

To: Hudson, Jody[jhudson@blm.gov]
Cc: Raymond Limon[raymond_limon@ios.doi.gov]; Randall, Anzanette C[arandall@blm.gov]; Bradshaw, Andrew[acbradshaw@blm.gov]
From: Pletcher, Mary
Sent: 2017-01-31T09:25:20-05:00
Importance: Normal
Subject: Re: BLM SES Reassignment
Received: 2017-01-31T09:25:28-05:00

Jody,
Please hold on processing this.

Thanks,
Mary

On Tue, Jan 31, 2017 at 9:21 AM, Hudson, Jody <jhudson@blm.gov> wrote:

Hi Mary,
I don't know if you need to be kept aware of SES personnel actions here at BLM but I'd rather provide too much information than not enough. If too much, please calibrate me accordingly. Also if there are other means by which you want to be informed of such actions, please advise. I'm still learning how we do things across the DOI enterprise.

We are processing the action today to make effective January 8 the reassignment of one of our SES, Jamie Connell, from State Director, Montana/Dakotas to the position of State Director, Oregon/Washington.

If you need any additional details, please don not hesitate to ask.

Best

Jody Hudson

Assistant Director, Human Capital Management
Bureau of Land Management
1849 C St NW (RM 5613)
Washington D.C., 20240
202-208-7304

--

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

(202) 208-4505

To: Mack, Jonathan[jonathan_mack@ios.doi.gov]
Cc: Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-02-02T11:43:52-05:00
Importance: Normal
Subject: Re: outstanding ERB actions
Received: 2017-02-02T11:43:59-05:00

I thought we didn't have any SL slots available?

On Thu, Feb 2, 2017 at 11:37 AM, Mack, Jonathan <jonathan_mack@ios.doi.gov> wrote:

The Borderland Coordinator was extended a tentative offer on the 19th, and has a tentative eod date prior to Feb 22nd, given that BSEE thinks they have a green light to move forward, however we are waiting until you give a green light given this message, right?

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, Jan 31, 2017 at 10:26 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here's what I have for my outstanding list of actions that were not made effective before January 22 and the hiring freeze went into effect:

Boling - Solicitor
Muldoon - NPS Golden Gate
Rupert - FWS Science
McAlear - BLM NLCS (Was this one made effective?)
Reynolds - Gulf of Mexico Restoration
Clayborne - OSM MidContinental Region (Offer with start date for Feb 22)
Connell - BLM OR
Thorstenson - AJ for OHA (Can you check and see if this is effective)
Haugrud - OHA
Anderson - BOEM AD
Range - PMB Border Coordinator

To be considered by new ERB:

- Bloodsworth - FWS AD for Bus/Mgmt Ops
- BIE - Hamley Reassignment to BIE-operated; backfill

Am I missing anything? Do you have the memos/packages for the outstanding ones? I'm thinking we should have this out on a Google Drive that we can see so I have it at my fingertips. What do you think?

Thanks,
Mary

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To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Raymond Limon[raymond_limon@ios.doi.gov]; Jerome Perez[jperez@blm.gov]; Bail, Kristin[kbail@blm.gov]; Richard Cardinale[richard_cardinale@ios.doi.gov]
From: Jody Hudson
Sent: 2017-02-03T19:16:09-05:00
Importance: Normal
Subject: Re: BLM SES Reassignment
Received: 2017-02-03T19:16:19-05:00

Hi Mary,

The agreed date for starting the position was Jan 8, and the date to relocate and serve out of the Portland office was Feb 12. And yes, that is when the relocation incentive would commence.

Best, Jody Hudson

Sent from my iPad

On Feb 3, 2017, at 5:12 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jody,
Thanks for the additional information.

One follow up question: The relocation service agreement date is to be payable at the beginning of the service period. In order for the incentive to be paid, an employee must establish a residence in the new geographic area. Actual payment of the incentive cannot occur until the employee reports to the new duty location. What was the agreement as to when Jaime would report to Portland?

Thanks,
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Hi Mary,
We are searching through any email communications as well as any work journal notes that can be used to re-construct and document the agreed upon start date for Jamie. A major challenge is that two of the primary actors involved have retired and are now not readily accessible.

As part of this effort I spoke with Jamie directly regarding her having signed the agreement in two places. She said she signed the first line as she read it as her accepting the reassignment "within 60 days" of the reassignment memorandum/agreement. She signed the second line indicating her request that

it be made effective as soon as practicable as of the date she signed the agreement, which was 1/6/2017. BLM then transacted it to make it immediately effective as of the start of the next pay period, which was January 8 (the date which was "as soon as practicable).

With respect to the beginning service date of the relocation incentive, that too was to be effective on the start date of January 8, 2017

If it would be helpful, Jamie is willing to write and sign a memo to the file documenting the above. My HR staff involved at the time are also willing to place signed memoranda to the file indicating agreement to make the reassignment effective January 8, 2016.

Please advise.

Best, Jody Hudson

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Jody,
On these forms, Jamie actually signed both lines - requesting an effective date 60 days out and requesting an effective date of January 6. Also, the relocation incentive form is not populated with a service period beginning date. Are there later versions of these forms or is this all that we have?

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Hi Mary,
As you requested, please find attached the reassignment documentation signed by Jamie Connell on January 6, 2017.

Please let me know if there is any additional documentation you would like to see.

Thank you very much for reviewing this matter.

Best regards, Jody Hudson

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Can you send me the signed notice of reassignment memo so we can see what
Jamie signed?

