of Budget
U.S. Department of the Interior
1849 C. Street NW, Room 4108
Washington DC 20240
Phone: 202-208-5309 (Direct Line)
Email: Denise_Flanagan@ios.doi.gov

From: Mary Pletcher
To: [Rae, Kerry](#)
Cc: [Holley, Amy](#); [Flanagan, Denise](#); [Ferriter, Olivia](#); [Wilson, Hazel](#); [Lillie, Juliette](#)
Subject: Re: (b) (5)
Date: Tuesday, September 05, 2017 7:14:12 PM

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Thanks,
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Mobile: 202-494-4101
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From: Mary Pletcher
To: [Rae, Kerry](#)
Cc: [Holley, Amy](#); [Flanagan, Denise](#); [Ferriter, Olivia](#); [Wilson, Hazel](#); [Lillie, Juliette](#)
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Hi, your summary addresses the POB portion of this. You're proposing (b) (5)

(b) (5)

If you have questions, please just ask as I'm happy to help! Thanks! Denise

On Tue, Sep 5, 2017 at 10:16 AM, Rae, Kerry <kerry_rae@ios.doi.gov> wrote:

Hi all,

I'm seeking some process advice. (b) (5)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Thanks for your collective advice!

Kerry

(Note - any prelim thoughts I can receive prior to a 1:00pm call today would be really helpful!)

Kerry Rae

Chief of Staff for Water & Science

U.S. Department of the Interior

Phone: 202-513-0535

Mobile: 202-494-4101

Email: Kerry_Rae@ios.doi.gov

--

Denise Flanagan, CDFM
Director, Office of Budget
U.S. Department of the Interior

1849 C. Street NW, Room 4108
Washington DC 20240
Phone: 202-208-5309 (Direct Line)
Email: Denise_Flanagan@ios.doi.gov

From: Mary Pletcher
To: [Gonzales-Schreiner, Roseann](#)
Subject: Re: (b) (5) and ERB actions
Date: Tuesday, September 05, 2017 6:52:12 PM

Roseann,

Let's plan on meeting on the 14th. I have a deposition that day so let me find out what time that is scheduled for so we can set up a time.

Thanks,
Mary

Sent from my iPad

> On Sep 2, 2017, at 4:46 AM, Gonzales-Schreiner, Roseann <rgonzales-schreiner@usgs.gov> wrote:

>

> Good afternoon Mary:

>

> (b) (5)

I realize it is a short week--if that doesn't work, I will be at MIB on Sept 14 and could come to your office to meet with you. (b) (5)

>

> Thanks.

> Roseann

From: Rae, Kerry
To: [Holley, Amy](#)
Cc: [Flanagan, Denise](#); [Ferriter, Olivia](#); [Wilson, Hazel](#); [Lillie, Juliette](#); [Mary Pletcher](#)
Subject: Re: (b) (5)
Date: Tuesday, September 05, 2017 5:38:12 PM

Thanks - I meant to include Mary also. (b) (5)

Thanks all!

Kerry Rae

Chief of Staff for Water & Science
U.S. Department of the Interior
Phone: 202-513-0535
Mobile: 202-494-4101
Email: Kerry_Rae@ios.doi.gov

On Tue, Sep 5, 2017 at 4:53 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Thanks everyone! I am also (belatedly) including Mary Pletcher for awareness, as there are HR implications that Kerry noted. While she is on leave this week, she is sadly still working....

On Tue, Sep 5, 2017 at 12:23 PM, Flanagan, Denise <denise_flanagan@ios.doi.gov> wrote:

Kerry,

Hi, your summary addresses the POB portion of this. You're proposing (b) (5)

[Redacted]

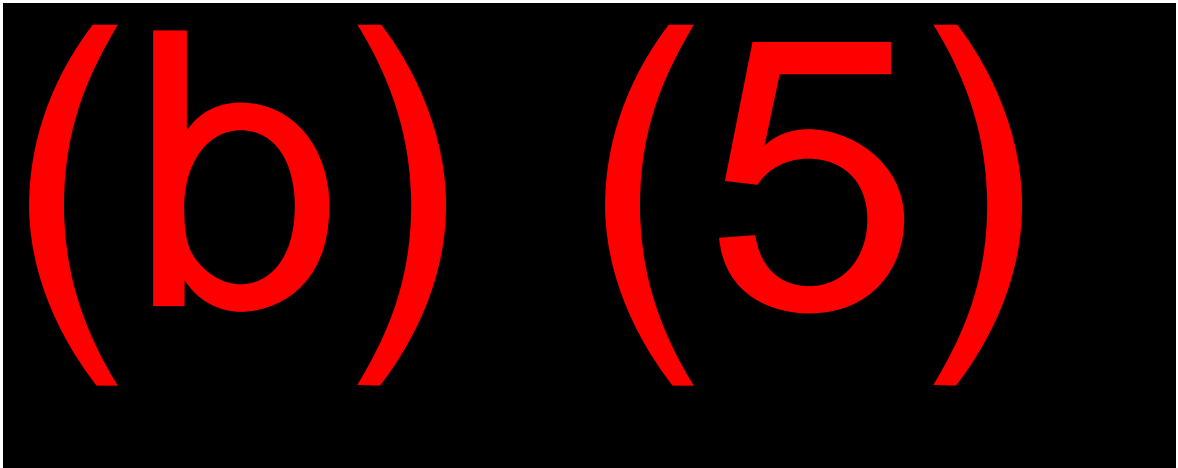
If you have questions, please just ask as I'm happy to help! Thanks! Denise

On Tue, Sep 5, 2017 at 10:16 AM, Rae, Kerry <kerry_rae@ios.doi.gov> wrote:

Hi all,

I'm seeking some process advice (b) (5)

[Redacted]



Thanks for your collective advice!

Kerry

(Note - any prelim thoughts I can receive prior to a 1:00pm call today would be really helpful!)

Kerry Rae

Chief of Staff for Water & Science
U.S. Department of the Interior
Phone: 202-513-0535
Mobile: 202-494-4101
Email: Kerry_Rae@ios.doi.gov

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Denise Flanagan, CDFM
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U.S. Department of the Interior
1849 C. Street NW, Room 4108
Washington DC 20240
Phone: 202-208-5309 (Direct Line)
Email: Denise_Flanagan@ios.doi.gov

From: Holley, Amy
To: [Flanagan, Denise](#)
Cc: [Rae, Kerry](#); [Ferriter, Olivia](#); [Wilson, Hazel](#); [Lillie, Juliette](#); [Mary Pletcher](#)
Subject: Re: (b) (5)
Date: Tuesday, September 05, 2017 4:54:43 PM

Thanks everyone! I am also (belatedly) including Mary Pletcher for awareness, as there are HR implications that Kerry noted. While she is on leave this week, she is sadly still working....

On Tue, Sep 5, 2017 at 12:23 PM, Flanagan, Denise <denise_flanagan@ios.doi.gov> wrote:

Kerry,

Hi, your summary addresses the POB portion of this. You're proposing (b) (5)

[REDACTED]

If you have questions, please just ask as I'm happy to help! Thanks! Denise

On Tue, Sep 5, 2017 at 10:16 AM, Rae, Kerry <kerry_rae@ios.doi.gov> wrote:

Hi all,

I'm seeking some process advice. (b) (5)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Thanks for your collective advice!
Kerry

(Note - any prelim thoughts I can receive prior to a 1:00pm call today would be really helpful!)

Kerry Rae

Chief of Staff for Water & Science

U.S. Department of the Interior

Phone: 202-513-0535

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Email: Kerry_Rae@ios.doi.gov

--

Denise Flanagan, CDFM

Director, Office of Budget

U.S. Department of the Interior

1849 C. Street NW, Room 4108

Washington DC 20240

Phone: 202-208-5309 (Direct Line)

Email: Denise_Flanagan@ios.doi.gov

From: Elena Gonzalez
To: [Sylvia Burns](#)
Cc: [Mary Pletcher](#); [Amy Holley](#); [Rotimi Abimbola](#)
Subject: Re: Personnel information requested in ASPMB staff meeting
Date: Tuesday, September 05, 2017 8:04:21 AM

Thanks.

Elena Gonzalez
Deputy Assistant Secretary - Technology, Information and Business Services
US Department of the Interior
202-208-7966

On Sep 5, 2017, at 7:54 AM, Sylvia Burns <sylvia_burns@ios.doi.gov> wrote:

Got it. Let me finished updating my bullets with the most recent events. I've got an electronic file of all the relevant emails associated with this.

Sylvia Burns, CIO

Office of the Chief Information Officer

US Department of the Interior

sylvia_burns@ios.doi.gov

Office: 202-208-6194

Fax: 202-501-2360

www.doi.gov/ocio

On Sep 2, 2017, at 11:44 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Sylvia: Scott and Jim may want to hear about the (b) (5)

[REDACTED]

Thanks.

Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and
Business Services
1849 C St NW Room 5124

Washington, DC 20240
(o) 202-208-7966

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Sep 1, 2017 at 3:46 PM
Subject: Personnel information requested in ASPMB staff meeting
To: Scott Cameron <scott_cameron@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, James Cason <james_cason@ios.doi.gov>

Scott:

As you are aware, I have been planning several SES moves to further TIBS offices' business needs and aligned with the Secretary's reform vision and hiring controls. Mary Pletcher and Amy Holley are aware, as well as the impacted Office Directors. I have ERB request memos ready for submission and can share them if needed. The memos provided fuller justification for these requests.

My requests of the ERB are:

1. (b) (5) [Redacted]

2. (b) (5) [Redacted]

3. (b) (5) [Redacted]

(b) (5)

Other related SES vacancy that impacts the CIO:

1. The FWS SES ACIO is currently vacant (b) (5)

Pursuant to FITARA and under the requisite changes to the OCIO governance model in DOI, the CIO must approve the individual selected for any Bureau ACIO position. The CIO is ready to discuss and offer input on this vacancy if the ERB wants to fill it.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and
Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

From: Sylvia Burns
To: [Gonzalez, Elena](mailto:Gonzalez.Elena)
Cc: [Mary Pletcher](mailto:Mary.Pletcher); [Amy Holley](mailto:Amy.Holley); [Rotimi Abimbola](mailto:Rotimi.Abimbola)
Subject: Re: Personnel information requested in ASPMB staff meeting
Date: Tuesday, September 05, 2017 7:54:25 AM

Got it. Let me finished updating my bullets with the most recent events. I've got an electronic file of all the relevant emails associated with this.

Sylvia Burns, CIO

Office of the Chief Information Officer

US Department of the Interior

sylvia_burns@ios.doi.gov

Office: 202-208-6194

Fax: 202-501-2360

www.doi.gov/ocio

On Sep 2, 2017, at 11:44 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Sylvia: Scott and Jim may want to hear about the (b) (5)

[REDACTED]

Thanks.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
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Washington, DC 20240
(o) 202-208-7966

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Sep 1, 2017 at 3:46 PM
Subject: Personnel information requested in ASPMB staff meeting
To: Scott Cameron <scott_cameron@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, James Cason <james_cason@ios.doi.gov>

Scott:

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My requests of the ERB are:

1. (b) (5) [Redacted]

2. (b) (5) [Redacted]

3. (b) (5) [Redacted]

Other related SES vacancy that impacts the CIO:

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Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

From: Gonzalez, Elena
To: [Burns, Sylvia](#)
Cc: [Mary Pletcher](#); [Amy Holley](#); [Rotimi Abimbola](#)
Subject: Fwd: Personnel information requested in ASPMB staff meeting
Date: Saturday, September 02, 2017 11:44:21 AM

Sylvia: Scott and Jim may want to hear about the (b) (5)

Thanks.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Sep 1, 2017 at 3:46 PM
Subject: Personnel information requested in ASPMB staff meeting
To: Scott Cameron <scott_cameron@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, James Cason <james_cason@ios.doi.gov>

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1. (b) (5)

2. (b) (5)

3. (b) (5)



Other related SES vacancy that impacts the CIO:

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Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

From: Gonzalez, Elena
To: [Scott Cameron](#)
Cc: [Amy Holley](#); [Mary Pletcher](#); [James Cason](#)
Subject: Personnel information requested in ASPMB staff meeting
Date: Friday, September 01, 2017 3:47:19 PM


Scott:

As you are aware, I have been planning several SES moves to further TIBS offices' business needs and aligned with the Secretary's reform vision and hiring controls. Mary Pletcher and Amy Holley are aware, as well as the impacted Office Directors. I have ERB request memos ready for submission and can share them if needed. The memos provided fuller justification for these requests.


My requests of the ERB are:

1. Richard Cardinale, SES, in ASLM will change positions and move to OCIO to serve as Director of Management and Business Services for the CIO in the MIB in DC, effective beginning of FY 18. This position will take the place of the place of the Business Services position currently held by Mark Davis who is retiring in Jan. Mark Davis is willing to serve as a senior advisor to the CIO during the two months of overlap. The overlap will help with a smooth transition. Mr. Cardinale will support the CIO in DC, with Mr. Downs, the Deputy Director, serving out West. (see below)


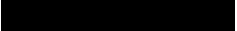
2. (b) (5)



3. (b) (5)



Other related SES vacancy that impacts the CIO:

1. The FWS SES ACIO is currently vacant and the (b) (5) 
 Pursuant to FITARA and under the requisite changes to the OCIO governance model in DOI, the CIO must approve the individual selected for any Bureau ACIO position. The CIO is ready to discuss and offer input on this vacancy if the ERB wants to fill it.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124

Washington, DC 20240
(o) 202-208-7966

From: Pletcher, Mary
To: rgonzales-schreiner@usgs.gov
Subject: out of office Re (b) (5) and ERB actions
Date: Friday, September 01, 2017 2:46:47 PM

I will be out of the office beginning August 28, 2017 and returning September 11, 2017. While I am out of the office, Alesia Pierre-Louis will be acting. Alesia can be reached at (202) 513-7671. If you need immediate assistance, please contact Jean Parrish at (202) 208-2468.

Best,
Mary

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

From: Gonzales-Schreiner, Roseann
To: [Mary Pletcher](#)
Subject: (b) (5) and ERB actions
Date: Friday, September 01, 2017 2:46:40 PM

Good afternoon Mary:

(b) (5)

I realize it is a short week--if that doesn't work, I will be at MIB on Sept 14 and could come to your office to meet with you.

(b) (5)

Thanks.
Roseann

From: Cason, James
To: Pletcher, Mary
Subject: Fwd: Deputy Bureau Director - OJS Recruitment Timeline
Date: Thursday, August 31, 2017 1:31:40 AM

Status?

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

From: **Weldon Loudermilk** <weldon.loudermilk@bia.gov>
Date: Wed, Aug 30, 2017 at 2:45 PM
Subject: Fwd: Deputy Bureau Director - OJS Recruitment Timeline
To: Cason James <james_cason@ios.doi.gov>
Cc: mike.black@bia.gov

As per our discussion.

-Best Regards,

This e-mail (including attachments) is intended for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential, or otherwise protected by applicable law. If you are not the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this e-mail or its contents is strictly prohibited. If you receive this e-mail in error, please notify the sender immediately and destroy all copies. Thank you.

Begin forwarded message:

From: "Burckman, James" <james.burckman@bia.gov>
Date: August 30, 2017 at 1:17:11 PM EDT
To: Michael Black <Mike.Black@bia.gov>, Weldon Loudermilk <weldon.loudermilk@bia.gov>
Subject: Deputy Bureau Director - OJS Recruitment Timeline

The following is the recruitment timeline for the SES - Office of Justice Services vacancy.

Position Advertised: 01-13-17 - 02-15-17

Rating Panel Completed: 03-20-17

OPM to accept QRB cases: 03-02-17

Hiring Freeze Approval From DOI: 05-01-17

DOI ERB Established: 05-23-17

ERB Case Preparation: 06-14-17

ECQ Writer Contacted: 06-20-17

Case Submitted to DOI for ERB Approval: 06-26-17

90-Work Days Ended: 07-06-17

Jim

James N. Burckman
Director, Human Capital Management
Assistant Secretary-Indian Affairs
202-208-2643

From: Mary Pletcher
To: [Cason, James](#)
Subject: Re: Deputy Bureau Director - OJS Recruitment Timeline
Date: Wednesday, August 30, 2017 10:07:51 PM

There was a significant issue with this package. I can give you more details when we talk. We will need to readvertise since the cert expired - from the timeline below you'll see the position was announced last January. (b) (5)

Mary

Sent from my iPhone

On Aug 31, 2017, at 10:02 AM, Cason, James <james_cason@ios.doi.gov> wrote:

Status?

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

From: **Weldon Loudermilk** <weldon.loudermilk@bia.gov>
Date: Wed, Aug 30, 2017 at 2:45 PM
Subject: Fwd: Deputy Bureau Director - OJS Recruitment Timeline
To: Cason James <james_cason@ios.doi.gov>
Cc: mike.black@bia.gov

As per our discussion.

-Best Regards,

This e-mail (including attachments) is intended for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential, or otherwise protected by applicable law. If you are not the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this e-mail or its contents is strictly prohibited. If you receive this e-mail in error, please notify the sender immediately and destroy all copies. Thank you.

Begin forwarded message:

From: "Burckman, James" <james.burckman@bia.gov>
Date: August 30, 2017 at 1:17:11 PM EDT
To: Michael Black <Mike.Black@bia.gov>, Weldon Loudermilk <weldon.loudermilk@bia.gov>
Subject: Deputy Bureau Director - OJS Recruitment Timeline

The following is the recruitment timeline for the SES - Office of Justice Services vacancy.

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Case Submitted to DOI for ERB Approval: 06-26-17

90-Work Days Ended: 07-06-17

Jim

James N. Burckman
Director, Human Capital Management
Assistant Secretary-Indian Affairs
202-208-2643

From: Pierre-Louis, Alesia
To: [Smith, Marc](#)
Cc: [Jonathan Mack](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Wednesday, August 30, 2017 9:48:05 AM

Marc,

I have asked Jonathan Mack, Chief, Office of Executive Resources Division, to contact you.

Alesia J. Pierre-Louis

Chief Learning Officer and Director, Office of Strategic
Employee and Organization Development, DOI
alesia_pierre-louis@ios.doi.gov
(202) 513-7671

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On Tue, Aug 29, 2017 at 6:52 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Alesia,
Are you able to help with this in Mary's absence?
Thank you.

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

From: **Smith, Marc** <marc.smith@sol.doi.gov>
Date: Tue, Aug 29, 2017 at 6:49 PM
Subject: Re: Alaska Regional Solicitor (SES)
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Raymond Limon <raymond_limon@ios.doi.gov>

Mary,
I don't think I received a reply to my last inquiry. Since the waiver for this position was approved 2-1/2 months ago, I'm not clear why the ERB has not acted. Are you able to provide any information?
Thanks.

On Fri, Aug 11, 2017 at 10:26 AM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

Hi Mary. I'm trying to find out the status of the ERB review of our request to recruit for this position.

We submitted the package in late May. The last I heard anything about the ERB review was on June 2, when we were informed that the ERB has acted on another SOL request, but had not yet made any decision on the Regional Solicitor - Alaska position. On June 13, we received word from you that the waiver request for this position was approved.

Can you please provide an update, and an expected date when it will be acted on?

Thank you.

Marc.

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
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Excellence - Integrity - Service

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Marc A. Smith, Associate Solicitor
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Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Alesia Pierre-Louis
To: [Jonathan Mack](#)
Cc: [Mary Pletcher](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Tuesday, August 29, 2017 8:31:53 PM

Ok. Thanks Jonathan. Se you in the morning.

Alesia Pierre-Louis
Chief Learning Officer and Director, Office of Strategic Employee and Organization
Development
alesia_pierre-louis@ios.doi.gov
(202) 513-7671

On Aug 29, 2017, at 8:29 PM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

Alesia, I'll stop by in the morning, I know a bit about this..
Thanks!

Sent from my iPad

On Aug 29, 2017, at 8:27 PM, Alesia Pierre-Louis <alesia_pierre-louis@ios.doi.gov> wrote:

Marc,

I'll see what I can find out.

Alesia Pierre-Louis
Chief Learning Officer and Director, Office of Strategic Employee
and Organization Development
alesia_pierre-louis@ios.doi.gov
(202) 513-7671

On Aug 29, 2017, at 6:53 PM, Smith, Marc
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Alesia,
Are you able to help with this in Mary's absence?
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To: Mary Pletcher <mary_pletcher@ios.doi.gov>
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Can you please provide an update, and an expected date when it will be acted on?

Thank you.
Marc.

--

Marc A. Smith, Associate Solicitor
Division of Administration
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Excellence - Integrity - Service

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United States Department of the Interior
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marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Smith, Marc
To: [Mary Pletcher](#)
Cc: [Raymond Limon](#)
Subject: Re: Alaska Regional Solicitor (SES)
Date: Tuesday, August 29, 2017 6:51:24 PM

Mary,

I don't think I received a reply to my last inquiry. Since the waiver for this position was approved 2-1/2 months ago, I'm not clear why the ERB has not acted. Are you able to provide any information?

Thanks.

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Marc A. Smith, Associate Solicitor
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Excellence - Integrity - Service

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Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Gonzalez, Elena
To: [Mary Pletcher](#)
Cc: [Jonathan Mack](#); [Burns, Sylvia](#); [Amy Holley](#); [Michelle Oxyer](#)
Subject: Re: Tim Wight's duty station in Denver - here's another email from Bruce
Date: Tuesday, August 29, 2017 9:03:07 AM

Thanks Mary. Sounds good. Just wanted to be sure we closed the loop fully.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Mon, Aug 28, 2017 at 9:02 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
Elena since you informed Jim Cason and there was clear documentation that this was a BSEE HR processing error (Bruce downes email you sent me with Denver duty station), I do not think requires ERB approval.

Sent from my iPhone

On Aug 29, 2017, at 10:15 AM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

Elena, I will call you in the morning re this.
Thanks!

Sent from my iPad

On Aug 28, 2017, at 4:29 PM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

I have not seen what will go to the ERB on it. Was it done without the ERB being made aware?

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On Mon, Aug 28, 2017 at 12:29 PM, Burns, Sylvia

<sylvia_burns@ios.doi.gov> wrote:

Jonathan confirmed with me that this has been taken care of per Mary's direction.

On Mon, Aug 28, 2017 at 11:02 AM, Burns, Sylvia

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Acknowledging and will do.

Jonathan - let me know what you need from me to bring this to the ERB in September.

On Mon, Aug 28, 2017 at 10:54 AM, Gonzalez, Elena

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fyi Sylvia. Please work with Jonathan to make sure this is taken care of for next ERB meeting in Sept. Amy and I can both sign off on the package.

Thanks.

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On Tue, Aug 22, 2017 at 9:58 AM, Mack, Jonathan

<jonathan_mack@ios.doi.gov> wrote:

OK-we will make sure its processed.

Thanks!

Jonathan Mack

Director, Executive Resources Division

Office of Human Resources

Department of the Interior

Phone: 202-208-5590

Fax: 202-208-5285

On Fri, Aug 18, 2017 at 2:52 PM, Pletcher, Mary

<mary_pletcher@ios.doi.gov> wrote:

See this email chain - specifically Bruce's email from October 2016 to HR. I think we can move ahead with changing the duty station to Denver. Elena talked to Jim Cason about it so this will not be a surprise to the ERB.

Mary

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:59 AM
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

Hi Mary. We have now sent you several emails that reflect our clear intention for the OS ACIO position to be established in Denver.

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Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

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From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

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From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM
Subject: Re: Follow Up
To: "Williams, Erica" <erica.williams@bsee.gov>
Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

Sylvia and I just met with Tim.

I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

Revised your text to reflect change in permanent duty station to Denver, CO.

The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to **Denver, CO**. Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of **Denver, CO** on or before Monday, August 31st, 2017. "

Let me know when you have transmitted the final offer letter.

Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
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Mobile: (571)723-6073

bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

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"The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August

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Let me know if you have any questions. -
Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-0148

--

Bruce Downs

Deputy Chief Information Officer

Office of the Chief Information Officer

U.S. Department of the Interior

Office Phone: (202)219-3149

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Sylvia Burns, CIO

Office of the Chief Information Officer | US Department of the Interior

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Our mission is your mission

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Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

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Our mission is your mission

From: Morning Consult
To: mary_pletcher@ios.doi.gov
Subject: Morning Consult Finance: Hensarling Says Flood Insurance Bill "Urgent" After Harvey
Date: Tuesday, August 29, 2017 8:34:59 AM



By [Ryan Rainey](#) and [Anna Gronewold](#)

Government Brief

- House Financial Services Committee Chairman Jeb Hensarling (R-Texas) said it is "more urgent than ever" for lawmakers to pass legislation reauthorizing the National Flood Insurance Program after massive flooding from Tropical Storm Harvey. Hensarling is advocating a proposal that would overhaul the debt-strapped program by having policyholders pay more, but other aides suggested that a reauthorization of the program in its current form was more likely. ([Politico](#))
- President Donald Trump said he believed that starting the process to withdraw the United States from the North American Free Trade Agreement

might be necessary to achieve an ultimately "fair deal" with Canada and Mexico in the ongoing renegotiation talks. ([Bloomberg](#))

- Sen. Pat Toomey (R-Pa.) said Trump's actions has led lawmakers to face "some headwinds that aren't necessary" in their efforts to reform the tax code. Trump "hasn't been able to be an effective spokesman for his own agenda," Toomey said. ([The Washington Examiner](#))

Business Brief

- The congressionally established board responsible for overseeing Puerto Rico's recovery from its debt crisis sued Gov. Ricardo Rossello because it said he had not taken action to fulfill the board's fiscal demands, such as public-sector furloughs or cuts to the commonwealth's pension system. ([Associated Press](#))
- The flooding and damage from Harvey could cause federal mortgage agencies to incur losses on some of the 400,000 homes that they guarantee, according to the agencies. ([Reuters](#))
- Auto lending practices at financial institutions including Wells Fargo & Co. are under the microscope of the Consumer Financial Protection Bureau and the Office of the Comptroller of the Currency. The move comes after Wells Fargo found problems with refunds connected to guaranteed asset protection products, a type of insurance coverage sold through dealerships. ([The Wall Street Journal](#))

Chart Review

[Life Insurer Returns since 2008](#)

Bloomberg



Events Calendar (All Times Local)

TUESDAY

No events scheduled

WEDNESDAY

Fed Governor Jerome H. Powell speech in Chicago

9:15 a.m.

THURSDAY

No events scheduled

FRIDAY

No events scheduled

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This Is the Future of Brand Reputation Tracking

See how Morning Consult Brand Intelligence is changing the way media, marketing and communications executives are managing brand reputation.

General

[Trump Just Let the World Know His Nafta Tactic Could Be a Bluff](#)

Randy Woods, Bloomberg

America's deal-making president may have just tipped his hand on the Nafta renegotiation. On Monday, Donald Trump said he may need to put the U.S. on the brink of withdrawing from Nafta to get his renegotiation objectives met.

[Trump rejected China steel offer his officials backed](#)

Demetri Sevastopulo and Shawn Donnan, Financial Times

Donald Trump last month rejected a Chinese proposal to cut steel overcapacity despite it being endorsed by some of his top advisers, as he urged them instead to find ways to impose tariffs on imports from China. One week after the July G20 summit in Hamburg - where Mr Trump criticised China for flooding the world market with cheap steel - Beijing proposed cutting steel overcapacity by 150m tonnes by 2022.

[Markets Are Signaling That Hurricane Harvey Won't Crush the Economy](#)

Neil Irwin, The New York Times

Hurricane Harvey is a disaster of monumental proportions that will destroy vast amounts of property and upend millions of lives. But it also appears that the overall economic toll, at least for the United States as a whole, will be modest.

[Stocks Drop, Gold Leads Haven Rally on Korea Fears: Markets Wrap](#)

Samuel Potter, Bloomberg

Headwinds stacked up for global markets on Tuesday, with stocks slumping across Europe and Asia and havens including gold jumping after North Korea fired a ballistic missile over Japan. Gasoline slipped even as energy companies braced for another hit from Tropical Storm Harvey.

Banking

[Regulators, Auto Lenders Dig Into Customer-Refunds Process](#)

Emily Glazer and AnnaMaria Andriotis, The Wall Street Journal

Regulators are reviewing some auto-lending procedures, including those related to borrower refunds, at several banks and other financing businesses in the wake of problems at Wells Fargo & Co., according to people familiar with the matter. The Consumer Financial Protection Bureau and the Office of the Comptroller of the Currency are examining guaranteed asset protection products and the refund processes associated with them at these firms, the people said.

[Texas banks begin long process of assessing damage from Harvey](#)

Jackie Stewart and Andy Peters, American Banker

Texas bankers are still assessing the hit their communities took from Hurricane Harvey. The full extent of damage to the Texas coast, especially the Houston area, won't be known for some time.

[New York regulator may fine Habib Bank up to \\$630 million](#)

Syed Raza Hassan, Reuters

The New York State Department of Financial Services (DFS) is seeking to fine Pakistan's Habib Bank Ltd up to \$630 million for "grave" antimoney laundering and sanctions compliance failures at its only U.S. branch, the regulator said on Monday. If imposed, the penalty on Karachi-listed Habib Bank (HBL)(HBL.KA) would be the largest ever faced by a Pakistani financial institution.

Financial Products and Investments

[Texas Republican vows to fight for flood insurance overhaul](#)

Zachary Warmbrodt, Politico

As his state's largest city is pounded by extreme rain, Rep. Jeb Hensarling is digging in his heels on a conservative vision for overhauling the heavily indebted National Flood Insurance Program, which protects millions from the risk of financial calamity. The Texas Republican, who as chairman of the House

Financial Services Committee is spearheading efforts to revamp the program before it expires next month, will call on his colleagues to pass his proposal as soon as they return from recess.

[Board sues Puerto Rico governor for rejecting furloughs](#)

Danica Coto, Associated Press

A federal control board overseeing Puerto Rico's crisis-ridden finances sued the island's governor on Monday for refusing to impose furloughs and take other measures it says are needed to save money. The lawsuit further raises tensions between Gov. Ricardo Rossello and the board, which is demanding public employee furloughs and a pension reform as the U.S. territory tries to restructure a portion of its \$74 billion public debt load.

[How Harvey could speed short-term flood insurance fix](#)

Ian McKendry, American Banker

The massive flooding in Texas from Hurricane Harvey is sure to put pressure on lawmakers to resolve differences over the National Flood Insurance Program, but observers say a short-term reauthorization of the program before a Sept. 30 deadline is still the most likely scenario. The House Financial Services Committee passed measures earlier this year to reauthorize the NFIP but that would aim to cut the program's debt by shifting more policy holders to the private market.

[UBS Says Exclusions Don't Bar Puerto Rico Bond Defense](#)

Jeff Sistrunk, Law360

A UBS AG unit hit back Monday at insurance carriers' efforts to shut down its \$20 million coverage suit regarding claims that investors lost billions of dollars because UBS manipulated Puerto Rico's municipal debt bond market, asserting that the exclusions the insurers cited do not apply to the claims. XL Specialty Insurance Co. had sold UBS Financial Services Inc. of Puerto Rico a \$10 million financial services liability primary policy in 2012 covering the years 2013 to 2014.

Housing and GSEs

[About 400,000 homes with U.S.-backed loans in Harvey's aftermath](#)

Richard Leong, Reuters

U.S. mortgage agencies face possible losses on some of the 400,000 mortgages they guarantee on homes ravaged by Hurricane Harvey, but they will not know the extent of the damage until the wind and rain stop in Texas and Louisiana. Some of the structures may not have flood insurance, which may result in homeowners abandoning the buildings because they will not have the money to rebuild.

[HUD extends disaster relief to Hurricane Harvey victims](#)

Kelsey Ramírez, HousingWire

The Houston area continues to see heavy rainfall due to Hurricane Harvey and the heaving flooding plaguing the city is only expected to worsen as rain continues to fall. Some areas could eventually see up to 50 inches of rainfall, and five people have died due to the Category 4 hurricane with another 12 reported injured.

Taxes

[Sen. Pat Toomey: 'Frustration' with Trump creating 'headwinds' to tax agenda](#)

Joseph Lawler, The Washington Examiner

President Trump has created "headwinds" for the GOP effort to enact tax reform, through distractions and failing to be an effective advocate for his own agenda, a key Republican senator said Monday. "There's a frustration, though," Pat Toomey told Philadelphia radio host Chris Stigall. "The president is not making it easier to get this agenda done."

[Two Bankers Are Selling Trump's Tax Plan. Is Congress Buying?](#)

Julie Hirschfeld Davis and Kate Kelly, The New York Times

Gary D. Cohn and Steven Mnuchin have spent months behind closed doors with Republican congressional leaders sketching the contours of an elaborate and politically difficult tax overhaul that is President Trump's top priority. Mr. Trump hopes to jump-start the process on Wednesday, traveling to Springfield, Mo., for a speech calling for large tax reductions and a long-anticipated revamping of the code.

[IRS Announces Tax Relief For Taxpayers Affected By Hurricane](#)

[Harvey](#)

Kelly Phillips Erb, Forbes

The Internal Revenue Service (IRS) has announced significant tax relief for victims of Hurricane Harvey. Those in Texas who have been affected by the storm have until January 31, 2018, to file certain individual and business tax returns and make certain tax payments.

Financial Technology

[SEC warns investors about cryptocurrency scams](#)

Sylvan Lane, The Hill

The Securities and Exchange Commission (SEC) on Monday issued a warning about investing in companies promising to raise capital by selling cryptocurrencies such as Bitcoin and Ethereum. The agency told investors to be wary of buying stock in companies that tout "initial coin offerings" (ICOs), sales of units of valuable currencies run through electronic ledger systems.

Opinions, Editorials and Perspectives

[Yellen Sends Trump the Right Message](#)

Editorial Board, Bloomberg

Janet Yellen isn't the ingratiating type. In a closely followed speech last week, she made it plain that she disagrees with President Donald Trump and many of his officials about financial regulation.

[Our Political Central Bankers](#)

Editorial Board, The Wall Street Journal

Janet Yellen didn't run for President, but you wouldn't know it from her policy démarche Friday at the Federal Reserve's annual Jackson Hole retreat. The Fed Chair unleashed a defense of post-crisis financial regulation that shows how political the world's central bankers have become.

[Tax reform to move Kentucky forward](#)

Mitch McConnell, Insider Louisville

Speaking with a group in Louisville, U.S. Treasury Secretary Steven Mnuchin discussed the single most important action we can take to put our economy back on the right track: comprehensive tax reform. I welcomed Secretary Mnuchin to our state to hear the questions and concerns that Kentuckians have about the process and to talk about what we can do to help middle class families get ahead.

[Gary Cohn should not quit the White House. Here's why.](#)

Richard Cohen, The Washington Post

In the past two weeks, Gary Cohn has somehow become the nation's first chief rabbi. His official title is director of the president's National Economic Council, but that has been overshadowed by Cohn's new status as the Trump administration's most controversial Jew.

[White Supremacist Groups Don't Deserve Tax Exemptions](#)

David J. Herzog and Samuel D. Brunson, The New York Times

We suspect that many Americans would also be shocked to learn that a number of white supremacist groups - including the New Century Foundation, which hosts an annual conference that has included neo-Nazis, white supremacists, Ku Klux Klan members, Holocaust deniers and eugenicists - are exempt from taxation. (The National Policy Institute, directed by Richard Spencer, was another, until it lost its tax-exempt status this year after failing to file federal tax returns.) A recent Associated Press report said that over the past decade, four prominent white nationalist groups alone received over \$7.8 million in donations.

[SEC should follow the Labor Department's fiduciary standard](#)

Joe Valenti and Andy Green, MarketWatch

Last month at the Economic Club of New York, Securities and Exchange Commission Chairman Jay Clayton articulated a set of eight principles for the agency moving forward. He poignantly placed one question front and center under principle #2: "How does what we propose to do affect the long-term interests of Mr. and Ms. 401(k)?"

[How the Fed Is Flexing Its Muscles as a Banking Regulator](#)

David Zaring, The New York Times

The \$246 million fine imposed last month by the Federal Reserve on BNP

Paribas of France over safety and soundness abuses may have been painful for the bank. It would also have been familiar.

[Yellen's Odds of Being Reappointed Get Slimmer](#)

Tim Duy, Bloomberg

The Federal Reserve Bank of Kansas City's annual Jackson Hole conference offered little direct insight into the path of monetary policy for this year and next. But that doesn't mean it was a nonevent. Perhaps the biggest takeaway is that the already small odds of Chair Janet Yellen being reappointed by the Trump administration when her term ends in February just got a lot slimmer.

[Why Would Anyone Sane Be a Bank Director?](#)

Thomas P. Vartanian, The Wall Street Journal

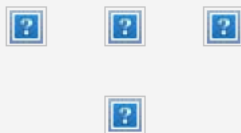
Bank regulators have imposed responsibilities on directors that are hindering good governance of banks. But don't take my word for it. The Board of Governors of the Federal Reserve System and the Treasury Department say so.

Research Reports

[Identifying Exchange Rate Common Factors](#)

Ryan Greenaway-McGrevy et al., The National Bureau of Economic Research

Using recently developed model selection procedures, we determine that exchange rate returns are driven by a two-factor model. We identify them as a dollar factor and a euro factor. Exchange rates are thus driven by global, US, and Euro-zone stochastic discount factors.



This email was sent by: Morning Consult
PO Box 27068 Washington, DC, 20038, US

[Manage your email preferences](#)

SUBSCRIBE

From: Mary Pletcher
To: [Jonathan Mack](#)
Cc: [Gonzalez, Elena](#); [Burns, Sylvia](#); [Amy Holley](#); [Michelle Oxyer](#)
Subject: Re: Tim Wight"s duty station in Denver - here"s another email from Bruce
Date: Monday, August 28, 2017 10:10:25 PM

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Phone: 202-208-5590
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Let me know if you have any questions. -
Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
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Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-0148

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Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior
Office Phone: (202)219-3149
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Our mission is your mission

From: Jonathan Mack
To: [Gonzalez, Elena](mailto:Elena.Gonzalez@ios.doi.gov)
Cc: [Burns, Sylvia](mailto:Sylvia.Burns@ios.doi.gov); [Amy Holley](mailto:Amy.Holley@ios.doi.gov); [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov); [Michelle Oxyer](mailto:Michelle.Oxyer@ios.doi.gov)
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Jonathan - let me know what you need from me to bring this to the ERB in September.

On Mon, Aug 28, 2017 at 10:54 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

fyi Sylvia. Please work with Jonathan to make sure this is taken care of for next ERB meeting in Sept. Amy and I can both sign off on the package. Thanks.

Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Tue, Aug 22, 2017 at 9:58 AM, Mack, Jonathan
<jonathan_mack@ios.doi.gov> wrote:
OK-we will make sure its processed.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Fri, Aug 18, 2017 at 2:52 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

See this email chain - specifically Bruce's email from October 2016 to HR. I think we can move ahead with changing the duty station to Denver. Elena talked to Jim Cason about it so this will not be a surprise to the ERB.

Mary

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:59 AM
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

Hi Mary. We have now sent you several emails that reflect our clear intention for the OS ACIO position to be established in Denver.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Burns, Sylvia** <sylvia_burns@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from

Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

----- Forwarded message -----
From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

----- Forwarded message -----
From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM
Subject: Re: Follow Up
To: "Williams, Erica" <erica.williams@bsee.gov>
Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

Sylvia and I just met with Tim.

I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

Revised your text to reflect change in permanent duty station to Denver, CO.

The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to **Denver, CO**.

Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of **Denver, CO** on or before Monday, August 31st, 2017. "

Let me know when you have transmitted the final offer letter.

Bruce Downs

Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior

Mobile: (571)723-6073

bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

On Oct 24, 2016, at 11:23 AM, Williams, Erica
<erica.williams@bsee.gov> wrote:

Bruce,

"The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to Washington, D.C. Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of Washington, D.C. on or before Monday, August 31st, 2017. "

Let me know if you have any questions. -Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-0148

--

Bruce Downs

Deputy Chief Information Officer

Office of the Chief Information Officer

U.S. Department of the Interior

Office Phone: (202)219-3149

Mobile phone: (571)723-6073

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--

Sylvia Burns, CIO

Office of the Chief Information Officer | US Department of the Interior
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

--

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

--

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www.doi.gov/ocio

Our mission is your mission

From: Christopher Lawson
To: [Raymond Limon](mailto:Raymond.Limon)
Cc: [Mary Pletcher](mailto:Mary.Pletcher)
Subject: Re: Exciting News - FWS is Ready for Nationwide Implementation of ePerform
Date: Monday, August 28, 2017 6:00:55 PM

I spoke with Alesia and Sylvia. Sylvia is going to tell FWS that future investment will need to be approved by the new ERB. I told them I would share our alternatives analysis and business case.

--

Chris Lawson
christopher_lawson@ios.doi.gov
202-208-5284 office
202-412-8730 mobile

> On Aug 28, 2017, at 1:52 PM, Raymond Limon <raymond_limon@ios.doi.gov> wrote:

>

> Mary,

>

> Should we share soft copy with Scott and the group or better to wait
> for meeting when you return?

>

> Thanks

>

> Sent from my iPad

>

>> On Aug 28, 2017, at 1:43 PM, Raymond Limon <raymond_limon@ios.doi.gov> wrote:

>>

>> Chris,

>>

>> Good stuff. Thanks!

>>

>> Ray

>>

>> Sent from my iPhone

>>

>>> On Aug 28, 2017, at 1:38 PM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

>>>

>>> Ray:

>>>

>>> I added two new slides:

>>> Key Requirements - these include support for all DOI performance plans,
>>> integration, and DOI ATO

>>> Cost Comparison - IBC is the lowest at \$640K, Acendre is the highest at
>>> \$3.2M

>>>

>>> I also updated the scorecard. IBC has the highest score. OPM is second. The
>>> IBC score for SES performance is still zero, since they have not yet met
>>> the requirement. We could give them credit for adding it to their roadmap.

>>>

>>> Chris Lawson

>>> Director, HR Information Systems

>>> Department of the Interior

>>> Main Interior Building 4329

>>> 202-208-5284 office
>>> 202-412-8730 mobile
>>> christopher_lawson@ios.doi.gov

>>>
>>>

>>> On Mon, Aug 28, 2017 at 12:14 PM, Limon, Raymond <raymond_limon@ios.doi.gov>
>>> wrote:

>>>

>>>> Chris,

>>>>

>>>> Thanks....let's look to share as we get closer to the actual meeting....I
>>>> think we can update some of this data based on IBC's latest proposal....in
>>>> particular, the significant costs FWS' acendre tool is and no integration
>>>> with learning and no e-opf (i.e., cost avoidance).....with that said,
>>>> FedTalent can take FWS' data to develop DOI reports if we have to delay
>>>> FWS' entry....thanks!

>>>>

>>>> Ray

>>>>

>>>> On Mon, Aug 28, 2017 at 11:36 AM, Lawson, Christopher <
>>>> christopher_lawson@ios.doi.gov> wrote:

>>>>

>>>>> Ray:

>>>>>

>>>>> Attached is an Executive Summary of our Alternatives Analysis.

>>>>>

>>>>> Let me know what you think.

>>>>>

>>>>> Thanks!

>>>>>

>>>>> Chris Lawson

>>>>> Director, HR Information Systems

>>>>> Department of the Interior

>>>>> Main Interior Building 4329

>>>>> 202-208-5284 office

>>>>> 202-412-8730 mobile

>>>>> christopher_lawson@ios.doi.gov

>>>>>

>>>>>

>>>>> On Sat, Aug 26, 2017 at 9:40 AM, Raymond Limon <raymond_limon@ios.doi.gov>
>>>>>> wrote:

>>>>>>

>>>>>> Mary

>>>>>>

>>>>>>> I reached out to Chris. We have a short PP highlighting business case
>>>>>>> for FedTalent in the queue. It's extremely compelling and ties in current
>>>>>>> agency reform efforts. Also the license fee is \$8 per employee for Fed
>>>>>>> Talent and \$40 for FWS (acendre) and FWS is not single sign and more
>>>>>>> importantly cannot transmit to e-Opf. Millions of \$ can be saved in man
>>>>>>> hours with FedTalent. Finally acendre has fitara hoops to jump through.
>>>>>>> However won't be able to share PP until Monday.

>>>>>>>

>>>>>>> Sent from my iPhone

>>>>>>>

>>>>>>> On Aug 25, 2017, at 11:01 PM, Mary Pletcher <mary_pletcher@ios.doi.gov>
>>>>>>> wrote:

>>>>>>>

>>>>> Scott,

>>>>>

>>>>> I've CC'd Ray Limon and Chris Lawson who have been closer to this issue.

>>>>> My concern about this is the position that this puts us in with IBC.

>>>>> Historically, FWS has been reluctant to adopt the IBC solutions. We're

>>>>> ready to move forward with the IBC performance management solution and I'm

>>>>> concerned about sending a message that we don't support Interior's shared

>>>>> service provider.

>>>>>

>>>>> Chris/Ray/Elena - what are your thoughts?

>>>>>

>>>>>

>>>>> Mary

>>>>>

>>>>>

>>>>> Sent from my iPad

>>>>>

>>>>> On Aug 25, 2017, at 2:07 PM, Scott Cameron <scott_cameron@ios.doi.gov>

>>>>> wrote:

>>>>>

>>>>> Your thought on the FWS technology choice, Mary?

>>>>>

>>>>> Thanks,

>>>>> Scott

>>>>> Scott J. Cameron

>>>>> Principal Deputy Assistant Secretary

>>>>> Policy, Management and Budget

>>>>> Department of the Interior

>>>>>

>>>>> Cell 202-706-9031

>>>>> Desk 292-208-4242

>>>>>

>>>>> Sent from my iPhone

>>>>>

>>>>> Begin forwarded message:

>>>>>

>>>>> *From:* "Sheehan, Denise" <denise_sheehan@fws.gov>

>>>>> *Date:* August 25, 2017 at 1:54:23 PM EDT

>>>>> *To:* Mary Pletcher <mary_pletcher@ios.doi.gov>, Raymond Limon <

>>>>> raymond_limon@ios.doi.gov>, "sylvia_burns@ios.doi.gov" <

>>>>> sylvia_burns@ios.doi.gov>

>>>>> *Cc:* Greg Sheehan <Greg_J_Sheehan@fws.gov>, "Skipwith, Aurelia" <

>>>>> aurelia_skipwith@ios.doi.gov>, Pamela Sirotzky <Pamela_Sirotzky@fws.gov>,

>>>>> Rebekah Giddings <Rebekah_Giddings@fws.gov>, "Cameron, Scott" <

>>>>> scott_cameron@ios.doi.gov>

>>>>> *Subject:* *Exciting News - FWS is Ready for Nationwide Implementation

>>>>> of ePerform*

>>>>>

>>>>> Mary,

>>>>>

>>>>>

>>>>> I hope you are doing well! I know you are unable to make the

>>>>> Performance Management meeting that Greg Sheehan (FWS Acting Director)

>>>>> and I scheduled with you for Thursday, August 31st . We had tried to

>>>>> get something scheduled over the past few weeks but I know you have been

>>>>> busy. I believe this meeting is currently rescheduled to September

>>>>> 19th.

>>>>>>

>>>>>>

>>>>>> I wanted to reach out to you in advance of our mid-September meeting to
>>>>>> let you know that FWS has successfully completed our Pilot of Acendre's
>>>>>> automated performance management solution, ePerform. The Pilot has
>>>>>> been very well-received internally and the rest of the Service is looking
>>>>>> forward to joining our Pilot participants in moving off paper plans and
>>>>>> into an automated solution to complete their FY18 performance appraisals.
>>>>>> This solution was so well-received, it was included as one of the Service's
>>>>>> Top Ten goals to the Secretary.

>>>>>>

>>>>>>

>>>>>>

>>>>>> As we discussed with you, we are planning to move forward with
>>>>>> nationwide implementation of this solution. In our previous discussions
>>>>>> and demonstrations of this solution with you on 3/24/2016 and 2/2/2017 we
>>>>>> had discussed that the only hurdle to us moving forward would be if the
>>>>>> Administration did not support this solution. In our meetings with both
>>>>>> Aurelia Skipwith and Greg Sheehan, both were extremely supportive of
>>>>>> this solution and the win that it provides this Administration.

>>>>>>

>>>>>>

>>>>>> Due to tight procurement deadlines, the Fish and Wildlife Service plans
>>>>>> to proceed with exercising our next contract option for nationwide
>>>>>> implementation of ePerform on *Tuesday, September 5th*. We have been
>>>>>> meeting with your team on a monthly basis to provide demonstrations,
>>>>>> overviews and updates on the progress of our pilot. We have also
>>>>>> incorporated feedback from your staff on recommended enhancements to the
>>>>>> solution. We have addressed all IT requirements - contracting with DOI
>>>>>> OCIO earlier this year to allow the Department to conduct a
>>>>>> vulnerability assessment on ePerform and our Human Capital Management
>>>>>> System as a whole as part of our revised A&A process. That was
>>>>>> successfully completed and we have addressed the risks coming out of that
>>>>>> assessment. In meeting with the Service's A-CIO, we believe we have
>>>>>> met all IT requirements required to deploy this solution nationwide.
>>>>>> Additionally, this solution allows the Service (and the Department) to show
>>>>>> a clear win for meeting the new Administrations' requirements for improved
>>>>>> transparency into Performance Management processes as stated in OMB Memo
>>>>>> M-17-22.

>>>>>>

>>>>>>

>>>>>> We are really excited to partner with you in the next phase of this
>>>>>> initiative. We believe this solution will be a great (interim) win for the
>>>>>> Department. As I stated to you before, if the Department decides to move
>>>>>> forward with a single automated Performance Management solution in the
>>>>>> future, FWS would be happy to evaluate that solution when our current
>>>>>> contract is up for re-compete at the end of 2020. In the meantime, we
>>>>>> believe we have collected a lot of great knowledge and insight into the
>>>>>> process of performance appraisal automation as well as a number of lessons
>>>>>> learned, which we are happy to continue to work with you and your team
>>>>>> on as you evaluate DOI-wide automation capabilities in this space.

>>>>>>

>>>>>>

>>>>>> If you have any questions or concerns, please feel free to reach out to
>>>>>> me. My cell phone number is (b) (6) .

>>>>>>

>>>>>>

>>>>> Thanks,

>>>>>

>>>>>

>>>>> Denise

>>>>>

>>>>>

>>>>

>>>>

>>>>

>>>> --

>>>> Raymond A. Limon

>>>> Director, Office of Human Resources

>>>> Deputy, Chief Human Capital Officer

>>>> Department of Interior

>>>> 202-208-5310

>>>>

>>> <Performance Management - Alternatives Analysis.pptx>

From: Gonzalez, Elena
To: [Burns, Sylvia](#)
Cc: [Amy Holley](#); [Mack, Jonathan](#); [Pletcher, Mary](#); [Michelle Oxyer](#)
Subject: Re: Tim Wight"s duty station in Denver - here"s another email from Bruce
Date: Monday, August 28, 2017 4:57:21 PM

I have not seen what will go to the ERB on it. Was it done without the ERB being made aware?

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Mon, Aug 28, 2017 at 12:29 PM, Burns, Sylvia <sylvia_burns@ios.doi.gov> wrote:
Jonathan confirmed with me that this has been taken care of per Mary's direction.

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Jonathan - let me know what you need from me to bring this to the ERB in September.

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U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
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Washington, DC 20240
(o) 202-208-7966

On Tue, Aug 22, 2017 at 9:58 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

OK-we will make sure its processed.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Fri, Aug 18, 2017 at 2:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

See this email chain - specifically Bruce's email from October 2016 to HR. I think we can move ahead with changing the duty station to Denver. Elena talked to Jim Cason about it so this will not be a surprise to the ERB.

Mary

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To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

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Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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From: **Burns, Sylvia** <sylvia_burns@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

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

From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

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

From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM
Subject: Re: Follow Up

To: "Williams, Erica" <erica.williams@bsee.gov>
Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

Sylvia and I just met with Tim.

I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

Revised your text to reflect change in permanent duty station to Denver, CO.

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Let me know when you have transmitted the final offer letter.

Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior

Mobile: (571)723-6073

bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

On Oct 24, 2016, at 11:23 AM, Williams, Erica <erica.williams@bsee.gov> wrote:

Bruce,

"The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently

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Let me know if you have any questions. -Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
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--

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--

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Our mission is your mission

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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
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--

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Our mission is your mission

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#); [Caroline \(Carrie\) Soave](#)
Subject: Re: spreadsheets
Date: Monday, August 28, 2017 2:21:20 PM

Mary, Michelle is out this week and much of this information is in email's that Michelle sent to you and didn't copy me on..., if you need it this week i can contact Michelle, she has her computer and told me that if there was anything pressing to just let her know.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Sun, Aug 27, 2017 at 11:03 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Michelle/Jonathan,

Can you go back through your emails and send me the ones where I had the reassignment spreadsheets attached? Roughly May 12 through end of June. I definitely need the version that you printed for the ERB.

Thanks,
Mary

--

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

From: Burns, Sylvia
To: [Gonzalez, Elena](#); [Amy Holley](#)
Cc: [Mack, Jonathan](#); [Pletcher, Mary](#); [Michelle Oxyer](#)
Subject: Re: Tim Wight's duty station in Denver - here's another email from Bruce
Date: Monday, August 28, 2017 12:56:03 PM

Jonathan confirmed with me that this has been taken care of per Mary's direction.

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Acknowledging and will do.

Jonathan - let me know what you need from me to bring this to the ERB in September.

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Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia"
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On Oct 24, 2016, at 11:23 AM, Williams, Erica <erica.williams@bsee.gov> wrote:

Bruce,

"The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to Washington, D.C. Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of Washington, D.C. on or before Monday, August 31st, 2017. "

Let me know if you have any questions. -Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)

Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-0148

--

Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior
Office Phone: (202)219-3149
Mobile phone: (571)723-6073
bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

--

Sylvia Burns, CIO
Office of the Chief Information Officer | US Department of the Interior
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

--

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

--

Sylvia Burns, CIO

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Our mission is your mission

From: Burns, Sylvia
To: [Gonzalez, Elena](mailto:Elena.Gonzalez@ios.doi.gov)
Cc: [Mack, Jonathan](mailto:Jonathan.Mack@ios.doi.gov); [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov); [Michelle Oxyer](mailto:Michelle.Oxyer@ios.doi.gov); [Amy Holley](mailto:Amy.Holley@ios.doi.gov)
Subject: Re: Tim Wight's duty station in Denver - here's another email from Bruce
Date: Monday, August 28, 2017 11:03:23 AM

Acknowledging and will do.

Jonathan - let me know what you need from me to bring this to the ERB in September.

On Mon, Aug 28, 2017 at 10:54 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:
fyi Sylvia. Please work with Jonathan to make sure this is taken care of for next ERB meeting in Sept. Amy and I can both sign off on the package. Thanks.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Tue, Aug 22, 2017 at 9:58 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:
OK-we will make sure its processed.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Fri, Aug 18, 2017 at 2:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
See this email chain - specifically Bruce's email from October 2016 to HR. I think we can move ahead with changing the duty station to Denver. Elena talked to Jim Cason about it so this will not be a surprise to the ERB.

Mary

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:59 AM
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

Hi Mary. We have now sent you several emails that reflect our clear intention for the OS ACIO position to be established in Denver.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Burns, Sylvia** <sylvia_burns@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

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

From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

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

From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM
Subject: Re: Follow Up
To: "Williams, Erica" <erica.williams@bsee.gov>
Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

Sylvia and I just met with Tim.

I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

Revised your text to reflect change in permanent duty station to Denver, CO.

The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to **Denver, CO**. Relocation is not approved and will not be given for the change in duty

station. As a condition of employment, you are expected to report to the new duty station of **Denver, CO** on or before Monday, August 31st, 2017. "

Let me know when you have transmitted the final offer letter.

Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior

Mobile: (571)723-6073

bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

On Oct 24, 2016, at 11:23 AM, Williams, Erica <erica.williams@bsee.gov> wrote:

Bruce,

"The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to Washington, D.C. Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of Washington, D.C. on or before Monday, August 31st, 2017. "

Let me know if you have any questions. -Thanks!

Erica J. Williams

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Our mission is your mission

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

--

Sylvia Burns, CIO

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sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

From: Gonzalez, Elena
To: [Mack, Jonathan](#)
Cc: [Pletcher, Mary](#); [Michelle Oxyer](#); [Amy Holley](#); [Burns, Sylvia](#)
Subject: Re: Tim Wight's duty station in Denver - here's another email from Bruce
Date: Monday, August 28, 2017 10:55:42 AM

fyi Sylvia. Please work with Jonathan to make sure this is taken care of for next ERB meeting in Sept. Amy and I can both sign off on the package. Thanks.

Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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OK-we will make sure its processed.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
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Phone: 202-208-5590
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Mary

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:59 AM
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

Hi Mary. We have now sent you several emails that reflect our clear intention for the OS ACIO position to be established in Denver.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
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Washington, DC 20240
(o) 202-208-7966

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

From: **Burns, Sylvia** <sylvia_burns@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

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

From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

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

From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM
Subject: Re: Follow Up
To: "Williams, Erica" <erica.williams@bsee.gov>
Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

Sylvia and I just met with Tim.

I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

Revised your text to reflect change in permanent duty station to Denver, CO.

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Let me know when you have transmitted the final offer letter.

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U.S. Department of the Interior

Mobile: (571)723-6073

bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

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Let me know if you have any questions. -Thanks!

Erica J. Williams

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Our mission is your mission

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

From: Pletcher, Mary
To: [Michelle Oxyer](#); [Jonathan Mack](#)
Subject: spreadsheets
Date: Sunday, August 27, 2017 11:03:59 AM

Michelle/Jonathan,

Can you go back through your emails and send me the ones where I had the reassignment spreadsheets attached? Roughly May 12 through end of June. I definitely need the version that you printed for the ERB.

Thanks,
Mary

--

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

From: Mack, Jonathan
To: [Pletcher, Mary](#); [Caroline \(Carrie\) Soave](#); [Michelle Oxyer](#)
Subject: Fwd: ERB Request for OCIO Director of Management and Business Operations
Date: Thursday, August 24, 2017 3:09:20 PM

We don't have the case yet from BSEE, if we get it prior to 5:00 do you want it for your meeting?

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

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

From: Burns, Sylvia <sylvia_burns@ios.doi.gov>
Date: Thu, Aug 24, 2017 at 1:41 PM
Subject: Re: ERB Request for OCIO Director of Management and Business Operations
To: "Gonzalez, Elena" <maria_gonzalez@ios.doi.gov>
Cc: Mary Pletcher <mary_pletcher@ios.doi.gov>, "Mack, Jonathan" <jonathan_mack@ios.doi.gov>, Michelle Oxyer <michelle_oxyer@ios.doi.gov>, Peyton Hardaway <peyton.hardaway@bsee.gov>, Amy Holley <amy_holley@ios.doi.gov>

Thanks for the additional clarification, Elena. I'm here if anyone has questions on the position or needs anything else from me to prepare for the ERB.

On Thu, Aug 24, 2017 at 1:38 PM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Sylvia - Thanks for getting this done for Mary. Jim Cason, David Bernhardt and Kate McGregor are aware that we are making this request. Rich Cardinale wants the new position. Sylvia has specific organizational needs that he is well suited to help her accomplish from this position. The justification explains why he is well suited to the position. The PD describes the position more fully than the prior PD and establishes a slightly modified title and has the position reporting to the CIO rather than the Deputy CIO in light of additional changes we are pursuing with Mary. Amy has also been in all discussions about this requested change. We checked the Greenbook with POB and believe we agreed the changes can be handled in the FY '19 budget.

Thank you for putting this request before the ERB for their decision.
Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Thu, Aug 24, 2017 at 11:28 AM, Burns, Sylvia <sylvia_burns@ios.doi.gov> wrote:

Mary and other colleagues - I would like to request ERB approval to reassign Rich

Cardinale, who is currently serving the Senior Policy Program Manager and Chief of Staff for the Assistant Secretary for Land and Minerals, to the OCIO, to serve as Director of Management and Business Operations. A draft justification narrative and position description is attached.

I have discussed this with both Amy Holley and Elena Gonzalez and have received their support for this move. My understanding is that ASLM and Jim Cason are also aware and supportive of this move.

Please let me know if you need anything from me to complete the package for the ERB, or if you have any questions.

Sylvia

--

Sylvia Burns, CIO

Office of the Chief Information Officer | US Department of the Interior
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

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From: Burns, Sylvia
To: [Gonzalez, Elena](#)
Cc: [Mary Pletcher](#); [Mack, Jonathan](#); [Michelle Oxyer](#); [Peyton Hardaway](#); [Amy Holley](#)
Subject: Re: ERB Request for OCIO Director of Management and Business Operations
Date: Thursday, August 24, 2017 1:42:13 PM

Thanks for the additional clarification, Elena. I'm here if anyone has questions on the position or needs anything else from me to prepare for the ERB.

On Thu, Aug 24, 2017 at 1:38 PM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Sylvia - Thanks for getting this done for Mary. Jim Cason, David Bernhardt and Kate McGregor are aware that we are making this request. Rich Cardinale wants the new position. Sylvia has specific organizational needs that he is well suited to help her accomplish from this position. The justification explains why he is well suited to the position. The PD describes the position more fully than the prior PD and establishes a slightly modified title and has the position reporting to the CIO rather than the Deputy CIO in light of additional changes we are pursuing with Mary. Amy has also been in all discussions about this requested change. We checked the Greenbook with POB and believe we agreed the changes can be handled in the FY '19 budget.

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1849 C St NW Room 5124
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Please let me know if you need anything from me to complete the package for the ERB, or if you have any questions.

Sylvia

--

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Our mission is your mission

From: Gonzalez, Elena
To: [Burns, Sylvia](#)
Cc: [Mary Pletcher](#); [Mack, Jonathan](#); [Michelle Oxyer](#); [Peyton Hardaway](#); [Amy Holley](#)
Subject: Re: ERB Request for OCIO Director of Management and Business Operations
Date: Thursday, August 24, 2017 1:39:14 PM

Sylvia - Thanks for getting this done for Mary. Jim Cason, David Bernhardt and Kate McGregor are aware that we are making this request. Rich Cardinale wants the new position. Sylvia has specific organizational needs that he is well suited to help her accomplish from this position. The justification explains why he is well suited to the position. The PD describes the position more fully than the prior PD and establishes a slightly modified title and has the position reporting to the CIO rather than the Deputy CIO in light of additional changes we are pursuing with Mary. Amy has also been in all discussions about this requested change. We checked the Greenbook with POB and believe we agreed the changes can be handled in the FY '19 budget.

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Elena

Elena Gonzalez
U.S. Department of the Interior
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On Thu, Aug 24, 2017 at 11:28 AM, Burns, Sylvia <sylvia_burns@ios.doi.gov> wrote:

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Please let me know if you need anything from me to complete the package for the ERB, or if you have any questions.

Sylvia

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sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

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From: Pletcher, Mary
To: [Soave, Caroline \(Carrie\)](#)
Subject: Re: ERB Materials
Date: Wednesday, August 23, 2017 5:08:35 PM

Thanks Carrie. I'm going to look at it tonight.

Mary

On Wed, Aug 23, 2017 at 4:19 PM, Soave, Caroline (Carrie) <caroline_soave@ios.doi.gov> wrote:

Hi Mary,

I just left the folder with the latest version of ERB materials on your chair for review.

Michelle and Jonathan had to leave for the day, and unfortunately I need to leave in about a half hour too, but if you need me to pick anything up before then, let me know. Otherwise, we'll be ready to start the copies as soon as we get the green light from you tomorrow.

Thank you and have a great evening!

--

Carrie Soave
HR Specialist, Executive Resources Division
Office of Human Capital
Department of the Interior
Phone: 202-513-0874
Fax: 202-208-5285

--

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

From: Soave, Caroline (Carrie)
To: [Mary Pletcher](#)
Subject: ERB Materials
Date: Wednesday, August 23, 2017 4:20:35 PM

Hi Mary,

I just left the folder with the latest version of ERB materials on your chair for review.

Michelle and Jonathan had to leave for the day, and unfortunately I need to leave in about a half hour too, but if you need me to pick anything up before then, let me know. Otherwise, we'll be ready to start the copies as soon as we get the green light from you tomorrow.

Thank you and have a great evening!

--

Carrie Soave
HR Specialist, Executive Resources Division
Office of Human Capital
Department of the Interior
Phone: 202-513-0874
Fax: 202-208-5285

From: Elena Gonzalez
To: [Mary Pletcher](#)
Cc: [Amy Holley](#); michelle_oxyer@ios.doi.gov
Subject: Re: TIBS offices personnel
Date: Wednesday, August 23, 2017 10:09:28 AM

+Sylvia

Elena Gonzalez
Deputy Assistant Secretary - Technology, Information and Business Services
US Department of the Interior
202-208-7966

On Aug 21, 2017, at 12:05 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Elena,

I've CC'd Michelle Oxyer. A few data points that would be helpful:

- 1) (b) (5) [REDACTED]
- 2) (b) (5) [REDACTED]
- 3) (b) (5) [REDACTED]

Thanks,
Mary

Sent from my iPhone

On Aug 21, 2017, at 11:39 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Hi Mary. As mentioned in recent discussions, there are several SES moves that are needed in TIBS offices and are also aligned with the Secretary's goal to reduce presence in DC and Denver where feasible. These proposals have been discussed with the impacted executives and all are agreeable to the changes I am requesting. Since you mentioned the ERB is meeting in Aug and in Sept, this seemed like a good time to remind you of the proposed changes I propose for OCIO and OVS:

1. (b) (5) [REDACTED]
2. (b) (5) [REDACTED]

(b) (5)

3. (b) (5)

Please let me know what we need to do and how I can facilitate these changes.
Thanks.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and
Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

From: Oxyer, Michelle
To: Pletcher, Mary
Cc: Jonathan Mack
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Wednesday, August 23, 2017 9:50:33 AM

I just confirmed with Rebekah Giddings that FWS HR has been in touch with him. I let her know we are available to assist if any issues come up.

Michelle Oxyer

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

On Wed, Aug 23, 2017 at 9:08 AM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

I was in touch with Rebekah Giddings yesterday and provided her all the documentation they need. Will loop back and make they have been in touch with him.

Michelle Oxyer

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

On Wed, Aug 23, 2017 at 8:46 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Can you follow up with FWS HR and find out if they have reached out to Bud?

Thanks,
Mary

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

From: Cribley, Bud <bcribley@blm.gov>
Date: Tue, Aug 22, 2017 at 9:01 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

Has any paperwork been cut on my reassignment?

bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Aug 17, 2017 at 9:04 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Bud,

Thank you. This absolutely works. I'll copy you shortly on the onboarding email I send to FWS.

Thanks,
Mary

On Thu, Aug 17, 2017 at 12:57 PM, Cribley, Bud <bcribley@blm.gov> wrote:
Good morning Mary,

The sun is shining in Anchorage this morning. That is good!

I apologize for making this harder than it should be with my latest request for an updated directed reassignment memo from the Deputy Secretary. I also heard from Mike Nedd that this was delaying his ability to move forward with making announcements on the personnel changes in BLM. Hopefully this helps him out too.

I have attached the original directed reassignment memo, signed, and just made its acceptance contingent on the terms agreed to in your Aug. 8th email to me. I hope this works.

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Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



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3 (b) (6)

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Mary
(202) 208-4505 (office)
(703) 629-8149 (cell)

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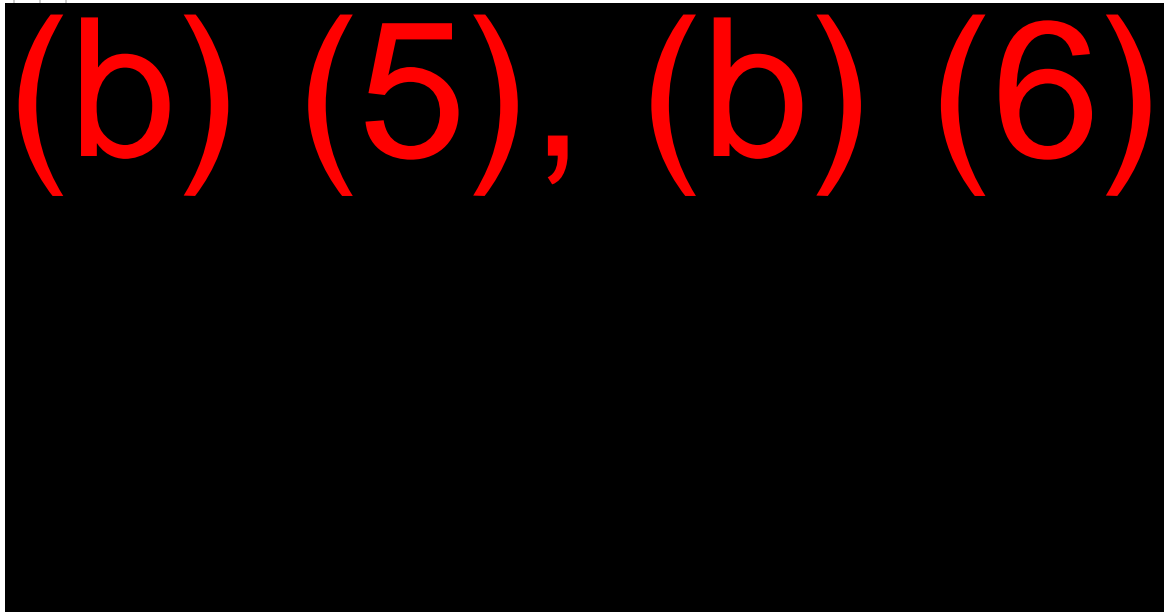
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Sent from my iPad

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<Cribley memo.pdf>

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From: Oxyer, Michelle
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Cc: [Jonathan Mack](mailto:Jonathan.Mack@ios.doi.gov)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Wednesday, August 23, 2017 9:08:23 AM

I was in touch with Rebekah Giddings yesterday and provided her all the documentation they need. Will loop back and make they have been in touch with him.

Michelle Oxyer

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

On Wed, Aug 23, 2017 at 8:46 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Can you follow up with FWS HR and find out if they have reached out to Bud?

Thanks,
Mary

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

From: Cribley, Bud <bcribley@blm.gov>
Date: Tue, Aug 22, 2017 at 9:01 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

Has any paperwork been cut on my reassignment?

bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Aug 17, 2017 at 9:04 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

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Mary

On Thu, Aug 17, 2017 at 12:57 PM, Cribley, Bud <bcribley@blm.gov> wrote:

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3) (b) (6)

[REDACTED]

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Sent from my iPad

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From: Pletcher, Mary
To: [Michelle Oxyer](#); [Jonathan Mack](#)
Subject: Fwd: Cribley - Senior Executive Service Directed Reassignment
Date: Wednesday, August 23, 2017 8:46:21 AM

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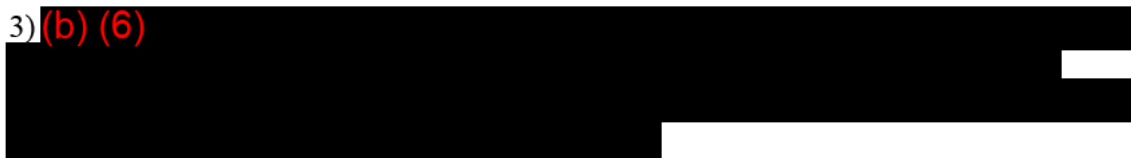
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From: Cribley, Bud
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, August 22, 2017 9:01:59 PM

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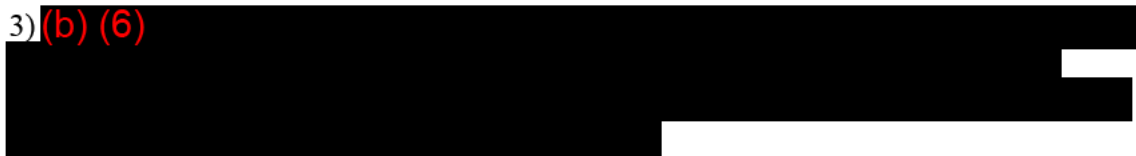
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From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Cc: [Jonathan Mack](#); [Caroline \(Carrie\) Soave](#)
Subject: Re: Urgent - for tomorrow
Date: Tuesday, August 22, 2017 5:01:24 PM

We will have something to you in the AM.

Michelle Oxyer

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

On Tue, Aug 22, 2017 at 4:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Can you put together a ERB "101" binder tomorrow?

ERB 101

- Role of ERB
- Performance Mgmt for SES and Role of ERB
- * Performance Review Boards
- * Role of Assistant Secretaries
- * Role of ERB members

Also

- 1) Current list of SES with tenure in current position
- 2) Current list of SES vacancies
- 3) Example recruit form (blank and Solicitor's Office)

The earlier you could get it to me during the day, the better. It would give me time to review.

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From: Pletcher, Mary
To: [Jonathan Mack](#); [Michelle Oxyer](#); [Caroline \(Carrie\) Soave](#)
Subject: Urgent - for tomorrow
Date: Tuesday, August 22, 2017 4:57:58 PM

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From: Burns, Sylvia
To: [Cardinale, Richard](#)
Cc: [Elena Gonzalez](#); [Amy Holley](#); [Pletcher, Mary](#)
Subject: Re: Justification for OCIO Dir of Management 08222017 - Invitation to edit
Date: Tuesday, August 22, 2017 1:35:10 PM

Perfect! Thanks. I'm working on editing the PD. I can share w/ you all after I go through the whole thing once. I'm about halfway done.

On Tue, Aug 22, 2017 at 1:22 PM, Cardinale, Richard <richard_cardinale@ios.doi.gov> wrote:

Looks good to me. I included the full title of my current position. Thanks.

Rich

On Tue, Aug 22, 2017 at 11:42 AM, Elena Gonzalez (via Google Docs) <drive-shares-noreply@google.com> wrote:

Elena Gonzalez has invited you to edit the following document:



[Justification for OCIO Dir of Management 08222017](#)



Looks good. I made some minor edits and finished the last sentence. I wonder if we need any more about Rich's background. I guess Mary and ER folks will let us know. I am adding Rich too so we can get his thoughts. It would be ideal if we could get this justification to Mary in time for the ERB meeting this week, but since we want to include a new pd too, it will likely not be until the mid Sept. meeting.
Thanks.

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because someone shared a document with you from Google Docs.



Sylvia Burns, CIO

Office of the Chief Information Officer | US Department of the Interior
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

From: Cardinale, Richard
To: [Elena Gonzalez](#)
Cc: [Burns, Sylvia](#); [Amy Holley](#); [Pletcher, Mary](#)
Subject: Re: Justification for OCIO Dir of Management 08222017 - Invitation to edit
Date: Tuesday, August 22, 2017 1:23:39 PM

Looks good to me. I included the full title of my current position. Thanks.

Rich

On Tue, Aug 22, 2017 at 11:42 AM, Elena Gonzalez (via Google Docs) <drive-shares-noreply@google.com> wrote:

Elena Gonzalez has invited you to **edit** the following document:

 [Justification for OCIO Dir of Management 08222017](#)



Looks good. I made some minor edits and finished the last sentence. I wonder if we need any more about Rich's background. I guess Mary and ER folks will let us know. I am adding Rich too so we can get his thoughts. It would be ideal if we could get this justification to Mary in time for the ERB meeting this week, but since we want to include a new pd too, it will likely not be until the mid Sept. meeting.
Thanks.

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because someone shared a document with you from Google Docs.



From: Burns, Sylvia
To: [Elena Gonzalez](#)
Cc: [Richard Cardinale](#); [Amy Holley](#); [Mary Pletcher](#)
Subject: Re: Justification for OCIO Dir of Management 08222017 - Invitation to edit
Date: Tuesday, August 22, 2017 12:18:57 PM

Thanks for reviewing and editing, Elena. I like the updates you made.

Rich - look forward to hearing if you are OK w/ this or have anything to add.

On Tue, Aug 22, 2017 at 11:42 AM, Elena Gonzalez (via Google Docs) <drive-shares-noreply@google.com> wrote:

Elena Gonzalez has invited you to **edit** the following document:

 [Justification for OCIO Dir of Management 08222017](#)



Looks good. I made some minor edits and finished the last sentence. I wonder if we need any more about Rich's background. I guess Mary and ER folks will let us know. I am adding Rich too so we can get his thoughts. It would be ideal if we could get this justification to Mary in time for the ERB meeting this week, but since we want to include a new pd too, it will likely not be until the mid Sept. meeting.
Thanks.

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--

Sylvia Burns, CIO
[Office of the Chief Information Officer](#) | [US Department of the Interior](#)
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

From: Elena Gonzalez (via Google Docs)
To: sylvia_burns@ios.doi.gov
Cc: richard_cardinale@ios.doi.gov; Amy_Holley@ios.doi.gov; mary_pletcher@ios.doi.gov
Subject: Justification for OCIO Dir of Management 08222017 - Invitation to edit
Date: Tuesday, August 22, 2017 11:42:51 AM

Elena Gonzalez has invited you to **edit** the following document:

 [Justification for OCIO Dir of Management 08222017](#)



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[Open in Docs](#)

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Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because someone shared a document with you from Google Docs.



From: Elena Gonzalez (via Google Docs)
To: richard_cardinale@ios.doi.gov
Cc: sylvia_burns@ios.doi.gov; Amy_Holley@ios.doi.gov; mary_pletcher@ios.doi.gov
Subject: Justification for OCIO Dir of Management 08222017 - Invitation to edit
Date: Tuesday, August 22, 2017 11:42:51 AM

Elena Gonzalez has invited you to **edit** the following document:

 [Justification for OCIO Dir of Management 08222017](#)



Looks good. I made some minor edits and finished the last sentence. I wonder if we need any more about Rich's background. I guess Mary and ER folks will let us know. I am adding Rich too so we can get his thoughts. It would be ideal if we could get this justification to Mary in time for the ERB meeting this week, but since we want to include a new pd too, it will likely not be until the mid Sept. meeting.
Thanks.

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because someone shared a document with you from Google Docs.



From: Mary Pletcher
To: [Rees, Gareth](#)
Subject: Re: ERB
Date: Tuesday, August 22, 2017 11:20:06 AM

Either is fine with me.

Mary

Sent from my iPhone

On Aug 22, 2017, at 11:17 AM, Rees, Gareth <gareth_rees@ios.doi.gov> wrote:

How about Thursday at 11am or 5pm

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Rees, Gareth
To: [Mary Pletcher](#)
Subject: ERB
Date: Tuesday, August 22, 2017 11:18:03 AM

How about Thursday at 11 am or 5pm

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Mashburn, Lori
To: [Pletcher, Mary](#)
Subject: ERB Meeting
Date: Tuesday, August 22, 2017 10:57:22 AM

Hello Mary,

I hope you are well!

I have a quick question about this week's ERB meeting. Will the binders be available before the meeting -- sometime on Thursday? I would like to review before we sit down.

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

From: Mack, Jonathan
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Cc: [Michelle Oxyer](mailto:Michelle.Oxyer@ios.doi.gov); [Amy Holley](mailto:Amy.Holley@ios.doi.gov); [Gonzalez, Elena](mailto:Elena.Gonzalez@ios.doi.gov)
Subject: Re: Tim Wight's duty station in Denver - here's another email from Bruce
Date: Tuesday, August 22, 2017 9:58:58 AM

OK-we will make sure its processed.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Fri, Aug 18, 2017 at 2:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
See this email chain - specifically Bruce's email from October 2016 to HR. I think we can move ahead with changing the duty station to Denver. Elena talked to Jim Cason about it so this will not be a surprise to the ERB.

Mary

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:59 AM
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

Hi Mary. We have now sent you several emails that reflect our clear intention for the OS ACIO position to be established in Denver.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Burns, Sylvia** <sylvia_burns@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

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

From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

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

From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM
Subject: Re: Follow Up
To: "Williams, Erica" <erica.williams@bsee.gov>
Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

Sylvia and I just met with Tim.

I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

Revised your text to reflect change in permanent duty station to Denver, CO.

The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to **Denver, CO**. Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of **Denver, CO** on or before Monday, August 31st, 2017. "

Let me know when you have transmitted the final offer letter.

Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior

Mobile: (571)723-6073

bruce_downs@ios.doi.gov

On Oct 24, 2016, at 11:23 AM, Williams, Erica <erica.williams@bsee.gov> wrote:

Bruce,

"The temporary duty station for the subject position will be Spokane, WA. This will be in effect until Sunday, August 30th, 2017. On or before Monday, August 31st, 2017, upon the direction of management, the duty station of the position will be permanently changed to Washington, D.C. Relocation is not approved and will not be given for the change in duty station. As a condition of employment, you are expected to report to the new duty station of Washington, D.C. on or before Monday, August 31st, 2017. "

Let me know if you have any questions. -Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-0148

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Bruce Downs
Deputy Chief Information Officer
Office of the Chief Information Officer
U.S. Department of the Interior
Office Phone: (202)219-3149
Mobile phone: (571)723-6073
bruce_downs@ios.doi.gov
www.DOI.gov/OCIO

--

Sylvia Burns, CIO

Office of the Chief Information Officer | US Department of the Interior
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

Our mission is your mission

--

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

From: Mary Pletcher
To: [Gonzalez, Elena](#)
Cc: [Amy Holley](#); michelle_oxyer@ios.doi.gov
Subject: Re: TIBS offices personnel
Date: Monday, August 21, 2017 12:05:50 PM

Elena,

I've CC'd Michelle Oxyer. A few data points that would be helpful:

- 1) (b) (5)
- 2) (b) (5)
- 3) (b) (5)

Thanks,
Mary

Sent from my iPhone

On Aug 21, 2017, at 11:39 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

Hi Mary. As mentioned in recent discussions, there are several SES moves that are needed in TIBS offices and are also aligned with the Secretary's goal to reduce presence in DC and Denver where feasible. These proposals have been discussed with the impacted executives and all are agreeable to the changes I am requesting. Since you mentioned the ERB is meeting in Aug and in Sept, this seemed like a good time to remind you of the proposed changes I propose for OCIO and OVS:

1. (b) (5)
2. (b) (5)
3. (b) (5)

Please let me know what we need to do and how I can facilitate these changes.
Thanks.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

From: Gonzalez, Elena
To: [Mary Pletcher](#)
Cc: [Amy Holley](#)
Subject: TIBS offices personnel
Date: Monday, August 21, 2017 11:39:19 AM

Hi Mary. As mentioned in recent discussions, there are several SES moves that are needed in TIBS offices and are also aligned with the Secretary's goal to reduce presence in DC and Denver where feasible. These proposals have been discussed with the impacted executives and all are agreeable to the changes I am requesting. Since you mentioned the ERB is meeting in Aug and in Sept, this seemed like a good time to remind you of the proposed changes I propose for OCIO and OVS:

1. (b) (5)

2. (b) (5)

3. (b) (5)

Please let me know what we need to do and how I can facilitate these changes.
Thanks.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

From: Cason, James
To: Pletcher, Mary
Subject: Re: ERB memo
Date: Sunday, August 20, 2017 5:31:26 PM

Never mind. I see that it is already done.

On Sun, Aug 20, 2017 at 5:20 PM, Cason, James <james_cason@ios.doi.gov> wrote:
Mary,

Memo looks fine. Please get it into the surnaming/signature process.

Jim

On Thu, Aug 10, 2017 at 1:24 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie and Rob,

Attached is a revised Executive Resources Board memo for signature. Please let me know if you have any questions.

Thanks,
Mary

--

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

From: Cason, James
To: [Pletcher, Mary](#)
Subject: Re: ERB memo
Date: Sunday, August 20, 2017 5:20:41 PM

Mary,

Memo looks fine. Please get it into the surnaming/signature process.

Jim

On Thu, Aug 10, 2017 at 1:24 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie and Rob,

Attached is a revised Executive Resources Board memo for signature. Please let me know if you have any questions.

Thanks,
Mary

--

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

From: Gregory Sheehan
To: [Pletcher, Mary](#)
Subject: Re: effective date for Bud Cribley
Date: Saturday, August 19, 2017 8:09:25 PM

Thank you Mary. Bud has reached out to me and we will begin to develop a plan to integrate him into the FWS in this new role.

Thanks
Greg

Greg Sheehan
Principal Deputy Director
US Fish and Wildlife Service
202-208-4545
202-676-7675 cell

On Aug 17, 2017, at 1:10 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Greg,

Bud Cribley has accepted his reassignment to be the FWS Senior Advisor for Energy (see attached). His effective date will be September 3, 2017. Because Bud is relocating from Alaska, the ERB agreed to allow Bud to perform his position from the FWS Regional Office in Alaska during the month of September.

Jonathan Mack and Michelle Oxyer (cc'd) will help coordinate onboarding/off boarding. However, can you follow up with the Alaska Regional Office so Bud can be set up for September?

Please let me know if you have any questions.

Thanks,
Mary

--

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

<Reassignment memo, signed, 17-08-17.pdf>

From: Pletcher, Mary
To: [Jonathan Mack](#); [Michelle Oxyer](#)
Cc: [Amy Holley](#); [Gonzalez, Elena](#)
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
Date: Friday, August 18, 2017 2:52:54 PM

See this email chain - specifically Bruce's email from October 2016 to HR. I think we can move ahead with changing the duty station to Denver. Elena talked to Jim Cason about it so this will not be a surprise to the ERB.

Mary

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

From: **Gonzalez, Elena** <maria_gonzalez@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:59 AM
Subject: Fwd: Tim Wight's duty station in Denver - here's another email from Bruce
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>, "Burns, Sylvia" <sylvia_burns@ios.doi.gov>

Hi Mary. We have now sent you several emails that reflect our clear intention for the OS ACIO position to be established in Denver.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Burns, Sylvia** <sylvia_burns@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:15 AM
Subject: Tim Wight's duty station in Denver - here's another email from Bruce
To: Elena Gonzalez <maria_gonzalez@ios.doi.gov>

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

From: **Downs, Bruce** <bruce_downs@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 11:11 AM
Subject: Fwd: Follow Up
To: Sylvia Burns <Sylvia_Burns@ios.doi.gov>

This should be what you need.

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

From: **Bruce Downs** <bruce_downs@ios.doi.gov>
Date: Mon, Oct 24, 2016 at 4:38 PM

Subject: Re: Follow Up

To: "Williams, Erica" <erica.williams@bsee.gov>

Cc: Peyton Hardaway <peyton.hardaway@bsee.gov>, "Cleckley, Grace" <grace.cleckley@bsee.gov>

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I would like the start date to be **October 30, 2016** (OMB has agreed to release him earlier to help us out).

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Deputy Chief Information Officer
Office of the Chief Information Officer
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Mobile: (571)723-6073

bruce_downs@ios.doi.gov
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Let me know if you have any questions. -Thanks!

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-0148

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Bruce Downs
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U.S. Department of the Interior
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Mobile phone: (571)723-6073
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Our mission is your mission

--

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

From: Gregory Sheehan
To: [Pletcher, Mary](#)
Cc: [Jim Kurth](#); [Stephen Guertin](#); [Maureen Foster](#); [Todd Willens](#); [Jonathan Mack](#); [Michelle Oxyer](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: effective date for Bud Cribley
Date: Friday, August 18, 2017 7:13:47 AM

Thank you Mary. We will await his arrival here.

Have a nice weekend.

Thanks

Greg

Greg Sheehan
Principal Deputy Director
US Fish and Wildlife Service
202-208-4545 office
202-676-7675 cell

On Aug 17, 2017, at 1:10 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Greg,

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Please let me know if you have any questions.

Thanks,

Mary

--

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

<Reassignment memo, signed, 17-08-17.pdf>

From: Mack, Jonathan
To: [Pletcher, Mary](#); [Michelle Oxyer](#)
Subject: Fwd: Senior Executive Service (SES) Reassignment - ACTION REQUIRED
Date: Thursday, August 17, 2017 3:17:52 PM

We are waiting to talk to OST about this...

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

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

From: **Hardaway, Peyton** <peyton.hardaway@bsee.gov>
Date: Thu, Aug 17, 2017 at 3:16 PM
Subject: Fwd: Senior Executive Service (SES) Reassignment - ACTION REQUIRED
To: Jonathan Mack <jonathan_mack@ios.doi.gov>, "Oxyer, Michelle" <michelle_oxyer@ios.doi.gov>
Cc: Erica Williams <erica.williams@bsee.gov>, Grace Cleckley <grace.cleckley@bsee.gov>

FYI

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

From: **Loudermilk, Weldon** <weldon.loudermilk@bia.gov>
Date: Thu, Aug 17, 2017 at 3:14 PM
Subject: Re: Senior Executive Service (SES) Reassignment - ACTION REQUIRED
To: "Williams, Erica" <erica.williams@bsee.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Peyton Hardaway <Peyton.Hardaway@bsee.gov>, Grace Cleckley <grace.cleckley@bsee.gov>

Mary,

Can someone please explain to me why I need to provide an updated resume and an OF-306 "Declaration for Federal Employment" for a directed reassignment? It seems that if I can be directly reassigned then this should have been addressed prior.

Let me know.

Thanks,

Weldon B. Loudermilk,
Director - Indian Affairs
1849 C Street NW, MS-4606-MIB
Washington, DC 20240

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On Wed, Aug 9, 2017 at 10:44 AM, Williams, Erica <erica.williams@bsee.gov> wrote:

Good Morning Weldon Loudermilk,

The Executive Resources Board (ERB) has approved your reassignment to the **Deputy Special Trustee - Field Operations** position. To facilitate this action, please provide me the following items as soon as practicable:

1. Submit your most recent resume.
2. Complete and sign the attached OF-306.

NOTE: Please only sign line 17A

Please feel free to contact me with any questions or concerns regarding this matter via email or phone at 202-208-1894.

Thank you,

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | Email: Erica.Williams@bsee.gov
Fax: 202-219-8104

--

Gary 'Peyton' Hardaway
Executive Resources Program Manager
U.S. Department of the Interior | Bureau of Safety and Environmental Enforcement (BSEE) | Human Resources Division (HRD) | HR Operations and Executive Resources Branch - D.C. 1849 C St. NW, Washington D.C., 20240 | Main Interior Building - Room (5446) Tel: 202.208.6607 | Cell: 571.524.3961 | Fax: 202.219.8104 | Email: Peyton.Hardaway@bsee.gov

From: Loudermilk, Weldon
To: [Williams, Erica](#); [Mary Pletcher](#)
Cc: [Peyton Hardaway](#); [Grace Cleckley](#)
Subject: Re: Senior Executive Service (SES) Reassignment - ACTION REQUIRED
Date: Thursday, August 17, 2017 3:14:40 PM

Mary,

Can someone please explain to me why I need to provide an updated resume and an OF-306 "Declaration for Federal Employment" for a directed reassignment? It seems that if I can be directly reassigned then this should have been addressed prior.

Let me know.

Thanks,

Weldon B. Loudermilk,
Director - Indian Affairs
1849 C Street NW, MS-4606-MIB
Washington, DC 20240

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1. Submit your most recent resume.
2. Complete and sign the attached OF-306.

NOTE: Please only sign line 17A

Please feel free to contact me with any questions or concerns regarding this matter via email or phone at 202-208-1894.

Thank you,

Erica J. Williams

Human Resources Specialist (Executive Resources)
DOI | BSEE
HRD | Executive Resources Branch
1849 C Street N.W. (RM 5444)
Washington, DC 20240
Office: 202-208-1894 | **Email:** Erica.Williams@bsee.gov
Fax: 202-219-8104

From: Pletcher, Mary
To: [Cribley, Bud](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Thursday, August 17, 2017 1:04:25 PM

Bud,

Thank you. This absolutely works. I'll copy you shortly on the onboarding email I send to FWS.

Thanks,
Mary

On Thu, Aug 17, 2017 at 12:57 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Good morning Mary,

The sun is shining in Anchorage this morning. That is good!

I apologize for making this harder than it should be with my latest request for an updated directed reassignment memo from the Deputy Secretary. I also heard from Mike Nedd that this was delaying his ability to move forward with making announcements on the personnel changes in BLM. Hopefully this helps him out too.

I have attached the original directed reassignment memo, signed, and just made its acceptance contingent on the terms agreed to in your Aug. 8th email to me. I hope this works.

Please let me know if I need to do anything else regarding this issue.

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Tue, Aug 8, 2017 at 10:43 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:


Bud,

Thank you for your patience as we obtained answers to the questions you raised related to your reassignment. In your email, you made three requests related to reporting date, salary and home buy out.

1) Reporting Date: Your effective date in your new position in FWS will be September 3, 2017. However, to provide you additional time to relocate to DC, you will be able to perform your new position from the FWS Regional office in Alaska during the month of September. Your reporting date to DC would be October 2, 2017 (first work day after the start of the fiscal year).

2) Salary: The ERB has agreed to a salary level that considers the COLA that you currently receive in Alaska. Your new salary will be \$171,697 (\$165,435 in salary plus \$6,262 in COLA).

3) (b) (6)



Please let me know if you have any questions.

Thanks,
Mary
(202) 208-4505 (office)
(703) 629-8149 (cell)

On Mon, Jul 24, 2017 at 3:16 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

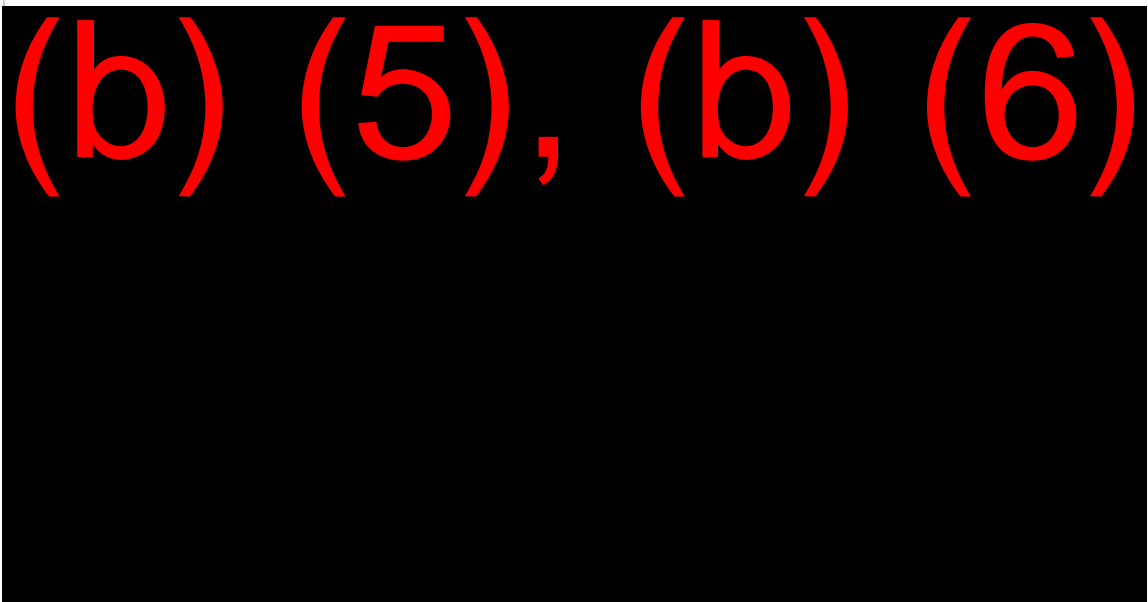
I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley <bcribley@blm.gov> wrote:
Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.



I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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

<Cribley memo.pdf>

--

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

--

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

--

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

From: Gonzalez, Elena
To: [Burns, Sylvia](#)
Cc: [Mary Pletcher](#); [Amy Holley](#)
Subject: Re: Introducing our new OS ACIO!
Date: Thursday, August 17, 2017 11:03:13 AM

I am also going to check my meeting notes from Oct time frame. Looks like I had feedback for you from Kris around that time and before she signed the ERB memo.

Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

On Thu, Aug 17, 2017 at 10:56 AM, Burns, Sylvia <sylvia_burns@ios.doi.gov> wrote:
Acknowledging. I'll check my records and also ask Bruce to do the same.

On Thu, Aug 17, 2017 at 10:55 AM, Gonzalez, Elena <maria_gonzalez@ios.doi.gov> wrote:

As requested, I am looking through all of my email to see if I have anything in writing that reflects leaderships' intention to establish the OS ACIO position in Denver and not in DC. Here is the first thing I found - sylvia's announcement to the staff about the position and Tim being selected to fill it in Denver. I will keep looking and by cc on this email am asking Sylvia to do the same.

Sylvia - Mary needs us to find anything in writing to support our position that the paperwork establishing the duty station for the new OS ACIO position as DC was in error and that our intent was Denver. Please see if you have anything in writing to Bruce, Mark, Peyton or Tim reflecting the decision to fill this position in Denver.

Thanks.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Announcements, OCIO** <ocio_announcements@ios.doi.gov>
Date: Thu, Oct 27, 2016 at 3:52 PM
Subject: Introducing our new OS ACIO!
To:



OCIO Logo

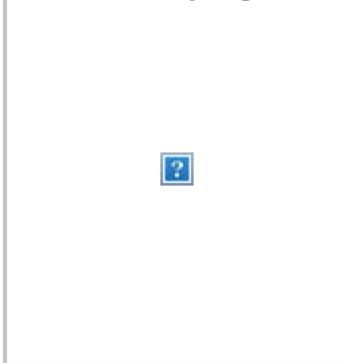
Introducing the Office of the Secretary Associate Chief Information Officer

Team,

Please join us in welcoming Timothy Wight in his new role as Associate Chief Information Officer (ACIO) for the Office of the Secretary (OS)!

Timothy Wight

Photo of Timothy Wight



Effective October 30, 2016, Timothy Wight will take on the role as our new OS Associate Chief Information Officer (ACIO). Timothy Wight brings a wealth of experience to the position, having worked as an Information Technology program manager in the Departments of Justice (DoJ), Department of Homeland Security (DHS), and the U.S. Department of Interior (DOI). His career has focused on developing common, shared IT solutions that reduce costs and improve business processes. At DoJ, Timothy was the agency lead for the federal-wide effort to consolidate grants management systems through a common application, award, and management process. At DHS, he was responsible for the IT infrastructure and support at airport locations throughout the country through a single managed services contract.

Timothy began working at DOI with the Bureau of Indian Affairs, overseeing IT support for agencies and regional offices in the West. He was also the technical program manager for the Bureau of Indian Education (BIE), providing core managed support for BIE-operated schools and increasing IT budgets through better use of grant funding provided to schools and libraries (E-Rate). In 2010, Timothy began a work detail with the OCIO Customer Relationship Management Program. He became a permanent OCIO employee in 2013 as the Deputy Chief for End User Services, the organization responsible for BisonConnect, directory services, cloud authentication, and desktop and mobile device support.

Timothy is currently completing an assignment in the Executive Office of the President, Office of Management and Budget (OMB) as part of Interior's Senior Executive Service Candidate Development Program. During his assignment, he is working on the next update to the Federal Enterprise Architecture, and he oversees budget and technology programs for the Department of Transportation as an OMB Desk Officer.

Timothy will be located in Colorado at the Denver Federal Center. He loves long-distance rides on his bicycle in the summer, and in winter he teaches cross-country ski lessons on the weekends.

--
Sylvia Burns, CIO

[Office of the Chief Information Officer](#) | [US Department of the Interior](#)
sylvia_burns@ios.doi.gov | Office: 202.208.6194 | Fax: 202-501-2360
www.doi.gov/ocio

| *Our mission is your mission*

From: Pletcher, Mary
To: [Richardson, Karen](mailto:Richardson.Karen)
Subject: Fwd: Cribley - Senior Executive Service Directed Reassignment
Date: Wednesday, August 16, 2017 9:32:30 AM

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

From: Cribley, Bud <bcribley@blm.gov>
Date: Tue, Aug 15, 2017 at 9:29 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

I'm finally back from vacation and noticed that there wasn't an updated reassignment memo attached which your email that included the additional items you agreed to. Were you were going to send an updated reassignment memo?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Fri, Jun 30, 2017 at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your

preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Cribley, Bud
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, August 15, 2017 9:30:27 PM

Mary,

I'm finally back from vacation and noticed that there wasn't an updated reassignment memo attached which your email that included the additional items you agreed to. Were you were going to send an updated reassignment memo?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



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Best,

Mary

--

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

From: Pletcher, Mary
To: [Gulac, Catherine](#)
Cc: [Rees, Gareth](#)
Subject: Re: ERB meeting
Date: Monday, August 14, 2017 9:56:42 AM

Based on the schedules, seems likes next week will have to work. Please avoid 2pm or later on the 25th.

Thanks,
Mary

On Mon, Aug 14, 2017 at 9:50 AM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Hi Mary,

Jim hasn't mentioned to either Gareth or me about scheduling an ERB for this week. The times when David and Jim are both available this week are very limited because Jim will be out of the office tomorrow afternoon and David will be on travel starting Wednesday afternoon.