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BLM's ERB and communicated by memo dated January 6, 2017 to the
employee. This was well before the noon January 22 cutoff date contained
in the OMB guidance pertaining to implementation of the Presidential
Memorandum. Consequently, the action comports with the OMB guidance.

I hope we can address any concerns you may have quickly such that we can proceed
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To: raymond_limon@ios.doi.gov[raymond_limon@ios.doi.gov]; Christopher Lawson[christopher_lawson@ios.doi.gov]; Mary Pletcher[mary_pletcher@ios.doi.gov]
From: James Anderton
Sent: 2017-02-05T20:39:28-05:00
Importance: Normal
Subject: Fwd: Immediate Actions and Initial Guidance for Federal Civilian Hiring Freeze
Received: 2017-02-05T20:39:32-05:00

All, please see the latest from DHS.

Jim

Sent from my iPhone

Begin forwarded message:

From: "Spitnale, Laura" <laura.spitnale@hq.dhs.gov>
Date: February 4, 2017 at 12:25:14 PM EST
To: James Anderton <james_anderton@ios.doi.gov>
Subject: **RE: Immediate Actions and Initial Guidance for Federal Civilian Hiring Freeze**

Jim, This is the latest I have on the freeze. DHS is currently reviewing MCO's that were submitted by each Component for exemption approval, but no decision has been sent to us to date.

Hope this helps.

Laura

Tuesday, January 31, 2017

M-17-18

From:

MARK SANDY, ACTING DIRECTOR, OFFICE OF MANAGEMENT AND BUDGET
KATHLEEN McGETTIGAN, ACTING DIRECTOR, OFFICE OF PERSONNEL
MANAGEMENT

1. Purpose. This memorandum provides additional guidance regarding the freeze on the hiring of Federal civilian employees as directed by the President on January 23, 2017, via Presidential Memorandum (PM) entitled "**Hiring Freeze.**" This guidance is in addition to the initial **implementation guidance** issued by the Acting Director of the Office of Management and Budget (OMB) on January 25, 2017. This guidance provides information on the types of exemptions authorized under this hiring freeze as well as instructions on how departments

and agencies can request exemptions from the Director of the Office of Personnel Management (OPM) for critical situations where additional exemptions may be warranted.

2. Coverage. This memorandum applies to all Executive departments and agencies regardless of the sources of their operational and programmatic funding and to all types of Federal civilian appointments, regardless of the length of the appointment, except as provided for below or otherwise provided in law. No vacant positions existing at noon on January 22, 2017, may be filled and no new positions may be created, except in limited circumstances. For the purposes of this memorandum, a position is not considered vacant if an individual has been given an offer of employment prior to noon on January 22, 2017, has accepted the position, and has a designated start date on or before February 22, 2017.

Contracting outside the Government to circumvent the intent of the PM shall not be permitted. For example, agencies shall not acquire by contract with a commercial vendor services that are substantially similar to those that would have been provided by a Federal civilian in a vacancy covered by the PM. However, nothing in this memorandum is intended to restrict agencies from continuing, modifying, or entering into service contracts for other purposes, consistent with law, regulation, and any applicable management direction.

The guidance in this memorandum should be implemented consistent with any lawful collective bargaining obligations that may apply.

3. Exemptions. The following exemptions to the Federal civilian hiring freeze are permitted:

- a. Military personnel in the armed forces and all Federal uniformed personnel, including the U.S. Coast Guard, the Commissioned Corps of the U.S. Public Health Service, and the Commissioned Officer Corps of the National Oceanic and Atmospheric Administration.
- b. Filling of positions under programs where limiting the hiring of personnel would conflict with applicable law.
- c. Nomination and appointment of officials to positions requiring Presidential appointment, with or without Senate confirmation.
- d. Appointment of officials to non-career positions in the Senior Executive Service (SES) or to Schedule C appointments in the Excepted Service, or the appointment of any other officials who serve at the pleasure of the appointing authority (i.e., “appointed” positions of a

political/non-career nature).

- e. Appointment of seasonal employees and short-term temporary employees necessary to meet traditionally recurring seasonal workloads, provided that the agency informs its OMB Resource Management Office in writing in advance of its hiring plans.
- f. Hiring by the U.S. Postal Service.
- g. Federal civilian personnel hires made by the Office of the Director of National Intelligence (ODNI) and the Central Intelligence Agency (CIA).
- h. Appointments made under the Pathways Internship and Presidential Management Fellows (PMF) Programs (this does not include the Recent Graduates Program). Agencies should ensure that such hires understand the provisional nature of these appointments and that conversion is not guaranteed.
- i. Conversions in the ordinary course to the competitive service of current agency employees serving in positions with conversion authority, such as Veteran's Recruitment Act (VRA) and Pathways Programs.
- j. Appointments made under 5 C.F.R. § 213.3102(r) (time limited positions in support of fellowship or professional/industry exchange programs) provided that the total number of individuals employed under this authority does not exceed the number of employees onboard (hired under this authority) on January 22, 2017.
- k. Placement of persons with restoration rights accorded by law, such as restoration after absence with injury compensation and restoration after military duty.
- l. Job offers made prior to January 22, 2017, for which the individual has a confirmed start date on or before February 22, 2017. Those individuals should report to work according to their respective designated start dates.
- m. Job offers made prior to January 22, 2017, but for which the individual has a confirmed start date that is later than February 22, 2017 (or does not have a confirmed start date), should be decided on a case-by-case basis and must go through an agency-head review. The agency head should review each position to determine whether the job offer should be revoked, or whether the hiring process should continue. Agency heads should consider essential mission

priorities, current agency resources, and funding levels when making determinations about whether or not to revoke job offers.

n. Internal career ladder promotions.

o. Reallocations (i.e., noncompetitive reassignments and details) of current Federal civilian employees within an agency to meet the highest priority needs (including preservation of national security and other essential services) are not affected. Details (reimbursable and non-reimbursable) between agencies are also not affected; however, agency leadership should ensure that any reimbursable details between agencies are not being used to circumvent the intent of the hiring freeze.

p. Term and temporary appointments of existing Federal employees may be extended up to the maximum allowable time limit, consistent with the conditions/requirements of the legal authority originally used to appoint the employee.

q. A limited number of voluntary transfers of current SES between agencies, as necessary to secure the leadership capacity of agencies, and where needs cannot be met by reallocation of resources within an agency's current workforce; however, filling of such vacancies is subject to OPM approval in accordance with section 4 below.

r. The head of any agency may exempt any positions that it deems necessary to:

i. Meet national security (including foreign relations) responsibilities, or

ii. Meet public safety responsibilities (including essential activities to the extent that they protect life and property). Agencies may refer to longstanding guidance, which provides examples of such activities in OMB Memorandum, *Agency Operations in the Absence of Appropriations*, dated 11/17/1981 [see examples 3(a) to 3(k)].

Agency heads should consult with appropriate personnel, including the agency Chief Human Capital Officer (CHCO) or equivalent and agency counsel when determining what positions to exempt from the hiring freeze. Agency heads are also required to consult with OPM and the agency's OMB Resource Management Office on their intent to exempt positions using their agency head authority before implementing these exemptions. Note that in the case of an Inspector General's (IG) office, the Inspector General is considered the agency head for the purposes of determining which positions in the IG office are exempt based on the

definitions above, as well as for the purposes of the agency-head review of job offers in the IG office that either do not have a start date or have a designated start date beyond February 22, 2017.

4. Exemptions Granted by the Director of OPM. The Director of OPM may grant additional exemptions from the hiring freeze for critical situations. Accordingly, if an agency head assesses that circumstances warrant additional exemptions to the hiring freeze other than those specified above, a request must be made in writing to the Director of OPM and signed by the agency head. The request must:

- Explain the critical need and how it relates to essential services or critical mission requirements.
- Explain why reallocation (reassignment/detail) of existing staff within the agency is not possible to meet the needs outlined in the request.
- Explain the urgency of the need and the consequences of not filling the position within a 3 to 6 month timeline.

Agencies must also notify their respective OMB Resource Management Office of exemption requests to OPM under this provision.

5. Effective Dates. The guidance in this memorandum is effective immediately. Within 90 days of the publication of the PM issued on January 23, 2017, the Director of OMB, in consultation with the Director of OPM, shall recommend a long-term plan to reduce the size of the Federal Government's workforce through attrition. The hiring freeze will expire upon implementation of the OMB plan.

6. Inquiries. Questions from departments and agencies regarding the instructions and guidance in this memorandum should be addressed to agency OMB Resource Management Officers and OPM contacts provided to Chief Human Capital Officers and HR Directors.

Stakeholders:

HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

From: James Anderton [mailto:james_anderton@ios.doi.gov]

Sent: Friday, February 3, 2017 3:36 PM

To: Spitnale, Laura <laura.spitnale@hq.dhs.gov>

Subject: Re: Immediate Actions and Initial Guidance for Federal Civilian Hiring Freeze

Laura,

Has DHS sent out any initial exemption guidance beyond the attached to address critical law enforcement and cyber positions?

Jim

Sent from my iPhone

On Jan 25, 2017, at 9:17 PM, Spitnale, Laura <laura.spitnale@hq.dhs.gov> wrote:

From: Moss, Rita

Sent: Wednesday, January 25, 2017 11:04 AM

To: NPPD-OUS <NPPD-OUS@HQ.DHS.GOV>; Janssen, Richard H <richard.h.janssen@hq.dhs.gov>; Smith, Penelope J <Penelope.J.Smith@ice.dhs.gov>; Brown, Tommy <Tommy.Brown@hq.dhs.gov>; Windham, Nicole <Nicole.Windham@hq.dhs.gov>; Mankin, Amy <Amy.Mankin@HQ.DHS.GOV>; Whalen, Brian T <Brian.T.Whalen@hq.dhs.gov>; Lott, Thomas <Thomas.Lott@HQ.DHS.GOV>; Isaac, Kim <Kim.A.Isaac@HQ.DHS.GOV>; Cordova, Edwin <Edwin.Cordova@HQ.DHS.GOV>; Driggers, Richard <Richard.Driggers@HQ.DHS.GOV>; Epperson, David <david.epperson@hq.dhs.gov>; Hill, David <david.hill@hq.dhs.gov>; Libby, Scott <Scott.Libby@HQ.DHS.GOV>; Gonzalez, Ricardo <Ricardo.Gonzalez@HQ.DHS.GOV>; Killion, William <William.Killion@HQ.DHS.GOV>; Rodriguez, Manny M <Manny.M.Rodriguez@ice.dhs.gov>; Checknita, Dean <dean.checknita@HQ.DHS.GOV>; Kern, Annie <annie.kern@hq.dhs.gov>; Bosarge, Rick <rick.bosarge@hq.dhs.gov>; Anderson, Penny <penny.anderson@hq.dhs.gov>; Ward, Patrice <Patrice.Ward@HQ.DHS.GOV>; Medina, Daniel <daniel.medina@hq.dhs.gov>; Teetz, Lisa <Lisa.Teetz@hq.dhs.gov>; Bryan, Michelle C FPS/DHS <Michelle.C.Bryan@hq.dhs.gov>; Thompson, Russell N <Russell.Thompson@HQ.DHS.GOV>; Caperton, James <James.Caperton@HQ.DHS.GOV>; Hush, Thaddeus M <Thaddeus.M.Hush@ice.dhs.gov>; Weichmann-Morris, Patricia <Patricia.Weichmann@HQ.DHS.GOV>; Watkins, Tracey <tracey.watkins@hq.dhs.gov>; Juda, Timothy <timothy.juda@hq.dhs.gov>; Waites, Jennifer <Jennifer.Waites@HQ.DHS.GOV>; Spitnale, Laura <laura.spitnale@hq.dhs.gov>; Driggers, Richard <Richard.Driggers@HQ.DHS.GOV>; NPPD OCOS <NPPDOCOS@hq.dhs.gov>