Gareth will schedule this since David is the senior official and drives the Calendar. Can the ERB take place next week?

Thanks.

Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

On Mon, Aug 14, 2017 at 9:35 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Cathy/Gareth,

I believe Jim talked to one of you about scheduling an ERB discussion for this week? I had thought it was scheduled but didn't see it on the calendar. Can you check with Jim and see if he still wants it scheduled?

Here is the latest list of members:

- Deputy Secretary, Chairperson (David Bernhardt)

- Chief of Staff, Member (Scott Hommel)

- Associate Deputy Secretary, Member (James Cason)
- Assistant Deputy Secretary, Member (Todd Willens)
- White House Liaison, Member (Lori Mashburn)
- Acting Solicitor, Member (Daniel Jorjani)
- Principal Deputy Assistant Secretary – Policy, Management and Budget, Member (Scott Cameron)
- Acting Assistant Secretary for Land and Minerals Management, Member (Katherine MacGregor)
- Acting Assistant Secretary for Water and Science, Member (Andrea Travnicek)

- Deputy Assistant Secretary for Human Capital, Advisor (Mary Pletcher)

Thanks,
Mary

--

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

--

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

From: Gulac, Catherine
To: [Pletcher, Mary](#)
Cc: [Rees, Gareth](#)
Subject: Re: ERB meeting
Date: Monday, August 14, 2017 9:50:45 AM

Hi Mary,

Jim hasn't mentioned to either Gareth or me about scheduling an ERB for this week. The times when David and Jim are both available this week are very limited because Jim will be out of the office tomorrow afternoon and David will be on travel starting Wednesday afternoon.

Gareth will schedule this since David is the senior official and drives the Calendar. Can the ERB take place next week?

Thanks.

Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine.Gulac@ios.doi.gov

On Mon, Aug 14, 2017 at 9:35 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
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- Acting Solicitor, Member (Daniel Jorjani)
- Principal Deputy Assistant Secretary – Policy, Management and Budget, Member (Scott Cameron)
- Acting Assistant Secretary for Land and Minerals Management, Member (Katherine MacGregor)
- Acting Assistant Secretary for Water and Science, Member (Andrea Travnicek)
- Deputy Assistant Secretary for Human Capital, Advisor (Mary Pletcher)

Thanks,
Mary

--

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

From: Pletcher, Mary
To: [Rees, Gareth](#); [Catherine Gulac](#)
Subject: ERB meeting
Date: Monday, August 14, 2017 9:35:42 AM

Cathy/Gareth,

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- Chief of Staff, Member (Scott Hommel)

- Associate Deputy Secretary, Member (James Cason)
- Assistant Deputy Secretary, Member (Todd Willens)
- White House Liaison, Member (Lori Mashburn)
- Acting Solicitor, Member (Daniel Jorjani)
- Principal Deputy Assistant Secretary – Policy, Management and Budget, Member (Scott Cameron)
- Acting Assistant Secretary for Land and Minerals Management, Member (Katherine MacGregor)
- Acting Assistant Secretary for Water and Science, Member (Andrea Travnicek)
- Deputy Assistant Secretary for Human Capital, Advisor (Mary Pletcher)

Thanks,
Mary

--

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

From: Soave, Caroline (Carrie)
To: [Mary Pletcher](#)
Subject: ERB Binder
Date: Friday, August 11, 2017 3:18:44 PM

Mary,

I left the revised ERB binder on your desk.

Thank you and have a great weekend!

--

Carrie Soave

HR Specialist, Executive Resources Division

Office of Human Capital

Department of the Interior

Phone: 202-513-0874

Fax: 202-208-5285

From: Smith, Marc
To: [Mary Pletcher](#)
Cc: [Raymond Limon](#)
Subject: Alaska Regional Solicitor (SES)
Date: Friday, August 11, 2017 10:26:37 AM

Hi Mary. I'm trying to find out the status of the ERB review of our request to recruit for this position.

We submitted the package in late May. The last I heard anything about the ERB review was on June 2, when we were informed that the ERB has acted on another SOL request, but had not yet made any decision on the Regional Solicitor - Alaska position. On June 13, we received word from you that the waiver request for this position was approved.

Can you please provide an update, and an expected date when it will be acted on?

Thank you.
Marc.

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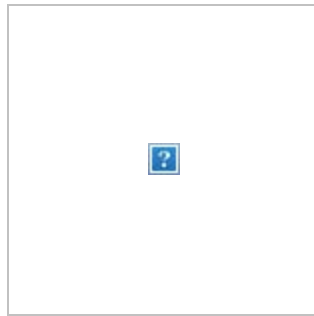
Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Ken Boxer
To: [Mary Pletcher](#)
Subject: Invite to DOE Leadership Series
Date: Thursday, August 10, 2017 7:37:56 PM

Mary;

What follows is an invite to a Leadership Development Series Event hosted by the Department of Energy.



A Panel discussion with:

Senior Executives:

**Melody Bell – Department of Energy
David S. Brown – Department of Energy**

ECQ/Resume Expert:

Nancy Segal – President, Solutions for the Workplace, LLC

Panel Moderator:

Kenneth Boxer – President/Principal Consultant, Boxer Advisors

Wednesday, August 16, 2017

From 12:30 p.m. to 2:30 p.m., Eastern Time.

The event will take place at the following location:

**U.S. Department of Energy - Forrestal Building
Main Auditorium
1000 Independence Avenue S.W.
Washington, DC 20585**

Program Description:

Everything You Wanted to Know about the SES but Were Afraid to Ask

There are roughly 2,800,000 federal employees nationwide - there are fewer than 7,500 Senior Executive Service (SES) positions among all federal agencies.

There are many paths to senior leadership and the SES, but many motivated, accomplished and well-credentialed candidates for the SES, often fall short both before and during the selection process. We have invited a panel of accomplished senior executives, and an

ECQ/Resume Expert - who all have spent a lot of time, energy and effort considering or assisting candidates for SES positions and will tell it like it is.

As a result of attending this program, participants will receive practical advice about:

- Assessing your preparation for an SES position; “breadth versus depth”—are you SES ready?
- Understanding the different kinds of SES applications (traditional; resume-based)
- Discuss the SES process at the agency, Executive Resources Board (ERB), and Qualifications Review Board (QRB) levels
- Understanding the Executive Core Qualifications (ECQs); what they mean and how to write them
- How to write a SES resume
- What are the differences between Technical Qualifications (TQs) and ECQs
- Practical strategies for do’s and don’ts in applying
- Learn what application reviewers and interview panels are looking for

ECQ’S: Leading Change, Leading People

To register, please send me a reply by 3:00pm tomorrow (Friday) so we can pass along the information to our contact at the DOE. We also need you to confirm you are a US citizen in your reply email.

I hope you are able to join me; this is an event you won’t want to miss.

All the best,

Ken

~

Ken Boxer
Founder/CEO
Boxer Advisors, LLC
6701 Democracy Blvd., Suite 300
Bethesda, MD 20817
Cell: [\(240\) 355-1192](tel:2403551192)
Phone: [\(301\) 896-9714](tel:3018969714)
Fax: [\(301\) 564-9619](tel:3015649619)
www.boxeradvisors.com

[Join the conversation on LinkedIn](#)

[Read our latest blog](#)

[Follow us on Facebook](#)

[Twitter: @BoxerAdvisors](#)

From: Pletcher, Mary
To: Howarth, Robert
Subject: Re: ERB memo
Date: Thursday, August 10, 2017 7:09:29 PM

Does next week work?

Mary

On Thu, Aug 10, 2017 at 1:29 PM, Howarth, Robert <robert_howarth@ios.doi.gov> wrote:
deadline for signature?

Rob

On Thu, Aug 10, 2017 at 1:24 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie and Rob,

Attached is a revised Executive Resources Board memo for signature. Please let me know if you have any questions.

Thanks,
Mary

--

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

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

--

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

From: Howarth, Robert
To: [Pletcher, Mary](#)
Subject: Re: ERB memo
Date: Thursday, August 10, 2017 1:29:57 PM

deadline for signature?

Rob

On Thu, Aug 10, 2017 at 1:24 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Julie and Rob,

Attached is a revised Executive Resources Board memo for signature. Please let me know if you have any questions.

Thanks,
Mary

--

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

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

From: Howarth, Robert
To: [Pletcher, Mary](#)
Subject: Re: ERB memo
Date: Thursday, August 10, 2017 1:28:19 PM

ok, thanks

On Thu, Aug 10, 2017 at 1:24 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie and Rob,

Attached is a revised Executive Resources Board memo for signature. Please let me know if you have any questions.

Thanks,
Mary

--

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

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#)
Subject: Fwd: Regional Solicitor for Alaska?
Date: Tuesday, August 08, 2017 3:00:38 PM

Mary, heads up on this.

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

From: **Benitez, Sharon** <sbenitez@usgs.gov>
Date: Tue, Aug 8, 2017 at 2:54 PM
Subject: Regional Solicitor for Alaska?
To: Jonathan Mack <jonathan_mack@ios.doi.gov>, "Oxyer, Michelle" <michelle_oxyer@ios.doi.gov>

Hi guys. I hope all is well downtown!

SOL (Marc) is asking about the status of our request to recruit for the Regional Solicitor for Alaska (vice Darnell who will be retiring in a few months). Dan Jorjani is anxious to take action once approved. Is the request in the queue for the next ERB meeting?

Dan asked Marc to go directly to Mary on this but he wanted to know if we had any news first.

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

From: **Smith, Marc** <marc.smith@sol.doi.gov>
Date: Tue, Aug 8, 2017 at 2:44 PM
Subject: Re: Associate Solicitor - DPW
To: "Benitez, Sharon" <sbenitez@usgs.gov>
Cc: "Jarman, Lori" <lori.jarman@sol.doi.gov>

Sharon,

Have you heard anything further on this? Dan asked me to check with Mary, but I thought I'd check with you and Jonathan first. We would like to proceed with recruitment for this position.

Thanks

From: Pletcher, Mary
To: [Cribley, Bud](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, August 08, 2017 2:43:21 PM


Bud,

Thank you for your patience as we obtained answers to the questions you raised related to your reassignment. In your email, you made three requests related to reporting date, salary and home buy out.

1) Reporting Date: Your effective date in your new position in FWS will be September 3, 2017. However, to provide you additional time to relocate to DC, you will be able to perform your new position from the FWS Regional office in Alaska during the month of September. Your reporting date to DC would be October 2, 2017 (first work day after the start of the fiscal year).

2) Salary: The ERB has agreed to a salary level that considers the COLA that you currently receive in Alaska. Your new salary will be \$171,697 (\$165,435 in salary plus \$6,262 in COLA).

3) (b) (6)



Please let me know if you have any questions.

Thanks,
Mary
(202) 208-4505 (office)
(703) 629-8149 (cell)

On Mon, Jul 24, 2017 at 3:16 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141

Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

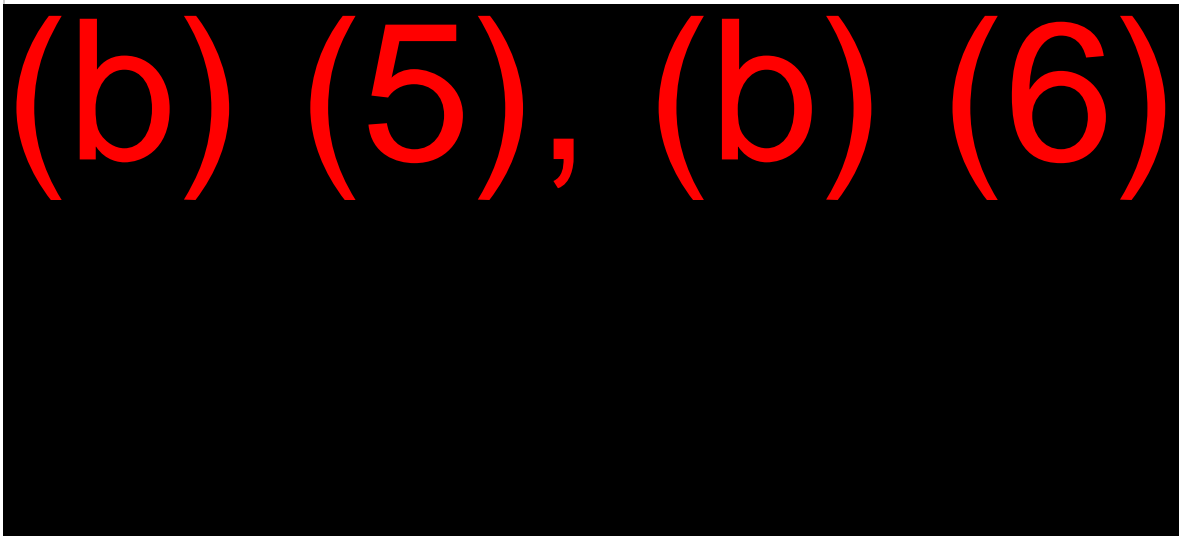
Thanks,
Mary

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I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

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Sent from my iPad

Bud C Cribley
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Cell # 907-717-5141
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If you have any questions about the memorandum, please let me know. I can be reached at (202) 208-4505.

Best,

Mary

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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer
(202) 208-4505

<Cribley memo.pdf>

--

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(202) 208-4505

--

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

From: Oxyer, Michelle
To: [Pletcher, Mary](#); [Daniel Jorjani](#)
Subject: Fwd: Moratorium question
Date: Friday, August 04, 2017 10:52:20 AM

Michelle Oxyer

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

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

From: Mack, Jonathan <jonathan_mack@ios.doi.gov>
Date: Tue, Feb 7, 2017 at 9:35 AM
Subject: Re: Moratorium question
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Michelle Oxyer <michelle_oxyer@ios.doi.gov>

Mary, yes you are correct. The moratorium is triggered by the appointment of the agency head OR the appointment of the immediate supervisor who is a non career appointee (NC SES or PAS). So essentially, involuntary reassignments could be done now until the Secretary is appointed as long as the executive's immediate supervisor is not a newly appointed non career appointee.

If the confirmation drags out then after 120 days the immediate NC or PAS could initiate a move but yes for now, as you said to them, that's not a viable option.

STATUTE: 5 U.S.C. 3395(e) REGULATIONS: 5 CFR 317.901(c) To prevent peremptory reassignments by new appointees without adequate knowledge of the individuals involved, the law provides that an agency may not involuntarily reassign an SES career appointee filling either a career reserved or general position: within 120 days after an appointment of the head of the agency; or within 120 days after the appointment in the agency of the career appointee's most immediate supervisor who is a noncareer appointee and has the authority to make an initial appraisal of the career appointee's performance under 5 U.S.C. Chapter 43, subchapter II. An appointee may voluntarily waive the moratorium, but the waiver must be in writing and must be retained as a temporary record in the Official Personnel Folder.

"Most immediate supervisor" refers to the noncareer appointee who is closest to the career executive in the supervisory chain and who has the authority identified in statute as the basis for initiating the moratorium. For the 120-day moratorium on reassignments, it is the noncareer appointee closest to the career executive in the supervisory chain who has authority to make an initial appraisal of the career appointee's performance (5 U.S.C. 3395(e)). This does not mean a supervisor who functions solely as the reviewing official or final rater. For the 120-day moratorium on removals, it is the noncareer appointee closest to the career executive in the supervisory chain who has the authority to remove the career executive (5 U.S.C. 3592(b)).

On Mon, Feb 6, 2017 at 8:29 PM, Mary Pletcher <mary_pletcher@ios.doi.gov>

I used the moratorium overview that you prepared last November and ERB overview today. Thank you.

On the 120 day moratorium when someone gets a new appointee as a boss (as opposed to Secretary which applies to all), I used me as an example... a new ASPMB means I can't get involuntarily reassigned for 120 days after they start. In contrast, a NPS RD that reports to the career deputy director of NPS would not be in the same situation. Did I explain this right? Hoping yes.

Also - I did say we shouldn't be looking at involuntary reassignments while we are in this limbo period with no Secretary and no ERB. What happens if the confirmation process drags on?

Michelle - thanks for doing the org charts so quickly. I was able to print and share tonight.

Mary

Sent from my iPhone

From: Pletcher, Mary
To: [Loudermilk, Weldon](mailto:weldon.loudermilk@bia.gov)
Subject: Re: Reassignment
Date: Thursday, August 03, 2017 3:18:32 PM

I need to talk to the ERB about Stan's memo.

Mary

On Thu, Aug 3, 2017 at 8:55 AM, Loudermilk, Weldon <weldon.loudermilk@bia.gov> wrote:
We need to discuss?

Weldon B. Loudermilk,
Director - Indian Affairs
1849 C Street NW, MS-4606-MIB
Washington, DC 20240

Warning: This e-mail may contain Privacy Act Data/Sensitive Data which is intended only for the use of the individual(s) to whom it is addressed. It may contain information that is privileged, confidential, or otherwise protected from disclosure under applicable laws. If you are not the intended recipient, you are hereby notified that any distribution or copy of this email is strictly prohibited.

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

From: **Speaks, Stanley** <stanley.speaks@bia.gov>
Date: Wed, Aug 2, 2017 at 8:07 PM
Subject: Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: Weldon Loudermilk <weldon.loudermilk@bia.gov>, James James <james.james@bia.gov>

--
Stanley Speaks
Northwest Regional Director
Bureau of Indian Affairs
911 NE 11th Avenue
Portland,OR 97232
Stanley.speaks@bia.gov
503-231-6702

--

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

From: Mary Pletcher
To: [Michael Nedd](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, August 01, 2017 9:05:31 AM

Mike,

I have time today. There's an all day meeting on my calendar that I only am speaking at a portion of. What does your schedule look like?

Mary

Sent from my iPhone

On Aug 1, 2017, at 8:22 AM, Michael Nedd <mnedd@blm.gov> wrote:

Mary,

Can we connect at least by phone since I'm told your calendar is filled today? My cell is

(b) (6)

Take care and have a wonderful day! :)

*Michael D. Nedd
202-208-3801 Office
202-208-5242 Fax
mnedd@blm.gov*

A thought to consider "Do all the good you can, in all the ways you can, for all the people you can, while you can!"

From: Michael Nedd [mailto:mnedd@blm.gov]
Sent: Friday, July 28, 2017 12:07 PM
To: Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Katharine MacGregor <katharine_macgregor@ios.doi.gov>
Subject: RE: Cribley - Senior Executive Service Directed Reassignment

Mary,

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Mike - I'm out of the office today and Monday with spotty reception. Do you have time to talk on Tuesday?

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Date: Mon, Jul 24, 2017 at 3:16 PM
Subject: Re: Cribley - Senior Executive Service
Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

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Thanks,

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<Cribley memo.pdf>

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--
Kate MacGregor
1849 C ST NW
Room 6625
Washington DC 20240

202-208-3671 (Direct)

From: Michael Nedd
To: [Mary Pletcher](mailto:Mary.Pletcher)
Subject: RE: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, August 01, 2017 8:22:50 AM

Mary,

Can we connect at least by phone since I'm told your calendar is filled today? My cell is (b) (6) [REDACTED]....

Take care and have a wonderful day! :)

Michael D. Nedd
202-208-3801 Office
202-208-5242 Fax
mnedd@blm.gov

A thought to consider "Do all the good you can, in all the ways you can, for all the people you can, while you can!"

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<Cribley memo.pdf>

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Kate MacGregor
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Room 6625
Washington DC 20240

202-208-3671 (Direct)

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Subject: RE: Cribley - Senior Executive Service Directed Reassignment
Date: Friday, July 28, 2017 12:06:56 PM

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

Mary Pletcher
Department of the Interior

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

<Cribley memo.pdf>

--

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--

Kate MacGregor
1849 C ST NW
Room 6625
Washington DC 20240

202-208-3671 (Direct)

From: Mary Pletcher
To: [MacGregor, Katharine](#)
Cc: [Michael Nedd](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Friday, July 28, 2017 11:41:30 AM

Absolutely.

Mike - I'm out of the office today and Monday with spotty reception. Do you have time to talk on Tuesday?

Mary

Sent from my iPhone

On Jul 28, 2017, at 10:31 AM, MacGregor, Katharine <katharine_macgregor@ios.doi.gov> wrote:

Hey Mary - Can you speak with Mike Nedd about this matter. I believe he has some important and novel ideas that would best serve the needs of the Bureau right now.
-Kate

On Wed, Jul 26, 2017 at 10:21 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

I haven't heard back from Jim yet on the email but I have discussed the recommendations with him so I expect he'll be fine with it.

Thanks,
Mary

On Mon, Jul 24, 2017 at 7:52 PM, Katharine MacGregor <katharine_macgregor@ios.doi.gov> wrote:

I'm ok. Did Jim sign off?

Sent from my iPhone

On Jul 24, 2017, at 3:54 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jim and Kate,

Here is my proposed response to Bud on his requests. I wanted to make sure you were okay with this before I responded.

Thanks,
Mary


Bud,

In your email, you made three requests related to reporting date, salary and home buy out.

1) Reporting Date: Your effective date in your new position will be September 3, 2017. However, to provide you additional time to relocate to DC, you will be able to perform your new position from the FWS office in Alaska during the month of September. Your reporting date to DC will be October 1, 2017.

2) Salary: The ERB has agreed to a salary level that considers the COLA that you currently receive in Alaska. Your new salary will be \$171,697 (\$165,435 in salary plus \$6262 in COLA). You will get an official notice regarding the revised salary level.

3) (b) (6)

A large black rectangular redaction box covers the text of the third item in the list. The text "(b) (6)" is visible at the top left of the redaction.

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

From: **Cribley, Bud** <bcribley@blm.gov>
Date: Mon, Jul 24, 2017 at 3:16 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley
<bcribley@blm.gov> wrote:

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)

(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary
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Dear Bud Cribley,

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

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<Cribley memo.pdf>

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--
Kate MacGregor
1849 C ST NW
Room 6625
Washington DC 20240

202-208-3671 (Direct)

From: MacGregor, Katharine
To: [Pletcher, Mary](#)
Cc: [Michael Nedd](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Friday, July 28, 2017 10:31:39 AM

Hey Mary - Can you speak with Mike Nedd about this matter. I believe he has some important and novel ideas that would best serve the needs of the Bureau right now.

-Kate

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Sent from my iPhone

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in salary plus \$6262 in COLA). You will get an official notice regarding the revised salary level.

3) (b) (6)

[REDACTED]

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

From: **Cribley, Bud** <bcribley@blm.gov>

Date: Mon, Jul 24, 2017 at 3:16 PM

Subject: Re: Cribley - Senior Executive Service Directed Reassignment

To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>

Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

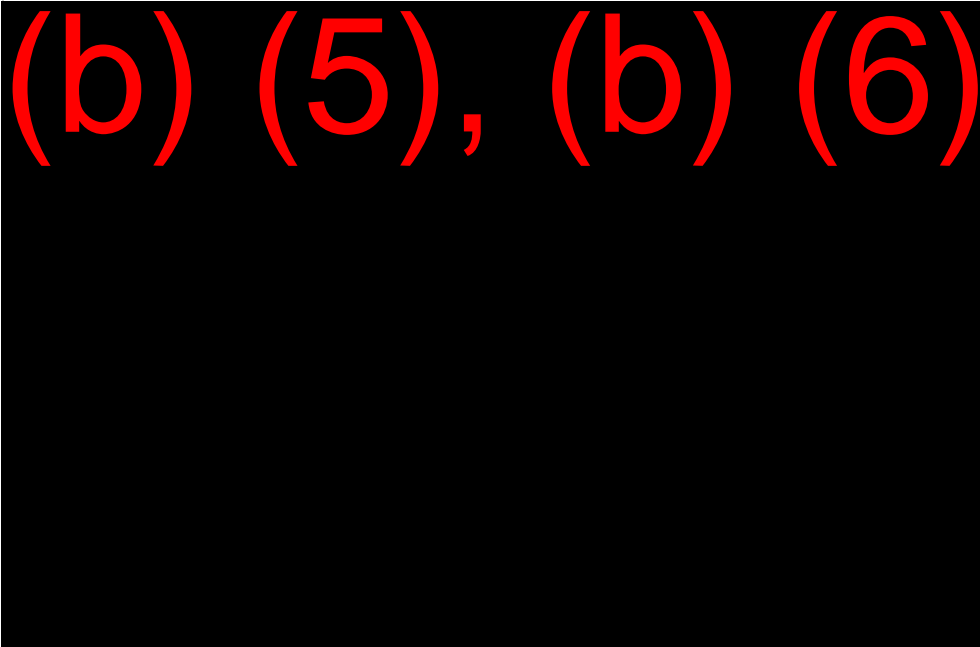
Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley <bcribley@blm.gov>
wrote:

Mary,

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It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.



I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

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Best,

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Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer
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<Cribley memo.pdf>

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Kate MacGregor
1849 C ST NW
Room 6625
Washington DC 20240

202-208-3671 (Direct)

From: Cribley, Bud
To: [Pletcher, Mary](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Thursday, July 27, 2017 7:41:53 PM

Thank you Mary. I really can't image how busy it is back there currently.

By the way don't forget, I would still prefer to go back as Deputy Director for BLM if that could be worked out.

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 27, 2017 at 1:19 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

Thanks for your patience on getting the answers to your questions. I expect to provide them to you early next week.

Thanks,
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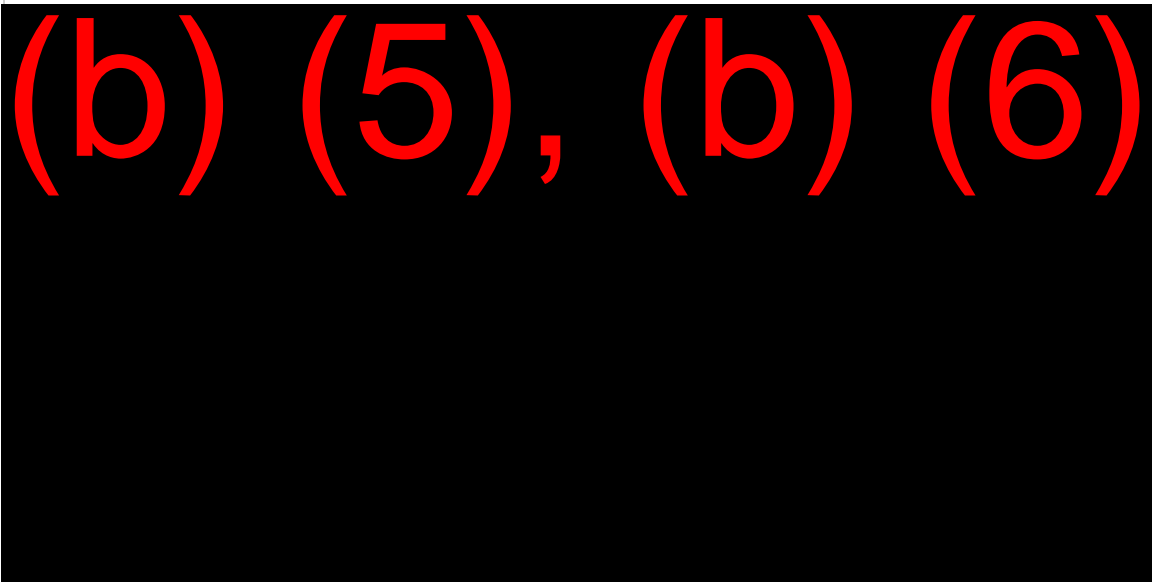
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<Cribley memo.pdf>

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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
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From: Pletcher, Mary
To: [Cribley, Bud](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Thursday, July 27, 2017 5:19:51 PM

Bud,

Thanks for your patience on getting the answers to your questions. I expect to provide them to you early next week.

Thanks,
Mary

On Mon, Jul 24, 2017 at 3:16 PM, Cribley, Bud <bcribley@blm.gov> wrote:

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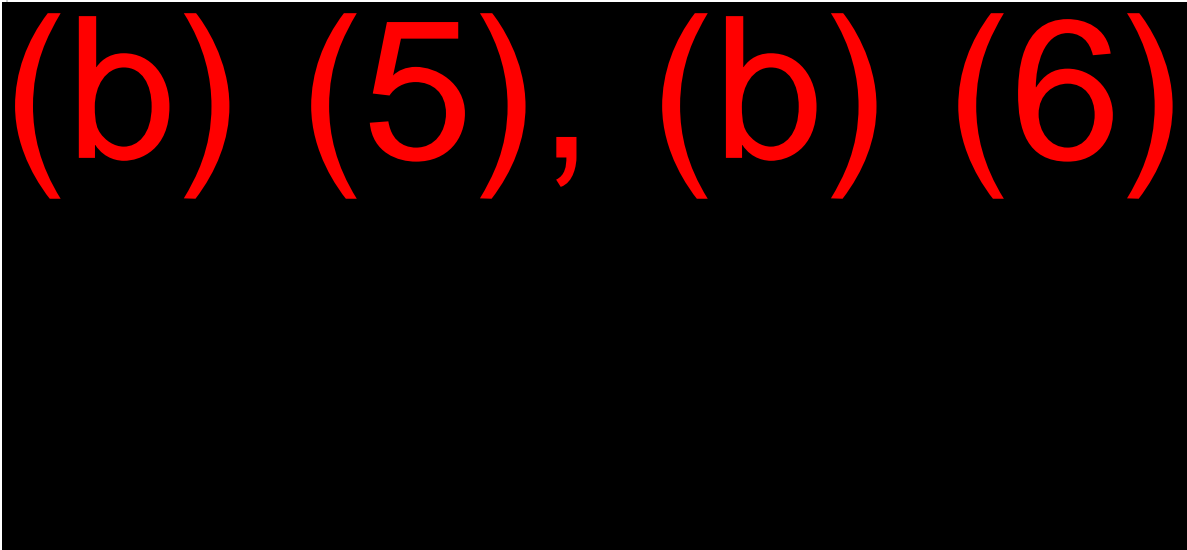
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Thank you,

Bud

Sent from my iPad

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Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

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<Cribley memo.pdf>

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(202) 208-4505

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

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Michelle Oxver](#)
Subject: Re: BIA-OJS Deputy Bureau Director
Date: Thursday, July 27, 2017 5:17:04 PM

This vacancy opened and closed during the moratorium. We gave OPM the green light to resume processing our QRB cases effective March 2nd following the Secretary's appointment; 90 business days from March 2nd, excluding weekends and Federal holidays is July 10th, which puts us past the OPM deadline for submission. I did indicate to BIA HR that provided we had ERB sign off and a complete case that we were pretty confident we could get an extension from OPM, but of course we never got there.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Jul 27, 2017 at 4:33 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Jonathan/Michelle,

See Jason's email below - can you let me know what the situation is on the cert?

Thanks,
Mary

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

From: Thompson, Jason <jason.thompson@bia.gov>
Date: Thu, Jul 27, 2017 at 11:26 AM
Subject: BIA-OJS Deputy Bureau Director
To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Hey Mary, I tried to call a couple times this morning to see if I could get some clarification on some confusion I have.

First off, If I over step what I can ask or what you can discuss with me, please just say so. I certainly am not looking to circumvent any established process.

About 5-6 weeks ago, I was contacted by our HR folks and told "upstairs" needs to get with you to clean up your ECQ's to be sent up reference to the vacant Deputy Bureau Director (OJS). They said there was no time to hire a contractor as usual so someone upstairs was going to help me with them. I explained (b) (6)

After not hearing anything all week they contacted me and said that "upstairs" said they could easily get an extension and not to worry about it till I got back.

All that said when I returned a few weeks back I notified our HR folks and they told me that they had not heard anything back, this is what they have told me since then that they have sent emails and get no response.

If this is part of the normal process, I am fine with that but if there is something I should be doing or someone I can speak to on my own to move the ball down the road I would be happy to do that as well. I am just feeling like I am in a bit of a vacuum on this one without anyone who can give me any idea where we are in the process.

Thank you so much for taking the time to read this and hopefully give me a shout back.

JT

Jason Thompson
Director (Acting)
Office of Justice Services

--

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

From: Mary Pletcher
To: [James James](#)
Subject: Re: Jose Aragon
Date: Wednesday, July 26, 2017 9:11:58 PM

Jim,

I'll deal with this tomorrow. I don't think this needs to wait until Olivia's return.

Thanks,
Mary

Sent from my iPhone

On Jul 26, 2017, at 8:45 PM, James James <james.james@bia.gov> wrote:

Hi Mary - This is getting more complicated than I thought. I don't mind waiting for Olivia to return before we make this official. I can continue to work with Jose on the project we identified around the budget process. Thanks for your thoughts.

Sent from my iPad

Begin forwarded message:

From: James James <james.james@bia.gov>
Date: July 26, 2017 at 5:41:35 PM MST
To: "Hardaway, Peyton" <peyton.hardaway@bsee.gov>
Subject: Re: Jose Aragon

Peyton - That is why I suggested contacting Mary. Perhaps we should just wait for Olivia to return. In the meantime he is working on some projects for BIA with the concurrence and approval of both Olivia and Mary but we don't have an official document memorializing this activity.

Sent from my iPad

On Jul 26, 2017, at 4:43 PM, Hardaway, Peyton
<peyton.hardaway@bsee.gov> wrote:

Yeah, but we've reassigned him to PMB per the ERB memo we received.

On Wed, Jul 26, 2017 at 7:34 PM, James James
<james.james@bia.gov> wrote:

Peyton - This is part of the Interior SES reassignments

that have occurred recently. Thanks for checking into it.

Sent from my iPad

On Jul 26, 2017, at 4:31 PM, Hardaway, Peyton
<peyton.hardaway@bsee.gov> wrote:

Will do. But before reaching out to Mary I'll work through the Departmental HR Office. They should have a record of this.

On Wed, Jul 26, 2017 at 7:28 PM, James James <james.james@bia.gov> wrote:

Trying again.

Sent from my iPad

Begin forwarded message:

From: James James
<james.james@bia.gov>
Date: July 26, 2017 at 4:23:23 PM MST
To: undisclosed-recipients;;
Subject: Fwd: Jose Aragon

Hi Peyton - Can you please visit with Mary Pletcher regarding this item? Thanks.

Sent from my iPad

Begin forwarded message:

From: Joseph Austin
<joseph.austin@bia.gov>

Date: July 26, 2017 at 4:18:49 PM MST
To: James Burckman
<james.burckman@bia.gov>, Jim.james@bia.gov

Cc: Christine

Cho
<christine.cho@bia.gov>

**Subject: FW:
Jose Aragon**

FYI...

From: Hardaway,
Peyton
[mailto:peyton.hardaway@bsee.gov]
Sent: Wednesday,
July 26, 2017 7:17
PM
To: Joseph Austin
Cc: Oluwarotimi
Abimbola; Erica
Williams; Grace
Cleckley; Jonathan
Mack; BSEE PSB;
Christine Cho;
Martha
Eichenbaum; Karen
Matragrano
Subject: Re: Jose
Aragon

**We've not been
informed of
this, so once we
see something
solid we will
have to pass this
off to BIA's HR.**

On Wed, Jul 26,
2017 at 6:51 PM,
Joseph Austin
<joseph.austin@bia.gov>
wrote:

Rotimi, I received
an email from
Mary Pletcher (via
Jim Burckman) on
7/25.

From: Oluwarotimi
Abimbola
[mailto:[oluwarotimi_abimbola@
os.doi.gov](mailto:oluwarotimi_abimbola@os.doi.gov)]
Sent: Wednesday,
July 26, 2017 6:48
PM
To: Hardaway,
Peyton
Cc: Erica Williams;
Cleckley, Grace;
JONATHAN J.
MACK; Joseph
Austin; BSEE PSB;
Christine Cho;
Martha
Eichenbaum; Karen
Matragrano
Subject: Re: Jose
Aragon

Thanks Peyton.
Christine please
tell us where you
received info that
he is being
detailed?

Sent from my
iPhone

On Jul 26, 2017,
at 5:30 PM,
Hardaway,
Peyton
<peyton.hardaway@bsee.gov>
wrote:

**Good
Evening
Rotimi,**

He
was
reassigned
as a
Senior

Advisor
working
under
DAS-
BFPA
Olivia
Ferriter
working
remotely
from
Albuquerque,
NM.
His
personnel
action
has
already
been
complete
effective
for
07/09.
No
sure
what
is
happening
here
outside
of
that.
Hope
this
helps.

Thanks,
Peyton

On
Wed,
Jul
26,
2017
at
5:22

PM,
Rotimi
Abimbola
<rotimi_abimbola@ios.doi.gov>
wrote:

Hey
all,

Is
Jose
going
on a
detail
to
BIA?
How
are
you
processing
the
detail
from
an
HR
perspective
and
how
does
this
impact
all
the
equipment
given
to
him
by
OS 2
weeks
ago?

Thanks,

Rotimi

--

Rotimi
Abimbola

OCIO,
Chief
of
Staff

U.S.
Department
of the
Interior

Office
phone:
202-
208-
2912

www.doi.gov/ocio

--

Gary 'Peyton' Hardaway

**Executive
Resources
Program
Manager**

**U.S.
Department
of
the
Interior|Bureau
of
Safety
and
Environmental
Enforcement
(BSEE)|Human
Resources
Division
(HRD)|HR
Operations
and
Executive
Resources
Branch-
D.C. 1849
C
St.
NW,**

Washington
D.C.,
20240 |Main
Interior Building -
Room
(5446) Tel: 202.208.6607|Cell:
571.524.3961|Fax: 202.219.810
4|Email: Peyton.Hardaway@bsee.gov

--

Gary '[Peyton](#)' Hardaway

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Gary '[Peyton](#)' Hardaway
Executive Resources Program Manager
U.S. Department of the Interior|Bureau of Safety
and Environmental Enforcement (BSEE)|Human
Resources Division (HRD)|HR Operations and
Executive Resources Branch-D.C. 1849 C St. NW,

Washington D.C., 20240 |Main Interior Building -
Room (5446) Tel: 202.208.6607|Cell:
571.524.3961|Fax: 202.219.
8104|Email: Peyton.Hardaway@bsee.gov

--

Gary '[Peyton](#)' Hardaway
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(HRD)|HR Operations and Executive Resources Branch-D.C. 1849 C
St. NW, Washington D.C., 20240 |Main Interior Building - Room
(5446) Tel: 202.208.6607|Cell: 571.524.3961|Fax: 202.219.8104|Email: Peyton.Hardaway@bsee.gov

From: James James
To: mary_pletcher@ios.doi.gov
Subject: Fwd: Jose Aragon
Date: Wednesday, July 26, 2017 8:45:24 PM

Hi Mary - This is getting more complicated than I thought. I don't mind waiting for Olivia to return before we make this official. I can continue to work with Jose on the project we identified around the budget process. Thanks for your thoughts.

Sent from my iPad

Begin forwarded message:

From: James James <james.james@bia.gov>
Date: July 26, 2017 at 5:41:35 PM MST
To: "Hardaway, Peyton" <peyton.hardaway@bsee.gov>
Subject: Re: Jose Aragon

Peyton - That is why I suggested contacting Mary. Perhaps we should just wait for Olivia to return. In the meantime he is working on some projects for BIA with the concurrence and approval of both Olivia and Mary but we don't have an official document memorializing this activity.

Sent from my iPad

On Jul 26, 2017, at 4:43 PM, Hardaway, Peyton <peyton.hardaway@bsee.gov> wrote:

Yeah, but we've reassigned him to PMB per the ERB memo we received.

On Wed, Jul 26, 2017 at 7:34 PM, James James <james.james@bia.gov> wrote:

Peyton - This is part of the Interior SES reassignments that have occurred recently. Thanks for checking into it.

Sent from my iPad

On Jul 26, 2017, at 4:31 PM, Hardaway, Peyton <peyton.hardaway@bsee.gov> wrote:

Will do. But before reaching out to Mary I'll work through the Departmental HR Office. They should have a record of this.

On Wed, Jul 26, 2017 at 7:28 PM, James James <james.james@bia.gov> wrote:

Trying again.

Sent from my iPad

Begin forwarded message:

From: James James
<james.james@bia.gov>
Date: July 26, 2017 at 4:23:23 PM MST
To: undisclosed-recipients;;
Subject: Fwd: Jose Aragon

Hi Peyton - Can you please visit with Mary Pletcher regarding this item?
Thanks.

Sent from my iPad

Begin forwarded message:

From: Joseph Austin
<joseph.austin@bia.gov>
Date: July 26, 2017 at
4:18:49 PM MST
To: James Burckman
<james.burckman@bia.gov>, Jim.james@bia.gov
Cc: Christine Cho
<christine.cho@bia.gov>
Subject: FW: Jose Aragon

FYI...

From: Hardaway, Peyton
[mailto:peyton.hardaway@bsee.gov]
Sent: Wednesday, July 26,
2017 7:17 PM
To: Joseph Austin
Cc: Oluwarotimi Abimbola;
Erica Williams; Grace Cleckley;
Jonathan Mack; BSEE PSB;
Christine Cho; Martha
Eichenbaum; Karen Matragrano
Subject: Re: Jose Aragon

We've not been informed of this, so once we see something solid we will have to pass this off to BIA's HR.

On Wed, Jul 26, 2017 at 6:51 PM, Joseph Austin <joseph.austin@bia.gov> wrote:

Rotimi, I received an email from Mary Pletcher (via Jim Burckman) on 7/25.

From: Oluwarotimi Abimbola [mailto:oluwarotimi_abimbola@os.doi.gov]
Sent: Wednesday, July 26, 2017 6:48 PM
To: Hardaway, Peyton
Cc: Erica Williams; Cleckley, Grace; JONATHAN J. MACK; Joseph Austin; BSEE PSB; Christine Cho; Martha Eichenbaum; Karen Matragrano
Subject: Re: Jose Aragon

Thanks Peyton. Christine please tell us where you received info that he is being detailed?

Sent from my iPhone

On Jul 26, 2017, at 5:30 PM, Hardaway, Peyton <peyton.hardaway@bsee.gov> wrote:

**Good
Evening
Rotimi,**

He was
reassigned as
a Senior
Advisor
working
under DAS-
BFPA Olivia
Ferriter
working
remotely from
Albuquerque,
NM. His
personnel
action has
already been
complete
effective for
07/09. No
sure what is
happening
here outside
of that. Hope
this helps.

Thanks,

Peyton

On Wed, Jul
26, 2017 at
5:22 PM,
Rotimi
Abimbola
<rotimi_abimbola@ios.doi.gov>
wrote:

Hey all,

Is Jose going
on a detail to
BIA? How are
you processing

the detail from
an HR
perspective and
how does this
impact all the
equipment
given to him by
OS 2 weeks
ago?

Thanks,

Rotimi

--

Rotimi Abimbola

OCIO, Chief of
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Office phone: 202-
208-2912

www.doi.gov/ocio

--

Gary '***Peyton***' Hardaway

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gov](mailto:Peyton.Hardaway@bsee.gov)**

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Interior Building - Room
(5446) Tel: 202.208.6607|Cell: 571.524.3961|Fax: 202.219.8104|Email: Peyton.Hardaway@bsee.gov

From: Pletcher, Mary
To: [Katharine MacGregor](mailto:Katharine.MacGregor)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Wednesday, July 26, 2017 10:21:19 AM

I haven't heard back from Jim yet on the email but I have discussed the recommendations with him so I expect he'll be fine with it.

Thanks,
Mary

On Mon, Jul 24, 2017 at 7:52 PM, Katharine MacGregor <katharine_macgregor@ios.doi.gov> wrote:

I'm ok. Did Jim sign off?

Sent from my iPhone

On Jul 24, 2017, at 3:54 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jim and Kate,

Here is my proposed response to Bud on his requests. I wanted to make sure you were okay with this before I responded.

Thanks,
Mary

Bud,

In your email, you made three requests related to reporting date, salary and home buy out.

1) Reporting Date: Your effective date in your new position will be September 3, 2017. However, to provide you additional time to relocate to DC, you will be able to perform your new position from the FWS office in Alaska during the month of September. Your reporting date to DC will be October 1, 2017.

2) Salary: The ERB has agreed to a salary level that considers the COLA that you currently receive in Alaska. Your new salary will be \$171,697 (\$165,435 in salary plus \$6262 in COLA). You will get an official notice regarding the revised salary level.

3) (b) (6)



(b) (5), (b) (6)

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

From: **Cribley, Bud** <bcribley@blm.gov>

Date: Mon, Jul 24, 2017 at 3:16 PM

Subject: Re: Cribley - Senior Executive Service Directed Reassignment

To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>

Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley <bcribley@blm.gov> wrote:

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Cribley memo.pdf>

--

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Department of the Interior
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(202) 208-4505

--

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

From: Pletcher, Mary
To: [Rees, Gareth](#)
Subject: Fwd: Cribley - Senior Executive Service Directed Reassignment
Date: Wednesday, July 26, 2017 10:19:59 AM

Gareth,

Can you print this out for Jim? I need to know if this okay with Jim before I send it.

Mary

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

From: Pletcher, Mary <mary_pletcher@ios.doi.gov>
Date: Mon, Jul 24, 2017 at 3:54 PM
Subject: Fwd: Cribley - Senior Executive Service Directed Reassignment
To: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>

Jim and Kate,

Here is my proposed response to Bud on his requests. I wanted to make sure you were okay with this before I responded.

Thanks,
Mary

Bud,

In your email, you made three requests related to reporting date, salary and home buy out.

1) Reporting Date: Your effective date in your new position will be September 3, 2017. However, to provide you additional time to relocate to DC, you will be able to perform your new position from the FWS office in Alaska during the month of September. Your reporting date to DC will be October 1, 2017.

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3) (b) (6)

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

From: **Cribley, Bud** <bcribley@blm.gov>

Date: Mon, Jul 24, 2017 at 3:16 PM

Subject: Re: Cribley - Senior Executive Service Directed Reassignment

To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>

Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley <bcribley@blm.gov> wrote:

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development,

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

Best,

Mary

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<Cribley memo.pdf>

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

From: Schneider, Margaret
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Re: PFM conversions
Date: Wednesday, July 26, 2017 10:07:28 AM

excellent. Thank you.

I am here today and tomorrow. Off Friday and off much of next week but around and can come in. I am available after 4 ish today and tomorrow before nine or afternoon. Thanks. If none of that works for you please suggest something next week other than Monday or Friday. I have appointments those days.

On Wed, Jul 26, 2017 at 9:42 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Margaret,

I signed the PMF conversions so those should be going back to you.

Let me know what your schedule is like to talk.

Thanks,
Mary

On Wed, Jul 26, 2017 at 9:25 AM, Schneider, Margaret <margaret.schneider@bsee.gov> wrote:

We have two PMF conversion packages pending with the ERB (which I think is you at this stage). They are for Tiffany Gray and Mark Fleming. The Director and ASLM have approved. Both are on 30 day extensions because their date was July 7. We have been asked to do another extension. I am just checking on whether you have a backlog or if there is a bigger question at play. These folks have been told by the Director that they were being converted so if it is not a clear issue I need to be able to have their supervisors have conversations.

On the other matter, I did mention it to Jim C. He is expecting a note from me. I would like to chat with you first. I am also trying to talk with Kate again. Thanks.

--

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

From: Pletcher, Mary
To: [Schneider, Margaret](#)
Subject: Re: PFM conversions
Date: Wednesday, July 26, 2017 9:42:24 AM

Margaret,

I signed the PMF conversions so those should be going back to you.

Let me know what your schedule is like to talk.

Thanks,
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(202) 208-4505

From: Schneider, Margaret
To: [Pletcher, Mary](#)
Subject: PFM conversions
Date: Wednesday, July 26, 2017 9:25:10 AM

We have two PMF conversion packages pending with the ERB (which I think is you at this stage). They are for Tiffany Gray and Mark Fleming. The Director and ASLM have approved. Both are on 30 day extensions because their date was July 7. We have been asked to do another extension. I am just checking on whether you have a backlog or if there is a bigger question at play. These folks have been told by the Director that they were being converted so if it is not a clear issue I need to be able to have their supervisors have conversations.

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To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Monday, July 24, 2017 7:52:28 PM

I'm ok. Did Jim sign off?

Sent from my iPhone

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

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Date: Mon, Jul 24, 2017 at 3:16 PM

Subject: Re: Cribley - Senior Executive Service Directed Reassignment

To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

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Office # 907-271-5080
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Mary

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Mary,

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(b) (5), (b) (6)

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Thank you,

Bud

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Best,

Mary

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<Cribley memo.pdf>

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

From: Pletcher, Mary
To: [James Cason](#); [Katharine MacGregor](#)
Subject: Fwd: Cribley - Senior Executive Service Directed Reassignment
Date: Monday, July 24, 2017 3:54:37 PM

Jim and Kate,

Here is my proposed response to Bud on his requests. I wanted to make sure you were okay with this before I responded.

Thanks,
Mary


Bud,

In your email, you made three requests related to reporting date, salary and home buy out.

1) Reporting Date: Your effective date in your new position will be September 3, 2017. However, to provide you additional time to relocate to DC, you will be able to perform your new position from the FWS office in Alaska during the month of September. Your reporting date to DC will be October 1, 2017.

2) Salary: The ERB has agreed to a salary level that considers the COLA that you currently receive in Alaska. Your new salary will be \$171,697 (\$165,435 in salary plus \$6262 in COLA). You will get an official notice regarding the revised salary level.

3) (b) (6)



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

From: Cribley, Bud <bcribley@blm.gov>

Date: Mon, Jul 24, 2017 at 3:16 PM

Subject: Re: Cribley - Senior Executive Service Directed Reassignment

To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>

Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions

I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jul 13, 2017 at 6:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley <bcribley@blm.gov> wrote:

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)

(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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<Cribley memo.pdf>

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From: Cribley, Bud
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Monday, July 24, 2017 3:17:05 PM

Mary,

I'm just staying in touch with you on the status on the directed reassignment and the questions I asked regarding that action. I'm in the office all week if we need to talk.

Thanks,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



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(b) (5), (b) (6)

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I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

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Sent from my iPad

Bud C Cribley
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of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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Mary Pletcher
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(202) 208-4505

<Cribley memo.pdf>

--

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

From: James, James
To: Pletcher, Mary
Subject: Re: Speaks - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 4:31:59 PM

Let me try to get off this call real quick. Thanks.

On Thu, Jul 13, 2017 at 4:16 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Can you talk now? I have a 5pm.

On Thu, Jul 13, 2017 at 4:14 PM, James, James <james.james@bia.gov> wrote:
Sorry Mary. The day has completely overtaken me. I have one more conference call at 4:30 pm. Can I come up after that?