Cc: Douglas, Kenneth C <Kenneth.Douglas@tsa.dhs.gov>; Creek, Nichelle <nichelle.creek@hq.dhs.gov>; Webb-Lopez, Sophie <sophie.webb-lopez@hq.dhs.gov>; Armstrong, Sue E <sue.armstrong@hq.dhs.gov>; Bond, John Macomber <john.m.bond@hq.dhs.gov>; Brown, Dallas <dallas.brown@HQ.DHS.GOV>; Danker, Jamie <jamie.danker@hq.dhs.gov>; Robinson, Anthony

<anthony.robinson@hq.dhs.gov>; Robinson, Ernest
<ernest.robinson@hq.dhs.gov>; Smythers, Mark
<mark.smythers@hq.dhs.gov>; Windham, Nicole
<Nicole.Windham@hq.dhs.gov>

Subject: Immediate Actions and Initial Guidance for Federal Civilian Hiring Freeze

Importance: High

Dear Colleagues:

Please see the attached guidance from OMB on immediate actions and guidance for federal hiring. I will also engage on a conference call later today (at 4 p.m.) with DHS CHCO, Angela Bailey, to get more departmental guidance.

Items of note:

- Departments and agencies are permitted to make reallocations – this seems to imply that jobs can be restructured internally as needed (I will clarify later)
- Anyone who has received an offer prior to 22 January and has an offer letter with a confirmed start date on or before **22 February** can report to work on the scheduled start date
- Anyone who has received an offer prior to 22 January and has a confirmed start date after **22 February** or no confirmed start date at all will be reviewed on a case-by-case basis. As noted above, we will be meeting with DHS CHCO to discuss a departmental process later today

Please stand by and let me know if you have immediate questions. I will update you following my meeting later today.

Thanks – and consider this an introduction!

Rita

Rita J. Moss

Director, Office of Human Capital
National Protection and Programs Directorate
U.S. Department of Homeland Security
1616 N. Fort Myer Drive
Arlington, VA 22209
Phone: 703-235-1910

From: Bailey, Angela

Sent: Wednesday, January 25, 2017 10:22 AM

Good morning—please see attached. I'm working with leadership to get

further guidance out. We must have an agency review process to determine the exemptions and a review process to address the job offers. Roland will discuss this with the deputies at their meeting today and I'm scheduling a HCLC principle/deputy meeting for 4 p.m. today to discuss the guidance to date and DHS' process. Look for the calendar invite.

~Angie

Angela Bailey
Chief Human Capital Officer
U.S. Department of Homeland Security
202-357-8650 (w)
202-578-2785 (c)
angela.bailey@hq.dhs.gov

To make an appointment, please email or call Joyce Blackwell at 202-357-8194.



"With honor and integrity, we will safeguard the American people, our homeland, and our values."

<M-17-17 Immediate Actions and Initial Guidance for Federal Civilian Hir....pdf>



Homeland Security

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
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From: Jody Hudson
Sent: 2017-02-06T14:34:29-05:00
Importance: Normal
Subject: Re: BLM SES Reassignment
Received: 2017-02-06T14:34:40-05:00

Hi Mary,
Just picked up your message. We remain on hold on any processing re: this action. I will get you Jamie's resume today.
Best, Jody

Sent from my iPhone

On Feb 6, 2017, at 1:22 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jody,
While we are sorting this out, please don't process anything.

Can you send me Jaime's resume? It would be very helpful to have this today. The BLM request for reassignment did not include Jaime's resume.

Thanks,
Mary

On Fri, Feb 3, 2017 at 7:16 PM, Jody Hudson <jhudson@blm.gov> wrote:

Hi Mary,
The agreed date for starting the position was Jan 8, and the date to relocate and serve out of the Portland office was Feb 12. And yes, that is when the relocation incentive would commence.
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On Tue, Jan 31, 2017 at 9:21 AM, Hudson, Jody <jhudson@blm.gov> wrote:

Hi Mary,
I don't know if you need to be kept aware of SES personnel actions here at BLM but I'd rather provide too much information than not enough. If too much, please calibrate me accordingly. Also if there are other means by which you want to be informed of such actions, please advise. I'm still learning how we do things across the DOI enterprise.

We are processing the action today to make effective January 8 the

reassignment of one of our SES, Jamie Connell, from State Director, Montana/Dakotas to the position of State Director, Oregon/Washington.

If you need any additional details, please don not hesitate to ask.

Best

Jody Hudson

Assistant Director, Human Capital Management
Bureau of Land Management
1849 C St NW (RM 5613)
Washington D.C., 20240
202-208-7304

--

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

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To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
Cc: jperez@blm.gov[jperez@blm.gov]; kbail@blm.gov[kbail@blm.gov];
richard_cardinale@ios.doi.gov[richard_cardinale@ios.doi.gov]
From: Jody Hudson
Sent: 2017-02-06T15:52:12-05:00
Importance: Normal
Subject: Jamie's Resume
Received: 2017-02-06T15:57:21-05:00
[ATT00001.txt](#)
[Resume - Connell.docx](#)

Hi Mary,
Attached is the version of Jamie's resume that was part of the ERB
package when the ERB approved the reassignment and relocation package
in early January.
Best, Jody

Sent from my iPad

Jamie E. Connell
Billings, Montana

Phone: 406-896-5012

e-mail: jconnell@blm.gov

Employment Summary

State Director BLM Montana Dakotas Billings, Montana	SES	Nov. 2010 to present
Northwest Colorado District Manager BLM Colorado Grand Junction, Colorado	GS-340-15	March 2009 to Nov. 2010
Senior Advisor Department of the Interior, ASLMM Washington D.C	GS-340-15	Nov. 2009 to Jan. 2010
Acting Associate State Director BLM Wyoming Cheyenne, Wyoming	GS-340-15	June 2008 to March 2009
Field Manager BLM Colorado Glenwood Springs, Colorado	GS-340-14	Jan. 2003 to June 2008
Senior Energy Advisor Department of the Interior, ASLMM Washington D.C	GS-340-15	August 2004 to Dec. 2004
District Ranger Dillon Ranger District, White River National Forest Silverthorne, Colorado	GS-340-13	Sept. 1999 to Jan. 2003
Field Manager Bruneau Field Office, BLM Upper Snake River District Boise, Idaho	GS-340-13	Jan. 1999 to Sept. 1999
Associate District Manager BLM Montrose District Montrose, Colorado	GS-340-13	Feb. 1994 to Jan. 1999
Resource Area Manager Phillips Resource Area, BLM Lewistown District Malta, Montana	GS-340-12	March 1992 to Feb. 1994
Resource Area Manager (detail) Great Falls Resource Area, BLM Lewistown District Great Falls, Montana	GS-340-12	Oct. 1991 to March 1992
Assistant Field Manager/Supervisory Petroleum Engineer Great Falls Resource Area, BLM Lewistown District Great Falls, Montana	GS-881-12	Sept. 1989 to March 1992
Petroleum Engineer BLM Miles City District Office Miles City, Montana	GS-881-11/12	June 1985 to Sept. 1989

Education/Training:

Montana Tech, 1985 B.S. Petroleum Engineering with honors.
USDOJ, Senior Executive Service Candidate Development Program, graduation June 2010

To: michelle_oxyer@ios.doi.gov[michelle_oxyer@ios.doi.gov];
jonathan_mack@ios.doi.gov[jonathan_mack@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-02-06T20:29:55-05:00
Importance: Normal
Subject: Moratorium question
Received: 2017-02-06T20:30:02-05:00

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

To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
Cc: jperez@blm.gov[jperez@blm.gov]; kbail@blm.gov[kbail@blm.gov]; richard_cardinale@ios.doi.gov[richard_cardinale@ios.doi.gov]
From: Jody Hudson
Sent: 2017-02-08T10:26:08-05:00
Importance: Normal
Subject: Re: Jamie's Resume
Received: 2017-02-08T10:26:19-05:00

Hi Mary,

Please let me know what else we can do to help move Jamie's action forward. She is stuck in a very awkward kind of limbo and the uncertainty is having negative impacts.

As a reminder, the DOI ERB approved her reassignment and she signed the reassignment/relocation agreement prior on 1/6 to be effective the very next pay period. The only remaining action is to put her into the financial system, FPPS.

If there are any specific concerns you have, please let us know so we can address them.

Thank you Mary.

Best, Jody Hudson

Sent from my iPad

Jody Hudson

Assistant Director for Human Capital Management

Bureau of Land Management

Washington DC

On Feb 6, 2017, at 1:52 PM, Jody Hudson <jhudson@blm.gov> wrote:

Hi Mary,

Attached is the version of Jamie's resume that was part of the ERB package when the ERB approved the reassignment and relocation package in early January.

Best, Jody

<mime-attachment.txt>

<Resume - Connell.docx>

To: Cardinale, Richard[richard_cardinale@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-02-08T15:29:49-05:00
Importance: Normal
Subject: Re: Jamie's Resume
Received: 2017-02-08T15:29:56-05:00

I've indicated that we need to know this week.

Mary

On Wed, Feb 8, 2017 at 12:53 PM, Cardinale, Richard <richard_cardinale@ios.doi.gov> wrote:

Will do. Any sense as to whether your meeting with folks will occur this week? I'm asking because of Jaime's need to be in Portland starting this weekend. Thanks.
Rich

On Wed, Feb 8, 2017 at 12:48 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

I'm good if you have the conversation with them.

On Wed, Feb 8, 2017 at 12:44 PM, Cardinale, Richard <richard_cardinale@ios.doi.gov> wrote:

Thanks for your email, Mary. I would be happy to have a follow up conversation with Jerry and/or Kristin, or would you prefer to do that? In the meantime, I know you are working to move forward on this matter. If I can be of assistance to you, please let me know.
Rich

On Wed, Feb 8, 2017 at 11:26 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Rich,
I'm just copying you on this. I don't get the sense that Jody is getting the political realities of the situation. He's coming from a very different operating environment (NSF). I'd like to help him adjust his thinking on this - BLM created their own situation and with the transition, being transparent is absolutely the right approach. Before I write anything back though, I'd like to make sure Kristin and Jerry understand this.