On Thu, Jul 13, 2017 at 10:03 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
I will be. Are you free around 11am?

Mary

On Thu, Jul 13, 2017 at 7:29 AM, James James <james.james@bia.gov> wrote:
Mary - Will you be in MUB today? If so, do you have about 20 minutes for a quick visit?

Sent from my iPhone

On Jul 12, 2017, at 5:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Stanley Speaks,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Southern Plains with the Bureau of Indian Affairs, located in Anadarko, Oklahoma. The attached

memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

**Best,
Mary**

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Mary Pletcher
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<Speaks memo.pdf>

--

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Mary Pletcher
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Deputy Assistant Secretary for Human Capital and Diversity
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From: Pletcher, Mary
To: [James, James](mailto:James.James@bia.gov)
Subject: Re: Speaks - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 4:16:28 PM

Can you talk now? I have a 5pm.

On Thu, Jul 13, 2017 at 4:14 PM, James, James <james.james@bia.gov> wrote:

Sorry Mary. The day has completely overtaken me. I have one more conference call at 4:30 pm. Can I come up after that?

On Thu, Jul 13, 2017 at 10:03 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

I will be. Are you free around 11am?

Mary

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

**Best,
Mary**

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<Speaks memo.pdf>

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From: James, James
To: [Pletcher, Mary](#)
Subject: Re: Speaks - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 4:14:58 PM

Sorry Mary. The day has completely overtaken me. I have one more conference call at 4:30 pm. Can I come up after that?

On Thu, Jul 13, 2017 at 10:03 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
I will be. Are you free around 11am?

Mary

On Thu, Jul 13, 2017 at 7:29 AM, James James <james.james@bia.gov> wrote:
Mary - Will you be in MUB today? If so, do you have about 20 minutes for a quick visit?

Sent from my iPhone

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

**Best,
Mary**

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<Speaks memo.pdf>

--

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From: Bud Cribley
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 12:24:13 PM

Mary,

Thank you, I was beginning to worry that maybe I had just dreamed that I had pushed the send key. If you have any question or if we need to talk I will be in the office tomorrow. I'm flying back to Alaska this afternoon.

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jul 13, 2017, at 8:59 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bud,

I wanted to acknowledge that I have seen your email and am working through the various issues you raised.

Thanks,
Mary

On Mon, Jul 10, 2017 at 6:10 PM, Bud Cribley <bcribley@blm.gov> wrote:

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)

(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
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Office # 907-271-5080
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On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board.

The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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<Cribley memo.pdf>

--

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

From: Pletcher, Mary
To: [Mashburn, Lori](mailto:Lori.Mashburn@ios.doi.gov)
Subject: Re: Next ERB Meeting?
Date: Thursday, July 13, 2017 11:29:48 AM

And of course, happy to have the ERB meet whenever the Secretary would like it to meet.

Mary

On Thu, Jul 13, 2017 at 9:37 AM, Mashburn, Lori <lori_mashburn@ios.doi.gov> wrote:

Gotcha. Thank you!

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

On Thu, Jul 13, 2017 at 9:30 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

The meeting date is not finalized yet. The plan is to hold it shortly after David Bernhardt's arrival.

On Thu, Jul 13, 2017 at 9:28 AM, Mashburn, Lori <lori_mashburn@ios.doi.gov> wrote:

Hello Mary,

I'm running to a meeting with the Secretary and he is going to want to know when the next ERB meeting is. Could you please send that? If it is not finalized, that is fine. Just a rough ballpark.

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

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Chief Human Capital Officer
(202) 208-4505

--

Mary Pletcher

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

From: Pletcher, Mary
To: [Dohner, Cynthia](#)
Cc: [Virginia Johnson](#); [Greg Sheehan](#); [James Kurth](#); [Rebekah Giddings](#); [Jessie Cheek](#); [Michelle Oxyer](#)
Subject: Re: Dohner - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 11:07:39 AM

Thank you Cindy.

Mary

On Thu, Jul 13, 2017 at 10:54 AM, Dohner, Cynthia <cynthia_dohner@fws.gov> wrote:

Mary,

Here is my final response, which was signed and dated June 30th but (b) (6) and I couldn't get it sent to you. Please let me know if you have any questions or need anything else from me. Thanks -

Best -
cindy

On Fri, Jun 30, 2017 at 1:09 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

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Best,

Mary

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Mary Pletcher
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From: Pletcher, Mary
To: [Bud Cribley](#)
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Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 10:59:58 AM

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<Cribley memo.pdf>

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Chief Human Capital Officer
(202) 208-4505

From: Pletcher, Mary
To: [James James](mailto:James.James@bia.gov)
Subject: Re: Speaks - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 10:03:36 AM

I will be. Are you free around 11am?

Mary

On Thu, Jul 13, 2017 at 7:29 AM, James James <james.james@bia.gov> wrote:

Mary - Will you be in MUB today? If so, do you have about 20 minutes for a quick visit?

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<Speaks memo.pdf>

--

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

From: Mashburn, Lori
To: Pletcher, Mary
Subject: Re: Next ERB Meeting?
Date: Thursday, July 13, 2017 9:38:22 AM

Gotcha. Thank you!

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

On Thu, Jul 13, 2017 at 9:30 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
The meeting date is not finalized yet. The plan is to hold it shortly after David Bernhardt's arrival.

On Thu, Jul 13, 2017 at 9:28 AM, Mashburn, Lori <lori_mashburn@ios.doi.gov> wrote:
Hello Mary,

I'm running to a meeting with the Secretary and he is going to want to know when the next ERB meeting is. Could you please send that? If it is not finalized, that is fine. Just a rough ballpark.

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Department of the Interior
202.208.1694

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

From: Pletcher, Mary
To: [Mashburn, Lori](#)
Subject: Re: Next ERB Meeting?
Date: Thursday, July 13, 2017 9:30:51 AM

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202.208.1694

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Deputy Assistant Secretary for Human Capital and Diversity
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From: Mashburn, Lori
To: [Pletcher, Mary](#)
Subject: Next ERB Meeting?
Date: Thursday, July 13, 2017 9:28:48 AM

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From: James James
To: [Pletcher, Mary](#)
Subject: Re: Speaks - Senior Executive Service Directed Reassignment
Date: Thursday, July 13, 2017 7:29:27 AM

Mary - Will you be in MUB today? If so, do you have about 20 minutes for a quick visit?

Sent from my iPhone

On Jul 12, 2017, at 5:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Stanley Speaks,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Southern Plains with the Bureau of Indian Affairs, located in Anadarko, Oklahoma. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

<Speaks memo.pdf>

From: Oxyer, Michelle
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, July 11, 2017 2:38:11 PM

Mary, All SES in Alaska get an additional 4.22% cost of living allowance in addition to their annual salary. For Mr. Cribley, this amounted to an additional \$6957 annually. This cost of living allowance is not factored into the salary when calculating bonuses.

Michelle Oxyer

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

On Tue, Jul 11, 2017 at 9:34 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

(b) (5)



Mary

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

From: Bud Cribley <bcribley@blm.gov>
Date: Mon, Jul 10, 2017 at 6:10 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)



(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

If you have any questions about the memorandum, please let me know. I can be

reached at (202) 208-4505.

Best,

Mary

--

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

<Cribley memo.pdf>

--

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

From: Pletcher, Mary
To: [Bearpaw, George](#)
Cc: [James Cason](#); [Michael Black](#)
Subject: Re: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, July 11, 2017 1:00:58 PM

George,

Per our conversation, the ERB has decided not to move forward with your formal notice of reassignment to the BIA Midwest Regional Director. Please let me know if you have any additional questions.

Best,
Mary
202-208-4505

On Tue, Jul 11, 2017 at 9:45 AM, Bearpaw, George <george.bearpaw@bia.gov> wrote:
Good morning Mary,

Per our discussion yesterday regarding the rescinding of my reassignment to the Midwest Region, please send me an email confirming our discussion. Thanks.

George W. Bearpaw
Director, Office of Budget and Performance Management
Office of the Assistant Secretary - Indian Affairs
1849 C Street, NW
Washington, DC 20240
(202) 219-3857
(202) 699-0554 cell
(202) 208-6635 fax
george.bearpaw@bia.gov

On Thu, Jun 15, 2017 at 6:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear George Bearpaw,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Midwest Region with the Bureau of Indian Affairs, located in Minneapolis, Minnesota.

Throughout your career, you have held a variety of leadership positions serving Indian Country - both within tribal government and federal government. You have served as the Executive Director of Tribal Operations for the Cherokee Nation and the Executive Director for the Kickapoo Tribe of Oklahoma. You served as the Acting Area Director for the Tucson Area Indian Health Service for the Indian Health Service. Most recently, you have served as the Budget Officer for the Assistant Secretary for Indian Affairs. Your diversity of leadership experience serving Indian Country makes you well qualified to serve as the Regional Director, Midwest Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

Mary Pletcher

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

From: Oxyer, Michelle
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, July 11, 2017 10:51:03 AM

I'm looking into this now.

Michelle Oxyer

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

On Tue, Jul 11, 2017 at 9:34 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

(b) (5)



Mary

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

From: Bud Cribley <bcribley@blm.gov>
Date: Mon, Jul 10, 2017 at 6:10 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)



(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Cribley memo.pdf>

--

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

From: Bearpaw, George
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Michael Black](#)
Subject: Re: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, July 11, 2017 9:46:07 AM

Good morning Mary,

Per our discussion yesterday regarding the rescinding of my reassignment to the Midwest Region, please send me an email confirming our discussion. Thanks.

George W. Bearpaw
Director, Office of Budget and Performance Management
Office of the Assistant Secretary - Indian Affairs
1849 C Street, NW
Washington, DC 20240
(202) 219-3857
(202) 699-0554 cell
(202) 208-6635 fax
george.bearpaw@bia.gov

On Thu, Jun 15, 2017 at 6:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear George Bearpaw,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Midwest Region with the Bureau of Indian Affairs, located in Minneapolis, Minnesota.

Throughout your career, you have held a variety of leadership positions serving Indian Country - both within tribal government and federal government. You have served as the Executive Director of Tribal Operations for the Cherokee Nation and the Executive Director for the Kickapoo Tribe of Oklahoma. You served as the Acting Area Director for the Tucson Area Indian Health Service for the Indian Health Service. Most recently, you have

served as the Budget Officer for the Assistant Secretary for Indian Affairs. Your diversity of leadership experience serving Indian Country makes you well qualified to serve as the Regional Director, Midwest Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Pletcher, Mary
To: [Michelle Oxver](mailto:Michelle.Oxver)
Subject: Fwd: Cribley - Senior Executive Service Directed Reassignment
Date: Tuesday, July 11, 2017 9:34:25 AM

(b) (5)

Mary

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

From: Bud Cribley <bcribley@blm.gov>
Date: Mon, Jul 10, 2017 at 6:10 PM
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, John Ruhs <jruhs@blm.gov>

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.

(b) (5), (b) (6)

I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Cribley memo.pdf>

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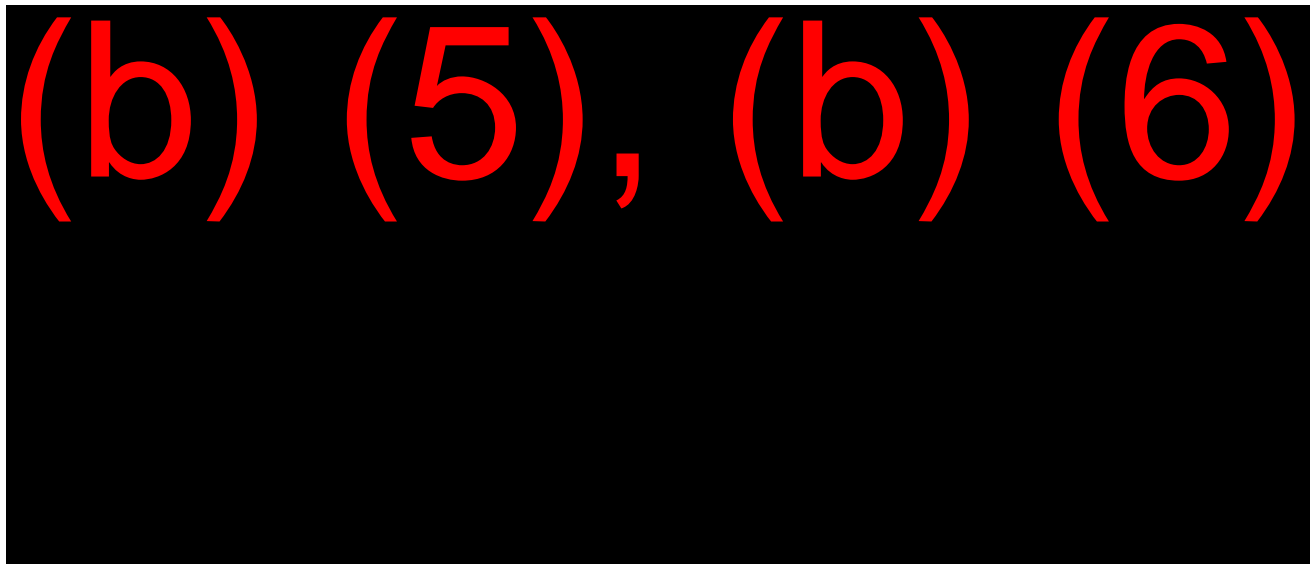
Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
(202) 208-4505

From: Bud Cribley
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Katharine MacGregor](#); [Michael Nedd](#); [John Ruhs](#)
Subject: Re: Cribley - Senior Executive Service Directed Reassignment
Date: Monday, July 10, 2017 6:10:19 PM

Mary,

Thank you for the email and I apologize for not responding sooner. Last week was disjointed with the holiday making it difficult to look for information and contact folks regarding this reassignment. I want to also thank you all for consideration of my alternate proposal for a reassignment into the BLM's Deputy Director position.

It is my intent to accept this reassignment but I have a few quick questions I would hope we could agree upon.



I am in Denver this week at BLM's Executive Leadership Team meeting but can be available for a call to discuss these questions.

Thank you,

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 30, 2017, at 9:11 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to **Senior Advisor for Energy with the U.S. Fish and Wildlife Service**, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Cribley memo.pdf>

From: Mack, Jonathan
To: [Pletcher, Mary](#); [Michelle Oxyer](#)
Subject: Fwd: Subject: VERA/VSIP
Date: Monday, July 10, 2017 3:47:16 PM

Mary, please see below re our recent conversation.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

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

From: **King, Cecilia** <cecilia_king@fws.gov>
Date: Mon, Jul 10, 2017 at 3:44 PM
Subject: Re: Subject: VERA/VSIP
To: "Mack, Jonathan" <jonathan_mack@ios.doi.gov>
Cc: "Reeves, Terri" <terri_reeves@ios.doi.gov>, "Oxyer, Michelle" <michelle_oxyer@ios.doi.gov>

Jonathan -

So do we need to submit a new modified package for re-approval up the chain (Director, AS-FWP, ect) to add the ES-0480-00, Assistant Director for Science Applications? Or can we simply modify the package already in OHR?

Cecilia

On Mon, Jul 10, 2017 at 3:31 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

Hi Cecilia,

I echo what Michelle said and will mention it to Mary.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Mon, Jul 10, 2017 at 2:48 PM, Reeves, Terri <terri_reeves@ios.doi.gov> wrote:

Thanks Michelle.

On Mon, Jul 10, 2017 at 2:39 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:
Cecilia, They are eligible. Denise Sheehan has posed this question directly with Mary Pletcher so I am going to defer to her on the approach for SES in the current requests.

Michelle Oxyer

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

On Mon, Jul 10, 2017 at 2:08 PM, King, Cecilia <cecilia_king@fws.gov> wrote:

Michelle -

Terri indicated that Executive Resources Division would be the folks to advise on VSIP eligibility for SES employees and referred me to you. Could you advise if they are eligible and whether they can be added to our VSIP request?

Cecilia

On Thu, Jul 6, 2017 at 9:18 AM, Reeves, Terri <terri_reeves@ios.doi.gov> wrote:

Hi Cecilia,

I am going to defer your question to Michelle Oxyer, who is part of our Executive Services Division.

Michelle,

Can you please assist Cecilia with her question regarding whether or not the Department will offer VSIP to our SES employees?

Thanks Michelle.

v/r

On Wed, Jul 5, 2017 at 3:11 PM, King, Cecilia <cecilia_king@fws.gov> wrote:

Terri -

Do you know if the Department will offer VSIP to the SES'ers? I was asked if we could include them in our request but the Department's ERB controls SES actions.

Cecilia

On Wed, Jul 5, 2017 at 2:31 PM, Reeves, Terri <terri_reeves@ios.doi.gov> wrote:

Hi Cecilia,

Thank you very much for your quick response.

Take care.

v/r

On Wed, Jul 5, 2017 at 2:22 PM, King, Cecilia <cecilia_king@fws.gov> wrote:
Uploaded!

On Wed, Jul 5, 2017 at 2:02 PM, Reeves, Terri <terri_reeves@ios.doi.gov>
wrote:

Hi Cecilia,

I hope you enjoyed your holiday.

I called and left you a voicemail.

Can you please give me a call regarding your VERA/VSIP submission.

Thanks.

v/r

--

Terri T. Reeves

Human Resources Specialist

Office of Human Resources

1849 C Street, Room 4028

Washington, DC 20240

(W) 202.219.0867

(F) 202.513.0801

Email: Terri_Reeves@ios.doi.gov

Telework:

First week of Pay Period: Monday, Tuesday, Friday

Second Week of Pay Period: Monday Tuesday

--

Cecilia E. King

Service Classification and Compensation Manager

U.S. Fish and Wildlife Service
Division of Human Resources
5275 Leesburg Pike -- MS: BPHC
Falls Church, VA 22041-3808

Voice: (703) 358-1928

Fax: (703) 358-2224

E-mail: Cecilia_King@fws.gov

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I hear and I forget. I see and I remember. I do and I understand. - Confucius

--

Terri T. Reeves

Human Resources Specialist

Office of Human Resources

1849 C Street, Room 4028

Washington, DC 20240

(W) 202.219.0867

(F) 202.513.0801

Email: Terri_Reeves@ios.doi.gov

Telework:

First week of Pay Period: Monday, Tuesday , Friday

Second Week of Pay Period: Monday Tuesday

--

Cecilia E. King

Service Classification and Compensation Manager

*U.S. Fish and Wildlife Service
Division of Human Resources
5275 Leesburg Pike -- MS: BPHC
Falls Church, VA 22041 - 3808*

Voice: (703) 358-1928

Fax: (703) 358-2224

E-mail: Cecilia_King@fws.gov

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Follow us on twitter: www.twitter.com/usfwsjobs

I hear and I forget. I see and I remember. I do and I understand. - Confucius

--

Terri T. Reeves

Human Resources Specialist

Office of Human Resources

1849 C Street, Room 4028

Washington, DC 20240

(W) 202.219.0867

(F) 202.513.0801

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Telework:

First week of Pay Period: Monday, Tuesday, Friday

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--

Cecilia E. King

Service Classification and Compensation Manager

U.S. Fish and Wildlife Service

Division of Human Resources

5275 Leesburg Pike -- MS: BPHC

Falls Church, VA 22041-3808

Voice: (703) 358-1928

Fax: (703) 358-2224

E-mail: Cecilia_King@fws.gov

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I hear and I forget. I see and I remember. I do and I understand. - Confucius

--

Terri T. Reeves

Human Resources Specialist

Office of Human Resources

1849 C Street, Room 4028

Washington, DC 20240

(W) 202.219.0867

(F) 202.513.0801

Email: Terri_Reeves@ios.doi.gov

Telework:

First week of Pay Period: Monday, Tuesday, Friday

Second Week of Pay Period: Monday Tuesday

--

Cecilia E. King

Service Classification and Compensation Manager

U.S. Fish and Wildlife Service

Division of Human Resources

5275 Leesburg Pike -- MS: BPHC

Falls Church, VA 22041-3808

Voice: (703) 358-1928

Fax: (703) 358-2224

E-mail: Cecilia_King@fws.gov

Warning: This email may contain Privacy Act Sensitive Data, which is intended only for the use of the individual to which it is addressed. It may contain information that is privileged, confidential or otherwise protected disclosure under applicable laws.

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Follow us on twitter: www.twitter.com/usfwsjobs

I hear and I forget. I see and I remember. I do and I understand. - Confucius

From: Jonathan Mack
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#); [Caroline \(Carrie\) Soave](#)
Subject: Re: QRB Action (DOI - (b) (6)) for February 2, 2017
Date: Monday, July 10, 2017 11:41:02 AM

Yes, makes sense. I'll call him.

Thanks

Sent from my iPad

On Jul 10, 2017, at 11:27 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Given Mary Josie is starting the position, I think it's fair to tell (b) (6) that the ERB decided not to move forward with the appointment. What do you think?

Mary

On Thu, Jul 6, 2017 at 3:48 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

Mary, is there anything we can say to him yet? ? He's left me a message about where his case stands.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Feb 2, 2017 at 8:48 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Pause on telling anyone. We'll need to see if new folks wants to move forward with this.

Sent from my iPhone

On Feb 2, 2017, at 8:32 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

More good news!!

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

From: **SERS** <SERS@opm.gov>

Date: Thu, Feb 2, 2017 at 8:31 AM

Subject: QRB Action (DOI - Reynolds) for February 2, 2017

To: "Oxyer, Michelle" <michelle_oxyer@ios.doi.gov>
Cc: Jonathan Mack <jonathan_mack@ios.doi.gov>, "Caroline (Carrie) Soave" <caroline_soave@ios.doi.gov>, SERS <SERS@opm.gov>

***** APPROVAL *****

*****Please keep in mind this correspondence merely informs the agency of the Qualifications Review Board's decision regarding the certification of the executive core qualifications of the agency's selectee for initial appointment to the Senior Executive Service. It does not circumvent the freeze on the hiring of federal civilian employees as directed by the President on January 23, 2017, via Presidential Memorandum.*****

The U.S. Office of Personnel Management's (OPM) Qualifications Review Board approved the following candidate for appointment to the Senior Executive Service:

- **(b) (6)** – **Director, Gulf of Mexico Restoration**

The U.S. Department of Interior may appoint the candidate as of the date of the QRB action **February 2, 2017**. We respectfully ask you to allow us time to process the QRB action and to prepare the associated paperwork for your agency to pick up at OPM's Theodore Roosevelt Building (TRB), located at 1900 E Street, NW, Washington, DC 20415.

We will notify you when the paperwork is ready. All visitors to OPM must be escorted at all times. Please ensure your couriers/staff have contact names and numbers to reach a SERS employee to avoid difficulty

entering the TRB.

Respectfully,

Gregory J. Kellner

**Human Resources Specialist, Senior Executive Resources
Services**

Senior Executive Service and Performance Management

U.S. Office of Personnel Management

202-606-3264

--

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

From: Pletcher, Mary
To: [Mack, Jonathan](mailto:Jonathan.Mack@ios.doi.gov)
Cc: [Michelle Oxyer](mailto:Michelle.Oxyer@ios.doi.gov); [Caroline \(Carrie\) Soave](mailto:Caroline.Soave@ios.doi.gov)
Subject: Re: QRB Action (DOI - Reynolds) for February 2, 2017
Date: Monday, July 10, 2017 11:27:58 AM

Given Mary Josie is starting the position, I think it's fair to tell (b) (6) that the ERB decided not to move forward with the appointment. What do you think?

Mary

On Thu, Jul 6, 2017 at 3:48 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:
Mary, is there anything we can say to him yet? ? He's left me a message about where his case stands.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Feb 2, 2017 at 8:48 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
Pause on telling anyone. We'll need to see if new folks wants to move forward with this.

Sent from my iPhone

On Feb 2, 2017, at 8:32 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

More good news!!

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

From: SERS <SERS@opm.gov>
Date: Thu, Feb 2, 2017 at 8:31 AM
Subject: QRB Action (DOI - Reynolds) for February 2, 2017
To: "Oxyer, Michelle" <michelle_oxyer@ios.doi.gov>
Cc: Jonathan Mack <jonathan_mack@ios.doi.gov>, "Caroline (Carrie) Soave" <caroline_soave@ios.doi.gov>, SERS <SERS@opm.gov>

***** APPROVAL *****

*****Please keep in mind this correspondence merely informs the agency of the Qualifications Review Board's decision regarding the certification**

of the executive core qualifications of the agency's selectee for initial appointment to the Senior Executive Service. It does not circumvent the freeze on the hiring of federal civilian employees as directed by the President on January 23, 2017, via Presidential Memorandum.***

The U.S. Office of Personnel Management's (OPM) Qualifications Review Board approved the following candidate for appointment to the Senior Executive Service:

- **(b) (6)** – **Director, Gulf of Mexico Restoration**

The U.S. Department of Interior may appoint the candidate as of the date of the QRB action **February 2, 2017**. We respectfully ask you to allow us time to process the QRB action and to prepare the associated paperwork for your agency to pick up at OPM's Theodore Roosevelt Building (TRB), located at 1900 E Street, NW, Washington, DC 20415.

We will notify you when the paperwork is ready. All visitors to OPM must be escorted at all times. Please ensure your couriers/staff have contact names and numbers to reach a SERS employee to avoid difficulty entering the TRB.

Respectfully,

Gregory J. Kellner

Human Resources Specialist, Senior Executive Resources Services

Senior Executive Service and Performance Management

U.S. Office of Personnel Management

202-606-3264

| 1

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

From: Douglas Lords
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Cc: [Deb Dumontier](mailto:Deb.Dumontier@ios.doi.gov)
Subject: Re: Lords - Senior Executive Service Directed Reassignment
Date: Friday, July 07, 2017 11:16:38 AM

Mary, do we have an anticipated report date yet? Thanks

Sent from my iPad

On Jun 23, 2017, at 12:47 PM, Lords, Douglas <douglas_lords@ost.doi.gov> wrote:

Mary, thanks

On Tue, Jun 20, 2017 at 1:21 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Thank you Doug. I'll loop back with you, most likely mid to end of next week, regarding an anticipated effective date.

Thanks,
Mary

On Tue, Jun 20, 2017 at 2:39 PM, Lords, Douglas <douglas_lords@ost.doi.gov> wrote:

Mr. Cason, I look forward to the challenges ahead and meeting with you to discuss this administration's priorities as they pertain to BIA.

Mary, as outlined in Mr. Cason's memorandum attached is my signed reassignment notification.

On Thu, Jun 15, 2017 at 5:04 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Douglas Lords,

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

nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Trust Services with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

WARNING: *This e-mail (including any attachments) may contain Privacy Act Data/Sensitive Data which is intended only for the use of individual(s) to whom it is addressed. It may contain information that is privileged, confidential, or otherwise protected from disclosure under applicable laws. If you are not the intended recipient, you are hereby notified that any distribution or copy of this e-mail is strictly prohibited.*

Douglas A. Lords CPA

U.S. Department of the Interior

Deputy Special Trustee-Trust Services

Office of the Special Trustee for American Indians

Douglas_Lords@ost.doi.gov

Phone # 505.816.1072

Fax # 505.816.1139

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

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WARNING: *This e-mail (including any attachments) may contain Privacy Act Data/Sensitive Data which is intended only for the use of individual(s) to whom it is addressed. It may contain information that is privileged, confidential, or otherwise protected from disclosure under applicable laws. If you are not the intended recipient, you are hereby notified that any distribution or copy of this e-mail is strictly prohibited.*

Douglas A. Lords CPA

U.S. Department of the Interior

Deputy Special Trustee-Trust Services

Office of the Special Trustee for American Indians

Douglas_Lords@ost.doi.gov

Phone # 505.816.1072

Fax # 505.816.1139

From: Mary Pletcher
To: [Sheehan, Gregory](#)
Subject: Re: Dohner - Senior Executive Service Directed Reassignment
Date: Thursday, July 06, 2017 2:59:27 PM

Greg,

Thanks for looping back with me and letting me know about Cindy. Please let me know if there are any resumes or bios that you would like to see.

Thanks,
Mary

Sent from my iPhone

On Jul 2, 2017, at 9:17 PM, Sheehan, Gregory <greg_j_sheehan@fws.gov> wrote:

Mary

I communicated with Cindy and she indicated that she is comfortable with retiring if the OMB early retirement is approved. I think she believes this is the best course of action in her life at this time.

I would of course be interesting in being a part of discussions in filling these positions that are vacant as a result of these moves.

Thanks
Greg

On Fri, Jun 30, 2017 at 1:09 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development,

mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Assistant Director - International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

From: Dohner, Cynthia
To: [Pletcher, Mary](#)
Subject: Re: Dohner - Senior Executive Service Directed Reassignment
Date: Thursday, July 06, 2017 2:33:17 PM

Hi Mary,

I signed this on Friday but have quick question for you - can you give me a call? Please and thanks -

Best -
cindy

On Fri, Jun 30, 2017 at 1:09 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Assistant Director - International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

Mary Pletcher

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

From: Tuggle, Benjamin
To: [Pletcher, Mary](#)
Subject: Re: Tuggle - Senior Executive Service Directed Reassignment
Date: Wednesday, July 05, 2017 11:14:06 AM

Mary,

This email is to acknowledge my receipt of the notice for my directed reassignment to Assistant Director - Science Applications as received on June 30, 2017. I accept the reassignment under the conditions that were detailed in the memo. I will follow this email with a scanned signed document to serve as a record of my acceptance of my directed reassignment. Thank you.

Benjamin N. Tuggle

On Fri, Jun 30, 2017 at 10:35 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Benjamin Tuggle,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. On your preference form, you indicated that you would accept the reassignment, however, you are requesting to perform the duties of the new position in your current duty station for a period of not to exceed nine months. The Executive Resources Board has considered and agreed to your request. Since the reassignment will ultimately result in a geographic move, you are being provided the requisite notice period for a directed reassignment that involves a geographic move. You are being reassigned to Assistant Director – Science Applications with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

From: Sheehan, Gregory
To: [Pletcher, Mary](#)
Subject: Re: Dohner - Senior Executive Service Directed Reassignment
Date: Sunday, July 02, 2017 9:17:58 PM

Mary

I communicated with Cindy and she indicated that she is comfortable with retiring if the OMB early retirement is approved. I think she believes this is the best course of action in her life at this time.

I would of course be interesting in being a part of discussions in filling these positions that are vacant as a result of these moves.

Thanks
Greg

On Fri, Jun 30, 2017 at 1:09 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Assistant Director - International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

From: Cason, James
To: [Mary Pletcher](#)
Subject: Re: ERB idea
Date: Sunday, July 02, 2017 2:15:38 PM

Good idea.

Let's update the ERB Memo.

On Fri, Jun 30, 2017 at 1:32 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Jim,

What do you think about adding Virginia and Kate to the ERB (and the other PDAS when they come)? At a minimum, I think it would be good to have Virginia on the ERB based on how things unfolded but also from a gender diversity perspective.

Mary

Sent from my iPhone

From: Pletcher, Mary
To: [Jorjani Daniel](#)
Subject: ERB consideration
Date: Friday, June 30, 2017 5:35:35 PM

Dan,

One other point on the ERB front - the Deputy Secretary or Chief of Staff should chair the ERB to also provide a check and balance on PMB given the large number of SES within PMB.

Thanks,
Mary

--

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

From: Daniel Jorjani
To: [Pletcher, Mary](#)
Cc: [Jorjani Daniel](#)
Subject: Re: ERB consideration
Date: Friday, June 30, 2017 5:15:40 PM

Good point.

Sent from my iPhone

On Jun 30, 2017, at 3:49 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dan,

One other point on the ERB front - the Deputy Secretary or Chief of Staff should chair the ERB to also provide a check and balance on PMB given the large number of SES within PMB.

Thanks,
Mary

--

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

From: Elena Gonzalez
To: [Pletcher, Mary](#)
Cc: [Mark Davis](#); [Sylvia Burns](#)
Subject: Re: reassignment
Date: Friday, June 30, 2017 2:44:36 PM

Thank you for copying me, Mary.
Elena

Sent from my iPhone

On Jun 30, 2017, at 11:02 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Mark,

Per our conversation, the Executive Resources Board has decided not to move forward with your reassignment at this time. Please let me know if you have any questions.

Best,
Mary

--

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

From: Mary Pletcher
To: james_cason@ios.doi.gov
Subject: ERB idea
Date: Friday, June 30, 2017 1:39:57 PM

Jim,

What do you think about adding Virginia and Kate to the ERB (and the other PDAS when they come)? At a minimum, I think it would be good to have Virginia on the ERB based on how things unfolded but also from a gender diversity perspective.

Mary

Sent from my iPhone

From: Pletcher, Mary
To: [Mark Davis](#)
Cc: [Gonzalez, Elena](#); [Sylvia Burns](#)
Subject: reassignment
Date: Friday, June 30, 2017 11:02:41 AM

Mark,

Per our conversation, the Executive Resources Board has decided not to move forward with your reassignment at this time. Please let me know if you have any questions.

Best,
Mary

--

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

From: Lauro, Salvatore
To: [Pletcher, Mary](#)
Subject: Re:
Date: Wednesday, June 28, 2017 2:45:08 PM

Thanks Mary. I really appreciate this!

On Wed, Jun 28, 2017 at 2:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Sal,

The ERB agreed to establishing a Senior Advisor position that you could be moved into. I'm working through the paperwork now - the position will be called Senior Advisor to the Director, Office of Law Enforcement and Security. I expect to send you the formal notice later this week.

Thanks,
Mary

On Wed, Jun 28, 2017 at 1:23 PM, Lauro, Salvatore <slauro@blm.gov> wrote:
Mary,

Can you advise if there has there been any decision on my request?

Thanks,

Sal

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

--

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

--

Salvatore R. Lauro
Director

Office of Law Enforcement and Security

slauro@blm.gov

(o) 202 208-3269

(f) 202 501-2582

From: Pletcher, Mary
To: [Lauro, Salvatore](mailto:Lauro.Salvatore)
Subject: Re:
Date: Wednesday, June 28, 2017 2:42:57 PM

Sal,

The ERB agreed to establishing a Senior Advisor position that you could be moved into. I'm working through the paperwork now - the position will be called Senior Advisor to the Director, Office of Law Enforcement and Security. I expect to send you the formal notice later this week.

Thanks,
Mary

On Wed, Jun 28, 2017 at 1:23 PM, Lauro, Salvatore <slauro@blm.gov> wrote:

Mary,

Can you advise if there has there been any decision on my request?

Thanks,

Sal

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

--

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

From: Aragon, Jose
To: [Pletcher, Mary](#)
Cc: [William Werkheiser](#); [Applegate, David](#)
Subject: Re: Aragon - Senior Executive Service Directed Reassignment
Date: Wednesday, June 28, 2017 1:09:26 PM

Hi Mary,

I had a brief conversation with Olivia about my potential roles/responsibilities. Based on your email we are going under the assumption my report date to PMB will be 9 July. I am genuinely excited about this new opportunity to contribute to the overall DOI mission.

Aside from Mr Cason's memo and your emails, should I be expecting some sort of official notification about my report date?

I have begun my "out-boarding" actions with USGS, but will someone from your SES HR Group be contacting me regarding on-boarding actions?

Please advise on who I need to contact for in-processing.

Thank you,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Tue, Jun 20, 2017 at 3:34 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Thank you Jose. Per the question you raised, I expect the effective date to be Sunday, July 9.

Thanks,
Mary

On Mon, Jun 19, 2017 at 9:10 AM, Aragon, Jose <jaragon@usgs.gov> wrote:

Trying again with the signed attachment

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Mon, Jun 19, 2017 at 9:09 AM, Aragon, Jose <jaragon@usgs.gov> wrote:

Mary,

Attached is the signed form acknowledging receipt.

It's not clear to me what my reporting date will be. Am wondering if reporting date can be after July 4th?

Thanks again.

v/r,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Thu, Jun 15, 2017 at 7:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jose Aragon,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Advisor with the Assistant Secretary – Policy, Management and Budget, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Johnson, Virginia
To: [Pletcher, Mary](#)
Subject: Re: Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 28, 2017 11:46:38 AM

Hi, Mary.

Yes, I completely support the accommodation from Albuquerque for the 9-month period.

Thank you,
Virginia

On Wed, Jun 28, 2017 at 11:25 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Virginia,

I met with Jim Cason yesterday and shared what Ben Tuggle had expressed for his preferences. I would be inclined to accommodate his desire to perform the AD for Science Applications from Albuquerque for a period not to exceed 9 months in light of (b) (6) [REDACTED]. However, we wanted to check in with you and make sure that this would be workable for you.

Thanks,
Mary

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

From: **Tuggle, Benjamin** <benjamin_tuggle@fws.gov>
Date: Tue, Jun 20, 2017 at 7:04 PM
Subject: Proposed Senior Executive Service Directed Reassignment
To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Mary,

Attached please find my response to my proposed directed reassignment. I understand that the attached form constitutes my expression of my preferences and does not constitute a final decision. I request that the ERB consider my appeal, thank you.

Benjamin

--

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

|

--

Virginia H. Johnson
Principal Deputy Assistant Secretary for Fish and Wildlife and Parks
U.S. Department of the Interior
Telephone: (202) 208-4943

From: Pletcher, Mary
To: [Clement, Joel](mailto:Joel.Clement@ios.doi.gov)
Subject: Re: Clement - Senior Executive Service Directed Reassignment
Date: Wednesday, June 28, 2017 11:33:40 AM

Please send it by the end of the week.

Thanks,
Mary

On Wed, Jun 28, 2017 at 11:13 AM, Clement, Joel <joel_clement@ios.doi.gov> wrote:
When do you need these letters returned, Mary?

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Thu, Jun 15, 2017 at 7:22 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Joel Clement,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Program Advisor with the Office of Natural Resources Revenue, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Clement, Joel
To: [Pletcher, Mary](#)
Subject: Re: Clement - Senior Executive Service Directed Reassignment
Date: Wednesday, June 28, 2017 11:14:42 AM

When do you need these letters returned, Mary?

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Thu, Jun 15, 2017 at 7:22 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Joel Clement,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Program Advisor with the Office of Natural Resources Revenue, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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

From: Caminiti, Mariagrazia
To: [Mary Pletcher](#)
Subject: Dan J re: erb items call
Date: Tuesday, June 27, 2017 12:32:07 PM

I'd like to set a call up for 4pm on Friday the 30th. what's the best number to reach you?

--

Marigracę Caminiti

Executive Assistant to the Solicitor
US Department of the Interior
1849 C Street, NW, Rm. 6352
Washington, DC 20240
202-208-4423 - main number
202-208-3111 - direct
202-208-5584 - fax
202-528-0486 or 202-359-2949 -cell/wcell



NOTICE: This electronic mail message (including any attachments) is intended for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential, or otherwise protected by applicable law. If you are not the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this message or its contents is strictly prohibited. If you receive this Message in error, please notify the sender immediately and destroy all copies.

From: Pletcher, Mary
To: [Dohner, Cynthia](#)
Cc: [Jim Kurth](#); [Steve Guertin](#); [Greg Sheehan](#)
Subject: Re: Dohner - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 26, 2017 3:43:37 PM

Thank you Cindy.

Best,
Mary

On Mon, Jun 26, 2017 at 3:21 PM, Dohner, Cynthia <cynthia_dohner@fws.gov> wrote:
Mary,

Thank you again for all your assistance this past week while I was evaluating my options, (b) (6). I was also able to talk to others in DOI that provided additional clarity and information related to the proposal and my available options. The attached form expresses my preferences with respect to my proposed reassignment. Let me know if you have any questions or need additional information.

Best -
cindy

On Thu, Jun 15, 2017 at 7:45 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Assistant Director – International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC.

As the Regional Director for the Southeast Region, you have a deep understanding of the breadth of the U.S. Fish and Wildlife Service's operations and have been involved in many interagency activities related to Gulf Restoration. You also have served as the Branch Chief for Recovery and Consultation in the Washington Office as well as worked for three State Agencies, two other Federal agencies and in the private sector. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to coordinate domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats and meet the Service's international responsibilities under treaties and U.S. laws and regulations as the Assistant Director for International Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

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

From: Lords, Douglas
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Re: Lords - Senior Executive Service Directed Reassignment
Date: Friday, June 23, 2017 2:47:07 PM

Mary, thanks

On Tue, Jun 20, 2017 at 1:21 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Thank you Doug. I'll loop back with you, most likely mid to end of next week, regarding an anticipated effective date.

Thanks,
Mary

On Tue, Jun 20, 2017 at 2:39 PM, Lords, Douglas <douglas_lords@ost.doi.gov> wrote:

Mr. Cason, I look forward to the challenges ahead and meeting with you to discuss this administration's priorities as they pertain to BIA.

Mary, as outlined in Mr. Cason's memorandum attached is my signed reassignment notification.

On Thu, Jun 15, 2017 at 5:04 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Douglas Lords,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Trust Services with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

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Douglas A. Lords CPA

U.S. Department of the Interior

Deputy Special Trustee-Trust Services

Office of the Special Trustee for American Indians

Douglas_Lords@ost.doi.gov

Phone # 505.816.1072

Fax # 505.816.1139

--

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

--

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Douglas A. Lords CPA

U.S. Department of the Interior

Deputy Special Trustee-Trust Services

Office of the Special Trustee for American Indians

Douglas.Lords@ost.doi.gov

Phone # 505.816.1072

Fax # 505.816.1139

From: Pletcher, Mary
To: [Cribley, Bud](#)
Cc: [Katharine MacGregor](#); [James Cason](#); [Michael Nedd](#); [Ted Murphy](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Friday, June 23, 2017 1:57:53 PM

Hi Bud,

Thank you for providing your preference form. How does your schedule look on Monday to talk?

Mary

On Thu, Jun 22, 2017 at 8:33 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Mary,

You will find attached the preference form you requested of me in your June 15th email. I have indicated that I am willing to accept the reassignment offer. I hope you take the time to read my response to the acceptance.

I know we were not able to have a conversation about this offer, I would still like to visit with you if time allows.

Thank you,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

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

--

Mary Pletcher

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

From: Jim James
To: [Pletcher, Mary](#)
Subject: Re: James - Senior Executive Service Directed Reassignment
Date: Thursday, June 22, 2017 4:52:59 PM

Yes. My secretary, scanned it and sent it to you last Friday. Do you need the original?

I was planning to come to DC the week of July 9th to hopefully meet with Mr. Cason, you, Bruce, Hankie, Mike and support staff but don't want to jump the gun on this plan. Please let me know if this sounds reasonable and how you want to handle the acknowledgement form question. I will resend the email with the acknowledge form.

Sent from my iPhone

On Jun 22, 2017, at 2:14 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Hi Jim,

Did you send me back your signed acknowledgement form? I wanted to make sure I didn't miss it in my email.

Thanks,
Mary

On Fri, Jun 16, 2017 at 5:02 PM, James, Jim <jim_james@ost.doi.gov> wrote:

Hi Mary - Thanks for visiting with me earlier. I also want to thank you for considering me for this role. I look forward to the challenge and the opportunity to make some positive contributions. Along those lines, I think it is important to visit with you and/or Mr. Cason at some point before or shortly after this change occurs to lay out the vision, mileposts and timelines for accomplishments. At some point, it will also be important to know where to report, who I will report to, what staff I will have to support my efforts, besides the Regional Directors and short term and long term goals. I know you have thought about these matters and will provide answers to the questions you have immediate answers for and will visit with me later for those that are still being formulated. Thanks again and I look forward to serving in this new capacity.

On Thu, Jun 15, 2017 at 5:02 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear James James,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress

intended the SES to be a mobile corps of members. As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Field Operations with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
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Jim D. James

U.S. Department of the Interior

Deputy Special Trustee - Field Operations

Office of the Special Trustee for American Indians

Jim_James@ost.doi.gov

Phone # 505.816.1388

Fax # 505.816.1367

--

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

From: Pletcher, Mary
To: [James, Jim](mailto:James_Jim)
Subject: Re: James - Senior Executive Service Directed Reassignment
Date: Thursday, June 22, 2017 4:45:27 PM

Hi Jim,

Did you send me back your signed acknowledgement form? I wanted to make sure I didn't miss it in my email.

Thanks,
Mary

On Fri, Jun 16, 2017 at 5:02 PM, James, Jim <jim_james@ost.doi.gov> wrote:

Hi Mary - Thanks for visiting with me earlier. I also want to thank you for considering me for this role. I look forward to the challenge and the opportunity to make some positive contributions. Along those lines, I think it is important to visit with you and/or Mr. Cason at some point before or shortly after this change occurs to lay out the vision, mileposts and timelines for accomplishments. At some point, it will also be important to know where to report, who I will report to, what staff I will have to support my efforts, besides the Regional Directors and short term and long term goals. I know you have thought about these matters and will provide answers to the questions you have immediate answers for and will visit with me later for those that are still being formulated. Thanks again and I look forward to serving in this new capacity.

On Thu, Jun 15, 2017 at 5:02 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear James James,

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

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Best,

Mary

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Mary Pletcher
Department of the Interior
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Jim D. James

U.S. Department of the Interior

Deputy Special Trustee - Field Operations

Office of the Special Trustee for American Indians

Jim_James@ost.doi.gov

Phone # 505.816.1388

Fax # 505.816.1367

--

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

From: Pletcher, Mary
To: [Bud Cribley](#)
Cc: [Katharine MacGregor](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 22, 2017 12:24:36 PM

Bud,

How does your schedule look today to talk?

Mary

On Wed, Jun 21, 2017 at 2:10 PM, Bud Cribley <bcribley@blm.gov> wrote:

I'm available after 4:30 eastern time.

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 21, 2017, at 9:55 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Bud,

What is your schedule like later today or tomorrow morning?

Mary

Sent from my iPhone

On Jun 21, 2017, at 11:26 AM, Bud Cribley <bcribley@blm.gov> wrote:

Mary or Kate,

Is there any chance to visit today regarding this email?

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 15, 2017, at 5:07 PM, Mary Pletcher
<mary_pletcher@ios.doi.gov> wrote:

Bud,

Yes. We can talk about it. Do you have any availability
on Monday to talk?

Thanks,
Mary

Sent from my iPhone

On Jun 15, 2017, at 7:46 PM, Cribley, Bud
<bcribley@blm.gov> wrote:

Mary,

Is there an opportunity to have a
conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM,
Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

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Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at

mary_pletcher@ios.doi.gov by close of
business on June 22, 2017.

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

Best,

Mary

--

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

--

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

From: Katharine MacGregor
To: [Bud Cribley](#)
Cc: [Mary Pletcher](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 2:34:22 PM

Sorry Bud - Haven't had a chance to respond as we are offsite for preparedness training. Definitely can find time to catch up about this. Tonight might be difficult but we could chat tmrw?

Sent from my iPhone

On Jun 21, 2017, at 2:10 PM, Bud Cribley <bcribley@blm.gov> wrote:

I'm available after 4:30 eastern time.

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

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Mary or Kate,

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Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 15, 2017, at 5:07 PM, Mary Pletcher
<mary_pletcher@ios.doi.gov> wrote:

Bud,

Yes. We can talk about it. Do you have any
availability on Monday to talk?

Thanks,
Mary

Sent from my iPhone

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<bcribley@blm.gov> wrote:

Mary,

Is there an opportunity to have a
conversation about this
reassignment?

Bud

Bud C Cribley
State Director BLM-
Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



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<mary_pletcher@ios.doi.gov>

wrote:

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During your career, you have

served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Bud Cribley
To: [Mary Pletcher](#)
Cc: [Katharine MacGregor](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 2:10:28 PM

I'm available after 4:30 eastern time.

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 21, 2017, at 9:55 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Bud,

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Sent from my iPhone

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Bud

Sent from my iPad

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Cell # 907-717-5141
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Thanks,
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Sent from my iPhone

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Is there an opportunity to have a conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Mary Pletcher
To: [Bud Cribley](#)
Cc: [Katharine MacGregor](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 1:55:14 PM

Bud,

What is your schedule like later today or tomorrow morning?

Mary

Sent from my iPhone

On Jun 21, 2017, at 11:26 AM, Bud Cribley <bcribley@blm.gov> wrote:

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Is there any chance to visit today regarding this email?

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

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Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Bud Cribley
To: [Mary Pletcher](#)
Cc: [Katharine MacGregor](#); [James Cason](#); [Michael Nedd](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 11:26:58 AM

Mary or Kate,

Is there any chance to visit today regarding this email?

Bud

Sent from my iPad

Bud C Cribley
State Director, BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
Email: bcribley@blm.gov

On Jun 15, 2017, at 5:07 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Bud,

Yes. We can talk about it. Do you have any availability on Monday to talk?

Thanks,
Mary

Sent from my iPhone

On Jun 15, 2017, at 7:46 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Mary,

Is there an opportunity to have a conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080

email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

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During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

If you have any questions, please let me know. I can be reached at

(202) 208-4505.

Best,

Mary

--

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

From: Benjamin Tuggle
To: [Mary Pletcher](#)
Subject: Re: Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 11:05:12 AM

Thank you.

BNT

Sent from my iPad

> On Jun 21, 2017, at 8:54 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

>

> Benjamin,

>

> Thank you. I wanted to acknowledge receipt of your preference form.

>

>

> Mary

>

>

> Sent from my iPhone

>

>> On Jun 20, 2017, at 7:04 PM, Tuggle, Benjamin <benjamin_tuggle@fws.gov> wrote:

>>

>> Mary,

>>

>> Attached please find my response to my proposed directed reassignment. I understand that the attached form constitutes my expression of my preferences and does not constitute a final decision. I request that the ERB consider my appeal, thank you.

>>

>> Benjamin

>>

>>

>> <Tuggle Preference Form.docx>

From: Mary Pletcher
To: [Tuggle, Benjamin](#)
Subject: Re: Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 10:54:53 AM

Benjamin,

Thank you. I wanted to acknowledge receipt of your preference form.

Mary

Sent from my iPhone

> On Jun 20, 2017, at 7:04 PM, Tuggle, Benjamin <benjamin_tuggle@fws.gov> wrote:
>
> Mary,
>
> Attached please find my response to my proposed directed reassignment. I understand that the attached form constitutes my expression of my preferences and does not constitute a final decision. I request that the ERB consider my appeal, thank you.
>
> Benjamin
>
>
> <Tuggle Preference Form.docx>

From: Bryan Arroyo
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Virginia Johnson](#); [Jim Kurth](#); [Stephen Guertin](#)
Subject: Re: Arroyo - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:59:48 PM

Your welcome Mary.

Sent from my iPhone

On Jun 20, 2017, at 3:38 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Thank you Bryan.

Mary

On Fri, Jun 16, 2017 at 12:46 PM, Arroyo, Bryan <bryan_arroyo@fws.gov> wrote:

Mary:

Please find attached my acknowledgement of the reassignment and waiver of the 15-day notice.

Thanks,
Bryan

On Thu, Jun 15, 2017 at 7:47 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bryan Arroyo,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to

Deputy Director, Office of Environmental Policy and Compliance with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Pletcher, Mary
To: [Pierre-Louis, Alesia](mailto:Alesia.Pierre-Louis@ios.doi.gov)
Subject: Re: Pierre-Louis - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:39:51 PM

Thank you Alesia.

Mary

On Fri, Jun 16, 2017 at 10:25 AM, Pierre-Louis, Alesia <alesia_pierre-louis@ios.doi.gov> wrote:

My signed acknowledgement and decision is attached. Thank you for your confidence.

Alesia J. Pierre-Louis

Chief Learning Officer and Director, Office of Strategic

Employee and Organization Development, DOI

alesia_pierre-louis@ios.doi.gov

(202) 513-7671

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On Thu, Jun 15, 2017 at 7:15 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Alesia Pierre-Louis,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director of Human Capital Management with the Assistant Secretary – Indian Affairs, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Aragon, Jose
To: [Pletcher, Mary](#)
Subject: Re: Aragon - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:38:37 PM

Thanks! Would it be premature to contact Olivia at this time?

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Tue, Jun 20, 2017 at 3:34 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Thank you Jose. Per the question you raised, I expect the effective date to be Sunday, July 9.

Thanks,
Mary

On Mon, Jun 19, 2017 at 9:10 AM, Aragon, Jose <jaragon@usgs.gov> wrote:
Trying again with the signed attachment

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Mon, Jun 19, 2017 at 9:09 AM, Aragon, Jose <jaragon@usgs.gov> wrote:
Mary,

Attached is the signed form acknowledging receipt.

It's not clear to me what my reporting date will be. Am wondering if reporting date can be after July 4th?

Thanks again.

v/r,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration

US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Thu, Jun 15, 2017 at 7:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jose Aragon,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to **Senior Advisor with the Assistant Secretary – Policy, Management and Budget**, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

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

From: Pletcher, Mary
To: [Arroyo, Bryan](#)
Cc: [James Cason](#); [Virginia Johnson](#); [Jim Kurth](#); [Stephen Guertin](#)
Subject: Re: Arroyo - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:38:16 PM

Thank you Bryan.

Mary

On Fri, Jun 16, 2017 at 12:46 PM, Arroyo, Bryan <bryan_arroyo@fws.gov> wrote:

Mary:

Please find attached my acknowledgement of the reassignment and waiver of the 15-day notice.

Thanks,
Bryan

On Thu, Jun 15, 2017 at 7:47 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bryan Arroyo,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Director, Office of Environmental Policy and Compliance with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Pletcher, Mary
To: [Aragon, Jose](#)
Cc: [William Werkheiser](#)
Subject: Re: Aragon - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:34:23 PM

Thank you Jose. Per the question you raised, I expect the effective date to be Sunday, July 9.

Thanks,
Mary

On Mon, Jun 19, 2017 at 9:10 AM, Aragon, Jose <jaragon@usgs.gov> wrote:
Trying again with the signed attachment

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Mon, Jun 19, 2017 at 9:09 AM, Aragon, Jose <jaragon@usgs.gov> wrote:
Mary,

Attached is the signed form acknowledging receipt.

It's not clear to me what my reporting date will be. Am wondering if reporting date can be after July 4th?

Thanks again.

v/r,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Thu, Jun 15, 2017 at 7:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jose Aragon,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA

was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members. As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Advisor with the Assistant Secretary – Policy, Management and Budget, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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

From: Pletcher, Mary
To: [Bearpaw, George](mailto:George.Bearpaw@bia.gov)
Subject: Re: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:33:11 PM

Thank you George.

Mary

On Mon, Jun 19, 2017 at 9:28 AM, Bearpaw, George <george.bearpaw@bia.gov> wrote:

Good morning Mary,

Here is my acceptance. Thanks.

George W. Bearpaw
Director, Office of Budget and Performance Management
Office of the Assistant Secretary - Indian Affairs
1849 C Street, NW
Washington, DC 20240
(202) 219-3857
(202) 699-0554 cell
(202) 208-6635 fax
george.bearpaw@bia.gov

On Thu, Jun 15, 2017 at 6:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear George Bearpaw,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Midwest Region with the Bureau of Indian Affairs, located in Minneapolis, Minnesota.

Throughout your career, you have held a variety of leadership positions serving Indian Country - both within tribal government and federal government. You have served as the Executive Director of Tribal Operations for the Cherokee Nation and the Executive Director for the Kickapoo Tribe of Oklahoma. You served as the Acting Area Director for the Tucson Area Indian Health Service for the Indian Health Service. Most recently, you have served as the Budget Officer for the Assistant Secretary for Indian Affairs. Your diversity of leadership experience serving Indian Country makes you well qualified to serve as the Regional Director, Midwest Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

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

From: Pletcher, Mary
To: [Vietzke, Gay](mailto:Vietzke.Gay)
Subject: Re: Vietzke - Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:28:35 PM

Thank you Gay.

Mary

On Mon, Jun 19, 2017 at 1:34 PM, Vietzke, Gay <gay_vietzke@nps.gov> wrote:

Mary,

Attached please find the electronic form.

Thank you so much for talking to me on Friday.

I'm on leave this week, but can be reached by cell phone at (b) (6).

Thanks,
Gay

On Thu, Jun 15, 2017 at 7:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Gay Vietzke,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Northeast Region with the National Park Service, located in Philadelphia, Pennsylvania.

During your National Park Service career, you have served in a variety of positions within the Northeast Region including as the Deputy Regional Director where you oversaw

regional programs in Park Operations, Resource Stewardship and Science and External Affairs and Partnerships that supported the 85+ parks in the region. Most recently, you have served as the Superintendent of the National Mall and Memorial Parks where you have overseen operations at the Washington Monument; Jefferson, FDR, MLK and Lincoln Memorials, as well as the Vietnam Memorial, East and West Potomac Parks, and the historic national mall. You are well qualified to serve as Regional Director, Northeast Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

Gay Vietzke
Superintendent
National Mall and Memorial Parks
900 Ohio Drive, SW
Washington, DC 20024
202-245-4661

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--

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

From: Pletcher, Mary
To: [Janine Velasco](#)
Cc: [John Ruhs](#); [Stephen Guertin](#)
Subject: Re: Velasco - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:26:26 PM

Thank you Janine.

Mary

On Tue, Jun 20, 2017 at 1:02 PM, Janine Velasco <jvelasco@blm.gov> wrote:

Hi Mary – this is to acknowledge that I am in receipt of your letter.

I do not wish to waive the 15 day notice And request that the action be effected at least 15 days after your memorandum advising me of my reassignment. I understand that the reassignment will not be effective before June 29, 2017.

Thank you,
Janine.

Sent from my iPhone

On Jun 15, 2017, at 7:26 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Janine Velasco,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Assistant Director – Business Management Operations with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your

acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Velasco Reassignment.pdf>

--

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

From: Pletcher, Mary
To: [Lords, Douglas](#)
Cc: [James Cason](#); [Debra Dumontier](#)
Subject: Re: Lords - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 3:21:45 PM

Thank you Doug. I'll loop back with you, most likely mid to end of next week, regarding an anticipated effective date.

Thanks,
Mary

On Tue, Jun 20, 2017 at 2:39 PM, Lords, Douglas <douglas_lords@ost.doi.gov> wrote:

Mr. Cason, I look forward to the challenges ahead and meeting with you to discuss this administration's priorities as they pertain to BIA.

Mary, as outlined in Mr. Cason's memorandum attached is my signed reassignment notification.

On Thu, Jun 15, 2017 at 5:04 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Douglas Lords,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Trust Services with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

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Douglas A. Lords CPA

U.S. Department of the Interior

Deputy Special Trustee-Trust Services

Office of the Special Trustee for American Indians

Douglas_Lords@ost.doi.gov

Phone # 505.816.1072

Fax # 505.816.1139

--

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

From: Janine Velasco
To: [Pletcher, Mary](#)
Cc: jruhs@blm.gov; stephen_guertin@fws.gov
Subject: Re: Velasco - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 1:02:53 PM

Hi Mary – this is to acknowledge that I am in receipt of your letter.

I do not wish to waive the 15 day notice And request that the action be effected at least 15 days after your memorandum advising me of my reassignment. I understand that the reassignment will not be effective before June 29, 2017.

Thank you,
Janine.

Sent from my iPhone

On Jun 15, 2017, at 7:26 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Janine Velasco,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Assistant Director – Business Management Operations with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Velasco Reassignment.pdf>

From: Pletcher, Mary
To: [Lauro, Salvatore](mailto:Lauro.Salvatore)
Subject: Re: Our conversation
Date: Tuesday, June 20, 2017 10:47:39 AM

Sal,

Thank you for the follow up. It's good to know what that Mike Need is supportive. I'll talk to the ERB about your request. They would ultimately have to approve the establishment of the position and your movement into the position.

Thanks,
Mary

On Tue, Jun 20, 2017 at 10:40 AM, Lauro, Salvatore <slauro@blm.gov> wrote:

Mary,

I spoke to Mike Nedd this morning and told him what I had asked reference my staying at BLM prior to retiring. He advised that he is supportive of what I proposed and would simply move me into a Senior Adviser role until I left.

Thanks,

Sal

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

--

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

From: Dohner, Cynthia
To: [Pletcher, Mary](#)
Cc: [Virginia Johnson](#); [Jim Kurth](#); [Maureen Foster](#); [Steve Guertin](#); [Cindy Dohner](#)
Subject: Re: Dohner - Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 9:41:53 AM

Hi Mary,

I just left a voice mail message for you on your office phone. I know you must be busy helping people but I have another question for you as I work my way through my options regarding this proposal. I would appreciate a call, the earlier the better, and it shouldn't take too long. Thanks and I can be reached at (b) (6) (m).

Best -
cindy

On Thu, Jun 15, 2017 at 7:45 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Assistant Director – International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC.

As the Regional Director for the Southeast Region, you have a deep understanding of the breadth of the U.S. Fish and Wildlife Service's operations and have been involved in many interagency activities related to Gulf Restoration. You also have served as the Branch Chief for Recovery and Consultation in the Washington Office as well as worked for three State Agencies, two other Federal agencies and in the private sector. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to coordinate domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats and meet the Service's international responsibilities under treaties and U.S. laws and regulations as the Assistant Director for International Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Pletcher, Mary
To: Burkett, Virginia
Subject: Re: Burkett - Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 9:04:53 AM

Thank you Virginia.

Mary

On Sun, Jun 18, 2017 at 11:14 AM, Burkett, Virginia <virginia_burkett@usgs.gov> wrote:

Dear Mary,
I have attached the form stating my preference.
Virginia

On Thu, Jun 15, 2017 at 7:35 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Virginia Burkett,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor to the Assistant Secretary – Water and Science with the Office of the Assistant Secretary – Water and Science, located in Washington, DC.

During your career, you have served in scientific leadership positions related to climate change and land use planning. In your current role as Associate Director for Climate and Land Use Change, you lead the Land Change Science Program, Land Remote Sensing Program, National Climate Change and Wildlife Science Center, Climate Research and Development Program, Carbon Sequestration assessments, and the Earth Resources Observation and Science Center. You served as a Lead Author of the United Nation's Intergovernmental Panel on Climate Change. You also served as the Chief Scientist for the Climate and Land Use planning area for USGS. As part of this role, you worked with other federal agencies such as Energy, State, Transportation, and FEMA and non-federal agencies and institutions. You have demonstrated your adeptness at leading others in taking an enterprise/system-wide view of complex natural resource challenges; are highly

knowledgeable about earth resources including water resources; and have shown an aptitude in working with a variety of scientists, engineers and other stakeholders. You are well qualified to serve as Senior Advisor to the Assistant Secretary – Water and Science in Washington, DC.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

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

From: Pletcher, Mary
To: [Riggs, Helen](mailto:Helen.Riggs@bia.gov)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 2:15:09 PM

I'm in 5120.

On Mon, Jun 19, 2017 at 2:13 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:
i'll be there.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Mon, Jun 19, 2017 at 1:51 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Do you want to come to my office at 3pm?

Mary

On Mon, Jun 19, 2017 at 1:43 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:
I'm open

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Mon, Jun 19, 2017 at 1:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
What does your schedule look like this afternoon?

Mary

On Mon, Jun 19, 2017 at 1:40 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:
Hi Mary,

Do you have some time this afternoon to talk with me. I just have a few questions on the notice that I received and would like to discuss in person.

I'm here in MIB this week.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

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Mary Pletcher
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(202) 208-4505

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

From: Riggs, Helen
To: Pletcher, Mary
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 2:14:37 PM

i'll be there.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Mon, Jun 19, 2017 at 1:51 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Do you want to come to my office at 3pm?

Mary

On Mon, Jun 19, 2017 at 1:43 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:
I'm open

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Mon, Jun 19, 2017 at 1:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
What does your schedule look like this afternoon?

Mary

On Mon, Jun 19, 2017 at 1:40 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:
Hi Mary,

Do you have some time this afternoon to talk with me. I just have a few questions on the notice that I received and would like to discuss in person.

I'm here in MIB this week.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs

1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

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

--

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

From: Pletcher, Mary
To: [Riggs, Helen](mailto:Riggs.Helen)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 1:51:31 PM

Do you want to come to my office at 3pm?

Mary

On Mon, Jun 19, 2017 at 1:43 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:

I'm open

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Mon, Jun 19, 2017 at 1:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

What does your schedule look like this afternoon?

Mary

On Mon, Jun 19, 2017 at 1:40 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:

Hi Mary,

Do you have some time this afternoon to talk with me. I just have a few questions on the notice that I received and would like to discuss in person.

I'm here in MIB this week.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

The Senior Executive Service (SES) was established by Title IV of the Civil Service

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

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Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

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

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

From: Riggs, Helen
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 1:44:10 PM

I'm open

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Mon, Jun 19, 2017 at 1:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
What does your schedule look like this afternoon?

Mary

On Mon, Jun 19, 2017 at 1:40 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:
Hi Mary,

Do you have some time this afternoon to talk with me. I just have a few questions on the notice that I received and would like to discuss in person.

I'm here in MIB this week.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

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The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

Mary Pletcher

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

From: Pletcher, Mary
To: [Riggs, Helen](mailto:Helen.Riggs@bia.gov)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 1:42:59 PM

What does your schedule look like this afternoon?

Mary

On Mon, Jun 19, 2017 at 1:40 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:

Hi Mary,

Do you have some time this afternoon to talk with me. I just have a few questions on the notice that I received and would like to discuss in person.

I'm here in MIB this week.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

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Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

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

From: Riggs, Helen
To: [Pletcher, Mary](#)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 1:41:05 PM

Hi Mary,

Do you have some time this afternoon to talk with me. I just have a few questions on the notice that I received and would like to discuss in person.

I'm here in MIB this week.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee

for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Pletcher, Mary
To: [Welch, Ruth](#)
Subject: Re: Welch - Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 12:03:47 PM

Ruth,

Pay increases are not automatic in moving between positions. Under Interior's SES pay policy, the tier of the position (considers responsibility and geography) is considered as well as other factors. As outlined in your notice, the ERB has determined that your pay level will be the same.

Let me know if you have other questions.

Thanks,
Mary

On Mon, Jun 19, 2017 at 11:54 AM, Welch, Ruth <rwelch@blm.gov> wrote:

Yes, I do. When I've moved between SES jobs, I received a pay increase. Why would this not be the case now. Especially since this is a move I do not want to make.

Ruth

Ruth Welch
State Director, Colorado
Bureau of Land Management
Office - 303-239-3700
Cell - 703-946-5814

On Mon, Jun 19, 2017 at 9:52 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ruth,

The memo notifying you of your reassignment indicated that your pay level would remain the same. Please let me know if you have any questions about this.

Thanks,
Mary

On Fri, Jun 16, 2017 at 3:31 PM, Ruth Welch <rwelch@blm.gov> wrote:

Thanks, Mary.

(b) (6). Please let me know how I go about doing that.

Much appreciated -

Ruth

Sent from my iPad

On Jun 15, 2017, at 5:32 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Ruth Welch,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to **Director, Policy and Administration with the Bureau of Reclamation, located in Lakewood, Colorado.** The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Welch Reassignment.pdf>

--

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

--

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

From: Hall, Kym A
To: [Pletcher, Mary](#)
Subject: Re: SES certification
Date: Monday, June 19, 2017 11:56:40 AM

Mary, thanks for the response. (b) (6) but appreciate you making sure it gets over to OPM. Thanks. Also, is there an official certificate issued upon certification or what do we get in hand that verifies our status? Thanks.

Kym A. Hall
Superintendent
Colonial National Historical Park
Office (757) 898-2400
Cell (520) 678-0668

On Mon, Jun 19, 2017 at 9:38 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Kym,

Sorry for my delayed response back to you. The long and the short of it is our CDP packages ended up caught up in the transition. We didn't have an ERB until the last few weeks. Now I've been delegated authority to sign off on the packages so they are now moving again. Your package should be at OPM this week. We'll let you know when it goes over.

Thanks,
Mary

On Wed, Jun 14, 2017 at 3:26 PM, Kym A Hall <kym_hall@nps.gov> wrote:

Mary, I'm wondering if my final template and package has made it over to OPM yet? (b) (6)

Can you let me know where that stands? Thanks very much. Kym Hall

Sent from my iPad

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

From: Welch, Ruth
To: [Pletcher, Mary](#)
Subject: Re: Welch - Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 11:54:26 AM

Yes, I do. When I've moved between SES jobs, I received a pay increase. Why would this not be the case now. Especially since this is a move I do not want to make.

Ruth

Ruth Welch
State Director, Colorado
Bureau of Land Management
Office - 303-239-3700
Cell - 703-946-5814

On Mon, Jun 19, 2017 at 9:52 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ruth,

The memo notifying you of your reassignment indicated that your pay level would remain the same. Please let me know if you have any questions about this.

Thanks,
Mary

On Fri, Jun 16, 2017 at 3:31 PM, Ruth Welch <rwelch@blm.gov> wrote:

Thanks, Mary.

(b) (6) . Please let me know how I go about doing that.

Much appreciated -

Ruth

Sent from my iPad

On Jun 15, 2017, at 5:32 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Ruth Welch,

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

Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to **Director, Policy and Administration with the Bureau of Reclamation, located in Lakewood, Colorado.** The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Welch Reassignment.pdf>

--

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

From: Pletcher, Mary
To: [Ruth Welch](#)
Subject: Re: Welch - Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 11:53:04 AM

Ruth,

The memo notifying you of your reassignment indicated that your pay level would remain the same. Please let me know if you have any questions about this.

Thanks,
Mary

On Fri, Jun 16, 2017 at 3:31 PM, Ruth Welch <rwelch@blm.gov> wrote:

Thanks, Mary.

(b) (6). Please let me know how I go about doing that.

Much appreciated -

Ruth

Sent from my iPad

On Jun 15, 2017, at 5:32 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Ruth Welch,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Policy and Administration with the Bureau of Reclamation, located in Lakewood, Colorado. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt

and decision electronically or send via mail.

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

Best,

Mary

--

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

<Welch Reassignment.pdf>

--

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

From: Pletcher, Mary
To: [Kym A Hall](#)
Subject: Re: SES certification
Date: Monday, June 19, 2017 9:38:27 AM

Kym,

Sorry for my delayed response back to you. The long and the short of it is our CDP packages ended up caught up in the transition. We didn't have an ERB until the last few weeks. Now I've been delegated authority to sign off on the packages so they are now moving again. Your package should be at OPM this week. We'll let you know when it goes over.

Thanks,
Mary

On Wed, Jun 14, 2017 at 3:26 PM, Kym A Hall <kym_hall@nps.gov> wrote:

Mary, I'm wondering if my final template and package has made it over to OPM yet? (b) (6)

Can you let me know where that stands? Thanks very much. Kym Hall

Sent from my iPad

--

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

From: Pletcher, Mary
To: Stone, Eric J CIV NSWCCD West Bethesda, 01
Subject: Re: Status of SES Certificate
Date: Monday, June 19, 2017 9:37:50 AM

Hi Eric,

Sorry for my delayed response back to you. The long and the short of it is our CDP packages ended up caught up in the transition. We didn't have an ERB until the last few weeks. Now I've been delegated authority to sign off on the packages so they are now moving again. Your package is at OPM - we'll let you know when we hear anything back.

Thanks,
Mary

On Thu, May 18, 2017 at 8:47 AM, Stone, Eric J CIV NSWCCD West Bethesda, 01 <eric.j.stone1@navy.mil> wrote:

Mary,

Hope you've been well. I'm sure it's been a very interesting past six months at Interior!

(b) (6)

I've been surprised how long our pilot process to get QRB certification has taken (b) (6)

re you aware of how far along my package is?

Thanks and hope to see you at Lynn's retirement party!

Eric Stone
Comptroller, NSWC Carderock
Code 01
Office (301) 227-2496 DSN 287-2496
Cell (301) 655-7109
eric.j.stone1@navy.mil

--

Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer

(202) 208-4505

From: Aragon, Jose
To: [Pletcher, Mary](#)
Cc: [William Werkheiser](#)
Subject: Re: Aragon - Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 9:10:33 AM

Mary,

Attached is the signed form acknowledging receipt.

It's not clear to me what my reporting date will be. Am wondering if reporting date can be after July 4th?

Thanks again.

v/r,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Thu, Jun 15, 2017 at 7:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jose Aragon,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Advisor with the Assistant Secretary – Policy, Management and Budget, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

If you have any questions about the memorandum, please let me know. I can be reached at

(202) 208-4505.

Best,

Mary

--

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

From: Cynthia Dohner
To: [Pletcher, Mary](#)
Cc: [Virginia Johnson](#); [Jim Kurth](#); [Foster Maureen](#); [Guertin Steve](#); [Dohner Cindy](#)
Subject: Re: Dohner - Proposed Senior Executive Service Directed Reassignment
Date: Sunday, June 18, 2017 10:23:26 AM

Mary,

Thanks for finding time to meet with me last Friday and answering some of my questions related to this proposal. I appreciate you giving me until June 26 to send in my preference form (b) (6)

As we discussed, I will work with individuals with the FWS but please send me a copy of the PD for the AD-International Affairs and information related to move. This information will help inform my discussion with my husband and when I fill out my preference form.

I also raised some of the issues we discussed to Steve as you recommended. Thanks for any and all help.

Best -
Cindy Dohner

On Jun 15, 2017, at 7:45 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Assistant Director – International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC.

As the Regional Director for the Southeast Region, you have a deep understanding of the breadth of the U.S. Fish and Wildlife Service's operations and have been involved in many interagency activities related to Gulf Restoration. You also have served as the Branch Chief for Recovery and Consultation in the Washington Office as well as worked for three State Agencies, two other Federal agencies and in the private sector. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to coordinate domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats and meet the Service's international responsibilities under treaties and U.S. laws and regulations as the Assistant Director for International Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

<Dohner Preference Form.docx>

From: Salvatore Lauro
To: [Mary Pletcher](#)
Subject: Re: Lauro - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 5:22:09 PM

That would be fine. I'll see you at 1. Have a good weekend.

Thanks,

Sal

Sent from my iPhone

On Jun 16, 2017, at 5:20 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

How about 1pm?

Mary

Sent from my iPhone

On Jun 16, 2017, at 2:18 PM, Salvatore Lauro <slauro@blm.gov> wrote:

Mary,

I have a meeting from 9:30-11 and another from 3-4. I can rearrange my schedule to meet your availability.

Sal

Sent from my iPhone

On Jun 16, 2017, at 1:58 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Hi Sal,

What does your schedule look like on Monday?

Mary

Sent from my iPhone

On Jun 16, 2017, at 12:30 PM, Lauro, Salvatore

<slauro@blm.gov> wrote:

Mary,

I am not available this afternoon, but would like to meet with you. Can you find some time when we can meet on Monday?

Thanks,

Sal

On Thu, Jun 15, 2017 at 7:30 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Salvatore Lauro,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and

email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

From: Mary Pletcher
To: [Salvatore Lauro](#)
Subject: Re: Lauro - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 5:20:10 PM

How about 1pm?

Mary

Sent from my iPhone

On Jun 16, 2017, at 2:18 PM, Salvatore Lauro <slauro@blm.gov> wrote:

Mary,

I have a meeting from 9:30-11 and another from 3-4. I can rearrange my schedule to meet your availability.

Sal

Sent from my iPhone

On Jun 16, 2017, at 1:58 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Hi Sal,

What does your schedule look like on Monday?

Mary

Sent from my iPhone

On Jun 16, 2017, at 12:30 PM, Lauro, Salvatore <slauro@blm.gov> wrote:

Mary,

I am not available this afternoon, but would like to meet with you.
Can you find some time when we can meet on Monday?

Thanks,

Sal

On Thu, Jun 15, 2017 at 7:30 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Salvatore Lauro,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

From: James, Jim
To: [Pletcher, Mary](#)
Cc: [James Cason](#)
Subject: Re: James - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 5:03:01 PM

Hi Mary - Thanks for visiting with me earlier. I also want to thank you for considering me for this role. I look forward to the challenge and the opportunity to make some positive contributions. Along those lines, I think it is important to visit with you and/or Mr. Cason at some point before or shortly after this change occurs to lay out the vision, mileposts and timelines for accomplishments. At some point, it will also be important to know where to report, who I will report to, what staff I will have to support my efforts, besides the Regional Directors and short term and long term goals. I know you have thought about these matters and will provide answers to the questions you have immediate answers for and will visit with me later for those that are still being formulated. Thanks again and I look forward to serving in this new capacity.

On Thu, Jun 15, 2017 at 5:02 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear James James,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Field Operations with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

WARNING: *This e-mail (including any attachments) may contain Privacy Act Data/Sensitive Data which is intended only for the use of individual(s) to whom it is addressed. It may contain information that is privileged, confidential, or otherwise protected from disclosure under applicable laws. If you are not the intended recipient, you are hereby notified that any distribution or copy of this e-mail is strictly prohibited.*

Jim D. James

U.S. Department of the Interior

Deputy Special Trustee - Field Operations

Office of the Special Trustee for American Indians

Jim_James@ost.doi.gov

Phone # 505.816.1388

Fax # 505.816.1367

From: Aragon, Jose
To: [Pletcher, Mary](#)
Subject: Re: Aragon - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 4:14:17 PM

Thanks Mary. That's great news!

I'll scan the doc on Monday and email it to you.

Can you tell me where I will need to report on June 29th?

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Thu, Jun 15, 2017 at 7:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jose Aragon,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to **Senior Advisor with the Assistant Secretary – Policy, Management and Budget**, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

From: Ruth Welch
To: [Pletcher, Mary](#)
Subject: Re: Welch - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 3:32:00 PM

Thanks, Mary.

(b) (6) . Please let me know how I go about doing that.

Much appreciated -

Ruth

Sent from my iPad

On Jun 15, 2017, at 5:32 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Ruth Welch,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Policy and Administration with the Bureau of Reclamation, located in Lakewood, Colorado. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Welch Reassignment.pdf>

From: Weldon Loudermilk
To: [Pletcher, Mary](#)
Cc: mike.black@bia.gov
Subject: Re: Deerinwater - Proposed Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 2:24:38 PM

Mary,

(b) (6)



If you have any questions or want to discuss further, please let me know.

-Best Regards,

This e-mail (including attachments) is intended for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential, or otherwise protected by applicable law. If you are not the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this e-mail or its contents is strictly prohibited. If you receive this e-mail in error, please notify the sender immediately and destroy all copies. Thank you.

On Jun 15, 2017, at 6:39 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Daniel Deerinwater,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Northwest Region with the Bureau of Indian Affairs, located in Portland, Oregon.

During your tenure at the Bureau of Indian Affairs, you have served in a variety of management positions within the Bureau. In your capacity as Regional Director, Southern Plains, you have supported other BIA regions, including the Northwest Region, advance management priorities. Your ability to engage effectively with employees and strong business acumen skills makes you well qualified to serve as Regional Director, Northwest Region, Bureau of Indian Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

<Deerinwater Preference Form.docx>

From: Salvatore Lauro
To: [Mary Pletcher](#)
Subject: Re: Lauro - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 2:19:29 PM

Mary,

I have a meeting from 9:30-11 and another from 3-4. I can rearrange my schedule to meet your availability.

Sal

Sent from my iPhone

On Jun 16, 2017, at 1:58 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Hi Sal,

What does your schedule look like on Monday?

Mary

Sent from my iPhone

On Jun 16, 2017, at 12:30 PM, Lauro, Salvatore <slauro@blm.gov> wrote:

Mary,

I am not available this afternoon, but would like to meet with you. Can you find some time when we can meet on Monday?

Thanks,

Sal

On Thu, Jun 15, 2017 at 7:30 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Salvatore Lauro,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a

mobile corps of members. As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

From: Mary Pletcher
To: [Amy Lueders](#)
Subject: Re: Lueders - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 2:01:44 PM

Amy,

10am will work for me on Monday. I sent you an invite with a cryptic title.

Thanks,
Mary

Sent from my iPhone

On Jun 16, 2017, at 1:34 PM, Amy Lueders <alueders@blm.gov> wrote:

Would you be available for a call on Monday to discuss? Would 10:00 eastern work for u? Let me know
Thx

Sent from my iPhone

On Jun 15, 2017, at 5:28 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Amy Lueders,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Albuquerque with the U.S. Fish and Wildlife Service, located in

Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Lueders Reassignment.pdf>

From: Mary Pletcher
To: [Lauro, Salvatore](#)
Subject: Re: Lauro - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 1:58:55 PM

Hi Sal,

What does your schedule look like on Monday?

Mary

Sent from my iPhone

On Jun 16, 2017, at 12:30 PM, Lauro, Salvatore <slauro@blm.gov> wrote:

Mary,

I am not available this afternoon, but would like to meet with you. Can you find some time when we can meet on Monday?

Thanks,

Sal

On Thu, Jun 15, 2017 at 7:30 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Salvatore Lauro,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal

notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

From: Amy Lueders
To: [Pletcher, Mary](#)
Subject: Re: Lueders - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 1:35:00 PM

Would you be available for a call on Monday to discuss? Would 10:00 eastern work for u?
Let me know
Thx

Sent from my iPhone

On Jun 15, 2017, at 5:28 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Amy Lueders,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Albuquerque with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Lueders Reassignment.pdf>

From: Lauro, Salvatore
To: [Pletcher, Mary](#)
Subject: Re: Lauro - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 12:30:56 PM

Mary,

I am not available this afternoon, but would like to meet with you. Can you find some time when we can meet on Monday?

Thanks,

Sal

On Thu, Jun 15, 2017 at 7:30 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Salvatore Lauro,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

Salvatore R. Lauro
Director
Office of Law Enforcement and Security
slauro@blm.gov
(o) 202 208-3269
(f) 202 501-2582

From: Pletcher, Mary
To: [Hildebrandt, Betsy](mailto:Hildebrandt.Betsy)
Subject: Re: Hildebrandt - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 10:22:51 AM

Hi Betsy,

Can you resend your attachment? It didn't come through.

(b) (6). Your effective date at USGS would be July 9 (Sunday that is the start of the pay period).

Thanks,
Mary

On Fri, Jun 16, 2017 at 10:08 AM, Hildebrandt, Betsy <betsy_hildebrandt@fws.gov> wrote:
Mary, attached please find my paperwork. (b) (6)
(b) (6) start at GS on July 10? Thank you!

On Thu, Jun 15, 2017 at 7:48 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Betsy Hildebrandt,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Associate Director for Communications and Publishing with the U.S. Geological Survey, located in Reston, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

Betsy Hildebrandt
Assistant Director - External Affairs
U.S. Fish & Wildlife Service
betsy_hildebrandt@fws.gov
202-208-5256

--

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

From: Hildebrandt, Betsy
To: [Pletcher, Mary](#)
Subject: Re: Hildebrandt - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 10:09:10 AM

Mary, attached please find my paperwork. (b) (6)
start at GS on July 10? Thank you!

On Thu, Jun 15, 2017 at 7:48 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Betsy Hildebrandt,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Associate Director for Communications and Publishing with the U.S. Geological Survey, located in Reston, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer

(202) 208-4505

--

Betsy Hildebrandt
Assistant Director - External Affairs
U.S. Fish & Wildlife Service
betsy_hildebrandt@fws.gov
202-208-5256

From: Peg Romanik
To: [Pletcher, Mary](#)
Subject: Re: Romanik - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 9:46:49 AM

Good morning Mary,

I am excited for this new challenge. But, I am working from home today and my printer is not working. I will sign and return on Monday. Peg

Sent from my iPad
Peg Romanik
Acting Regional Solicitor
Counselor to the Solicitor
(202) 957-7483

On Jun 15, 2017, at 7:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Peg Romanik,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Associate Solicitor – Parks and Wildlife with the Office of the Solicitor, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Romanik Reassignment.pdf>

From: Bud Cribley
To: [Mary Pletcher](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 9:46:34 PM

Yes. I will touch bases tomorrow to get a call set up.

Thank you.

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # [907-717-5141](#)
Office # [907-271-5080](#)
email: bcribley@blm.gov

On Jun 15, 2017, at 5:07 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Bud,

Yes. We can talk about it. Do you have any availability on Monday to talk?

Thanks,
Mary

Sent from my iPhone

On Jun 15, 2017, at 7:46 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Mary,

Is there an opportunity to have a conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Mary Pletcher
To: [Cribley, Bud](#)
Cc: [Katharine MacGregor](#); [James Cason](#); [Michael Nedd](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 9:07:10 PM

Bud,

Yes. We can talk about it. Do you have any availability on Monday to talk?

Thanks,
Mary

Sent from my iPhone

On Jun 15, 2017, at 7:46 PM, Cribley, Bud <bcribley@blm.gov> wrote:

Mary,

Is there an opportunity to have a conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

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

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During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Pletcher, Mary
To: [Riggs, Helen](#)
Cc: [James Cason](#); [Michael Black](#); [Weldon Loudermilk](#)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 7:54:05 PM

Helen,

That is correct. For this proposed directed reassignment, you would be relocated to Albuquerque, New Mexico.

Thanks,
Mary

On Thu, Jun 15, 2017 at 7:44 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:

Mary,

Does this mean that I will be moved to Albuquerque, NM?

Thanks,

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members.

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Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for

American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

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

--

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

From: Cribley, Bud
To: [Pletcher, Mary](#)
Cc: [Katharine MacGregor](#); [James Cason](#); [Michael Nedd](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 7:46:38 PM

Mary,

Is there an opportunity to have a conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

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

From: Riggs, Helen
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Michael Black](#); [Weldon Loudermilk](#)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 7:45:12 PM

Mary,

Does this mean that I will be moved to Albuquerque, NM?

Thanks,

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

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Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee

for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

From: Darren Cruzan
To: [Pletcher, Mary](#)
Subject: Re: Cruzan - Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 7:07:56 PM

That's great news, thanks Mary!

Sent from my iPhone

On Jun 15, 2017, at 6:53 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Darren Cruzan,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Office of Law Enforcement and Security with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

<Cruzan Reassignment.pdf>

From: Keable, Edward
To: [Pletcher, Mary](#)
Subject: Re: draft language for emails
Date: Thursday, June 15, 2017 12:31:16 PM

Mary,

Sorry for the delay in getting back to you on this. I was on the Hill this morning.

(b) (5)

We can talk at 1:30.

Ed

On Wed, Jun 14, 2017 at 6:51 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

I'll be sending the reassignment notices likely tomorrow night. (b) (5)

?

Subject: <<Name of Executive>> Senior Executive Service Directed Reassignment

Dear <<Name of Executive>>,

(b) (5)

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

Best,
Mary

--
Mary Pletcher
Department of the Interior

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

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Pletcher, Mary
To: [Edward Keable](#)
Cc: [Michelle Oxyer](#)
Subject: Re: draft language for emails
Date: Thursday, June 15, 2017 12:27:38 PM

Ed,

(b) (5)

Subject: <<Name of Executive>> Senior Executive Service Directed Reassignment

Dear <<Name of Executive>>,

(b) (5)

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

Best,
Mary

On Wed, Jun 14, 2017 at 6:51 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

I'll be sending the reassignment notices likely tomorrow night. (b) (5)

Subject: <<Name of Executive>> Senior Executive Service Directed Reassignment

Dear <<Name of Executive>>,

(b) (5)

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

Best,
Mary

--

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

--

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

From: Daniel Jorjani
To: [Mary Pletcher](#)
Subject: Re: ERB Question
Date: Thursday, June 15, 2017 2:41:34 AM

Just checking. Much appreciated.

Sent from my iPhone

> On Jun 15, 2017, at 12:01 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

>

> Dan,

>

> We are reassigning GV for Northeast.

>

> We can advertise Yosemite and still do directed reassignment if that's

> what the ERB would like to do.

>

>

> Mary

>

>

> Sent from my iPhone

>

>> On Jun 14, 2017, at 10:11 PM, Daniel Jorjani <daniel.jorjani@sol.doi.gov> wrote:

>>

>> Mary - Are we advertising NPS Northeast region or are we assigning GV

>> to it via a directed reassignment? Also, if we advertise Yosemite,

>> does that prevent the ERB from doing a directed reassignment if the

>> ERB so decides? Thank you.

>>

>> Sent from my iPhone

From: Mary Pletcher
To: [Daniel Jorjani](#)
Subject: Re: ERB Question
Date: Thursday, June 15, 2017 12:01:39 AM

Dan,

We are reassigning GV for Northeast.

We can advertise Yosemite and still do directed reassignment if that's what the ERB would like to do.

Mary

Sent from my iPhone

> On Jun 14, 2017, at 10:11 PM, Daniel Jorjani <daniel.jorjani@sol.doi.gov> wrote:
>
> Mary - Are we advertising NPS Northeast region or are we assigning GV
> to it via a directed reassignment? Also, if we advertise Yosemite,
> does that prevent the ERB from doing a directed reassignment if the
> ERB so decides? Thank you.
>
> Sent from my iPhone

From: Daniel Jorjani
To: mary_pletcher@ios.doi.gov
Subject: ERB Question
Date: Wednesday, June 14, 2017 10:11:31 PM

Mary - Are we advertising NPS Northeast region or are we assigning GV to it via a directed reassignment? Also, if we advertise Yosemite, does that prevent the ERB from doing a directed reassignment if the ERB so decides? Thank you.

Sent from my iPhone

From: Pletcher, Mary
To: [Edward Keable](#)
Subject: draft language for emails
Date: Wednesday, June 14, 2017 6:51:29 PM

Ed,

I'll be sending the reassignment notices likely tomorrow night. (b) (5)

Subject: <<Name of Executive>> Senior Executive Service Directed Reassignment

Dear <<Name of Executive>>,

(b) (5)

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

Best,
Mary

--

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

From: Cardinale, Richard
To: [Pletcher, Mary](#)
Subject: Question
Date: Monday, June 12, 2017 1:39:37 PM

Mary,

I received packages from BSEE that contain requests for ERB approval to certify that two PMF fellows have successfully completed the PMF program, thus paving the way to notify OPM in advance of converting them to career or career conditional positions. I'm accustomed to reviewing these as they routinely come through ASLM prior to ERB submission. However, these are the first packages I have received under the current administration. Will the ERB accept these packages for review at this time and is there anything in particular that we need to include in the transmittal memo to help ensure that the packages are approved?

Thanks

Rich

From: Jorjani, Daniel
To: [Mary Pletcher](#)
Subject: Fwd: (b) (5)
Date: Friday, June 09, 2017 7:30:08 PM

Mary (b) (5)
[REDACTED]. No rush. Thank you. Dan

----- Forwarded message -----
From: Smith, Marc <marc.smith@sol.doi.gov>
Date: Wed, Jun 7, 2017 at 5:15 PM
Subject: (b) (5)
To: Daniel Jorjani <daniel.jorjani@sol.doi.gov>

Dan,

Regarding (b) (5), I have confirmed the following:

(b) (5)

(b) (5) Thank you.

Marc

--
Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Keable, Edward
To: [Pletcher, Mary](#); [Mack, Jonathan](#); [Oxyer, Michelle](#)
Subject: ERB Questions
Date: Wednesday, June 07, 2017 3:33:40 PM

Mary, Jonathan, Michelle,

Forgive me if I have asked you either or both of these question but I don't remember the answers if I did.

1. A black rectangular redaction box covers the content of the first list item. The text "(b) (5)" is written in large, bold, red font across the center of the box.
2. A black rectangular redaction box covers the content of the second list item. The text "(b) (5)" is written in large, bold, red font across the center of the box.

Thanks,

Ed

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#)
Subject: Fwd: (b) (5)
Date: Wednesday, June 07, 2017 2:21:48 PM

Mary, please see below. (b) (5)

Thanks!

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

From: Benitez, Sharon <sbenitez@usgs.gov>
Date: Wed, Jun 7, 2017 at 11:02 AM
Subject: Fwd: (b) (5)
To: "Oxyer, Michelle" <michelle_oxyer@ios.doi.gov>, Jonathan Mack <jonathan_mack@ios.doi.gov>

per our conversation, (b) (5)

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

From: Smith, Marc <marc.smith@sol.doi.gov>
Date: Wed, Jun 7, 2017 at 10:13 AM
Subject: (b) (5)
To: Benitez Sharon <sbenitez@usgs.gov>, Lori Jarman <lori.jarman@sol.doi.gov>, Ariana Rigsby <ariana.rigsby@sol.doi.gov>, Tyrone Santos <tyrone.santos@sol.doi.gov>, "Tomsan, Tommy" <tommy.tomsan@sol.doi.gov>, "Pope, Loretta" <lpope@usgs.gov>

Acting Solicitor Jorjani has instructed me to take whatever administrative actions that are required to make the following organizational changes:

: (b) (5)

He has requested that this be completed and implemented by Friday.

I need to figure out what actions are required to make this happen For example, is ERB action needed?

thanks for your quick attention

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW

Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

Sharon Benitez
Executive Resources and Strategic Programs
Office of Human Capital
U.S. Geological Survey/Office of the Solicitor
703-648-7462

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From: Pletcher, Mary
To: [Mack, Jonathan](mailto:Mack.Jonathan)
Cc: [Raymond Limon](mailto:Raymond.Limon)
Subject: Re: Hiring Waivers for SOL SES Position
Date: Tuesday, June 06, 2017 3:55:25 PM

I'm taking the hiring waiver piece this afternoon.

Mary

On Tue, Jun 6, 2017 at 3:10 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

Mary, please see below.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

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

From: **Smith, Marc** <marc.smith@sol.doi.gov>
Date: Tue, Jun 6, 2017 at 3:03 PM
Subject: Re: Hiring Waivers for SOL SES Position
To: "Mack, Jonathan" <jonathan_mack@ios.doi.gov>
Cc: Michelle Oxyer <michelle_oxyer@ios.doi.gov>, Benitez Sharon <sbenitez@usgs.gov>, Raymond Limon <raymond_limon@ios.doi.gov>

Dan Jorjani, who is on the ERB, is under the impression that both SOL positions -- Associate Solicitor for Parks and Wildlife, and Regional Solicitor for Alaska Region -- have been approved, and that the waivers for both positions have been approved.

On Tue, Jun 6, 2017 at 12:30 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

Hi Marc, it has not but we think we be able to give you a green light to recruit later today. Sorry for the slow response.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Tue, Jun 6, 2017 at 12:27 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

I understand that the ERB approved the request to recruit for the position of Associate Solicitor - Parks and Wildlife. Has a hiring waiver been approved? My we proceed with advertising this position?

Thanks.

Marc

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

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

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Raymond Limon](#)
Subject: Fwd: Hiring Waivers for SOL SES Position
Date: Tuesday, June 06, 2017 3:10:43 PM

Mary, please see below.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

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

From: **Smith, Marc** <marc.smith@sol.doi.gov>
Date: Tue, Jun 6, 2017 at 3:03 PM
Subject: Re: Hiring Waivers for SOL SES Position
To: "Mack, Jonathan" <jonathan_mack@ios.doi.gov>
Cc: Michelle Oxyer <michelle_oxyer@ios.doi.gov>, Benitez Sharon <sbenitez@usgs.gov>, Raymond Limon <raymond_limon@ios.doi.gov>

Dan Jorjani, who is on the ERB, is under the impression that both SOL positions -- Associate Solicitor for Parks and Wildlife, and Regional Solicitor for Alaska Region -- have been approved, and that the waivers for both positions have been approved.

On Tue, Jun 6, 2017 at 12:30 PM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

Hi Marc, it has not but we think we be able to give you a green light to recruit later today. Sorry for the slow response.

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Tue, Jun 6, 2017 at 12:27 PM, Smith, Marc <marc.smith@sol.doi.gov> wrote:

I understand that the ERB approved the request to recruit for the position of Associate Solicitor - Parks and Wildlife. Has a hiring waiver been approved? My we proceed with advertising this position?

Thanks.

Marc

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor

United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

--

Marc A. Smith, Associate Solicitor
Division of Administration
Office of the Solicitor
United States Department of the Interior
1849 C St., NW
Washington, DC 20240
(202) 208-7950
marc.smith@sol.doi.gov

Excellence - Integrity - Service

From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Cc: [Jonathan Mack](#)
Subject: Re: Memos that need to be resigned
Date: Tuesday, June 06, 2017 2:56:12 PM

Yes, these are just the reassignment notification memos and not the ERB memos.

Just for consistency sake, I will fix Loudermilk.

Thanks!

Michelle Oxyer

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

On Tue, Jun 6, 2017 at 2:54 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Okay. I'm assuming typos were on the reassignment notifications as opposed to the ERB memo? What about Bruce Loudermilk's? Do we think that one is okay since we have it addressed to Bruce as opposed to Weldon "Bruce" Loudermilk? If Jonathan can bring them up, I'll take them up for Jim's signature.

Thanks,
Mary

On Tue, Jun 6, 2017 at 2:25 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

Mary, There were 5 memos that had typos (Cribley, Speaks, Deerinwater, Pierre-Louis and Tuggle) on the signature page. We fixed them all and these need to be resigned. Jonathan has them for you. All of the other memos are fine or the typos were on the second page that we can fix without being resigned. Can Jonathan bring those to you for your meeting?

Also, (b) (5)

Thanks!

Michelle Oxyer

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

--
Mary Pletcher

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

From: Pletcher, Mary
To: [Oxyer, Michelle](#)
Cc: [Jonathan Mack](#)
Subject: Re: Memos that need to be resigned
Date: Tuesday, June 06, 2017 2:54:36 PM

Okay. I'm assuming typos were on the reassignment notifications as opposed to the ERB memo? What about Bruce Loudermilk's? Do we think that one is okay since we have it addressed to Bruce as opposed to Weldon "Bruce" Loudermilk? If Jonathan can bring them up, I'll take them up for Jim's signature.

Thanks,
Mary

On Tue, Jun 6, 2017 at 2:25 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:
Mary, There were 5 memos that had typos (Cribley, Speaks, Deerinwater, Pierre-Louis and Tuggle) on the signature page. We fixed them all and these need to be resigned. Jonathan has them for you. All of the other memos are fine or the typos were on the second page that we can fix without being resigned. Can Jonathan bring those to you for your meeting?

Also, (b) (5)

Thanks!

Michelle Oxyer

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

--

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

From: Piper, Cynthia
To: [Pletcher, Mary](#)
Subject: Re: results of hiring waiver requests
Date: Monday, June 05, 2017 4:30:51 PM

Mary,

Thanks so much! We will move forward with the actions asap.

Cynthia (Cindy) Piper

*Human Resource Officer
Bureau of Safety and Environmental Enforcement
Department of the Interior
PHONE: 703-787-1442
FAX: 703-787-1447*

On Mon, Jun 5, 2017 at 4:28 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Cindy,

Here are the hiring actions approved by Jim Cason for PMB. The BSEE servicing team can move forward on these. In addition, the duty stations for Jon Andrew and Brent Range were approved by the ERB.

Thanks,
Mary

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Mon, Jun 5, 2017 at 4:17 PM
Subject: results of hiring waiver requests
To: "Gonzalez, Elena" <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Olivia B Ferriter <Olivia_Ferriter@ios.doi.gov>, "Gould, Greg" <Greg.Gould@onrr.gov>
Cc: Christopher B Lawson <Christopher_Lawson@ios.doi.gov>

Hi All,

All the hiring requests that we put forward were approved by Jim Cason:

ONRR - Supervisory Auditor (GS 14) (Dallas)
OLES - Supervisory Criminal Investigator (GS 15)
OLES - Security Specialist (GS 14)
OEM - Emergency Management Specialist (GS 13/14) (2 positions)
OEM - Emergency Management Specialist (GS 11/12) (2 positions)
OAS - Aviation Safety Inspector (Operations-Fixed) (GS 12/13)
OAS - Aviation Safety Inspector (Equipment) (GS 12/13)

OAS - Aviation Safety Inspector (GS 13)

OHR - Director, Workforce Relations and Performance Management Division (GS 15)

I'll forward this email to Cindy Piper and Michele Singer so the servicing HR offices know they can move forward supporting the offices with hiring for these positions.

Thanks,
Mary

--

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

--

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

From: Pletcher, Mary
To: [Cynthia Piper](mailto:Cynthia.Piper)
Subject: Fwd: results of hiring waiver requests
Date: Monday, June 05, 2017 4:28:44 PM

Cindy,

Here are the hiring actions approved by Jim Cason for PMB. The BSEE servicing team can move forward on these. In addition, the duty stations for Jon Andrew and Brent Range were approved by the ERB.

Thanks,
Mary

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Mon, Jun 5, 2017 at 4:17 PM
Subject: results of hiring waiver requests
To: "Gonzalez, Elena" <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Olivia B Ferriter <Olivia_Ferriter@ios.doi.gov>, "Gould, Greg" <Greg.Gould@onrr.gov>
Cc: Christopher B Lawson <Christopher_Lawson@ios.doi.gov>

Hi All,

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OLES - Supervisory Criminal Investigator (GS 15)
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OEM - Emergency Management Specialist (GS 13/14) (2 positions)
OEM - Emergency Management Specialist (GS 11/12) (2 positions)
OAS - Aviation Safety Inspector (Operations-Fixed) (GS 12/13)
OAS - Aviation Safety Inspector (Equipment) (GS 12/13)
OAS - Aviation Safety Inspector (GS 13)
OHR - Director, Workforce Relations and Performance Management Division (GS 15)

I'll forward this email to Cindy Piper and Michele Singer so the servicing HR offices know they can move forward supporting the offices with hiring for these positions.