Mary

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

From: **Jody Hudson** <jhudson@blm.gov>

Date: Wed, Feb 8, 2017 at 10:26 AM

Subject: Re: Jamie's Resume

To: "mary_pletcher@ios.doi.gov" <mary_pletcher@ios.doi.gov>

Cc: "jperez@blm.gov" <jperez@blm.gov>, "kbail@blm.gov" <kbail@blm.gov>, "richard_cardinale@ios.doi.gov" <richard_cardinale@ios.doi.gov>

Hi Mary,

Please let me know what else we can do to help move Jamie's action forward. She is stuck in a very awkward kind of limbo and the uncertainty is having negative impacts.

As a reminder, the DOI ERB approved her reassignment and she signed the reassignment/relocation agreement prior on 1/6 to be effective the very next pay period.

The only remaining action is to put her into the financial system, FPPS.

If there are any specific concerns you have, please let us know so we can address them.

Thank you Mary.

Best, Jody Hudson

Sent from my iPad

Jody Hudson

Assistant Director for Human Capital Management

Bureau of Land Management

Washington DC

On Feb 6, 2017, at 1:52 PM, Jody Hudson <jhudson@blm.gov> wrote:

Hi Mary,

Attached is the version of Jamie's resume that was part of the ERB package when the ERB approved the reassignment and relocation package in early January.

Best, Jody

<mime-attachment.txt>

<Resume - Connell.docx>

--

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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To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Jose Aragon
Sent: 2017-02-09T13:06:32-05:00
Importance: Normal
Subject: Re:
Received: 2017-02-09T13:06:40-05:00

Mary,

Thanks. I am very familiar with the DoD schools, in that I had to budget for them when i was stationed overseas. I met quite a few of the DOD schools teachers nd gather seemed very motivated.

I am in ALbuquerque this week, but can send my resume on Monday. It is also attached to the USAJobs application.

Thanks again for your consideration,

Jose Aragon
Sent from my iPad

On Feb 9, 2017, at 10:24 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jose,
Thanks for your note. Because BIE has Indian Preference, you wouldn't be able to transfer to the ADD for BIE operated schools.

BUT

Your note gave me another idea. It's possible we could use your assistance in another way from Albuquerque. Can you send me your resume? Did you have any experience working with the DOD schools?

Thanks,
Mary

On Fri, Jan 27, 2017 at 12:49 PM, Aragon, Jose <jaragon@usgs.gov> wrote:

Hi Mary,

Not sure if Bill Werkheiser has had a chance to discuss with you, so I'm following up via email, with a cc to him.

(b)(6) I will need to relocate to Albuquerque sometime this Summer. I have found my experience here at USGS and within DOI to be both rewarding and enjoyable, so I

am not looking forward to leaving DOI. At this point, I believe there are two options available to me. One is to retire, and the other is to try and obtain a transfer to a DOI entity in Albuquerque. Given the current political scenario with changes pending from the new Administration, I realize this may not be an ideal time to vacate this position. On the other hand sometimes change provides unforeseen opportunities....for myself, and for those I mentor.

That said, I have applied for a DOI-announced SES vacancy in Albuquerque. The Associate Deputy Director - BIE Operated Schools (BIE-SES-17-03-PQ1852331). The duties description sounds very similar to what I am currently doing at USGS -- so for that reason I believe I would be a good fit. Again, given the current hiring freeze situation, I was wondering if a reassignment within DOI would be a viable option? If so, I would gladly transfer to Albuquerque and continue my service with DOI.

I fully understand that BIE positions are typically reserved for Native Americans, and certified educators; but because the entire BIE operation is under a reorganization effort, as an experienced Senior Executive who has participated in similar reorganizations in the DoD, and is currently filling a position in USGS with similar duties as the advertised position, I could perhaps contribute a beneficial perspective to the overall BIE reorganization effort?

I thank you for your consideration, if it is a viable option. Regardless of the outcome, my sincere appreciation for the wonderful DOI and USGS experience will not be affected.

Very respectfully,

Jose'

Jose Aragon, SES
Associate Director, Office of Administration
US Geological Survey
12201 Sunrise Valley Dr
Reston, VA 20192
(703) 648-7200

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Raymond Limon[raymond_limon@ios.doi.gov]; Jose Aragon[jaragon@usgs.gov]
From: Wozniak, Julie
Sent: 2017-02-10T14:35:43-05:00
Importance: Normal
Subject: Hiring Freeze Guidance
Received: 2017-02-10T14:35:53-05:00

Good Afternoon Mary,

Jose is on leave this week and I am following up on a few items that were discussed during the HCO meeting last week and seeking clarification. During our meeting there was discussion about the notification requirement to OMB of Agency's hiring plans in advance of hiring temp employees necessary to meet traditionally recurring seasonal workloads. You had stated that PMB would pull the data for all Bureaus and that data would be sent to us for validation. Can you let me know when that will occur? We are receiving a lot of pressure to be able to start the recruitment process for these positions as we are coming up on our seasonal work.

The 1/31 guidance states we can reallocate positions within the agency. Therefore, USGS will move forward with any non-competitive movements that may be necessary to continue to meet our mission. Since the guidance only specifies details and reassignments, we will refrain from temporary promotions unless further guidance deems them permissible.

Additionally, are you able to provide a timeframe when DOI will release the information needed in order to request an exemption to the hiring freeze. We have quite a few of these requests as well. In the absence of official guidance, we have drafted up an exemption request and will be forwarding to your office for coordination with the Acting Secretary. These positions are critical and deal with our Earthquake Early Warning System. Please let me know if you have any questions when you receive.