Thanks,
Mary

--

Mary Pletcher

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

--

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

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Subject: Fwd: SES Associate Solicitor
Date: Monday, June 05, 2017 9:53:47 AM

Mary, any case going to the ERB already has all the other approvals, right?

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

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

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Mon, Jun 5, 2017 at 8:52 AM
Subject: Re: SES Associate Solicitor
To: "Limon, Raymond" <raymond_limon@ios.doi.gov>
Cc: Michelle Oxyer <michelle_oxyer@ios.doi.gov>, Jonathan Mack <jonathan_mack@ios.doi.gov>

It is my understanding that Mary has not reviewed this SOL waiver with Jim. I will ask her.

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Mon, Jun 5, 2017 at 8:22 AM, Limon, Raymond <raymond_limon@ios.doi.gov> wrote:

Folks,

See below....SOL is good to recruit?

Thanks, Ray

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

From: **Limon, Raymond** <raymond_limon@ios.doi.gov>
Date: Mon, Jun 5, 2017 at 8:21 AM
Subject: Re: SES Associate Solicitor
To: Marc Smith <(b) (6)>

Hi Marc,

To get to the ERB, the waiver must have been approved....but, let me double check.

Thanks, Ray

On Mon, Jun 5, 2017 at 8:16 AM, Marc Smith <(b) (6)> wrote:
Morning Ray. On Friday the ERB approved recruitment for this position. Do you know if the waiver request has been approved?

Thanks

Marc

Sent from my iPhone

--

Raymond A. Limon
Director, Office of Human Resources
Deputy, Chief Human Capital Officer
Department of Interior
202-208-5310

--

Raymond A. Limon
Director, Office of Human Resources
Deputy, Chief Human Capital Officer
Department of Interior
202-208-5310

From: Domenech, Douglas
To: [Mary Pletcher](#)
Subject: ERB again
Date: Monday, June 05, 2017 9:42:03 AM

I know you answered me on the SES question but should I be on it as a non-permanent employee?

Doug Domenech
Senior Advisor
US Department of the Interior

From: Herbert Frost
To: [Pletcher, Mary](#)
Cc: [Reynolds, Michael](#); [Lena McDowall](#); [Michelle Oxyer](#)
Subject: Re: ERB action on AD for Workforce
Date: Friday, June 02, 2017 4:17:15 PM

Great news Mary-thanks !!!!!

Bert Frost
Acting Deputy Director, Operations
National Park Service

202-208-3818

On Jun 2, 2017, at 11:48 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

I wanted to let you know that the ERB approved Tony Nguyen today for the AD for Workforce with a 6% pay raise - the raise is in line with other SES transfers. Michelle Oxyer will get Pat the signed paperwork but thought you would want to know heading into the weekend.

Thanks,
Mary

--

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

From: Lena McDowall
To: [Pletcher, Mary](#)
Subject: Re: ERB action on AD for Workforce
Date: Friday, June 02, 2017 3:49:58 PM

Excellent! You've made my weekend. Thank you!!

Sent from my iPhone

On Jun 2, 2017, at 3:48 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

I wanted to let you know that the ERB approved Tony Nguyen today for the AD for Workforce with a 6% pay raise - the raise is in line with other SES transfers. Michelle Oxyer will get Pat the signed paperwork but thought you would want to know heading into the weekend.

Thanks,
Mary

--

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

From: Pletcher, Mary
To: [Reynolds, Michael](#); [Herbert Frost](#); [Lena McDowall](#)
Cc: [Michelle Oxyer](#)
Subject: ERB action on AD for Workforce
Date: Friday, June 02, 2017 3:49:00 PM

I wanted to let you know that the ERB approved Tony Nguyen today for the AD for Workforce with a 6% pay raise - the raise is in line with other SES transfers. Michelle Oxyer will get Pat the signed paperwork but thought you would want to know heading into the weekend.

Thanks,
Mary

--

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

From: Mack, Jonathan
To: [Pletcher, Mary](#)
Cc: [Keable, Edward](#); [Michelle Oxyer](#)
Subject: Re: notification process
Date: Thursday, June 01, 2017 5:25:58 PM

Will do.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Thu, Jun 1, 2017 at 5:23 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here is the edited version.

Jonathan/Michelle - can you make copies of this for the binder?

Mary

On Thu, Jun 1, 2017 at 5:16 PM, Keable, Edward <edward.keable@sol.doi.gov> wrote:

Mary,

This process looks good to me.

The only edit I offer is to refer to Jim as the Associate Deputy Solicitor or the ERB chair. He is not technically the Acting Deputy Secretary; rather, he has been delegated the functions, duties, and responsibilities of the Deputy Secretary. [It's a Vacancies Reform Act thing.]

Thanks,

Ed

On Thu, Jun 1, 2017 at 1:49 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

Here's the notification process we discussed. If this looks good to you, Michelle and Jonathan will print for meeting tomorrow.

Thanks,
Mary

--

Mary Pletcher

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

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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--

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

From: Pletcher, Mary
To: [Keable, Edward](#)
Cc: [Jonathan Mack](#); [Michelle Oxyer](#)
Subject: Re: notification process
Date: Thursday, June 01, 2017 5:19:49 PM

Thanks Ed. I'll make that edit.

Mary

On Thu, Jun 1, 2017 at 5:16 PM, Keable, Edward <edward.keable@sol.doi.gov> wrote:

Mary,

This process looks good to me.

The only edit I offer is to refer to Jim as the Associate Deputy Solicitor or the ERB chair. He is not technically the Acting Deputy Secretary; rather, he has been delegated the functions, duties, and responsibilities of the Deputy Secretary. [It's a Vacancies Reform Act thing.]

Thanks,

Ed

On Thu, Jun 1, 2017 at 1:49 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

Here's the notification process we discussed. If this looks good to you, Michelle and Jonathan will print for meeting tomorrow.

Thanks,
Mary

--

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

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423

Fax: 202-208-5584

edward.keable@sol.doi.gov

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--

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

From: Keable, Edward
To: [Pletcher, Mary](#)
Cc: [Jonathan Mack](#); [Michelle Oxyer](#)
Subject: Re: notification process
Date: Thursday, June 01, 2017 5:17:16 PM

Mary,

This process looks good to me.

The only edit I offer is to refer to Jim as the Associate Deputy Solicitor or the ERB chair. He is not technically the Acting Deputy Secretary; rather, he has been delegated the functions, duties, and responsibilities of the Deputy Secretary. [It's a Vacancies Reform Act thing.]

Thanks,

Ed

On Thu, Jun 1, 2017 at 1:49 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

Here's the notification process we discussed. If this looks good to you, Michelle and Jonathan will print for meeting tomorrow.

Thanks,
Mary

--

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

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Rees, Gareth
To: [Pletcher, Mary](#)
Subject: Re: ERB meeting for Friday
Date: Wednesday, May 31, 2017 7:18:38 PM

Mary,
Yes, they should be attending.

On Tue, May 30, 2017 at 2:10 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

--

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

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Pletcher, Mary
To: [Gulac, Catherine](mailto:Catherine.Gulac@ios.doi.gov)
Subject: Re: ERB meeting for Friday
Date: Tuesday, May 30, 2017 3:33:11 PM

Great. Thanks.

Mary

On Tue, May 30, 2017 at 3:26 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Hi Mary,

Looks like all three (Cason/Hommel/Jorjani) will be here for the ERB.

Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine.Gulac@ios.doi.gov

On Tue, May 30, 2017 at 2:12 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Hi Cathy,

I saw Gareth's out of office message. Can you let me know how things look for Friday?

Thanks,
Mary

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:10 PM
Subject: ERB meeting for Friday
To: "Rees, Gareth" <gareth_rees@ios.doi.gov>

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

--

Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer
(202) 208-4505

--

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Chief Human Capital Officer
(202) 208-4505

--

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

From: Gulac, Catherine
To: [Pletcher, Mary](#)
Subject: Re: ERB meeting for Friday
Date: Tuesday, May 30, 2017 3:26:43 PM

Hi Mary,
Looks like all three (Cason/Hommel/Jorjani) will be here for the ERB.
Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

On Tue, May 30, 2017 at 2:12 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Hi Cathy,

I saw Gareth's out of office message. Can you let me know how things look for Friday?

Thanks,
Mary

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

From: Pletcher, Mary <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:10 PM
Subject: ERB meeting for Friday
To: "Rees, Gareth" <gareth_rees@ios.doi.gov>

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

--

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

--

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

From: Hommel, Scott
To: [Gulac, Catherine](mailto:Catherine.Gulac@ios.doi.gov)
Cc: [Mariagrazia Caminiti](mailto:Mariagrazia.Caminitti@ios.doi.gov); [Mary Pletcher](mailto:Mary.Pletcher@ios.doi.gov); [Daniel Jorjani](mailto:Daniel.Jorjani@ios.doi.gov)
Subject: Re: ERB meeting for Friday
Date: Tuesday, May 30, 2017 3:24:32 PM

I can make it.

On Tue, May 30, 2017 at 2:39 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Hello,
Checking if Scott Hommel and Dan Jorjani will be here for the ERB meeting this Friday, June 2, 1:00 - 2:00 p.m.
It's on Mr. Cason's calendar.

Thanks.
Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine.Gulac@ios.doi.gov

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:12 PM
Subject: Fwd: ERB meeting for Friday
To: Catherine Gulac <catherine_gulac@ios.doi.gov>

Hi Cathy,

I saw Gareth's out of office message. Can you let me know how things look for Friday?

Thanks,
Mary

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:10 PM
Subject: ERB meeting for Friday
To: "Rees, Gareth" <gareth_rees@ios.doi.gov>

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

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Mary Pletcher
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(202) 208-4505

--

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

From: Caminiti, Mariagrazia
To: [Gulac, Catherine](mailto:Catherine.Gulac@ios.doi.gov)
Cc: [Scott Hommel](mailto:Scott.Hommel@ios.doi.gov); [Mary Pletcher](mailto:Mary.Pletcher@ios.doi.gov); [Daniel Jorjani](mailto:Daniel.Jorjani@ios.doi.gov)
Subject: Re: ERB meeting for Friday
Date: Tuesday, May 30, 2017 2:57:23 PM

yes, no conflict exists - he has't accepted, but will be [there.mg](#)

On Tue, May 30, 2017 at 2:39 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Hello,
Checking if Scott Hommel and Dan Jorjani will be here for the ERB meeting this Friday,
June 2, 1:00 - 2:00 p.m.
It's on Mr. Cason's calendar.

Thanks.
Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine.Gulac@ios.doi.gov

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:12 PM
Subject: Fwd: ERB meeting for Friday
To: Catherine Gulac <catherine_gulac@ios.doi.gov>

Hi Cathy,

I saw Gareth's out of office message. Can you let me know how things look for Friday?

Thanks,
Mary

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:10 PM
Subject: ERB meeting for Friday
To: "Rees, Gareth" <gareth_rees@ios.doi.gov>

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

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Chief Human Capital Officer
(202) 208-4505

--

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

--

Marigrace Caminiti

Executive Assistant to the Solicitor
US Department of the Interior
1849 C Street, NW, Rm. 6352
Washington, DC 20240
202-208-4423 - main number
202-208-3111 - direct
202-208-5584 - fax
202-528-0486 or 202-359-2949 -cell/wcell



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From: Gulac, Catherine
To: [Scott Hommel](#); [Mariagrazia Caminiti](#)
Cc: [Mary Pletcher](#); [Daniel Jorjani](#)
Subject: Fwd: ERB meeting for Friday
Date: Tuesday, May 30, 2017 2:39:24 PM

Hello,
Checking if Scott Hommel and Dan Jorjani will be here for the ERB meeting this Friday, June 2, 1:00 - 2:00 p.m.
It's on Mr. Cason's calendar.

Thanks.
Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

----- Forwarded message -----
From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:12 PM
Subject: Fwd: ERB meeting for Friday
To: Catherine Gulac <catherine_gulac@ios.doi.gov>

Hi Cathy,

I saw Gareth's out of office message. Can you let me know how things look for Friday?

Thanks,
Mary

----- Forwarded message -----
From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:10 PM
Subject: ERB meeting for Friday
To: "Rees, Gareth" <gareth_rees@ios.doi.gov>

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

--

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

--

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

From: Pletcher, Mary
To: [Catherine Gulac](mailto:Catherine.Gulac)
Subject: Fwd: ERB meeting for Friday
Date: Tuesday, May 30, 2017 2:12:26 PM

Hi Cathy,

I saw Gareth's out of office message. Can you let me know how things look for Friday?

Thanks,
Mary

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Tue, May 30, 2017 at 2:10 PM
Subject: ERB meeting for Friday
To: "Rees, Gareth" <gareth_rees@ios.doi.gov>

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

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(202) 208-4505

--

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

From: Rees, Gareth
To: mary_pletcher@ios.doi.gov
Subject: Out of Office Re: ERB meeting for Friday
Date: Tuesday, May 30, 2017 2:10:34 PM

I am out of the office on Friday, May 26, 2017, returning on Tuesday, June 6. I will have limited access to emails during this time. If you require immediate assistance please call 202-208-6291 or email catherine_gulac@ios.doi.gov.

Thanks

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Pletcher, Mary
To: [Rees, Gareth](#)
Subject: ERB meeting for Friday
Date: Tuesday, May 30, 2017 2:10:29 PM

Gareth,

Do you know if Scott Hommel and Dan Jorjani are going to be able to attend the ERB meeting on Friday? We can hold an ERB meeting if Doug D and Scott Cameron are not there but would need to look at rescheduling if Scott and Dan cannot attend.

Mary

--

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

From: Domenech, Douglas
To: Pletcher, Mary
Subject: Re: are you around?
Date: Tuesday, May 30, 2017 12:47:34 PM

Well I know. I think Dan Jorjani said only SES can be on ERB.

Doug Domenech
Senior Advisor
US Department of the Interior

On Tue, May 30, 2017 at 12:39 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Who said you couldn't be on the ERB? We also have Lori Mashburn on the ERB and she is not a NC-SES.

Mary

On Tue, May 30, 2017 at 12:26 PM, Domenech, Douglas
<douglas_domenech@ios.doi.gov> wrote:

I wanted to confirm my understanding that I cannot serve on the ERB since I have not yet been converted to NC-SES. Jim wants to know if I can be allowed "temporary" status.

D

Doug Domenech
Senior Advisor
US Department of the Interior

On Tue, May 30, 2017 at 11:02 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
I'm here. I'm at my desk - 202-208-4505

Sent from my iPhone

On May 30, 2017, at 10:22 AM, Domenech, Douglas
<douglas_domenech@ios.doi.gov> wrote:

Doug Domenech
Senior Advisor
US Department of the Interior

--

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

From: Pletcher, Mary
To: [Domenech, Douglas](mailto:Domenech.Douglas)
Subject: Re: are you around?
Date: Tuesday, May 30, 2017 12:46:11 PM

Who said you couldn't be on the ERB? We also have Lori Mashburn on the ERB and she is not a NC-SES.

Mary

On Tue, May 30, 2017 at 12:26 PM, Domenech, Douglas <douglas_domenech@ios.doi.gov> wrote:

I wanted to confirm my understanding that I cannot serve on the ERB since I have not yet been converted to NC-SES. Jim wants to know if I can be allowed "temporary" status.

D

Doug Domenech
Senior Advisor
US Department of the Interior

On Tue, May 30, 2017 at 11:02 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

I'm here. I'm at my desk - 202-208-4505

Sent from my iPhone

On May 30, 2017, at 10:22 AM, Domenech, Douglas <douglas_domenech@ios.doi.gov> wrote:

Doug Domenech
Senior Advisor
US Department of the Interior

--

Mary Pletcher

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

From: Domenech, Douglas
To: [Mary Pletcher](#)
Subject: Re: are you around?
Date: Tuesday, May 30, 2017 12:27:04 PM

I wanted to confirm my understanding that I cannot serve on the ERB since I have not yet been converted to NC-SES. Jim wants to know if I can be allowed "temporary" status.

D

Doug Domenech
Senior Advisor
US Department of the Interior

On Tue, May 30, 2017 at 11:02 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
I'm here. I'm at my desk - 202-208-4505

Sent from my iPhone

On May 30, 2017, at 10:22 AM, Domenech, Douglas <douglas_domenech@ios.doi.gov> wrote:

Doug Domenech
Senior Advisor
US Department of the Interior

From: McDowall, Lena
To: [Pletcher, Mary](#)
Cc: [Herbert Frost](#); [Christopher B Lawson](#); [Liming, Katelyn](#)
Subject: Re: NPS hiring requests - May 1, 2017 submission approvals
Date: Tuesday, May 30, 2017 9:43:35 AM

Mary -

Are you still planning on holding meetings to discuss the positions that were not approved? Our meeting last week was cancelled, and we haven't heard anything about rescheduling.

Thanks,

Lena

On Mon, May 15, 2017 at 2:15 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Attached are the positions that were approved from the May 1 submission. Jim will be scheduling a meeting to discuss the positions that have not yet been approved. Also - the AD for Workforce, Relevancy and Inclusion and Superintendent for Golden Gate were approved. These will go through the ERB processes. It looks like we will have an ERB very soon so we can get the AD for Workforce moving forward.

Thanks,
Mary

--

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

--

Lena McDowall
Deputy Director, Management and Administration
Ph: 202-513-7240
Cell: 202-641-1814
Email: Lena_McDowall@nps.gov

From: Ojeda-dodds, Gisella
To: [Rees, Gareth](#)
Cc: [Nancy Guiden](#); [Caminiti, Mariagrazia](#); [Michelle Brown](#); [Natalie Davis](#); [Mary Pletcher](#)
Subject: Re: Executive Resources Board Meeting
Date: Wednesday, May 24, 2017 11:30:47 AM

Unfortunately, Mr. DeVito is on travel with Secretary Zinke then but is available the week of June 5.

Gisella

On Tue, May 23, 2017 at 2:56 PM, Rees, Gareth <gareth_rees@ios.doi.gov> wrote:

Hi All,

I need to schedule a meeting next week for the ERB. Could you let me know if Friday June 2 at 1pm will work? Thanks

Attendees:

Jim Cason
Scott Hommel
Dan Jorjani
Scott Cameron
Doug Domenech
Lori Mashburn

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

--

Gisella Ojeda-Dodds
Executive Assistant to Douglas Domenech, Senior Advisor
Megan Bloomgren, Acting Deputy Chief of Staff
Vincent DeVito, Counselor for Energy Policy &
Downey Magallanes, Special Assistant
Immediate Office of the Secretary
U.S. Department of the Interior
1849 "C" Street, NW, MS: 6136-MIB
Washington, D.C. 20240

Telephone: (202) 208-4123/4105

Facsimile: (202) 208-4561

E-mail: Gisella_Ojeda-Dodds@ios.doi.gov

From: Rees, Gareth
To: [Nancy Guiden](#); [Caminiti, Mariagrazia](#); [Michelle Brown](#); [Gisella Ojeda-dodds](#); [Natalie Davis](#)
Cc: [Mary Pletcher](#)
Subject: Executive Resources Board Meeting
Date: Tuesday, May 23, 2017 2:56:50 PM

Hi All,

I need to schedule a meeting next week for the ERB. Could you let me know if Friday June 2 at 1pm will work? Thanks

Attendees:

Jim Cason
Scott Hommel
Dan Jorjani
Scott Cameron
Doug Domenech
Lori Mashburn

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Pletcher, Mary
To: [Rees, Gareth](#)
Subject: setting up ERB meeting
Date: Tuesday, May 23, 2017 2:27:57 PM

Hi Gareth,

Can you set up a ERB meeting for later next week (6/1 or 6/2)? Ideally late on Thursday or Friday. The invitees are:

Jim
Scott Hommel
Dan Jorjani
Scott Cameron
Doug Domenech
Lori Mashburn

There's a lot to go through so we probably need at least 90 minutes.

Thanks,
Mary

--

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

From: Jonathan Mack
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#); [Caroline \(Carrie\) Soave](#)
Subject: Re: Signed Memo
Date: Monday, May 22, 2017 9:22:07 PM

Awesome!!

Thanks!

Sent from my iPad

On May 22, 2017, at 5:22 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

We have an ERB.

Mary

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

From: **Robert Howarth** <robert_howarth@ios.doi.gov>
Date: Mon, May 22, 2017 at 5:02 PM
Subject: Fwd: Signed Memo
To: mary_pletcher@ios.doi.gov

Hi Mary...here it is.

Rob

Sent from my iPhone

Begin forwarded message:

From: "Howarth, Robert" <robert_howarth@ios.doi.gov>
Date: May 22, 2017 at 6:40:04 AM EDT
To: James Cason <james_cason@ios.doi.gov>, Scott Hommel <scott_hommel@ios.doi.gov>, Scott Cameron <scott_cameron@ios.doi.gov>, Douglas Domenech <douglas_domenech@ios.doi.gov>, Lori Mashburn <lori_mashburn@ios.doi.gov>, "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Subject: Signed Memo

Good morning. Attached for your records is the signed memorandum from the Secretary regarding the ERB. Those cc'd on the memo will receive their copy via inside mail today.

Have a good day.

Rob

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

--

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

<Signed ERB 2017.pdf>

From: Pletcher, Mary
To: Howarth, Robert
Cc: Lillie, Juliette
Subject: Re: establishment of the ERB memo
Date: Monday, May 22, 2017 4:54:40 PM

What's the outlook for this memo?

Mary

On Mon, May 15, 2017 at 10:59 AM, Howarth, Robert <robert_howarth@ios.doi.gov> wrote:
OK, 10-4

On Mon, May 15, 2017 at 10:42 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Is the next week or so doable?

On Mon, May 15, 2017 at 10:37 AM, Howarth, Robert <robert_howarth@ios.doi.gov> wrote:

Ok, thanks...any deadline?

Rob

On Mon, May 15, 2017 at 9:38 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Julie/Rob,

Attached is a memo establishing the Executive Resources Board for this Administration. Jim Cason has reviewed this memo. The memo will need to be signed by the Secretary.

Thanks,
Mary

--

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

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs

Department of the Interior
1849 C Street, NW
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--

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

From: Limon, Raymond
To: [Mary Pletcher](#)
Subject: quick update
Date: Monday, May 15, 2017 4:59:53 PM

Hey Mary,

Looking forward to catching up and how things were left with the other DASes last week...I know things are crushing on SES/ERB stuff....AND, I know vice-vickki did not get pushed forward....just finished mid-year review for all the Workforce Relations staff....I'm wiped out....I'm trusting we can get this thing posted soon... need all hands on deck...

thanks, Ray

--

Raymond A. Limon
Director, Office of Human Resources
Deputy, Chief Human Capital Officer
Department of Interior
202-208-5310

From: Howarth, Robert
To: [Pletcher, Mary](#)
Cc: [Lillie, Juliette](#)
Subject: Re: establishment of the ERB memo
Date: Monday, May 15, 2017 10:59:09 AM

OK, 10-4

On Mon, May 15, 2017 at 10:42 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Is the next week or so doable?

On Mon, May 15, 2017 at 10:37 AM, Howarth, Robert <robert_howarth@ios.doi.gov> wrote:

Ok, thanks...any deadline?

Rob

On Mon, May 15, 2017 at 9:38 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie/Rob,

Attached is a memo establishing the Executive Resources Board for this Administration. Jim Cason has reviewed this memo. The memo will need to be signed by the Secretary.

Thanks,
Mary

--

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

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

--

Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
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202-549-8961 (cell)

From: Pletcher, Mary
To: [Howarth, Robert](#)
Cc: [Lillie, Juliette](#)
Subject: Re: establishment of the ERB memo
Date: Monday, May 15, 2017 10:43:24 AM

Is the next week or so doable?

On Mon, May 15, 2017 at 10:37 AM, Howarth, Robert <robert_howarth@ios.doi.gov> wrote:
Ok, thanks...any deadline?

Rob

On Mon, May 15, 2017 at 9:38 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie/Rob,

Attached is a memo establishing the Executive Resources Board for this Administration. Jim Cason has reviewed this memo. The memo will need to be signed by the Secretary.

Thanks,
Mary

--

Mary Pletcher
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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer
(202) 208-4505

From: Howarth, Robert
To: [Pletcher, Mary](#)
Cc: [Lillie, Juliette](#)
Subject: Re: establishment of the ERB memo
Date: Monday, May 15, 2017 10:37:31 AM

Ok, thanks...any deadline?

Rob

On Mon, May 15, 2017 at 9:38 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Julie/Rob,

Attached is a memo establishing the Executive Resources Board for this Administration. Jim Cason has reviewed this memo. The memo will need to be signed by the Secretary.

Thanks,
Mary

--

Mary Pletcher
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202-549-8961 (cell)

From: McDowall, Lena
To: [Pletcher, Mary](#)
Cc: [Raymond Limon](#); [Casey, Patricia](#)
Subject: Re: Good news on AD Workforce??
Date: Friday, May 12, 2017 5:16:31 PM

That's great news! Thanks, Mary. Please let us know if you need anything else from us. --
Lena

On Fri, May 12, 2017 at 5:07 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
The hiring exemption was approved. You still need to wait for the ERB but we'll be able to move it quickly.

Thanks,
Mary

On Fri, May 12, 2017 at 5:06 PM, McDowall, Lena <lena_mcdowall@nps.gov> wrote:
Mary -

Virginia Johnson, the primary political in our Assistant Secretary's, office let us know that there was good news on the AD Workforce. She sent a text saying it had been approved and the package was on its way back downstairs. Do you have any info on what has technically been approved? We're wondering whether it means that the hiring exemption has been approved and we still need to wait for ERB or if this means we're very close to having the piece of paper that will let us make the actual hire.

Thanks,

Lena

--

Lena McDowall
Deputy Director, Management and Administration
Ph: (202) 208-5651
Email: Lena_McDowall@nps.gov

--

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

--

Lena McDowall

Deputy Director, Management and Administration

Ph: (202) 208-5651

Email: Lena_McDowall@nps.gov

From: Pletcher, Mary
To: [McDowall, Lena](#)
Cc: [Raymond Limon](#); [Casey, Patricia](#)
Subject: Re: Good news on AD Workforce??
Date: Friday, May 12, 2017 5:07:26 PM

The hiring exemption was approved. You still need to wait for the ERB but we'll be able to move it quickly.

Thanks,
Mary

On Fri, May 12, 2017 at 5:06 PM, McDowall, Lena <lena_mcdowall@nps.gov> wrote:

Mary -

Virginia Johnson, the primary political in our Assistant Secretary's, office let us know that there was good news on the AD Workforce. She sent a text saying it had been approved and the package was on its way back downstairs. Do you have any info on what has technically been approved? We're wondering whether it means that the hiring exemption has been approved and we still need to wait for ERB or if this means we're very close to having the piece of paper that will let us make the actual hire.

Thanks,

Lena

--

Lena McDowall
Deputy Director, Management and Administration
Ph: (202) 208-5651
Email: Lena_McDowall@nps.gov

--

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

From: McDowall, Lena
To: [Pletcher, Mary](#)
Cc: [Raymond Limon](#); [Casey, Patricia](#)
Subject: Good news on AD Workforce??
Date: Friday, May 12, 2017 5:06:38 PM

Mary -

Virginia Johnson, the primary political in our Assistant Secretary's, office let us know that there was good news on the AD Workforce. She sent a text saying it had been approved and the package was on its way back downstairs. Do you have any info on what has technically been approved? We're wondering whether it means that the hiring exemption has been approved and we still need to wait for ERB or if this means we're very close to having the piece of paper that will let us make the actual hire.

Thanks,

Lena

--

Lena McDowall
Deputy Director, Management and Administration
Ph: (202) 208-5651
Email: Lena_McDowall@nps.gov

From: Pletcher, Mary
To: [Jody Hudson](mailto:Jody.Hudson@blm.gov)
Subject: Re: PLEASE READ! SES Details/Changes in Duty Station
Date: Thursday, May 11, 2017 2:42:51 PM

Jody,

When does the 120 day mark hit?

Mary

On Thu, May 11, 2017 at 2:23 PM, Jody Hudson <jhudson@blm.gov> wrote:

Hi Mary,

We have one GS-15 acting SES who is approaching the initial 120 day mark. If we chose to extend, what's the process given I believe we still do not have an ERB?

Best

Sent from my iPhone

Begin forwarded message:

From: "Williams, Tamara" <tlwillia@blm.gov>
Date: May 11, 2017 at 9:51:31 AM MDT
To: Michelle Oxyer <michelle_oxyer@ios.doi.gov>
Cc: Anznette Randall <arandall@blm.gov>, Jody Hudson <jhudson@blm.gov>
Subject: **Fwd: PLEASE READ! SES Details/Changes in Duty Station**

Greetings Michelle, please find the requested spreadsheet attached.

Tamara

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

From: **Randall, Anznette** <arandall@blm.gov>
Date: Wed, May 10, 2017 at 8:37 PM
Subject: Fwd: PLEASE READ! SES Details/Changes in Duty Station
To: Tamara L Williams <tlwillia@blm.gov>
Cc: "Randall, Anznette" <arandall@blm.gov>

Tamara,

Could you please develop a chart/spreadsheet to capture this information (or ask Peyton for his template) and populate it with the following:

GS-15 to SES details

Marci Todd: Associate State Director, Nevada

Detailed posn: State Director, Nevada
Effective 4/24/17
Period 120 days

Jon Raby: Associate State Director, Montana
Detailed posn: State Director, Montana
Effective 2/13/17
Period 120

Howard Hedrick: Deputy Assistant Director, Fire & Aviation, Boise ID
Detailed posn: Assistant Director, Fire & Aviation
Effective 5/15/17
Period 120

SES detailed to other SES posn

Michael Nedd: Assistant Director Energy, Minerals & Realty Management
Detailed posn: Director, BLM
Effective 3/15/17
Period

John Ruhs: State Director, Nevada
Detailed posn: Deputy Director, Operations
Effective 5/1/17
Period 120

Let me know if you have any questions.

Thanks much!

On Fri, May 5, 2017 at 11:51 AM, Oxyer, Michelle

<michelle_oxyer@ios.doi.gov> wrote:

Hello Executive Resources Colleagues! We need your help in tracking all details of (1) GS-15's to SES positions, and (2) SES members that are detailed to other SES positions. The initial 120 days of these details do not have to be approved by the ERB, however we are now required to track this information in order to provide to leadership upon request.

If you currently have any SES on detail to other SES positions on GS-15's detailed to an SES position, please send us an email with the name of the individual, the position they are being detailed to, the effective date and the duration of the detail. Please provide us this information by COB Friday, May 12th. Moving forward, please provide us this information as details occur.

Also, this is a reminder that all changes of duty station actions must be approved by the ERB before they are effective.

Thank you!

Michelle Oxyer

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

--

Anznette C. Randall

Deputy Assistant Director,

Human Capital Management Directorate

Bureau of Land Management

1849 C Street, NW Room 5613

Washington, D.C. 20240

(o) 202-501-6723

(f) 202-208-6687

arandall@blm.gov

--

Tamara L. Williams

Executive Assistant

Human Capital Management

MS 5613

Phone: 202-219-0648

Fax: 202-208-6687

--

Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

From: Mack, Jonathan
To: Pletcher, Mary
Subject: Re: Montel
Date: Monday, May 08, 2017 11:52:39 AM

yes, makes sense....

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

On Mon, May 8, 2017 at 11:44 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Okay. Well by default then I think it's DC since that was entered into FPPS.

On Mon, May 8, 2017 at 11:32 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:
Mary, there was no incentive requested, (b) (5), the ERB approved 6% (attached). The job announcement had a duty of DC or Albuquerque, and I understand from Peyton that the duty station issue was not addressed once he was picked and the issue of where the position will be hasn't been resolved. Unfortunately the ERB memo didn't address duty station.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

--

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

From: Pletcher, Mary
To: [Mack, Jonathan](mailto:Mack.Jonathan)
Subject: Re: Montel
Date: Monday, May 08, 2017 11:44:58 AM

Okay. Well by default then I think it's DC since that was entered into FPPS.

On Mon, May 8, 2017 at 11:32 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:
Mary, there was no incentive requested, (b) (5), the ERB approved 6% (attached). The job announcement had a duty of DC or Albuquerque, and I understand from Peyton that the duty station issue was not addressed once he was picked and the issue of where the position will be hasn't been resolved. Unfortunately the ERB memo didn't address duty station.

Thanks!

Jonathan Mack
Director, Executive Resources Division
Office of Human Resources
Department of the Interior
Phone: 202-208-5590
Fax: 202-208-5285

--

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

From: Oxyer, Michelle
To: [Peyton Hardaway](#); [Grace Barnes-Hendricks](#); [Erica Williams](#); [Patricia Casey](#); [Sharon Benitez](#); [Pia Bloom](#); [Gayle Kunkel-Shields](#); [Randall, Anznette](#); [Allison Beard](#); [Laurie Gillespie](#); [Robinson, Veronica](#); [Edner Escarne](#)
Cc: [Pletcher, Mary](#); [Jonathan Mack](#); [Caroline \(Carrie\) Soave](#)
Subject: PLEASE READ! SES Details/Changes in Duty Station
Date: Friday, May 05, 2017 11:51:40 AM

Hello Executive Resources Colleagues! We need your help in tracking all details of (1) GS-15's to SES positions, and (2) SES members that are detailed to other SES positions. The initial 120 days of these details do not have to be approved by the ERB, however we are now required to track this information in order to provide to leadership upon request.

If you currently have any SES on detail to other SES positions on GS-15's detailed to an SES position, please send us an email with the name of the individual, the position they are being detailed to, the effective date and the duration of the detail. *Please provide us this information by COB Friday, May 12th.* Moving forward, please provide us this information as details occur.

Also, this is a reminder that all changes of duty station actions must be approved by the ERB before they are effective.

Thank you!

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

From: Jonathan Mack
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#)
Subject: Re: details
Date: Friday, May 05, 2017 11:32:05 AM

Michelle let me know we are sending to Exec Contacts..

Sent from my iPad

On May 5, 2017, at 11:22 AM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

I do think an official notice to the CHCOs would be good, we can draft for you if you like.

Sent from my iPad

On May 5, 2017, at 10:49 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Can you let the Executive Resources contacts know that they need to be reporting 120 day or less details to you? We should be tracking them even if they don't require formal approval - for OPM/OMB purposes, moratorium purposes and internal management purposes. We also should have any changes of duty stations come in for ERB approval.

Do you think we need to send something official out on this to the human capital officers?

Mary

--

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

From: Jonathan Mack
To: [Pletcher, Mary](#)
Cc: [Michelle Oxyer](#)
Subject: Re: details
Date: Friday, May 05, 2017 11:23:00 AM

I do think an official notice to the CHCOs would be good, we can draft for you if you like.

Sent from my iPad

On May 5, 2017, at 10:49 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Can you let the Executive Resources contacts know that they need to be reporting 120 day or less details to you? We should be tracking them even if they don't require formal approval - for OPM/OMB purposes, moratorium purposes and internal management purposes. We also should have any changes of duty stations come in for ERB approval.

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Mary

--

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

From: Pletcher, Mary
To: [Jonathan Mack](#); [Michelle Oxyer](#)
Subject: details
Date: Friday, May 05, 2017 10:49:07 AM

Can you let the Executive Resources contacts know that they need to be reporting 120 day or less details to you? We should be tracking them even if they don't require formal approval - for OPM/OMB purposes, moratorium purposes and internal management purposes. We also should have any changes of duty stations come in for ERB approval.

Do you think we need to send something official out on this to the human capital officers?

Mary

--

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

From: Pletcher, Mary
To: [Humbert, Harry](#)
Cc: [Holley, Amy](#)
Subject: Re: Darren Cruzan
Date: Wednesday, May 03, 2017 9:11:36 AM

Harry,

You can move forward with a 120 day detail while we sort through the longer-term issues. A 120 day detail does not require ERB approval (which we don't have at this point).

Mary

On Wed, May 3, 2017 at 9:04 AM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:

Mary-

I have coordinated with both Mike Black and Tony Dearman and both are supportive of the detail and the possibility of a longer term option.

Please let me know what you need from me so that I move the process along.

Harry

--

Harry Humbert
Deputy Assistant Secretary
Public Safety, Resource Protection, Emergency Services
Department of the Interior
202-208-5773

--

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

From: Humbert, Harry
To: [Pletcher, Mary](#)
Subject: Re: OLES Director position
Date: Tuesday, May 02, 2017 7:01:42 AM

Preliminary information is that they are both good with the request. I will reach out to them directly today.

H

On Mon, May 1, 2017 at 1:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Have you talked to Mike Black or Tony about it?

On Mon, May 1, 2017 at 1:53 PM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:
Hi Mary-

He is.

H.

On Mon, May 1, 2017 at 1:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Harry,

Let's start with a 120 day detail so we don't have to do an ERB action. I'm assuming Darren is willing to do this detail?

Mary

On Mon, May 1, 2017 at 1:44 PM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:

Mary-

This request has been cleared through Amy and Jim Cason.

With the retirement of Tim Lynn which was effective on April 29th, OLES is left without a Director.

I am asking that Darren Cruzan, (currently with BIE), formerly the Director of the Office of Justice Service, BIA, be detailed to OLES immediately as the Acting Director.

OLES would pay for salary and benefits. With the level of reorganization that may take place in the future, I am requesting that no time limits be placed on the detail assignment.

Please let me know if you require additional information.

H

--

Harry Humbert
Deputy Assistant Secretary

Public Safety, Resource Protection, Emergency Services
Department of the Interior
202-208-5773

--

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Deputy Assistant Secretary for Human Capital and Diversity
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--

Harry Humbert
Deputy Assistant Secretary
Public Safety, Resource Protection, Emergency Services
Department of the Interior
202-208-5773

From: Humbert, Harry
To: [Pletcher, Mary](#)
Cc: [Holley, Amy](#)
Subject: Re: OLES Director position
Date: Monday, May 01, 2017 2:03:36 PM

Not yet. Waiting to make sure that we are good fro this end first.

H

On Mon, May 1, 2017 at 1:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Have you talked to Mike Black or Tony about it?

On Mon, May 1, 2017 at 1:53 PM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:
Hi Mary-

He is.

H.

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Please let me know if you require additional information.

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Harry Humbert

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--

Harry Humbert
Deputy Assistant Secretary
Public Safety, Resource Protection, Emergency Services
Department of the Interior
202-208-5773

From: Pletcher, Mary
To: [Humbert, Harry](#)
Cc: [Holley, Amy](#)
Subject: Re: OLES Director position
Date: Monday, May 01, 2017 1:57:32 PM

Have you talked to Mike Black or Tony about it?

On Mon, May 1, 2017 at 1:53 PM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:

Hi Mary-

He is.

H.

On Mon, May 1, 2017 at 1:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

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Please let me know if you require additional information.

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Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
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From: Humbert, Harry
To: [Pletcher, Mary](#)
Cc: [Holley, Amy](#)
Subject: Re: OLES Director position
Date: Monday, May 01, 2017 1:53:55 PM

Hi Mary-

He is.

H.

On Mon, May 1, 2017 at 1:52 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Harry,

Let's start with a 120 day detail so we don't have to do an ERB action. I'm assuming Darren is willing to do this detail?

Mary

On Mon, May 1, 2017 at 1:44 PM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:

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Please let me know if you require additional information.

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Chief Human Capital Officer

(202) 208-4505

--

Harry Humbert
Deputy Assistant Secretary
Public Safety, Resource Protection, Emergency Services
Department of the Interior
202-208-5773

From: Pletcher, Mary
To: [Humbert, Harry](#)
Cc: [Holley, Amy](#)
Subject: Re: OLES Director position
Date: Monday, May 01, 2017 1:53:14 PM

Harry,

Let's start with a 120 day detail so we don't have to do an ERB action. I'm assuming Darren is willing to do this detail?

Mary

On Mon, May 1, 2017 at 1:44 PM, Humbert, Harry <harry_humbert@ios.doi.gov> wrote:

Mary-

This request has been cleared through Amy and Jim Cason.

With the retirement of Tim Lynn which was effective on April 29th, OLES is left without a Director.

I am asking that Darren Cruzan, (currently with BIE), formerly the Director of the Office of Justice Service, BIA, be detailed to OLES immediately as the Acting Director.

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Harry Humbert
Deputy Assistant Secretary
Public Safety, Resource Protection, Emergency Services
Department of the Interior
202-208-5773

--

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

From: Collier, Latanya
To: [Mary Pletcher](#)
Cc: [Meleanie Lowery](#); [Jean Parrish](#)
Subject: Past ERB Action - Meeting Request
Date: Monday, May 01, 2017 1:15:55 PM

Good Afternoon Ms. Pletcher,

I sent an email request to Jean Parrish this morning and received an out of office response. Deb DuMontier would like to meet with you today or tomorrow if possible. She has time today between 2 - 4 PM and tomorrow between 10 - 11:30 AM. Please let me know if any of these times will work for you. Also if you have another person that schedules for you, please provide me with a name.

Thank you and Have a Wonderful Day!

--

Latanya R. Collier
U.S. Department of the Interior
Office of the Special Trustee (OST)
1849 C Street, NW
Mail Stop 3259
Washington, D.C. 20240
(work) 202.208.0318
(fax) 202.208.7545
email: latanya_collier@ost.doi.gov

From: Morning Consult
To: mary_pletcher@ios.doi.gov
Subject: Morning Consult Finance, Presented by the Electronic Payments Coalition: Trump to Meet With ICBA Members Today
Date: Monday, May 01, 2017 8:01:25 AM



By [Ryan Rainey](#) and [Tara Jeffries](#)

Washington Brief

- Vice President Mike Pence said the administration's tax plan might increase the federal deficit "in the short term." After that, he said, it would be offset by economic growth. ([NBC News](#))
- GOP tax-writers on the House Ways and Means Committee said they want to ensure forthcoming tax legislation does not add to the deficit. Ways and Means Republicans will wrap up a two-day meeting today on their plans for rewriting the U.S. tax code. ([The Washington Examiner](#))
- Congressional leaders reached agreement on legislation that would fund the government through the end of September. The current spending measure authorizes government funding through May 5. ([Politico](#))

Business Brief

- Trump plans to meet today with representatives from the Independent Community Bankers of America, who are likely to raise issues concerning regulations and flood insurance reauthorization. ([American Banker](#))
- White House Chief of Staff Reince Preibus said the administration's tax plan may call for the removal of the carried interest loophole, which allows financiers to claim a lower tax rate on their income. Trump called for eliminating the loophole when he was campaigning

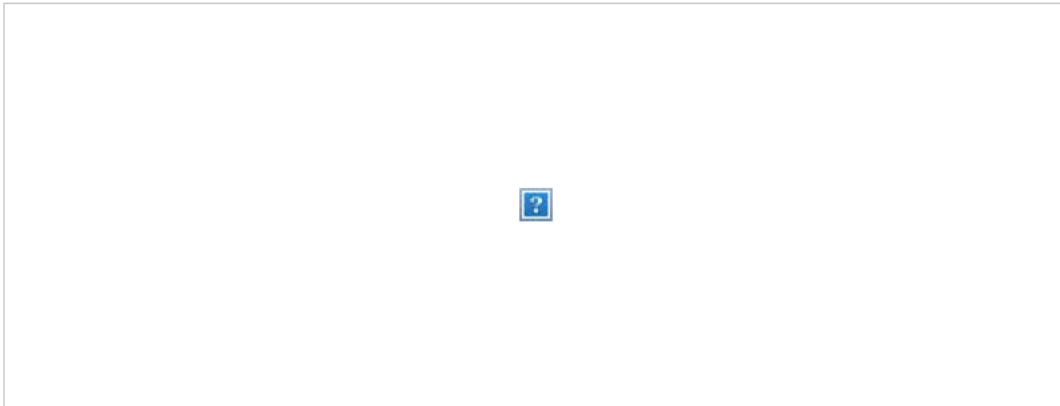
for the White House. ([Reuters](#))

- Wall Street gave Trump a grade of B or B- for his first 100 days in office, according to interviews of financial industry professionals. ([USA Today](#))

Chart Review

[Average Effective Tax Rate of S&P 500 Companies Under Trump Tax Proposal](#)

Bloomberg View



Events Calendar (All Times Local)

Monday

[ICBA Capital Summit](#) 10:30 a.m.

Tuesday

[Rep. Hensarling speaks at ICBA summit](#) 7:45 a.m.

[Senate Banking Committee hearing on U.S.-EU insurance covered agreement](#) 10 a.m.

[House Financial Services Committee markup of Financial CHOICE Act](#) 10 a.m.

Wednesday

[ICBA Capital Summit](#) 7 a.m.

[WITA event on global value chains](#) 9 a.m.

[Brookings Institution event on financial stability](#) 9:30 a.m.

[AEI event on Puerto Rico crisis](#) 10 a.m.

[House Budget Committee hearing on fiscal management](#) 10 a.m.

[Senate Budget Committee hearing on private sector growth](#) 10:30 a.m.

[House Appropriations subcommittee hearing on IRS oversight](#) 1 p.m.

Thursday

[Senate Banking Committee hearing on flood insurance reauthorization](#) 10 a.m.

[National Economists Club event on currency](#) 12 p.m.

[FDIC presentation on CRA best practices](#) 1 p.m.

Friday

[Economic Club of Washington event with NASDAQ CEO](#) 11 a.m.



General

[Budget deal reached in Congress](#)

Burgess Everett et al., Politico

Congressional leaders released the text early Monday of a more than 1,600-page spending bill that would fund the government at updated levels through the end of September. The bipartisan deal struck Sunday night would increase defense spending by \$25 billion over current levels and provide \$1.5 billion in new border security spending aimed at repairing existing infrastructure and increasing technology, though it would not allocate any new money to a Southern border wall with Mexico despite the president's insistence.

[Greenspan Says Trump Has a Math Problem With His Budget](#)

Rich Miller, Bloomberg News

President Donald Trump's budget numbers don't add up and his tax and spending plans are likely to lead to bigger deficits and higher interest rates, said former Federal Reserve Chairman Alan Greenspan. "His arithmetic is the problem," Greenspan said in a Bloomberg Television interview with David Westin aired on Friday.

[Trump gets "B" or "B-minus" from Wall Street pros](#)

Adam Shell, USA Today

Using the market as a measure of success, President Trump has something to boast about: The 5.5% gain for stocks during his first 100 days in office is third-best of any president since World War II. Saturday marks Trump's 100th day in the White House.

[Mexico calls on Trump to reuse TPP deals to reanimate Nafta](#)

Jonathan Wheatley and Jude Webber, Financial Times

Mexico is urging Donald Trump to reuse agreements reached under the aborted Trans-Pacific Partnership to create a manufacturing powerhouse between the US, Mexico and Canada to compete with low-cost producers in China. Ildefonso Guajardo, Mexico's economy minister, said in an interview with the Financial Times that elements of TPP could be used to renegotiate the North American Free Trade Agreement between the three countries.

[Persuasive Business Leaders Parade Through White House](#)

Kate Kelly, The New York Times

In a meeting at the White House with business leaders two weeks into his presidency, Donald J. Trump turned to Jamie Dimon, the chief executive of JPMorgan Chase. Aren't the Chinese manipulating their currency? Mr. Trump asked, according to two people who were there.

[Yen Weakens as Stocks Climb on U.S. Congress Deal: Markets Wrap](#) Adam Haigh and Eddie Van Der Walt, Bloomberg News

The yen weakened with bonds, while stocks and U.S. futures climbed, as a tentative deal by the U.S. Congress to avert a government shutdown offset weaker economic data from China and America. Futures on the S&P 500 Index increased 0.1 percent.

Banking

[Trump to meet Monday with 100-plus community bankers](#) Rob Blackwell, American Banker

President Trump is scheduled to meet with the top leadership of the Independent Community Bankers of America on Monday, including more than 100 of its members, the group said late Sunday. The meeting was requested by the president, according to Cam Fine, the president and CEO of the group, and is expected to also include Vice President Mike Pence.

[The 93 Words That Could Unlock \\$200 Billion in Bank Capital](#) Telis Demos, The Wall Street Journal

Tucked inside a nearly 600-page legislative proposal to overhaul U.S. financial regulations are 93 words that could provide a windfall for bank investors seeking heftier dividends and share buybacks. The verbiage is contained in the bill to repeal and replace the Dodd-Frank Act, formally introduced last Wednesday by Texas Republican Jeb Hensarling, chairman of the House Financial Services Committee.

[First NBC Bank fails; Whitney Bank to take over branches](#) Greg LaRose, The Times-Picayune

One of New Orleans' biggest post-Katrina business success stories ended Friday afternoon (April 28), when federal and state regulators announced that First NBC Bank had officially failed. All branches have been closed,

and they will reopen Saturday as part of Whitney Bank.

Financial Products and Investments

[Puerto Rico faces bank closure, privatizations amid crisis](#)

The Associated Press

Puerto Rico faces new measures to help offset its economic crisis including a water rate increase, privatization of government operations and the closure of a bank that once oversaw the island's debt transactions. Some of the upcoming changes were presented Friday to a federal control board overseeing the island's finances.

Housing and GSEs

[Housing industry praises Trump's selection of Pam Patenaude as HUD deputy secretary](#)

Ben Lane, HousingWire

For those in the housing industry, Pam Patenaude's name is well known. Patenaude currently serves as the president of the J. Ronald Terwilliger Foundation for Housing America's Families, previously served as the director of housing policy at the Bipartisan Policy Center, and served as the Department of Housing and Urban Development assistant secretary for community, planning and development under President George W. Bush.

[MBA Secondary panel: Yes, GSE reform can really work this time around](#)

Sarah Wheeler, HousingWire

It's been nine long years since the FHFA placed Fannie Mae and Freddie Mac into conservatorship as a result of the financial crisis, and as the economy continues to improve, the calls to reform how the government sponsored enterprises operate have grown louder and more insistent. But most past efforts to develop a reform plan for these massive entities were doomed from the start.

[A Whistle Was Blown, but Who Was Listening?](#)

Gretchen Morgenson, The New York Times

The Securities and Exchange Commission calls itself the whistle-blower's advocate. But one participant in the agency's lauded whistle-blower program isn't so sure.