Appreciate your time and look forward to your response on the above.

Kind Regards,
Julie

Julie V. Wozniak
Deputy Associate Director for Human Capital
US Geological Survey
Office of Human Capital
703-648-7442 (office)
703-648-7451 (fax)

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To: Lori Mashburn[lori_mashburn@ios.doi.gov]
From: Melissa Simpson
Sent: 2017-03-01T14:10:07-05:00
Importance: Normal
Subject: NEC appointment
Received: 2017-03-01T14:19:11-05:00

Hi Lori,

The position I mentioned at the NEC would be assisting Mike Cantanzaro on domestic energy and environmental policy. The oil and gas community is very supportive of this reassignment for me as Mike will need help dealing with the public lands issues. Doug and Dan can fill you in more.

<https://www.whitehouse.gov/the-press-office/2017/02/27/white-house-national-economic-council-director-announces-senior-staff>

Thanks, Melissa

To: Daniel Jorjani[daniel_jorjani@ios.doi.gov]
From: Richardson, Karen
Sent: 2017-03-09T18:45:25-05:00
Importance: Normal
Subject: Discipline white paper
Received: 2017-03-09T18:49:40-05:00
[Proposal for Disciplinary Pilot Project White Paper final.docx](#)
[Legal Research on MSPB and Reassignments 3 6 17 \(2\).docx](#)

Dan,

As promised, here is the white paper I prepared proposing the centralization of discipline. I wrote it as a pilot program for the National Park Service, but it can apply to any bureau. Also attached is SOL's analysis on the directed reassignment issue. Please let me know if you have follow up questions.

Thanks,

Karen

--

Karen K. Richardson
Director, Employment and Labor Law Unit
(202) 208-5708 (work)
(202) 480-6981 (cell)

(b)(5)

(b)(5)

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**PROPOSED PILOT PROJECT TO CREATE CENTRALIZED
FOUR-TIERED DISCIPLINARY SYSTEM WITHIN NPS**

I. STATEMENT OF GOALS

This memorandum sets forth a proposal to implement a pilot project within the National Park Service (NPS) within Department of the Interior (DOI) to centralize its disciplinary system. This memorandum (1) explains the legal requirements for imposing discipline on a federal employee; (2) identifies the problems that arise from having a decentralized disciplinary process; (3) identifies the benefits from having a centralized disciplinary process; and (4) outlines the proposal for creating a four-tiered centralized disciplinary process within NPS, including a centralized allegation intake process, new guidelines for investigating allegations of employee misconduct, the creation of an Office of Professional Conduct the members of which will serve as proposing officials for certain disciplinary actions, and the creation of an Office of Deciding Officials the members of which will serve as the deciding officials for all proposed discipline.

II. LEGAL REQUIREMENTS

An employee may be disciplined for misconduct that adversely affects the efficiency of the Federal Service. Conduct problems typically stem from employees who fail to comply with the written and unwritten rules of the workplace such as coming to work on time, obeying orders, protecting government property, acting professionally and civilly in the workplace, and supporting, not interfering, with the efficiency of the Federal Government. The goal of discipline is to correct misconduct and modify unacceptable behavior, rather than to punish the employee. Discipline, if imposed, should be progressive, beginning with the minimum discipline necessary to correct the offense. In addition, penalties must be reasonably consistent with those imposed on other employees for similar offenses. In order to assure consistent and fair disciplinary actions, due process protections are afforded to the employee.

A. Due Process Protections for Disciplinary Actions

Federal agencies are authorized under 5 U.S.C. Chapter 75 to suspend, demote, furlough, or remove employees for "such cause as will promote the efficiency of the service." Disciplinary actions taken under Chapter 75, including a suspension for more than 14 days, a change to lower grade, a reduction in pay, or a removal action are considered "adverse actions."

Before an agency imposes a suspension for 14 days or less, an employee is entitled to certain due process protections, including: (1) an advance written notice stating the specific reasons for the proposed action; (2) a reasonable time to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer; (3) be represented by an attorney or other representative; and (4) a written decision and the specific reasons for the decision.

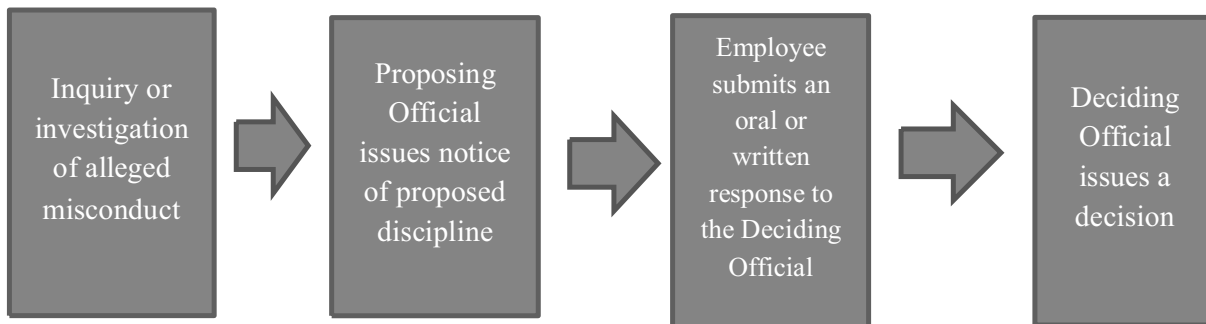
Due process protections are even greater when an agency imposes an "adverse action." Before an agency imposes a suspension for more than 14 days, a change to lower grade, reduction in pay, or a removal action, an employee is entitled to: (1) at least 30 days' advance written notice

stating the specific reasons for the proposed action¹; (2) a reasonable time, but not less than 7 days, to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer; (3) be represented by an attorney or other representative; and (4) a written decision and the specific reasons therefor at the earliest practicable date. The law provides that for these more serious “adverse actions,” once the action has taken effect, the employee is entitled to file an appeal with the Merit Systems Protection Board or, alternatively, under the grievance procedures of a negotiated collective bargaining agreement.