Taxes

[Pence: Tax Plan Could Increase Deficit 'Maybe in the Short Term'](#)

Kailani Koenig, NBC News

Vice President Mike Pence on Sunday morning acknowledged that the Trump administration's tax proposal could increase the deficit, at least at first. "Maybe in the short term," he said during an exclusive interview on NBC's "Meet The Press," while predicting that it would eventually be overcome by economic "growth."

[In response to Trump tax outline, House GOP sticks to plan](#)

Joseph Lawler, The Washington Examiner

House Republicans are sticking with their original plan for a permanent, self-financing tax reform plan, despite indications from the Trump administration that its preferences differ. At the end of a special meeting held Sunday to discuss the House Republican plan following the introduction of Trump's plan, Republicans on the House Ways and Means Committee responsible for writing tax law reiterated some of the principles that could clash with Trump's ideas, especially that tax reform be permanent and not add to the debt.

[Trump could target 'carried interest' tax loophole: official](#)

Jason Lange, Reuters

The Trump administration's push to overhaul tax laws might soon target a loophole used by some financial managers to lower their tax rates, White House Chief of Staff Reince Priebus said on Sunday. President Donald Trump campaigned before the Nov. 8 election to eliminate the so-called "carried interest" loophole, which is used by many financial managers to lower tax obligations.

[Under the Trump Tax Plan, We Might All Want to Become Corporations](#)

Neil Irwin, The New York Times

Corporations are people, Mitt Romney once told us. But if the Trump administration's tax plan were to become law, in the future a whole lot of people may just become corporations. Corporations are people, Mitt Romney once told us. But if the Trump administration's tax plan were to become law, in the future a whole lot of people may just become corporations.

[Five unanswered questions about Trump's tax plan](#)

Naomi Jagoda, The Hill

The White House on Wednesday released a tax plan that was notable in its brevity. The proposal came in the form of a one-page document with bullet points outlining the White House's big priorities.

[How Does Trump's Tax Plan Help the Middle Class? 'Honestly, We Don't Know'](#)

Sahil Kapur, Bloomberg News

President Donald Trump's economic advisers pitched his new tax plan as a cut for the middle class and not the wealthy, but the opposite may be true. Tax policy experts say its current provisions would undoubtedly mean lower taxes for top earners, while the impact on middle incomes is less clear.

[More Arrests - And A Guilty Plea - In IRS Phone Scams](#)

Kelly Phillips Erb, Forbes

J. Russell George, Treasury Inspector General for Tax Administration (TIGTA), and the Department of Justice (DOJ) have announced more arrests - as well as a guilty plea - in connection with Internal Revenue Service (IRS) phone scams. On April 25, 2017, agents representing TIGTA and the Social Security Administration Office of the Inspector General (SSAOIG) arrested eight suspects in Miami, Florida.

Financial Technology

[Federal Reserve wants a say on U.S. fintech rules - Brainard](#)

Patrick Rucker and Anna Irrera, Reuters

The Federal Reserve wants to give input on future rules governing how technology companies move into consumer lending markets, Fed Governor Lael Brainard said on Friday. Technology companies may reach consumers directly with loans under a new license proposed by a leading U.S. bank

regulator but the Fed has concerns, Brainard said.

[Hackers Ran Through Holes in Swift's Network](#)

Katy Burne and Robin Sidel, The Wall Street Journal

The Society for Worldwide Interbank Financial Telecommunication has James Bond-level security at the facilities it uses to move millions of bank-payment orders around the world every day. Visitors to a Swift operations center in Culpeper, Va., say their car trunks were inspected upon arrival by armed guards, who used mirrors to check under the chassis.

A Message from the Electronic Payments Coalition:

Debit and credit cards make it far more convenient to buy the things you need and love, yet the Durbin amendment has put red tape on these purchases. [Check out EPC's new video](#) to find out how this impacts you.

Opinions, Editorials and Perspectives

[Congress Should Repeal the Durbin Amendment on Debit Card Transactions](#)

B. Dan Berger et al., Morning Consult

Policymakers in Washington regularly trigger the law of unintended consequences, hurting the very people they profess to help. A prime example is the Durbin Amendment, a last-minute addition to the Dodd-Frank Act that placed the Federal Reserve in charge of pricing debit-card transactions and established new rules for how those transactions are routed.

[What moderate lawmakers like us hope to do in the next 100 days](#)

Jim Himes and Charlie Dent, The Washington Post

On this 100th day of the Trump administration, partisan prisms will predictably provide audiences with radically different images: One side will paint a picture of a strong and decisive administration "Making America Great Again," another of a flip-flopping and divisive group of neophytes who aren't up to the job. As centrist leaders in the House of Representatives leading the New Democrat Coalition and Tuesday Group caucus, and legislators dedicated to the core principles of governing, we'd rather propose a forward-looking vision for the next 100 days.

[MetLife's Systemically Important Case](#)

Editorial Board, The Wall Street Journal

President Trump last week ordered a review of the Financial Stability Oversight Council's haphazard process for designating systemically important financial institutions. Hear, hear--and all the more reason for the White House to drop the government's appeal of a federal judge's ruling rescinding MetLife's designation, or at the very least support a hold on the case.

[When Congress Made Taxes Fairer](#)

Bill Bradley, The New York Times

With President Trump now talking about overhauling the tax code, it's worth reflecting on the last time Congress revamped the system: the Tax Reform Act of 1986. That bill's success relied on a clear set of principles, a committed president, an effective Treasury secretary, bipartisan support and congressional committee chairmen willing to put their reputations on the line.

[Alas, the Mortgage-Interest Deduction Cannot Be Pried Away](#)

George Will, National Review

The deductibility of mortgage-interest payments, by which the government will forgo collecting nearly \$1 trillion in the next decade, is treated as a categorical imperative graven on the heart of humanity by the finger of God because it is a pleasure enjoyed primarily by the wealthy. About 75 percent of American earners pay more in payroll taxes than in income taxes, and only around 30 percent of taxpayers itemize their deductions.

[Puerto Rico's Broken Promise](#)

Mary Anastasia O'Grady, The Wall Street Journal

A federal stay barring Puerto Rico's creditors from taking legal action against the commonwealth and most of its entities for nonpayment of debt expires on Tuesday. The stay was ordered under the Puerto Rico Oversight, Management and Economic Stability Act, or Promesa, passed by Congress in June 2016.

A Message from the Electronic Payments Coalition:

Do you know how the Durbin amendment affects you? Customers haven't seen lower prices as promised by big box retailers--but that's not all. The Electronic Payments Coalition has a new video to explain this failed policy.

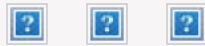
[Watch it now.](#)

Research Reports

[Liquidity Constraints in the U.S. Housing Market](#)

Denis Gorea and Virgiliu Midrigan, The National Bureau of Economic Research

We study the severity of liquidity constraints in the U.S. housing market using a life-cycle model with uninsurable idiosyncratic risks in which houses are illiquid, but agents have the option to refinance their long-term mortgages or obtain home equity loans. The model reproduces well the distribution of individual-level balance sheets - the fraction of housing, mortgage debt and liquid assets in households' wealth, the fraction of hand-to-mouth homeowners (Kaplan and Violante, 2014), as well as the frequency of housing turnover and home equity extraction in the 2001 data.



This email was sent by: Morning Consult
PO Box 27068 Washington, DC, 20038, US
[Manage your email preferences](#)

SUBSCRIBE

From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Subject: Clement ERB memo
Date: Friday, July 21, 2017 4:22:12 PM
Attachments: [Clement ERB approval memo.pdf](#)

Michelle Oxyer

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



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

Memorandum

To: Executive Resources Board

From: Mary F. Pletcher 
Deputy Assistant Secretary – Human Capital and Diversity
Chief Human Capital Officer

Subject: Request for Approval to Reassign Joel Clement


Approval is requested to reassign Joel Clement to the SES General position of Senior Program Advisor, ES-0301, with the Office of Natural Resources Revenue, in Washington, DC. This position is currently occupied by Jerold Gidner and will be vacated upon ERB approval of reassignment request for Mr. Gidner.

The Senior Program Advisor will serve as a key advisor, providing executive level expert advice, guidance, and support to the Director, Office of Natural Resources Revenue and the Deputy Assistant Secretary – Natural Resources Revenue Management on key, emerging issues of direct and substantial interest to the Office of Natural Resources Revenue and the Department.


Mr. Clement currently serves as Director, Office of Policy Analysis with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, located in Washington, DC, and is well qualified for this position. Upon ERB approval, Mr. Clement will be provided written notification 15 days in advance of the effective date of the reassignment as required by 5 CFR 317.901(b)(1). Mr. Clement may elect to waive the 15 days and be reassigned earlier. Mr. Clement will retain his career appointment and current rate of pay, which is \$180,078.

Attachments

Approved:



for the Executive Resources Board



Date

From: Pletcher, Mary
To: [Richardson, Karen](mailto:Richardson.Karen)
Subject: Fwd: Clement - Senior Executive Service Directed Reassignment
Date: Friday, July 21, 2017 3:48:26 PM
Attachments: [Clement Reassignment.pdf](#)

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 15, 2017 at 7:22 PM
Subject: Clement - Senior Executive Service Directed Reassignment
To: Joel Clement <joel_clement@ios.doi.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>

Dear Joel Clement,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Program Advisor with the Office of Natural Resources Revenue, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

JUN 15 2017

Memorandum

To: Joel Clement

From: James Cason
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Policy Analysis, Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Senior Program Advisor, ES-0301, with the Office of Natural Resources Revenue, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. As the Director of the Office of Policy Analysis, you oversee cross-cutting analysis and coordination to support decision-making and policies. You oversee the development of the annual report on the Department's economic contributions to the National economy. You are experienced at leading experts that provide objective economic and policy analysis. You are well qualified to serve as Senior Program Advisor of the Office of Natural Resources Revenue.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Joel Clement](#)
Cc: [James Cason](#); [Amy Holley](#); [Steve Glomb](#)
Subject: Clement - Senior Executive Service Directed Reassignment
Date: Thursday, June 15, 2017 7:22:24 PM
Attachments: [Clement Reassignment.pdf](#)

Dear Joel Clement,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Program Advisor with the Office of Natural Resources Revenue, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

JUN 15 2017

Memorandum

To: Joel Clement

From: James Cason
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Policy Analysis, Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Senior Program Advisor, ES-0301, with the Office of Natural Resources Revenue, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. As the Director of the Office of Policy Analysis, you oversee cross-cutting analysis and coordination to support decision-making and policies. You oversee the development of the annual report on the Department's economic contributions to the National economy. You are experienced at leading experts that provide objective economic and policy analysis. You are well qualified to serve as Senior Program Advisor of the Office of Natural Resources Revenue.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Dohner, Cynthia
To: [Pletcher, Mary](#)
Cc: [Jim Kurth](#); [Steve Guertin](#); [Greg Sheehan](#); [Cindy Dohner](#)
Subject: Re: Dohner - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 26, 2017 3:22:26 PM
Attachments: [Dohner Preference Form \(1\).docx](#)

Mary,

Thank you again for all your assistance this past week while I was evaluating my options, (b) (6). I was also able to talk to others in DOI that provided additional clarity and information related to the proposal and my available options. The attached form expresses my preferences with respect to my proposed reassignment. Let me know if you have any questions or need additional information.

Best -
cindy

On Thu, Jun 15, 2017 at 7:45 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Assistant Director – International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC.

As the Regional Director for the Southeast Region, you have a deep understanding of the breadth of the U.S. Fish and Wildlife Service's operations and have been involved in many interagency activities related to Gulf Restoration. You also have served as the Branch Chief for Recovery and Consultation in the Washington Office as well as worked for three State Agencies, two other Federal agencies and in the private sector. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to coordinate domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats and meet the Service's international responsibilities under treaties and U.S. laws and regulations

as the Assistant Director for International Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: Cynthia Dohner

I prefer to:

_____ Accept this reassignment

___X___ Not to accept this reassignment for the following reasons:

I regretfully decline the geographic move to the position of Assistant Director for International Affairs in Washington DC. I understand that declining this reassignment will result in my eligibility for discontinued service retirement. Based on this information, I anticipate applying for DCR effective August 30, 2017.

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Cribley, Bud
To: [Pletcher, Mary](#)
Cc: [Katharine MacGregor](#); [James Cason](#); [Michael Nedd](#); [Ted Murphy](#)
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 22, 2017 8:36:53 PM
Attachments: [Cribley Preference Form \(4\).docx 17-06-22.docx](#)

Mary,

You will find attached the preference form you requested of me in your June 15th email. I have indicated that I am willing to accept the reassignment offer. I hope you take the time to read my response to the acceptance.

I know we were not able to have a conversation about this offer, I would still like to visit with you if time allows.

Thank you,

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov



On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: Bud Cribley

I prefer to:

XXX

_____ Accept this reassignment

Thank you for providing me this challenge and opportunity to an important position that would contribute to this Administration's and Secretary's objective for Energy Dominance. This reassignment also meets my personnel objective of returning to the Washington D.C. Area.

By accepting this reassignment, I am asking that it not limit any future opportunities in the Department. Currently the Bureau of Land Management's Deputy Director for Operations position is vacant. With the significant role the BLM will play in contributing to the the objective of energy dominance, reducing budgets, a new Director, and the substantial reorganization that is being proposed, challenging times lay ahead. I feel that with the experience I have gained in my career successfully dealing with all of these issues I can make a significant contribution to the BLM in meeting its mission goals in the Deputy Director position. Please consider this when deciding on my reassignment.

Regardless of the reassignment opportunity you provide me, I look forward to the the new challenges I will face and the opportunities that I may create in accomplishing the Administration's, Secretary, and Agency mission.

_____ Not to accept this reassignment for the following reasons:

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Loudermilk, Weldon
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Michael Black](#)
Subject: Re: Loudermilk - Proposed Senior Executive Service Directed Reassignment
Date: Thursday, June 22, 2017 7:05:14 PM
Attachments: [Loudermilk Preference Form.docx](#)

As requested.

Weldon B. Loudermilk,
Director - Indian Affairs
1849 C Street NW, MS-4606-MIB
Washington, DC 20240

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On Thu, Jun 15, 2017 at 2:55 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Weldon "Bruce" Loudermilk,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Field Operations with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of leadership positions in Indian Country. You have served as a Regional Director in two Bureau of Indian Affairs Regions – Great Plains and Alaska. For 10 years, you served as a Fiduciary Trust Officer in the Office

of the Special Trustee for American Indians. You also have served multiple details including as Chief of Staff to the Principal Deputy Special Trustee and as a Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Field Operations in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: Weldon Loudermilk

I prefer to:

_____ Accept this reassignment

Not to accept this reassignment for the following reasons:

As a Career (non-political) SES Civil Servant I accepted the position as Director, Bureau of Indian Affairs less than eight months ago and thus began the process of relocating my family from Anchorage, Alaska to Washington, D.C. The Department paid for my relocation expenses for which my family and I are still in transition. My appointment as BIA Director is a culmination of over 27 years of dedicated service, during which I acquired necessary education and skillsets through various organizations and positions, always advancing and always contributing to the mission of the organization and those we serve. I believe that the proposed reassignment to the position in OST does not serve the Department's stated purpose in conducting these reassignments, which is to add new insights and ideas to the bureaus and regions. As I have served as the BIA Director less than eight months, I am still very new to the position. Further, I spent years in the Office of the Special Trustee, and therefore moving me back to OST would serve to revisit past programmatic oversight, roles and responsibilities.

If the requested action can not be granted then I request I be considered for the position of Deputy Bureau Director, Field Operations (BIA) located in Albuquerque, New Mexico.

Thank you for your consideration in this proposal.

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Hanna, Jeanette
To: [Pletcher, Mary](#)
Subject: Re: Hanna - Senior Executive Service Directed Reassignment
Date: Thursday, June 22, 2017 3:53:28 PM
Attachments: [Hanna Reassignment.pdf](#)

Attached is my signed acknowledgement of receipt of the memorandum on the reassignment to BLM.

Thank you for taking the time to meet with me this past Monday to discuss the reassignment. As stated in our meeting, I would like to volunteer to go on the front lines in support of the Secretary's priority to strengthen the field by executing the duties of the position in the following states that have a large number of Native American population and resources: Oklahoma, Arizona, Colorado, Idaho, Utah and New Mexico. I did verify that each state had an existing BLM office and with this position being newly created for the transfer, as you confirmed, it is respectfully requested that it be executed in the field to have a maximum impact.

Additionally, I look forward to receiving the position description you stated you would provide as well as setting up a meeting between myself and the Acting BLM Director. You stated the effective date to "show up" at the BLM is July 10, 2017, but I still do not know the exact location I am to show up to or who to report to or at what time, etc.

Thank you again for your time.

On Thu, Jun 15, 2017 at 6:49 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jeanette Hanna,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Advisor for Tribal Energy Development with the Bureau of Land Management, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

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Jeanette Hanna
Special Assistant to the Director, Bureau of Indian Affairs
Bureau of Indian Affairs, Department of the Interior
1849 C Street, NW
MS-4606 MIB
Washington, DC 20240

this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: 6-19-17

Signature: 
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.


Name

6-19-17
Date



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Jeanette Hanna

From: James Cason *James E Cason*
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Special Assistant to the Director with the Bureau of Indian Affairs, duty station Washington, DC to Senior Advisor for Tribal Energy Development with the Bureau of Land Management, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your career, you have served in positions that provided an opportunity to develop a deep understanding of the issues impacting Indian Country. You served as Indian Affairs Budget Officer and the Director, Office of Planning, Budget and Management Support where you created the Tribal Interior Budget Committee. You served as the Regional Director, Eastern Oklahoma Region where you worked with 20 diverse tribal governments. Most recently, you served as the Special Assistant to the Assistant Secretary for Indian Affairs and Special Assistant to the Bureau Director. Your experience working across Indian Affairs, collaborating with tribal governments, and knowledge of Indian Affairs budgeting makes you well qualified to serve as Senior Advisor for Tribal Energy Development in the Bureau of Land Management.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning

From: Riggs, Helen
To: [Pletcher, Mary](#)
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Date: Wednesday, June 21, 2017 5:32:36 PM
Attachments: [Riggs Preference Form HR Response.docx](#)

Mary,

Attached is my response as requested.

Let me know if you have any questions.

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: Helen Riggs

I prefer to:

_____ Accept this reassignment

_____X_____ Accept this reassignment/relocation with the following preferences:

1st preference: Regional Director, Northwest Region, Portland, OR (BIA). This will be a new challenge in line with the intent of rotating SES to improve executive qualifications and is an Indian Preference position. With my field and central office experience, I have a unique Indian Affairs perspective to add to the Northwest Region. If this option is approved, I will report as early as needed.

2nd preference: Deputy Special Trustee, Trust Services, Albuquerque, NM (OST). I have 19 years of previous experience in various positions with the OST. If the Regional Director position at Northwest is not available, I will relocate to Albuquerque. For this option, I do not waive my 60 days.

_____ Not to accept this reassignment for the following reasons:

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Tuggle, Benjamin
To: [Mary Pletcher](#)
Subject: Proposed Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 7:07:05 PM
Attachments: [Tuggle Preference Form.docx](#)

Mary,

Attached please find my response to my proposed directed reassignment. I understand that the attached form constitutes my expression of my preferences and does not constitute a final decision. I request that the ERB consider my appeal, thank you.

Benjamin

To: Mary Pletcher

From: Benjamin N. Tuggle

I prefer to:

_____ Accept this reassignment

 X Not to accept this reassignment for the following reasons:

I would like to appeal the decision of the Executive Resource Board to reassign me from my current geographic location in Albuquerque, NM to the Assistant Director – Science Applications located in Washington DC. I respect the authority of Department of the Interior leadership to reassign SES members to positions and/or organizations for executive management purposes. (b) (6)

I would like to explore the possibility of performing my new duties from my current location for a period not to exceed 9 months if possible. (b) (6)

_____ Conducting my primary duties from my current geographic location, for this proposed period would provide an optimal opportunity to successfully focus my attention on the performance and execution of the associated programmatic duties as proposed in my reassignment. (b) (6)

_____ The Board's consideration of this option would be greatly appreciated.

The opportunity and time to discuss what the role of the Assistant Director - Science Applications represents currently and into the future with Fish and Wildlife Service or Departmental leadership is essential. Since the Science Application program has been eliminated from the FWS budget for FY-18, it signifies a significant departure from how the program is currently administered. There have been no indications from management as to how the program will function in the future. In order to perform my proposed new duties, I will need to understand the direction of future programmatic operational strategy so that my leadership and performance are aligned with the agency's science strategic goals. Thank you for your consideration.

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Lords, Douglas
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Debra Dumontier](#)
Subject: Re: Lords - Senior Executive Service Directed Reassignment
Date: Tuesday, June 20, 2017 2:39:27 PM
Attachments: [Lords Reassignment \(2\).pdf](#)

Mr. Cason, I look forward to the challenges ahead and meeting with you to discuss this administration's priorities as they pertain to BIA.

Mary, as outlined in Mr. Cason's memorandum attached is my signed reassignment notification.

On Thu, Jun 15, 2017 at 5:04 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Douglas Lords,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Trust Services with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

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

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Douglas A. Lords CPA

U.S. Department of the Interior

Deputy Special Trustee-Trust Services

Office of the Special Trustee for American Indians

Douglas.Lords@ost.doi.gov

Phone # 505.816.1072

Fax # 505.816.1139



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Douglas Lords

From: James Cason *James E Cason*
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, duty station Albuquerque, New Mexico to Deputy Bureau Director – Trust Services, ES-0340, with the Bureau of Indian Affairs, duty station Albuquerque, New Mexico. You will retain your career appointment and your pay level will remain the same. During your federal career, you have held a variety of leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities. Among the positions you have held, you have served as the Deputy Special Trustee for Trust Services, the Deputy Special Trustee for Field Operations, and the Director of the Office of Trust Fund Management. You are well qualified to serve as the Deputy Director for Trust Services in the Bureau of Indian Affairs.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity

Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Amy Lueders](#)
Cc: [James Cason](#); [Michael Nedd](#); [Katharine MacGregor](#)
Subject: Lueders - Proposed Senior Executive Service Reassignment
Date: Monday, June 19, 2017 3:30:52 PM
Attachments: [Lueders Preference Form.docx](#)

Amy,

Thank you for your time earlier today and for providing your home address. Because of the distance from your home to the new proposed duty location, there would be a change in commuting area under the Department's policy on Permanent Change of Station. Please disregard the prior notice of reassignment sent to you on June 15, 2017. Below is the proposed notice of reassignment.

Best,
Mary

Dear Amy Lueders:

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Albuquerque, with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico.

During your federal career, you have served in multiple land management leadership positions. You have served as a State Director in Nevada and New Mexico where you provided leadership on many natural resource management programs and issues. You have extensive management experience and have led employees in dispersed field offices. You have managed on-the-ground field operations as the Field Manager in Las Cruces, New Mexico. You have worked with a variety of stakeholders to include other federal agencies, Congressional staff, state governments, environmental groups and even private citizens. Your experience makes you well qualified to serve as the Regional Director for the U.S. Fish and Wildlife Service in Albuquerque, New Mexico.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 26, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: Amy Lueders

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Vietzke, Gay
To: [Pletcher, Mary](#)
Subject: Re: Vietzke - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 1:37:06 PM
Attachments: [Vietzke Preference Form \(1\).docx](#)

Mary,

Attached please find the electronic form.

Thank you so much for talking to me on Friday.

I'm on leave this week, but can be reached by cell phone at (b) (6).

Thanks,
Gay

On Thu, Jun 15, 2017 at 7:42 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Gay Vietzke,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Northeast Region with the National Park Service, located in Philadelphia, Pennsylvania.

During your National Park Service career, you have served in a variety of positions within the Northeast Region including as the Deputy Regional Director where you oversaw regional programs in Park Operations, Resource Stewardship and Science and External Affairs and Partnerships that supported the 85+ parks in the region. Most recently, you have served as the Superintendent of the National Mall and Memorial Parks where you have overseen operations at the Washington Monument; Jefferson, FDR, MLK and Lincoln Memorials, as well as the Vietnam Memorial, East and West Potomac Parks, and the historic national mall. You are well qualified to serve as Regional Director, Northeast Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

Gay Vietzke
Superintendent
National Mall and Memorial Parks
900 Ohio Drive, SW
Washington, DC 20024
202-245-4661

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To: Mary Pletcher

From: Gay Vietzke

I prefer to:

Accept this reassignment //s// GEV

Not to accept this reassignment for the following reasons:

Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Subject: Lueders - Proposed Senior Executive Service Reassignment
Date: Monday, June 19, 2017 1:33:21 PM
Attachments: [Lueders Preference Form.docx](#)

To determine if there is a change in commuting area, you must measure the commuting distance from the employee's home to the current duty location (24 miles) and measure the commuting distance from the employee's home to the new duty location (74 miles). In this case, it is exactly a 50 mile difference. Based on the Department's policy on Permanent Change of Station, section 1.2.1, if the change of duty station is 50 or miles, an involuntary transfer is considered to be in the best interest of the Government and allowable relocation expenses will be paid.

Dear Amy Lueders:

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Albuquerque, with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico.

During your federal career, you have served in multiple land management leadership positions. You have served as a State Director in Nevada and New Mexico where you provided leadership on many natural resource management programs and issues. You have extensive management experience and have led employees in dispersed field offices. You have managed on-the-ground field operations as the Field Manager in Las Cruces, New Mexico. You have worked with a variety of stakeholders to include other federal agencies, Congressional staff, state governments, environmental groups and even private citizens. Your experience makes you well qualified to serve as the Regional Director for the U.S. Fish and Wildlife Service in Albuquerque, New Mexico.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 26, 2017**.

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

Best,

Mary

To: Mary Pletcher

From: Amy Lueders

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Bearpaw, George
To: [Pletcher, Mary](#)
Subject: Re: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 9:28:12 AM
Attachments: [Bearpaw Preference Form.docx](#)

Good morning Mary,

Here is my acceptance. Thanks.

George W. Bearpaw
Director, Office of Budget and Performance Management
Office of the Assistant Secretary - Indian Affairs
1849 C Street, NW
Washington, DC 20240
(202) 219-3857
(202) 699-0554 cell
(202) 208-6635 fax
george.bearpaw@bia.gov

On Thu, Jun 15, 2017 at 6:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear George Bearpaw,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Midwest Region with the Bureau of Indian Affairs, located in Minneapolis, Minnesota.

Throughout your career, you have held a variety of leadership positions serving Indian Country - both within tribal government and federal government. You have served as the Executive Director of Tribal Operations for the Cherokee Nation and the Executive Director for the Kickapoo Tribe of Oklahoma. You served as the Acting Area Director for the Tucson Area Indian Health Service for the Indian Health Service. Most recently, you have

served as the Budget Officer for the Assistant Secretary for Indian Affairs. Your diversity of leadership experience serving Indian Country makes you well qualified to serve as the Regional Director, Midwest Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: George Bearpaw

I prefer to:

Accept this reassignment

Not to accept this reassignment for the following reasons:

Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Aragon, Jose
To: [Pletcher, Mary](#)
Cc: [William Werkheiser](#)
Subject: Re: Aragon - Senior Executive Service Directed Reassignment
Date: Monday, June 19, 2017 9:11:19 AM
Attachments: [DOI Re-assignment letter.pdf](#)

Trying again with the signed attachment

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Mon, Jun 19, 2017 at 9:09 AM, Aragon, Jose <jaragon@usgs.gov> wrote:

Mary,

Attached is the signed form acknowledging receipt.

It's not clear to me what my reporting date will be. Am wondering if reporting date can be after July 4th?

Thanks again.

v/r,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

On Thu, Jun 15, 2017 at 7:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Jose Aragon,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to **Senior Advisor with the Assistant Secretary – Policy, Management and Budget**, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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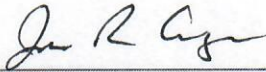
Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
(202) 208-4505

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: 16 JUN 17

Signature: 
NAME JOSE R. ARAGON

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Jose R. Aragon
Name

16 JUN 17
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Burkett, Virginia
To: [Pletcher, Mary](#)
Subject: Re: Burkett - Proposed Senior Executive Service Directed Reassignment
Date: Sunday, June 18, 2017 11:16:26 AM
Attachments: [Burkett Preference Form 18 June 2017.docx](#)

Dear Mary,
I have attached the form stating my preference.
Virginia

On Thu, Jun 15, 2017 at 7:35 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Virginia Burkett,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor to the Assistant Secretary – Water and Science with the Office of the Assistant Secretary – Water and Science, located in Washington, DC.

During your career, you have served in scientific leadership positions related to climate change and land use planning. In your current role as Associate Director for Climate and Land Use Change, you lead the Land Change Science Program, Land Remote Sensing Program, National Climate Change and Wildlife Science Center, Climate Research and Development Program, Carbon Sequestration assessments, and the Earth Resources Observation and Science Center. You served as a Lead Author of the United Nation's Intergovernmental Panel on Climate Change. You also served as the Chief Scientist for the Climate and Land Use planning area for USGS. As part of this role, you worked with other federal agencies such as Energy, State, Transportation, and FEMA and non-federal agencies and institutions. You have demonstrated your adeptness at leading others in taking an enterprise/system-wide view of complex natural resource challenges; are highly knowledgeable about earth resources including water resources; and have shown an aptitude in working with a variety of scientists, engineers and other stakeholders. You are well qualified to serve as Senior Advisor to the Assistant Secretary – Water and Science in Washington, DC.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

To: Mary Pletcher

From: Virginia Burkett

I prefer to:

_____ Accept this reassignment

X

_____ Not to accept this reassignment for the following reasons:

I am going to voluntarily take a lowered-graded position within the USGS located in Louisiana.

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Olsen, Megan
To: [Pletcher, Mary](#)
Subject: Re: Olsen - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 5:20:23 PM
Attachments: [Olsen Reassignment Acknowledgement 061617.pdf](#)

Hey, Mary. I'm attaching my signed acknowledgement. Have a great weekend.

Megan Olsen
Director, Office of Small and Disadvantaged Business Utilization
Department of the Interior
1849 C. Street NW, Room 4213
Washington, DC 20240
202-513-0692

On Thu, Jun 15, 2017 at 7:20 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Megan Olsen,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Office of Acquisition and Property Management with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Megan Olsen

From: James Cason
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Small and Disadvantaged Business Utilization with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Director, Office of Acquisition and Property Management with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your federal career, you have gained strong expertise in federal contracting. As Director of the Department of the Interior's Office of Small and Disadvantaged Business Utilization, you provide leadership for meeting DOI's goals for contracting with small businesses. You have served as Senior Procurement Analyst with the Office of Acquisition and Property Management where you coordinated Department-wide acquisition compliance programs. You also served as the Bureau Procurement Chief for the Interior Business Center. You are well qualified to serve as the Director of the Office of Acquisition and Property Management.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: 6/16/17

Signature: 
NAME Megan Olson

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.


Name

6/16/17
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Arroyo, Bryan
To: [Pletcher, Mary](#)
Cc: [James Cason](#); [Virginia Johnson](#); [Jim Kurth](#); [Stephen Guertin](#)
Subject: Re: Arroyo - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 12:46:33 PM
Attachments: [0246_001.pdf](#)

Mary:

Please find attached my acknowledgement of the reassignment and waiver of the 15-day notice.

Thanks,
Bryan

On Thu, Jun 15, 2017 at 7:47 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bryan Arroyo,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Director, Office of Environmental Policy and Compliance with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Bryan Arroyo

From: James Cason
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Assistant Director, International Affairs with the U.S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia to Deputy Director, Office of Environmental Policy and Compliance with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your federal career, you have served in leadership positions ensuring compliance with environmental laws, orders and policy objectives. You have served as the Assistant Director for International Affairs where you work closely with states, tribes, foreign governments and non-governmental organizations to conserve species and habitats at risk. You have also served as the Assistant Director for Fisheries and Habitat Conservation and as Assistant Director for Endangered Species. You are well qualified to serve as the Deputy Director for the Office of Environmental Policy and Compliance in the Office of the Assistant Secretary for Policy, Management and Budget.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: June 16, 2017

Signature: 
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.


Name

June 16, 2017
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pierre-Louis, Alesia
To: [Pletcher, Mary](#)
Subject: Re: Pierre-Louis - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 10:25:51 AM
Attachments: [SES Directed Reassignment Memo.pdf](#)

My signed acknowledgement and decision is attached. Thank you for your confidence.

Alesia J. Pierre-Louis

Chief Learning Officer and Director, Office of Strategic

Employee and Organization Development, DOI

alesia_pierre-louis@ios.doi.gov

(202) 513-7671

Notice: This e-mail transmission contains information that is solely for the use of the individual(s) or entity to whom or which it is addressed. If you are not the intended recipient, any review, copying, printing, disclosure, distribution or any other use of this information may be considered unlawful. If you received this e-mail in error, please notify the sender and delete the subject e-mail. Thank you.

On Thu, Jun 15, 2017 at 7:15 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Alesia Pierre-Louis,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to **Director of Human Capital Management with the Assistant Secretary – Indian Affairs**, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Alesia Pierre-Louis

From: James Cason *James E Cason*
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Chief Learning Officer and Director, Office of Strategic Employee Development with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Director of Human Capital Management, ES-0301, with the Assistant Secretary – Indian Affairs, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your career, you have served in a variety of leadership positions overseeing human capital programs. As the Chief Learning Officer for the Department of the Interior, you oversee delivery of training and leadership development programs and policies across Interior's bureaus and offices and represent Interior at interagency councils. You served as Acting Deputy Regional Director and Chief of Staff of the Northeast Region for the National Park Service where you oversaw the three Associate Regional Directors including the Associate Regional Director for Administration that supported field operations for the Northeast Region park units. You also provided direct-line supervisory authority for 25 Park Superintendents located within seven states. You have served as the Chief, Office of Diversity and Equal Opportunity at the U.S. Geological Survey where you led the complete array of EEO and Diversity programs and services and provided EEO and diversity strategic advice and guidance to the USGS Director, Deputy Director and all members of the USGS executive leadership team. At the USGS, you also served as the Acting Associate Director for Human Capital where you oversaw the full spectrum of human resources support activities. Your diversity of human capital program management experience and ability to work collaboratively across and within bureau structures

make you well qualified to serve as the Director of Human Capital Management for the Assistant Secretary for Indian Affairs.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: June 16, 2017

Signature: 
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.


Name

June 16, 2017
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Richard Cardinale](mailto:Richard.Cardinale)
Subject: Fwd: Welch - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 9:42:08 AM
Attachments: [Welch Reassignment.pdf](#)

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 15, 2017 at 7:32 PM
Subject: Welch - Senior Executive Service Directed Reassignment
To: Ruth Welch <rwelch@blm.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>

Dear Ruth Welch,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Policy and Administration with the Bureau of Reclamation, located in Lakewood, Colorado. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

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



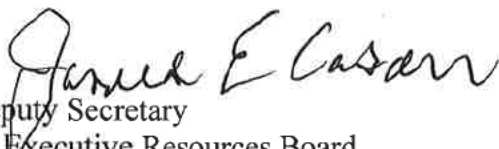
United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Ruth Welch

From: James Cason 
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of State Director – Colorado with the Bureau of Land Management, duty station Denver, Colorado to Director, Policy and Administration, ES-0340, with the Bureau of Reclamation, duty station Denver, Colorado. You will retain your career appointment and your pay level will remain the same. During your career, you have served in leadership positions in multiple administrative and programmatic organizations. You served as the Division Chief for the Business Resources in the Bureau of Land Management managing Bureauwide programs for engineering, property, contracting and grants/agreements, as well as providing human resources, IRB and business services support to the BLM Washington Office. You served as the Director of the BLM's National Operations Center that provides human resources, information technology, geospatial services, finance and acquisition to the Bureau of Land Management. You are well qualified to serve as the Director of Policy and Administration at the Bureau of Reclamation.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Richard Cardinale](mailto:Richard.Cardinale)
Subject: Fwd: Lauro - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 9:41:45 AM
Attachments: [Lauro Reassignment.pdf](#)

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 15, 2017 at 7:30 PM
Subject: Lauro - Senior Executive Service Directed Reassignment
To: Salvatore Lauro <slauro@blm.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>

Dear Salvatore Lauro,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,
Mary

--

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

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Salvatore Lauro

From: James Cason
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Law Enforcement and Security with the Bureau of Land Management, duty station Washington, DC to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia. You will retain your career appointment and your pay level will remain the same. During your law enforcement career, you have served in many roles – from Critical Infrastructure Coordinator for the Department in the Office of Law Enforcement, Security and Emergency Management, Chief of the United States Park Police to your current role as the Bureau of Land Management Director of Law Enforcement. You are well qualified to lead the U.S. Fish and Wildlife Service's agents, wildlife inspectors, officers and other law enforcement personnel as the Chief of the Office of Law Enforcement.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Richard Cardinale](mailto:Richard.Cardinale)
Subject: Fwd: Lueders - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 9:41:27 AM
Attachments: [Lueders Reassignment.pdf](#)

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 15, 2017 at 7:28 PM
Subject: Lueders - Senior Executive Service Directed Reassignment
To: Amy Lueders <alueders@blm.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>

Dear Amy Lueders,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Albuquerque with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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




United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Amy Lueders

From: James Cason 
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of State Director, New Mexico with the Bureau of Land Management, duty station Santa Fe, New Mexico to Regional Director, Albuquerque, ES-0480, with the U.S. Fish and Wildlife Service, duty station Albuquerque, New Mexico. You will retain your career appointment and your pay level will remain the same. During your federal career, you have served in multiple land management leadership positions. You have served as a State Director in Nevada and New Mexico where you provided leadership on many natural resource management programs and issues. You have extensive management experience and have led employees in dispersed field offices. You have managed on-the-ground field operations as the Field Manager in Las Cruces, New Mexico. You have worked with a variety of stakeholders to include other federal agencies, Congressional staff, state governments, environmental groups and even private citizens. Your experience makes you well qualified to serve as the Regional Director for the U.S. Fish and Wildlife Service in Albuquerque, New Mexico.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Richard Cardinale](mailto:Richard.Cardinale)
Subject: Fwd: Velasco - Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 9:41:05 AM
Attachments: [Velasco Reassignment.pdf](#)

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 15, 2017 at 7:26 PM
Subject: Velasco - Senior Executive Service Directed Reassignment
To: "Velasco, Janine" <jvelasco@blm.gov>
Cc: James Cason <james_cason@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>, Katharine MacGregor <katharine_macgregor@ios.doi.gov>

Dear Janine Velasco,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Assistant Director – Business Management Operations with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Janine Velasco

From: James Cason
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Assistant Director, Business, Fiscal and Information Resources Management with the Bureau of Land Management, duty station Washington, DC, to Assistant Director for Business Management and Operations, with the U. S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia. You will retain your career appointment and your pay level will remain the same. During your federal career, you have gained deep experience in managing administrative operations. In your current role as Assistant Director, Business, Fiscal and Information Resource Management, you oversee the budget, finance, property, procurement, engineering and asset management, audits and information technology for the Bureau of Land Management. You are well qualified to serve as the Assistant Director for Business Management and Operations at the U.S. Fish and Wildlife Service.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at mary_pletcher@ios.doi.gov.

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity
Department of the Interior
1849 C Street, NW
Mail Stop 5125
Washington, DC 20240

Receipt Acknowledged:

Date: _____

Signature: _____
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

Name

Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

Name

Date

From: Pletcher, Mary
To: [Richard Cardinale](mailto:Richard.Cardinale)
Subject: Fwd: Cribley - Proposed Senior Executive Service Directed Reassignment
Date: Friday, June 16, 2017 9:40:44 AM
Attachments: [Cribley Preference Form.docx](#)

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 15, 2017 at 7:25 PM
Subject: Cribley - Proposed Senior Executive Service Directed Reassignment
To: Bud Cribley <bcribley@blm.gov>
Cc: Katharine MacGregor <katharine_macgregor@ios.doi.gov>, James Cason <james_cason@ios.doi.gov>, Michael Nedd <mnedd@blm.gov>

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at mary_pletcher@ios.doi.gov by **close of business on June 22, 2017**.

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

Best,

Mary

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

--

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

To: Mary Pletcher

From: Bud Cribley

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

_____ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

From: Keable, Edward
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Cc: [Karen Richardson](mailto:Karen.Richardson@sol.doi.gov); [Timothy Murphy](mailto:Timothy.Murphy@sol.doi.gov); [Rachel Spector](mailto:Rachel.Spector@sol.doi.gov); [Tony Irish](mailto:Tony.Irish@sol.doi.gov)
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
Date: Monday, October 23, 2017 6:45:37 PM
Attachments: [18-00025qa.pdf](#)
[17-01174qa.pdf](#)
[18-00132qa.pdf](#)

+ Tim, Rachel, and Tony

Thanks Mary.

Ed

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Mon, Oct 23, 2017 at 1:25 PM
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
To: "Richardson, Karen" <karen.richardson@sol.doi.gov>, Edward Keable <edward.keable@sol.doi.gov>

The attachments may have dropped off the first time I sent this - this has the new requests that came in. Also shows the FOIA key word requests for Matt Allen and Woody (see Google Drive).

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

From: **OS, OS FOIA** <osfoia@ios.doi.gov>
Date: Thu, Oct 19, 2017 at 9:18 AM
Subject: Re: Search Request: FOIA Request OS-2017-01174
To: Mariagrazia Caminiti <marigrace.caminiti@sol.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, Tracie Lassiter <tracie_lassiter@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Gareth Rees <gareth_rees@ios.doi.gov>, Catherine Gulac <catherine_gulac@ios.doi.gov>, Gisella Ojeda-dodds <gisella_ojeda-dodds@ios.doi.gov>, Shirley Lewis <shirley_lewis@ios.doi.gov>, Lori Mashburn <lori_mashburn@ios.doi.gov>, Jean Parrish <jean_parrish@ios.doi.gov>, Maureen Foster <maureen_foster@ios.doi.gov>, Tasha Robbins <tasha_l_robbins@ios.doi.gov>

Good morning,

I am sending both a follow up and a new, related FOIA requests in this email. We gave a deadline of yesterday on the first request. I added a few additional people that are covered by the new requests.

Can you please work on this request or let me know if you need assistance as the requester has asked me for an update.

The below spreadsheet lists a simplified format of the request, as well as other related to the topic.

<https://docs.google.com/> (b) (5)

Thanks,
Ryan

On Wed, Oct 4, 2017 at 12:58 PM, OS, OS FOIA <osfoia@ios.doi.gov> wrote:

OS FOIA has received a Freedom of Information Act request for which we believe your Office may have responsive materials. Please use the below chart, attached copy of the FOIA request, and attached FOIA Control Form to inform us of our search efforts.

- If available, please provide responsive documents to OS FOIA electronically (CD, FOIA DMU Processing Application, email, or thumb drive). Please note that Bison Connect can pull emails electronically with the DMU Processing App's and OS staff can assist with this tool. Please contact OS FOIA if electronic documents are not available.
- Please track the time required to search for these documents on the attached control form.
- If you have any questions regarding the specific guidance on copying, reviewing, and submitting documents to the OS FOIA office, please call 202-513-0765.

Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches	
(Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

--
Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

--
Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

--
Mary Pletcher
Department of the Interior

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

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Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

This e-mail (including attachments) is intended for the use of the individual or entity to which it is addressed. It may contain information that is privileged, confidential, or otherwise protected by applicable law. If you are not the intended recipient, you are hereby notified that any dissemination, distribution, copying or use of this e-mail or its contents is strictly prohibited. If you receive this e-mail in error, please notify the sender immediately and destroy all copies. Thank you.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
September 8, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda in June 2017.
2. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda from January 20, 2017 through May 31, 2017.
3. All agency records relating to reorganizing the staff of the agency from January 20, 2017 through the present.
4. All agency records relating to reassignments within the agency from January 20, 2017 through the present.
5. All agency records relating to buy-outs from January 20, 2017 through the present.
6. All agency records relating to reductions in force from January 20, 2017 through the present.
7. All agency records notifying members of the Senior Executive Service of a reassignment that were created between January 20, 2017 and the present.
8. All agency records identifying the members of the Senior Executive Service who the Department considered for a reassignment since January 20, 2017.

9. All agency records related to issuance of directed reassignment memoranda to members of the Senior Executive Service in June 2017, including letters, memoranda, notes, emails, and calendar entries.
10. All agency records, including but not limited to emails, memoranda, and notes related to the identities of the members of the Executive Resources Board who decided to issue directed reassignments to members of the Senior Executive Service in June 2017.
11. All agency records, including but not limited to emails, memoranda, and notes related to the identities of anyone who provided input into the decision(s) to reassign each member of member of the Senior Executive Service who the agency reassigned in June 2017.
12. All agency records, including but not limited to emails, memoranda, and notes related to the decision to issue Joel Clement a directed reassignment in June 2017.
13. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's work assignments from January 20, 2017 to the present.
14. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Natural Resources Revenue from May 1, 2017 to the present.
15. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Policy Analysis from January 20, 2017 to the present.
16. All agency records, including but not limited to emails, memoranda, and notes, created in response to the April 21, 2017 1:08 PM email from Joel Clement to Mark Eshbaugh and George Banks, subject: Arctic Resilience Action Framework.
17. All agency records created on or after January 20, 2017 regarding the responsibilities of the position of Senior Program Advisor (ES-0301) in the Office of Natural Resource Revenue, including but not limited to the position description for this position.
18. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.
19. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Joel Clement, from January 20, 2017 through the present.
20. All agency records regarding correspondence, including but not limited to emails and

memoranda, to/from Chief of Staff Amy Holley seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.

21. All agency records to and from Principal Deputy Solicitor Daniel Jorjani regarding climate change.
22. All agency records regarding correspondence, including but not limited to emails, notes, and memoranda, to and from Gregory Gould regarding the assignment of members of the Senior Executive Service to the Office of Natural Resource Revenue, from January 20, 2017 through the present.
23. All agency records, including but not limited to emails, notes and memoranda, to and from Gregory Gould regarding Joel Clement, from May 1, 2017 through the present.
24. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's efforts to consult with members of the Senior Executive Service in advance of their June 2017 reassignments.
25. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's reason(s) for issuing directed reassignments to members of the Senior Executive Service on June 15, 2017.
26. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani regarding Alaska, from January 20, 2017 through the present.
27. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani referencing the Arctic, from January 20, 2017 through the present.
28. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Mary Pletcher regarding reassignments of agency employees, from January 20, 2017 through the present.
29. All agency records, including but not limited to emails, notes and memoranda, regarding orders for medical examinations of members of the Senior Executive Service, from May 1, 2017, through the present.
30. All agency records, including but not limited to emails, notes and memoranda, regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the present.

31. All agency records, including but not limited to emails, notes and memoranda, regarding political activities of members of the Senior Executive Service, from January 20, 2017 through the present.
32. All agency records, including but not limited to emails, notes and memoranda, regarding donations to political candidates of members of the Senior Executive Service, from January 20, 2017 through the present.
33. All agency records regarding correspondence, including but not limited to emails and memoranda, regarding Joel Clement sent to or by any of the following, from January 20, 2017 to the present: Secretary Ryan Zinke, Deputy Secretary David Bernhardt, Deputy Assistant Secretary Aurelia Skipwith, Deputy Assistant Secretary Katharine MacGregor, Acting Commissioner David Murillo, Acting Director Michael Nedd, Michael Reynolds, Glenda Owens, William Werkheiser, Principal Deputy Solicitor Daniel Jorjani, Chief of Staff Amy Holley, James Cason, Ryan Nelson, Mary Pletcher, and Douglas Domenech.

Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$200, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail

October 4, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from Indur Goklany regarding Joel Clement, from November 7, 2016 through the date of your response to this request:
2. All agency records, including but not limited to emails, memoranda, and notes to, from, or contributed to by Indur Goklany that contain the words “climate change” from November 7, 2016 through the date of your response to this request:
3. All agency records, including but not limited to emails, memoranda, and notes to, from, or contributed to by Indur Goklany that contain the word “model” from November 7, 2016 through the date of your response to this request:
4. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political activity by members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
 - a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn

- g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
5. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
- a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
6. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political donations by members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
- a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel

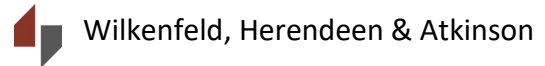
Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$100, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson

Clarice Julka
October 4, 2017
Page 3



1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

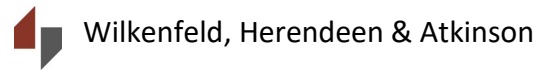
Sincerely,

A handwritten signature in black ink, appearing to read "Katherine R. Atkinson", written over a horizontal line.

Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

Clarice Julka
October 4, 2017
Page 4



* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
October 17, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records regarding correspondence, including but not limited to emails, text messages, and memoranda, between any of the following individuals and anyone associated with the law firm of Brownstein Hyatt Farber Schreck, LLP, between November 1, 2016, and October 17, 2017:
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 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
 - j. Katharine MacGregor
 - k. Andrea Travnicek
 - l. Aurelia Skipwith

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Wilkenfeld, Herendeen & Atkinson
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Washington, DC 20009

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Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

From: Pletcher, Mary
To: [Richardson, Karen](#); [Edward Keable](#)
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
Date: Monday, October 23, 2017 1:25:33 PM
Attachments: [18-00025qa.pdf](#)
[17-01174qa.pdf](#)
[18-00132qa.pdf](#)

The attachments may have dropped off the first time I sent this - this has the new requests that came in. Also shows the FOIA key word requests for Matt Allen and Woody (see Google Drive).

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

From: OS, OS FOIA <osfoia@ios.doi.gov>
Date: Thu, Oct 19, 2017 at 9:18 AM
Subject: Re: Search Request: FOIA Request OS-2017-01174
To: Mariagrazia Caminiti <marigrace.caminiti@sol.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, Tracie Lassiter <tracie_lassiter@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Gareth Rees <gareth_rees@ios.doi.gov>, Catherine Gulac <catherine_gulac@ios.doi.gov>, Gisella Ojeda-dodds <gisella_ojeda-dodds@ios.doi.gov>, Shirley Lewis <shirley_lewis@ios.doi.gov>, Lori Mashburn <lori_mashburn@ios.doi.gov>, Jean Parrish <jean_parrish@ios.doi.gov>, Maureen Foster <maureen_foster@ios.doi.gov>, Tasha Robbins <tasha_l_robbins@ios.doi.gov>

Good morning,

I am sending both a follow up and a new, related FOIA requests in this email. We gave a deadline of yesterday on the first request. I added a few additional people that are covered by the new requests.

Can you please work on this request or let me know if you need assistance as the requester has asked me for an update.

The below spreadsheet lists a simplified format of the request, as well as other related to the topic.

<https://docs.google.com/a/doi.gov/spreadsheets/d/1JA39gQo0Paw5zmqCFuYLFsn3FPiqbPzHySTIoZZgub4/edit?usp=sharing>

Thanks,
Ryan

On Wed, Oct 4, 2017 at 12:58 PM, OS, OS FOIA <osfoia@ios.doi.gov> wrote:

OS FOIA has received a Freedom of Information Act request for which we believe your Office may have responsive materials. Please use the below chart, attached copy of the FOIA request, and attached FOIA Control Form to inform us of our search efforts.

- **If available, please provide responsive documents to OS FOIA electronically (CD, FOIA DMU Processing Application, email, or thumb drive). Please note that Bison Connect can pull emails electronically with the DMU Processing App's and OS staff can assist with this tool. Please contact OS FOIA if electronic documents are not available.**
- **Please track the time required to search for these documents on the attached control form.**

- If you have any questions regarding the specific guidance on copying, reviewing, and submitting documents to the OS FOIA office, please call 202-513-0765.

Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches (Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

--
 Department of the Interior
 Office of the Secretary, FOIA Office
 1849 C Street, NW, MS-7328
 Washington, D.C. 20240
os_foia@ios.doi.gov
 (202) 513-0765 - phone
 (202) 219-2374 - fax

--
 Department of the Interior
 Office of the Secretary, FOIA Office
 1849 C Street, NW, MS-7328
 Washington, D.C. 20240
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 (202) 513-0765 - phone
 (202) 219-2374 - fax

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

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
September 8, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda in June 2017.
2. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda from January 20, 2017 through May 31, 2017.
3. All agency records relating to reorganizing the staff of the agency from January 20, 2017 through the present.
4. All agency records relating to reassignments within the agency from January 20, 2017 through the present.
5. All agency records relating to buy-outs from January 20, 2017 through the present.
6. All agency records relating to reductions in force from January 20, 2017 through the present.
7. All agency records notifying members of the Senior Executive Service of a reassignment that were created between January 20, 2017 and the present.
8. All agency records identifying the members of the Senior Executive Service who the Department considered for a reassignment since January 20, 2017.

9. All agency records related to issuance of directed reassignment memoranda to members of the Senior Executive Service in June 2017, including letters, memoranda, notes, emails, and calendar entries.
10. All agency records, including but not limited to emails, memoranda, and notes related to the identities of the members of the Executive Resources Board who decided to issue directed reassignments to members of the Senior Executive Service in June 2017.
11. All agency records, including but not limited to emails, memoranda, and notes related to the identities of anyone who provided input into the decision(s) to reassign each member of member of the Senior Executive Service who the agency reassigned in June 2017.
12. All agency records, including but not limited to emails, memoranda, and notes related to the decision to issue Joel Clement a directed reassignment in June 2017.
13. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's work assignments from January 20, 2017 to the present.
14. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Natural Resources Revenue from May 1, 2017 to the present.
15. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Policy Analysis from January 20, 2017 to the present.
16. All agency records, including but not limited to emails, memoranda, and notes, created in response to the April 21, 2017 1:08 PM email from Joel Clement to Mark Eshbaugh and George Banks, subject: Arctic Resilience Action Framework.
17. All agency records created on or after January 20, 2017 regarding the responsibilities of the position of Senior Program Advisor (ES-0301) in the Office of Natural Resource Revenue, including but not limited to the position description for this position.
18. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.
19. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Joel Clement, from January 20, 2017 through the present.
20. All agency records regarding correspondence, including but not limited to emails and

memoranda, to/from Chief of Staff Amy Holley seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.

21. All agency records to and from Principal Deputy Solicitor Daniel Jorjani regarding climate change.
22. All agency records regarding correspondence, including but not limited to emails, notes, and memoranda, to and from Gregory Gould regarding the assignment of members of the Senior Executive Service to the Office of Natural Resource Revenue, from January 20, 2017 through the present.
23. All agency records, including but not limited to emails, notes and memoranda, to and from Gregory Gould regarding Joel Clement, from May 1, 2017 through the present.
24. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's efforts to consult with members of the Senior Executive Service in advance of their June 2017 reassignments.
25. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's reason(s) for issuing directed reassignments to members of the Senior Executive Service on June 15, 2017.
26. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani regarding Alaska, from January 20, 2017 through the present.
27. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani referencing the Arctic, from January 20, 2017 through the present.
28. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Mary Pletcher regarding reassignments of agency employees, from January 20, 2017 through the present.
29. All agency records, including but not limited to emails, notes and memoranda, regarding orders for medical examinations of members of the Senior Executive Service, from May 1, 2017, through the present.
30. All agency records, including but not limited to emails, notes and memoranda, regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the present.

31. All agency records, including but not limited to emails, notes and memoranda, regarding political activities of members of the Senior Executive Service, from January 20, 2017 through the present.
32. All agency records, including but not limited to emails, notes and memoranda, regarding donations to political candidates of members of the Senior Executive Service, from January 20, 2017 through the present.
33. All agency records regarding correspondence, including but not limited to emails and memoranda, regarding Joel Clement sent to or by any of the following, from January 20, 2017 to the present: Secretary Ryan Zinke, Deputy Secretary David Bernhardt, Deputy Assistant Secretary Aurelia Skipwith, Deputy Assistant Secretary Katharine MacGregor, Acting Commissioner David Murillo, Acting Director Michael Nedd, Michael Reynolds, Glenda Owens, William Werkheiser, Principal Deputy Solicitor Daniel Jorjani, Chief of Staff Amy Holley, James Cason, Ryan Nelson, Mary Pletcher, and Douglas Domenech.

Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$200, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail

October 4, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from Indur Goklany regarding Joel Clement, from November 7, 2016 through the date of your response to this request:
2. All agency records, including but not limited to emails, memoranda, and notes to, from, or contributed to by Indur Goklany that contain the words “climate change” from November 7, 2016 through the date of your response to this request:
3. All agency records, including but not limited to emails, memoranda, and notes to, from, or contributed to by Indur Goklany that contain the word “model” from November 7, 2016 through the date of your response to this request:
4. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political activity by members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
 - a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn

- g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
5. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
- a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
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 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
6. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political donations by members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
- a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
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 - f. Lori Mashburn
 - g. Downey Magallanes
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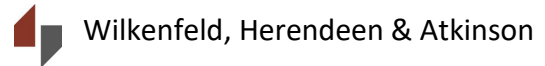
Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$100, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson

Clarice Julka
October 4, 2017
Page 3



1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

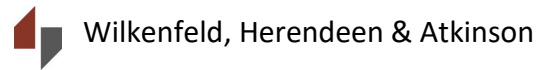
Sincerely,

A handwritten signature in black ink, appearing to read 'K. Atkinson', written over a horizontal line.

Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

Clarice Julka
October 4, 2017
Page 4



Wilkenfeld, Herendeen & Atkinson

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
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By Electronic Mail
October 17, 2017

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Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

From: Pletcher, Mary
To: [Edward Keable](#); [Richardson, Karen](#)
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
Date: Thursday, October 19, 2017 10:03:00 AM
Attachments: [17-01174qa.pdf](#)
[FOIA Control Form \(4.8.16\).pdf](#)

Just so you have the dates - we (Amy, me) didn't get this request until October 4. FOIA request was submitted September 8.

Mary

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

From: OS, OS FOIA <osfoia@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 12:58 PM
Subject: Search Request: FOIA Request OS-2017-01174
To: Tracey Fay <tracey.fay@onrr.gov>, Mariagrazia Caminiti <marigrace.caminiti@sol.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, Tracie Lassiter <tracie_lassiter@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Gareth Rees <gareth_rees@ios.doi.gov>, Catherine Gulac <catherine_gulac@ios.doi.gov>, Gisella Ojeda-dodds <gisella_ojeda-dodds@ios.doi.gov>

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Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches	
(Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

--

Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

--

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

From: ryan_mcquighan@ios.doi.gov
To: [Mariagrazia Caminiti](#); [Amy Holley](#); [Pletcher, Mary](#); [Caroline Boulton](#); [Tracie Lassiter](#); [Richard Cardinale](#); [Gareth Rees](#); [Catherine Gulac](#); [Gisella Ojeda-dodds](#); [Shirley Lewis](#); [Lori Mashburn](#); [Jean Parrish](#); [Maureen Foster](#); [Tasha Robbins](#)
Subject: Re: Search Request: FOIA Request OS-2017-01174
Date: Thursday, October 19, 2017 9:19:20 AM
Attachments: [18-00025qa.pdf](#)
[17-01174qa.pdf](#)
[18-00132qa.pdf](#)

Good morning,

I am sending both a follow up and a new, related FOIA requests in this email. We gave a deadline of yesterday on the first request. I added a few additional people that are covered by the new requests.

Can you please work on this request or let me know if you need assistance as the requester has asked me for an update.

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<https://docs.google.com> (b) (5)

Thanks,
Ryan

On Wed, Oct 4, 2017 at 12:58 PM, OS, OS FOIA <osfoia@ios.doi.gov> wrote:

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Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

--

Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

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Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
September 8, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda in June 2017.
2. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda from January 20, 2017 through May 31, 2017.
3. All agency records relating to reorganizing the staff of the agency from January 20, 2017 through the present.
4. All agency records relating to reassignments within the agency from January 20, 2017 through the present.
5. All agency records relating to buy-outs from January 20, 2017 through the present.
6. All agency records relating to reductions in force from January 20, 2017 through the present.
7. All agency records notifying members of the Senior Executive Service of a reassignment that were created between January 20, 2017 and the present.
8. All agency records identifying the members of the Senior Executive Service who the Department considered for a reassignment since January 20, 2017.

9. All agency records related to issuance of directed reassignment memoranda to members of the Senior Executive Service in June 2017, including letters, memoranda, notes, emails, and calendar entries.
10. All agency records, including but not limited to emails, memoranda, and notes related to the identities of the members of the Executive Resources Board who decided to issue directed reassignments to members of the Senior Executive Service in June 2017.
11. All agency records, including but not limited to emails, memoranda, and notes related to the identities of anyone who provided input into the decision(s) to reassign each member of member of the Senior Executive Service who the agency reassigned in June 2017.
12. All agency records, including but not limited to emails, memoranda, and notes related to the decision to issue Joel Clement a directed reassignment in June 2017.
13. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's work assignments from January 20, 2017 to the present.
14. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Natural Resources Revenue from May 1, 2017 to the present.
15. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Policy Analysis from January 20, 2017 to the present.
16. All agency records, including but not limited to emails, memoranda, and notes, created in response to the April 21, 2017 1:08 PM email from Joel Clement to Mark Eshbaugh and George Banks, subject: Arctic Resilience Action Framework.
17. All agency records created on or after January 20, 2017 regarding the responsibilities of the position of Senior Program Advisor (ES-0301) in the Office of Natural Resource Revenue, including but not limited to the position description for this position.
18. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.
19. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Joel Clement, from January 20, 2017 through the present.
20. All agency records regarding correspondence, including but not limited to emails and

memoranda, to/from Chief of Staff Amy Holley seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.

21. All agency records to and from Principal Deputy Solicitor Daniel Jorjani regarding climate change.
22. All agency records regarding correspondence, including but not limited to emails, notes, and memoranda, to and from Gregory Gould regarding the assignment of members of the Senior Executive Service to the Office of Natural Resource Revenue, from January 20, 2017 through the present.
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28. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Mary Pletcher regarding reassignments of agency employees, from January 20, 2017 through the present.
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30. All agency records, including but not limited to emails, notes and memoranda, regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the present.

31. All agency records, including but not limited to emails, notes and memoranda, regarding political activities of members of the Senior Executive Service, from January 20, 2017 through the present.
32. All agency records, including but not limited to emails, notes and memoranda, regarding donations to political candidates of members of the Senior Executive Service, from January 20, 2017 through the present.
33. All agency records regarding correspondence, including but not limited to emails and memoranda, regarding Joel Clement sent to or by any of the following, from January 20, 2017 to the present: Secretary Ryan Zinke, Deputy Secretary David Bernhardt, Deputy Assistant Secretary Aurelia Skipwith, Deputy Assistant Secretary Katharine MacGregor, Acting Commissioner David Murillo, Acting Director Michael Nedd, Michael Reynolds, Glenda Owens, William Werkheiser, Principal Deputy Solicitor Daniel Jorjani, Chief of Staff Amy Holley, James Cason, Ryan Nelson, Mary Pletcher, and Douglas Domenech.

Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$200, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail

October 4, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from Indur Goklany regarding Joel Clement, from November 7, 2016 through the date of your response to this request:
2. All agency records, including but not limited to emails, memoranda, and notes to, from, or contributed to by Indur Goklany that contain the words “climate change” from November 7, 2016 through the date of your response to this request:
3. All agency records, including but not limited to emails, memoranda, and notes to, from, or contributed to by Indur Goklany that contain the word “model” from November 7, 2016 through the date of your response to this request:
4. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political activity by members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
 - a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn

- g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
5. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
- a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
6. All agency records regarding correspondence, including but not limited to emails and memoranda, to or from the following individuals regarding political donations by members of the Senior Executive Service, from January 20, 2017 through the date of your response to this request:
- a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel

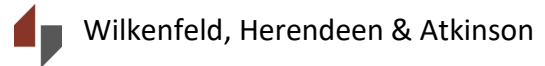
Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$100, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson

Clarice Julka
October 4, 2017
Page 3



1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

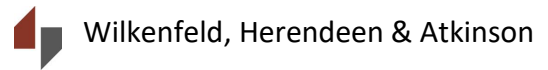
Sincerely,

A handwritten signature in black ink, appearing to read 'K. Atkinson', written over a horizontal line.

Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

Clarice Julka
October 4, 2017
Page 4



* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
October 17, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records regarding correspondence, including but not limited to emails, text messages, and memoranda, between any of the following individuals and anyone associated with the law firm of Brownstein Hyatt Farber Schreck, LLP, between November 1, 2016, and October 17, 2017:
 - a. Daniel Jorjani
 - b. James Cason
 - c. Ryan Zinke
 - d. Douglas Domenech
 - e. David L. Bernhardt
 - f. Lori Mashburn
 - g. Downey Magallanes
 - h. Scott Cameron
 - i. Scott Hommel
 - j. Katharine MacGregor
 - k. Andrea Travnicek
 - l. Aurelia Skipwith

2. All agency records regarding meetings, including but not limited to calendar appointments, travel authorizations, visitor logs, and expense reports, between any of the following individuals and anyone associated with the law firm of Brownstein Hyatt Farber Schreck, LLP, between November 1, 2016, and October 17, 2017:

- a. Daniel Jorjani
- b. James Cason
- c. Ryan Zinke
- d. Douglas Domenech
- e. David L. Bernhardt
- f. Lori Mashburn
- g. Downey Magallanes
- h. Scott Cameron
- i. Scott Hommel
- j. Katharine MacGregor
- k. Andrea Travnicek
- l. Aurelia Skipwith

Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$100, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

From: Pletcher, Mary
To: [Richardson, Karen](mailto:Richardson.Karen)
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
Date: Wednesday, October 18, 2017 3:57:33 PM
Attachments: [17-01174qa.pdf](#)
[FOIA Control Form \(4.8.16\).pdf](#)

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

From: OS, OS FOIA <osfoia@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 12:58 PM
Subject: Search Request: FOIA Request OS-2017-01174
To: Tracey Fay <tracey.fay@onrr.gov>, Mariagrazia Caminiti <marigrace.caminiti@sol.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, Tracie Lassiter <tracie_lassiter@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Gareth Rees <gareth_rees@ios.doi.gov>, Catherine Gulac <catherine_gulac@ios.doi.gov>, Gisella Ojeda-dodds <gisella_ojeda-dodds@ios.doi.gov>

OS FOIA has received a Freedom of Information Act request for which we believe your Office may have responsive materials. Please use the below chart, attached copy of the FOIA request, and attached FOIA Control Form to inform us of our search efforts.

- If available, please provide responsive documents to OS FOIA electronically (CD, FOIA DMU Processing Application, email, or thumb drive). Please note that Bison Connect can pull emails electronically with the DMU Processing App's and OS staff can assist with this tool. Please contact OS FOIA if electronic documents are not available.
- Please track the time required to search for these documents on the attached control form.
- If you have any questions regarding the specific guidance on copying, reviewing, and submitting documents to the OS FOIA office, please call 202-513-0765.

Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches (Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

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 Department of the Interior
 Office of the Secretary, FOIA Office
 1849 C Street, NW, MS-7328
 Washington, D.C. 20240

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(202) 513-0765 - phone
(202) 219-2374 - fax

--

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

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
September 8, 2017

Re: FOIA Request on behalf of Joel Clement

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28. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Mary Pletcher regarding reassignments of agency employees, from January 20, 2017 through the present.
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Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$200, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

FOIA CONTROL FORM FOR REQUEST OS-20 -
(PLEASE COMPLETE CERTIFICATION SECTION BELOW)

Instructions to Responsible Program Office. To meet the statutory twenty (20) workday response requirement, your search for responsive documents should be completed and dated no later than the "Document Search Due Date" shown in the attached email.

Please note that if you do not provide OS FOIA with the information requested on this form at this time, and an appeal challenging the sufficiency of the search is filed, you may then be required to reconstruct or duplicate your entire search efforts.

The attached request has been referred to your office to conduct a search for responsive records. Please return this certification and any responsive records.

TOTAL SEARCH TIME EXPENDED

Please indicate time to within ¼ hour

Clerical Search Time (GS-7 And Below) _____
 Professional Search Time (GS-8 Through GS-12) _____
 Managerial Search Time (GS-13 And Above) _____
 Any Other Costs (Identify) _____

CERTIFICATION

I CERTIFY BY SIGNATURE BELOW THAT AN ADEQUATE AND THOROUGH SEARCH HAS BEEN CONDUCTED FOR RECORDS/INFORMATION RESPONSIVE TO THIS REQUEST AND ALL RESPONSIVE MATERIAL HAS BEEN BROUGHT TO THE ATTENTION OF OS FOIA.

 SIGNATURE (DATE)

 PRINTED NAME AND TITLE

SEARCHER Name	OFFICE LOCATION What Office	MANUAL <input type="checkbox"/> if done	ELECTRONIC <input type="checkbox"/> if done	TERMS USED	DOCS FOUND <input type="checkbox"/> if found
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

RECOMMENDATIONS:

- Requested information not under _____ jurisdiction; refer/reassign to: _____.
- Responsive documents exist and retrieval will exceed agreed upon fees.
- Documents should be released in their entirety.
- Documents should be reviewed for possible redaction/withholding (explain if necessary).

From: Pletcher, Mary
To: [Jorjani Daniel](#)
Subject: Fwd: IPA
Date: Wednesday, October 18, 2017 11:29:25 AM
Attachments: [2016 Desk Guide IPA info.pdf](#)

Dan,

Following up on our conversation earlier, here are the rules around IPAs and sabbaticals.

Thanks,
Mary

--

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

Select agencies will phase this annual process in over the period of 3 years (beginning in October 2016); however, OPM recommends every agency participating in executive rotations (agencies with 20 or more SES positions) establish and implement this or a similar process, to inform selection of executives for rotation or reassignment.

The annual talent management and succession planning process should take into consideration the capacity, potential, and career development needs of an executive before recommending development activities (e.g. reassignment, detail, coaching). The process is a series of structured, facilitated meetings involving the review of each executive's key strengths, career goals, stage of readiness, and areas for development. The agency Executive Resources Board (ERB), or equivalent, and the executive's supervisor should participate in the meeting. The information from these meetings is used to inform the executive's formal development activities for the year. The information should also be captured on a summary spreadsheet (or an alternative appropriate method) and used as a working tool for managing talent. It is important to note that the talent review process is meant to be a regular, ongoing process. Organizational goals and career plans change over both the short- and long-term and it is essential to keep the information current. The talent review information should be a working document that changes regularly.

Intergovernmental Personnel Act Temporary Assignments

Career SES appointees are eligible for temporary assignments to or from State, local, and Indian tribal governments, institutions of higher education, and other eligible organizations, under provisions of the Intergovernmental Personnel Act (IPA) of 1970 and title VI of the Civil Service Reform Act, in accordance with requirements in 5 U.S.C. 3373 and 5 CFR part 334. See <http://www.opm.gov/programs/ipa/mobility.asp> for more information on this program for Federal employees and non-Federal employees.

Means of Assignment. The executive may be detailed to the assignment or placed on leave without pay and appointed by the receiving organization during the assignment.

Length of Assignment. Assignments may be made for up to 2 years and may be extended by the head of the agency (or designee) for another 2 years.

Detail. The executive will continue to encumber the position held before the temporary assignment, and remain an employee of the agency. Executives on detail receive SES pay, earn and are charged for leave, are evaluated under the SES performance appraisal system, and maintain retirement and insurance coverage. The 720-hour limit on annual leave carryover remains in effect, as applicable.

Leave Without Pay. The executive is entitled to receive supplemental pay from the agency in the amount of the difference between pay in the receiving organization and the agency rate. The executive may choose to retain full retirement and life and health insurance benefits by continuing to pay the employee share of the costs. See 5 U.S.C. 3373(c) for further information.

End of IPA Assignment. When IPA assignments end, executives return to the positions occupied before the IPA assignments, or may be reassigned to other SES positions.

IPA Agreement. Executives must agree in writing to serve with the Federal Government upon completion of IPA assignments for a period equal to the length of the assignments. The executives and the organization to which they are temporarily assigned shall enter into written agreements that record the obligations and responsibilities of all parties, as specified in 5 U.S.C. 3373 and 3375. The participating organizations determine the cost-sharing arrangements in IPA assignments and, Federal agencies may pay all, some or none of the costs of assignments.

Sabbaticals

Agency heads may grant sabbaticals for up to 11 months to SES career appointees for full-time study or uncompensated work experience which will contribute to their development and effectiveness (5 U.S.C. 3396(c); 5 CFR 412.401(b)). Sabbaticals can broaden professional skills and provide an opportunity for personal growth. Sabbatical activities can include—

- teaching, study (independent or structured), research, or some combination of these at a college or university;
- non-institutional study or research (independent or guided);
- periods of relevant and developmental work experience in the private sector; with non-profit organizations, or with State or local governments; and
- activities or projects not covered above (e.g., bench research, invention, design, development; trouble-shooting or problem-solving assignments; writing).

Eligibility. Career appointees must have completed 7 years of service in SES positions or equivalent civil service positions (i.e., classified above GS-15 and having responsibilities consistent with SES functions described in 5 U.S.C. 3132(a)(2)), and at least 2 of the 7 years specifically must have been in the SES. The appointee cannot be eligible for voluntary (optional) retirement at the time the sabbatical begins. A sabbatical may not be granted to the same individual more than once in a 10-year period.

Conditions. Agencies must assure that sabbaticals do not violate conflict-of-interest regulations. A sabbatical is a prolonged period of time away from work with all the benefits and is not a part-time activity. An agency's designated ethics official should advise on procedures appropriate to the agency's needs.

The SES member must sign an agreement to continue in the civil service for a period of 2 consecutive years following the sabbatical. The agency head may waive this requirement for "good and sufficient reasons" (e.g., disability retirement, reduction in force, or other involuntary separation). The following is suggested language for the agreement:

"I _____ agree, as a condition of accepting the sabbatical, to serve in the civil service upon completion of the sabbatical for a period of 2 consecutive years. I further agree that if I fail to carry out this agreement (except for good and sufficient reasons as determined by the agency head), I am liable to the United States for payment of all expenses (including salary) of the sabbatical. The amount shall be treated as a debt due the United States."

From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Subject: IPA
Date: Wednesday, October 18, 2017 11:25:52 AM
Attachments: [2016 Desk Guide IPA info.pdf](#)
[2016 SES Desk Guide 81.pdf](#)

It was in two different places in the guide.

Michelle Oxyer

Acting Human Resources Officer

Office of Surface Mining Reclamation and Enforcement

Phone 202-208-2590

moxyer@osmre.gov

Select agencies will phase this annual process in over the period of 3 years (beginning in October 2016); however, OPM recommends every agency participating in executive rotations (agencies with 20 or more SES positions) establish and implement this or a similar process, to inform selection of executives for rotation or reassignment.

The annual talent management and succession planning process should take into consideration the capacity, potential, and career development needs of an executive before recommending development activities (e.g. reassignment, detail, coaching). The process is a series of structured, facilitated meetings involving the review of each executive's key strengths, career goals, stage of readiness, and areas for development. The agency Executive Resources Board (ERB), or equivalent, and the executive's supervisor should participate in the meeting. The information from these meetings is used to inform the executive's formal development activities for the year. The information should also be captured on a summary spreadsheet (or an alternative appropriate method) and used as a working tool for managing talent. It is important to note that the talent review process is meant to be a regular, ongoing process. Organizational goals and career plans change over both the short- and long-term and it is essential to keep the information current. The talent review information should be a working document that changes regularly.

Intergovernmental Personnel Act Temporary Assignments

Career SES appointees are eligible for temporary assignments to or from State, local, and Indian tribal governments, institutions of higher education, and other eligible organizations, under provisions of the Intergovernmental Personnel Act (IPA) of 1970 and title VI of the Civil Service Reform Act, in accordance with requirements in 5 U.S.C. 3373 and 5 CFR part 334. See <http://www.opm.gov/programs/ipa/mobility.asp> for more information on this program for Federal employees and non-Federal employees.

Means of Assignment. The executive may be detailed to the assignment or placed on leave without pay and appointed by the receiving organization during the assignment.

Length of Assignment. Assignments may be made for up to 2 years and may be extended by the head of the agency (or designee) for another 2 years.

Detail. The executive will continue to encumber the position held before the temporary assignment, and remain an employee of the agency. Executives on detail receive SES pay, earn and are charged for leave, are evaluated under the SES performance appraisal system, and maintain retirement and insurance coverage. The 720-hour limit on annual leave carryover remains in effect, as applicable.

Leave Without Pay. The executive is entitled to receive supplemental pay from the agency in the amount of the difference between pay in the receiving organization and the agency rate. The executive may choose to retain full retirement and life and health insurance benefits by continuing to pay the employee share of the costs. See 5 U.S.C. 3373(c) for further information.

End of IPA Assignment. When IPA assignments end, executives return to the positions occupied before the IPA assignments, or may be reassigned to other SES positions.

IPA Agreement. Executives must agree in writing to serve with the Federal Government upon completion of IPA assignments for a period equal to the length of the assignments. The executives and the organization to which they are temporarily assigned shall enter into written agreements that record the obligations and responsibilities of all parties, as specified in 5 U.S.C. 3373 and 3375. The participating organizations determine the cost-sharing arrangements in IPA assignments and, Federal agencies may pay all, some or none of the costs of assignments.

Sabbaticals

Agency heads may grant sabbaticals for up to 11 months to SES career appointees for full-time study or uncompensated work experience which will contribute to their development and effectiveness (5 U.S.C. 3396(c); 5 CFR 412.401(b)). Sabbaticals can broaden professional skills and provide an opportunity for personal growth. Sabbatical activities can include—

- teaching, study (independent or structured), research, or some combination of these at a college or university;
- non-institutional study or research (independent or guided);
- periods of relevant and developmental work experience in the private sector; with non-profit organizations, or with State or local governments; and
- activities or projects not covered above (e.g., bench research, invention, design, development; trouble-shooting or problem-solving assignments; writing).

Eligibility. Career appointees must have completed 7 years of service in SES positions or equivalent civil service positions (i.e., classified above GS-15 and having responsibilities consistent with SES functions described in 5 U.S.C. 3132(a)(2)), and at least 2 of the 7 years specifically must have been in the SES. The appointee cannot be eligible for voluntary (optional) retirement at the time the sabbatical begins. A sabbatical may not be granted to the same individual more than once in a 10-year period.

Conditions. Agencies must assure that sabbaticals do not violate conflict-of-interest regulations. A sabbatical is a prolonged period of time away from work with all the benefits and is not a part-time activity. An agency's designated ethics official should advise on procedures appropriate to the agency's needs.

The SES member must sign an agreement to continue in the civil service for a period of 2 consecutive years following the sabbatical. The agency head may waive this requirement for "good and sufficient reasons" (e.g., disability retirement, reduction in force, or other involuntary separation). The following is suggested language for the agreement:

"I _____ agree, as a condition of accepting the sabbatical, to serve in the civil service upon completion of the sabbatical for a period of 2 consecutive years. I further agree that if I fail to carry out this agreement (except for good and sufficient reasons as determined by the agency head), I am liable to the United States for payment of all expenses (including salary) of the sabbatical. The amount shall be treated as a debt due the United States."

- The position description listing the duties and responsibilities the appointee will perform to address the emergency need over a maximum of 18 months;
- The proposed appointee's current resume; and
- The applicable agency organizational chart.

Intergovernmental Personnel Act (IPA) Assignments

The Intergovernmental Personnel Act (IPA) provides for IPA assignments to or from state and local governments, institutions of higher education, Indian tribal governments and other eligible organizations (as defined in the Act) in order to facilitate cooperation between the Federal Government and those non-Federal entities through the temporary assignment of skilled personnel (5 U.S.C. 3374 and 5 CFR Part 334).

IPA Assignment of a Career SES member to non-Federal entity

An agency may enter into an agreement for a career SES member to serve in a position in a covered non-Federal entity. The executive may be detailed to the assignment or placed on leave without pay and appointed by the receiving organization during the assignment.

[See also Chapter 7, Executive Development, concerning IPA assignments for SES members.]

Appointment of a Non-Federal IPA assignee to an SES general position

An agency may enter into an agreement providing for appointment of a non-Federal IPA assignee to an SES general position, but the IPA appointing authority provided in 5 U.S.C. 3374(a)(1) may not be used for that purpose. The agency may request an SES limited term appointment authority from OPM to appoint an IPA assignee to a position the duties of which will expire within a 3 year period. If an agency requests limited term authority to appoint an IPA assignee to such a position for only 2 years and later decides to extend the individual, OPM can authorize an extension of not more than 1 year. The agency must submit its request in time for OPM to approve and the agency to extend the IPA assignee's appointment before it expires. An SES limited term appointment is nonrenewable. Also, an individual may not serve more than 36 months during any 48 month period under any combination of SES limited term or limited emergency appointments.

Detail of a Non-Federal IPA assignee to an SES general position

Alternatively, an agency may enter into an agreement under which a non-Federal IPA assignee is deemed on detail to a Federal agency (5 U.S.C. 3374(a)(2)). An IPA agreement providing for the IPA assignee to be deemed on detail to an SES general position under this provision is not subject to restrictions in 5 CFR 317.903. However, an IPA assignee serving in a GS-15 position, whether by detail or appointment, may only be detailed to an SES position subject to 5 CFR 317.903. This does not preclude amendment of an IPA agreement to provide for assignment to an SES position.

Transitions and Presidential Nominees

To assist in transitions, OPM may make noncareer and limited term appointment authorities available to agencies following the inauguration of a new President, or the nomination of a new agency head. OPM must approve use of the appointing authority.

From: Pletcher, Mary
To: [Robert Howarth](#)
Subject: electronic version of ERB memo
Date: Tuesday, October 17, 2017 4:41:45 PM
Attachments: [Permanent ERB_October 2017.docx](#)

Rob,

Here is the electronic version of the ERB memo that Jim gave you.

Thanks,
Mary

--

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

From: Pletcher, Mary
To: [Douglas Domenech](mailto:Douglas.Domenech)
Subject: Fwd: Signed Memo
Date: Tuesday, October 17, 2017 2:57:56 PM
Attachments: [ATT00001.htm](#)
[Signed ERB 2017.pdf](#)

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

From: **Robert Howarth** <robert_howarth@ios.doi.gov>
Date: Mon, May 22, 2017 at 5:02 PM
Subject: Fwd: Signed Memo
To: mary_pletcher@ios.doi.gov

Hi Mary...here it is.

Rob

Sent from my iPhone

Begin forwarded message:

From: "Howarth, Robert" <robert_howarth@ios.doi.gov>
Date: May 22, 2017 at 6:40:04 AM EDT
To: James Cason <james_cason@ios.doi.gov>, Scott Hommel <scott_hommel@ios.doi.gov>, Scott Cameron <scott_cameron@ios.doi.gov>, Douglas Domenech <douglas_domenech@ios.doi.gov>, Lori Mashburn <lori_mashburn@ios.doi.gov>, "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Subject: Signed Memo

Good morning. Attached for your records is the signed memorandum from the Secretary regarding the ERB. Those cc'd on the memo will receive their copy via inside mail today.

Have a good day.

Rob

--

Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)

--

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

From: Pletcher, Mary
To: [Richardson, Karen](mailto:Richardson.Karen)
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
Date: Monday, October 16, 2017 2:47:36 PM
Attachments: [17-01174qa.pdf](#)
[FOIA Control Form \(4.8.16\).pdf](#)

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 2:04 PM
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
To: Mary Pletcher <Mary_Pletcher@ios.doi.gov>

Meant to copy you.

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 1:19 PM
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
To: Juliette Lillie <juliette_lillie@ios.doi.gov>, "Keable, Edward T" <edward.keable@sol.doi.gov>

Given the huge volume of information requested, is someone going to discuss with them the cost and time required? I am also assuming the Solicitor's Office should be involved.

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

From: **OS, OS FOIA** <osfoia@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 12:58 PM
Subject: Search Request: FOIA Request OS-2017-01174
To: Tracey Fay <tracey.fay@onrr.gov>, Mariagrazia Caminiti <marigrace.caminiti@sol.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, Tracie Lassiter <tracie_lassiter@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Gareth Rees <gareth_rees@ios.doi.gov>, Catherine Gulac <catherine_gulac@ios.doi.gov>, Gisella Ojeda-dodds <gisella_ojeda-dodds@ios.doi.gov>

OS FOIA has received a Freedom of Information Act request for which we believe your Office may have responsive materials. Please use the below chart, attached copy of the FOIA request, and attached FOIA Control Form to inform us of our search efforts.

- **If available, please provide responsive documents to OS FOIA electronically (CD, FOIA DMU Processing Application, email, or thumb drive). Please note that Bison Connect can pull emails electronically with the DMU Processing App's and OS staff can assist with this tool. Please contact OS FOIA if electronic documents are not available.**
- **Please track the time required to search for these documents on the attached control form.**
- **If you have any questions regarding the specific guidance on copying, reviewing, and submitting documents to the OS FOIA office, please call 202-513-0765.**

Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches

(Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

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Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

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

From: Black, Michael
To: [Pletcher, Mary](#)
Subject: Re: Notice of reassignment
Date: Thursday, October 12, 2017 10:43:07 AM
Attachments: [Senior Executive Service Directed Reassignment 10-6-17 \(1\).pdf](#)

Mary,

Attached is my signed acknowledgement and waiver of the 15 days regarding my reassignment to BOR. I had a conversation with Dave Palumbo yesterday and he was going to be reaching out to Alan and yourself today regarding our discussion and my transition to BOR.

Please let me know if you need anything else.

Thanks, Mike

On Fri, Oct 6, 2017 at 8:46 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Mike,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Senior Advisor, with the Bureau of Reclamation, located in Billings, Montana. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Date: Friday, October 06, 2017 11:35:44 AM
Attachments: [2016 SES Desk Guide.pdf](#)

Michelle Oxyer

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

- The position description listing the duties and responsibilities the appointee will perform to address the emergency need over a maximum of 18 months;
- The proposed appointee's current resume; and
- The applicable agency organizational chart.

Intergovernmental Personnel Act (IPA) Assignments

The Intergovernmental Personnel Act (IPA) provides for IPA assignments to or from state and local governments, institutions of higher education, Indian tribal governments and other eligible organizations (as defined in the Act) in order to facilitate cooperation between the Federal Government and those non-Federal entities through the temporary assignment of skilled personnel (5 U.S.C. 3374 and 5 CFR Part 334).

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From: Holley, Amy
To: [Mary Pletcher](mailto:Mary.Pletcher)
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
Date: Wednesday, October 04, 2017 2:05:15 PM
Attachments: [17-01174qa.pdf](#)
[FOIA Control Form \(4.8.16\).pdf](#)

Meant to copy you.

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 1:19 PM
Subject: Fwd: Search Request: FOIA Request OS-2017-01174
To: Juliette Lillie <juliette_lillie@ios.doi.gov>, "Keable, Edward T" <edward.keable@sol.doi.gov>

Given the huge volume of information requested, is someone going to discuss with them the cost and time required? I am also assuming the Solicitor's Office should be involved.

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

From: **OS, OS FOIA** <osfoia@ios.doi.gov>
Date: Wed, Oct 4, 2017 at 12:58 PM
Subject: Search Request: FOIA Request OS-2017-01174
To: Tracey Fay <tracey.fay@onrr.gov>, Mariagrazia Caminiti <marigrace.caminiti@sol.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, "Pletcher, Mary" <mary_pletcher@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, Tracie Lassiter <tracie_lassiter@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Gareth Rees <gareth_rees@ios.doi.gov>, Catherine Gulac <catherine_gulac@ios.doi.gov>, Gisella Ojeda-dodds <gisella_ojeda-dodds@ios.doi.gov>

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- If available, please provide responsive documents to OS FOIA electronically (CD, FOIA DMU Processing Application, email, or thumb drive). Please note that Bison Connect can pull emails electronically with the DMU Processing App's and OS staff can assist with this tool. Please contact OS FOIA if electronic documents are not available.
- Please track the time required to search for these documents on the attached control form.
- If you have any questions regarding the specific guidance on copying, reviewing, and submitting documents to the OS FOIA office, please call 202-513-0765.

Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches	
(Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17

FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

--

Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
September 8, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda in June 2017.
2. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda from January 20, 2017 through May 31, 2017.
3. All agency records relating to reorganizing the staff of the agency from January 20, 2017 through the present.
4. All agency records relating to reassignments within the agency from January 20, 2017 through the present.
5. All agency records relating to buy-outs from January 20, 2017 through the present.
6. All agency records relating to reductions in force from January 20, 2017 through the present.
7. All agency records notifying members of the Senior Executive Service of a reassignment that were created between January 20, 2017 and the present.
8. All agency records identifying the members of the Senior Executive Service who the Department considered for a reassignment since January 20, 2017.

9. All agency records related to issuance of directed reassignment memoranda to members of the Senior Executive Service in June 2017, including letters, memoranda, notes, emails, and calendar entries.
10. All agency records, including but not limited to emails, memoranda, and notes related to the identities of the members of the Executive Resources Board who decided to issue directed reassignments to members of the Senior Executive Service in June 2017.
11. All agency records, including but not limited to emails, memoranda, and notes related to the identities of anyone who provided input into the decision(s) to reassign each member of member of the Senior Executive Service who the agency reassigned in June 2017.
12. All agency records, including but not limited to emails, memoranda, and notes related to the decision to issue Joel Clement a directed reassignment in June 2017.
13. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's work assignments from January 20, 2017 to the present.
14. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Natural Resources Revenue from May 1, 2017 to the present.
15. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Policy Analysis from January 20, 2017 to the present.
16. All agency records, including but not limited to emails, memoranda, and notes, created in response to the April 21, 2017 1:08 PM email from Joel Clement to Mark Eshbaugh and George Banks, subject: Arctic Resilience Action Framework.
17. All agency records created on or after January 20, 2017 regarding the responsibilities of the position of Senior Program Advisor (ES-0301) in the Office of Natural Resource Revenue, including but not limited to the position description for this position.
18. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.
19. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Joel Clement, from January 20, 2017 through the present.
20. All agency records regarding correspondence, including but not limited to emails and

memoranda, to/from Chief of Staff Amy Holley seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.

21. All agency records to and from Principal Deputy Solicitor Daniel Jorjani regarding climate change.
22. All agency records regarding correspondence, including but not limited to emails, notes, and memoranda, to and from Gregory Gould regarding the assignment of members of the Senior Executive Service to the Office of Natural Resource Revenue, from January 20, 2017 through the present.
23. All agency records, including but not limited to emails, notes and memoranda, to and from Gregory Gould regarding Joel Clement, from May 1, 2017 through the present.
24. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's efforts to consult with members of the Senior Executive Service in advance of their June 2017 reassignments.
25. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's reason(s) for issuing directed reassignments to members of the Senior Executive Service on June 15, 2017.
26. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani regarding Alaska, from January 20, 2017 through the present.
27. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani referencing the Arctic, from January 20, 2017 through the present.
28. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Mary Pletcher regarding reassignments of agency employees, from January 20, 2017 through the present.
29. All agency records, including but not limited to emails, notes and memoranda, regarding orders for medical examinations of members of the Senior Executive Service, from May 1, 2017, through the present.
30. All agency records, including but not limited to emails, notes and memoranda, regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the present.

31. All agency records, including but not limited to emails, notes and memoranda, regarding political activities of members of the Senior Executive Service, from January 20, 2017 through the present.
32. All agency records, including but not limited to emails, notes and memoranda, regarding donations to political candidates of members of the Senior Executive Service, from January 20, 2017 through the present.
33. All agency records regarding correspondence, including but not limited to emails and memoranda, regarding Joel Clement sent to or by any of the following, from January 20, 2017 to the present: Secretary Ryan Zinke, Deputy Secretary David Bernhardt, Deputy Assistant Secretary Aurelia Skipwith, Deputy Assistant Secretary Katharine MacGregor, Acting Commissioner David Murillo, Acting Director Michael Nedd, Michael Reynolds, Glenda Owens, William Werkheiser, Principal Deputy Solicitor Daniel Jorjani, Chief of Staff Amy Holley, James Cason, Ryan Nelson, Mary Pletcher, and Douglas Domenech.

Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$200, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

FOIA CONTROL FORM FOR REQUEST OS-20 -
(PLEASE COMPLETE CERTIFICATION SECTION BELOW)

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TOTAL SEARCH TIME EXPENDED

Please indicate time to within ¼ hour

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CERTIFICATION

I CERTIFY BY SIGNATURE BELOW THAT AN ADEQUATE AND THOROUGH SEARCH HAS BEEN CONDUCTED FOR RECORDS/INFORMATION RESPONSIVE TO THIS REQUEST AND ALL RESPONSIVE MATERIAL HAS BEEN BROUGHT TO THE ATTENTION OF OS FOIA.

 SIGNATURE (DATE)

 PRINTED NAME AND TITLE

SEARCHER Name	OFFICE LOCATION What Office	MANUAL <input type="checkbox"/> if done	ELECTRONIC <input type="checkbox"/> if done	TERMS USED	DOCS FOUND <input type="checkbox"/> if found
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RECOMMENDATIONS:

- Requested information not under _____ jurisdiction; refer/reassign to: _____.
- Responsive documents exist and retrieval will exceed agreed upon fees.
- Documents should be released in their entirety.
- Documents should be reviewed for possible redaction/withholding (explain if necessary).

From: karmen_young@ios.doi.gov
To: [Tracey Fay](#); [Mariagrazia Caminiti](#); [Amy Holley](#); [Pletcher, Mary](#); [Caroline Boulton](#); [Tracie Lassiter](#); [Richard Cardinale](#); [Gareth Rees](#); [Catherine Gulac](#); [Gisella Ojeda-dodds](#)
Subject: Search Request: FOIA Request OS-2017-01174
Date: Wednesday, October 04, 2017 12:59:30 PM
Attachments: [17-01174qa.pdf](#)
[FOIA Control Form \(4.8.16\).pdf](#)

OS FOIA has received a Freedom of Information Act request for which we believe your Office may have responsive materials. Please use the below chart, attached copy of the FOIA request, and attached FOIA Control Form to inform us of our search efforts.

- If available, please provide responsive documents to OS FOIA electronically (CD, FOIA DMU Processing Application, email, or thumb drive). Please note that Bison Connect can pull emails electronically with the DMU Processing App's and OS staff can assist with this tool. Please contact OS FOIA if electronic documents are not available.
- Please track the time required to search for these documents on the attached control form.
- If you have any questions regarding the specific guidance on copying, reviewing, and submitting documents to the OS FOIA office, please call 202-513-0765.

Please reply/send all items to osfoia@ios.doi.gov - Except "FOIA/DMU Processing Tool" searches (Please include osfoia@ios.doi.gov on all communications/discussions regarding this FOIA request.)	
Action Office: Office of the Secretary	Responsible Program Office: IOS, OIEA, IBC, PMB-HR, ASFWP, ASLM, ONRR
Current Date: 10/4/17	Due Date: 10/18/17
FOIA Request Control Number: OS-2017-01174	OS FOIA Contact (MIB 7328): Cindy Sweeney
Requester's Name: Katherine R. Atkinson	Amount Requester Is Willing To Pay: none specified

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Department of the Interior
Office of the Secretary, FOIA Office
1849 C Street, NW, MS-7328
Washington, D.C. 20240
os_foia@ios.doi.gov
(202) 513-0765 - phone
(202) 219-2374 - fax

Clarice Julka
FOIA Public Liaison
Office of the Secretary
1849 C Street, NW
MS-7328, MIB
Washington, DC 20240
os_foia@ios.doi.gov

By Electronic Mail
September 8, 2017

Re: FOIA Request on behalf of Joel Clement

Dear Ms. Julka:

I write on behalf of Joel Clement, who has retained Wilkenfeld, Herendeen & Atkinson in all matters related to this request for information under the Freedom of Information Act. Mr. Clement requests copies of the following agency records:

1. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda in June 2017.
2. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda from January 20, 2017 through May 31, 2017.
3. All agency records relating to reorganizing the staff of the agency from January 20, 2017 through the present.
4. All agency records relating to reassignments within the agency from January 20, 2017 through the present.
5. All agency records relating to buy-outs from January 20, 2017 through the present.
6. All agency records relating to reductions in force from January 20, 2017 through the present.
7. All agency records notifying members of the Senior Executive Service of a reassignment that were created between January 20, 2017 and the present.
8. All agency records identifying the members of the Senior Executive Service who the Department considered for a reassignment since January 20, 2017.

9. All agency records related to issuance of directed reassignment memoranda to members of the Senior Executive Service in June 2017, including letters, memoranda, notes, emails, and calendar entries.
10. All agency records, including but not limited to emails, memoranda, and notes related to the identities of the members of the Executive Resources Board who decided to issue directed reassignments to members of the Senior Executive Service in June 2017.
11. All agency records, including but not limited to emails, memoranda, and notes related to the identities of anyone who provided input into the decision(s) to reassign each member of member of the Senior Executive Service who the agency reassigned in June 2017.
12. All agency records, including but not limited to emails, memoranda, and notes related to the decision to issue Joel Clement a directed reassignment in June 2017.
13. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's work assignments from January 20, 2017 to the present.
14. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Natural Resources Revenue from May 1, 2017 to the present.
15. All agency records, including but not limited to emails, memoranda, and notes related to Joel Clement's role in the Office of Policy Analysis from January 20, 2017 to the present.
16. All agency records, including but not limited to emails, memoranda, and notes, created in response to the April 21, 2017 1:08 PM email from Joel Clement to Mark Eshbaugh and George Banks, subject: Arctic Resilience Action Framework.
17. All agency records created on or after January 20, 2017 regarding the responsibilities of the position of Senior Program Advisor (ES-0301) in the Office of Natural Resource Revenue, including but not limited to the position description for this position.
18. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.
19. All agency records regarding correspondence, including but not limited to emails and memoranda, to/from Daniel Jorjani seeking information regarding Joel Clement, from January 20, 2017 through the present.
20. All agency records regarding correspondence, including but not limited to emails and

memoranda, to/from Chief of Staff Amy Holley seeking information regarding Department of Interior offices and/or employees working on climate change issues, from January 20, 2017 through the present.

21. All agency records to and from Principal Deputy Solicitor Daniel Jorjani regarding climate change.
22. All agency records regarding correspondence, including but not limited to emails, notes, and memoranda, to and from Gregory Gould regarding the assignment of members of the Senior Executive Service to the Office of Natural Resource Revenue, from January 20, 2017 through the present.
23. All agency records, including but not limited to emails, notes and memoranda, to and from Gregory Gould regarding Joel Clement, from May 1, 2017 through the present.
24. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's efforts to consult with members of the Senior Executive Service in advance of their June 2017 reassignments.
25. All agency records, including but not limited to emails, notes, and memoranda regarding the agency's reason(s) for issuing directed reassignments to members of the Senior Executive Service on June 15, 2017.
26. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani regarding Alaska, from January 20, 2017 through the present.
27. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Daniel Jorjani referencing the Arctic, from January 20, 2017 through the present.
28. All agency records regarding correspondence, including but not limited to emails, notes and memoranda, to and from Mary Pletcher regarding reassignments of agency employees, from January 20, 2017 through the present.
29. All agency records, including but not limited to emails, notes and memoranda, regarding orders for medical examinations of members of the Senior Executive Service, from May 1, 2017, through the present.
30. All agency records, including but not limited to emails, notes and memoranda, regarding political affiliation of members of the Senior Executive Service, from January 20, 2017 through the present.

31. All agency records, including but not limited to emails, notes and memoranda, regarding political activities of members of the Senior Executive Service, from January 20, 2017 through the present.
32. All agency records, including but not limited to emails, notes and memoranda, regarding donations to political candidates of members of the Senior Executive Service, from January 20, 2017 through the present.
33. All agency records regarding correspondence, including but not limited to emails and memoranda, regarding Joel Clement sent to or by any of the following, from January 20, 2017 to the present: Secretary Ryan Zinke, Deputy Secretary David Bernhardt, Deputy Assistant Secretary Aurelia Skipwith, Deputy Assistant Secretary Katharine MacGregor, Acting Commissioner David Murillo, Acting Director Michael Nedd, Michael Reynolds, Glenda Owens, William Werkheiser, Principal Deputy Solicitor Daniel Jorjani, Chief of Staff Amy Holley, James Cason, Ryan Nelson, Mary Pletcher, and Douglas Domenech.

Mr. Clement is an individual seeking the above-listed information for personal use.

If the fees for the above-listed requests will exceed \$200, please contact our office before processing Mr. Clement's requests.

Mr. Clement has authorized the release of the requested records to the following:

Katherine R. Atkinson & Meghan A. Droste
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact us by email at katherine@wilkenfeldlaw.com and meghan@wilkenfeldlaw.com, or by phone at (202) 765-2253. We look forward to receiving your response within the twenty-day statutory time period.

Sincerely,



Katherine R. Atkinson*

encl.: Signed authorization
cc: Joel Clement

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

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