B. The Adverse Action Process

A federal agency issuing discipline has the burden of proof. The government must prove the charges by a preponderance of the evidence (evidence shows that the charged misconduct is more likely true than not) and that the penalty being imposed is justified in order to “promote the efficiency of the federal service.”

The process of taking an “adverse action” against an employee consists of a four step process: the investigation/inquiry, the proposal, the employee’s reply, and the decision. This process is necessary to ensure due process for each employee subject to an “adverse action.”



1. The Inquiry/Investigation

The first step of taking an “adverse action” requires an inquiry into or investigation of the allegations. Depending on the severity or criminal nature of the alleged misconduct, it may be necessary for a formal investigation by the Office of Inspector General (OIG) or the bureau’s law enforcement component. If the alleged misconduct is severe, but not criminal in nature (e.g. sexual harassment), it may be appropriate to contract with an outside investigator to develop an investigative record. For less serious misconduct like absence without leave or failure to follow supervisory instructions, management may conduct an “in-house” inquiry of the facts.

2. Proposed Disciplinary Action

The second step of the process involves providing notice to the employee of a proposed disciplinary action. The Agency employee who initiates the proposed disciplinary action is called the “Proposing Official.” He or she will review the investigatory record to determine whether discipline is warranted. The proposing official may also conduct a further inquiry into the allegations or direct further investigation by someone else. The proposing official will determine

² The exception to this requirement is where there is reasonable cause to believe the employee has committed a crime for which a sentence of imprisonment may be imposed.

what disciplinary penalty to propose and provide notice to the employee of the charge(s) of misconduct and the reasons why the proposed penalty is reasonable.

3. The Employee's Reply

The third step of the disciplinary process involves giving the employee who is being proposed for discipline an opportunity to reply. An employee subject to a proposed "adverse action" must be given at least 7 days to reply. The employee oftentimes provides both a written and oral response to the person who is ultimately responsible for issuing the decision on discipline.

4. The Decision

The fourth and final step is the issuance of a final decision by the deciding official on whether to sustain the proposed disciplinary action. The manager making a final decision on discipline is called the "deciding official." There are rules the Agency must follow in issuing the proposal, providing the employee an opportunity for a reply and issuing the decision. Currently at NPS, the proposing and deciding officials are almost always supervisors in the employee's direct chain of command. The proposing official is generally of a lower rank and position in the organization than the deciding official, but not always. The proposing and deciding officials cannot be of lower grade and rank than the employee being disciplined.

It is the responsibility of the deciding official to hear the reply, if one is made, and to decide whether preponderant evidence supports the charge and, if so, whether to sustain or lower the proposed penalty. The deciding official is not allowed to consider factors outside of those set forth in the proposal letter unless the matter was raised by the employee in his or her reply and the deciding official is not allowed to impose a harsher penalty than the one proposed by the proposing official. It is considered a violation of an employee's due process for the deciding official to direct or unduly influence the proposed action. It is also considered a violation of due process for the deciding official to be subjected to "command influence" from superiors who may influence the decision one way or the other. *Ex parte* communications between the deciding official and the proposing official or another person with knowledge about the misconduct in question are also considered to be a violation of due process. Failure to follow these rules may result in the disciplinary action being reversed by the Merit Systems Protection Board.

III. PROBLEMS WITH A DECENTRALIZED DISCIPLINARY PROCESS

Currently, DOI and its bureaus have decentralized disciplinary systems where proposing and deciding officials are in the direct line of supervision of the employees being disciplined. This decentralization leads to lack of consistency in penalties imposed, a lack of accountability, and violations of due process.

A. Lack of Consistency

One of the biggest problems with the current decentralized disciplinary system is the fact that there is no reliable way to track the imposition of discipline. Different supervisors serve as proposing and deciding officials depending on the bureau and region where the misconduct occurred, resulting in a lack of consistency in the penalties imposed for the same misconduct.

B. Lack of Accountability and Chain of Command Issues

The decentralized disciplinary process creates chain of command issues because oftentimes the chain of command is too polluted with information about the event giving rise to the misconduct allegations to be appropriate proposing and deciding officials; specifically, they may be fact witnesses about the events in question. There is reluctance by proposing and deciding officials to take action because they “know” the person being considered for discipline which results in inconsistent penalties imposed. There is a perception by employees that managers do not want to hold individuals accountable for misconduct either because the managers do not want to expose problems in the organization or because they want to protect the employees from discipline.. Additionally, command influence may affect disciplinary decisions because deciding officials are tainted by statements made by their superiors which can cause due process problems that may result in reversal by the Merit Systems Protection Board of any disciplinary action taken.

C. Managerial Concerns

When managers and supervisors serve as proposing and deciding officials, problems beyond lack of accountability may arise. The most important concern in the decentralized disciplinary system is that supervisors who serve as proposing and deciding officials do not understand the appropriate legal requirements for disciplinary actions (e.g. the myriad of actions that might affect an employee’s due process rights). The violation of due process may result in a reversal by the Merit Systems Protection Board. Currently, the process of educating the proposing and deciding officials for every disciplinary action is inefficient and takes up valuable time of the supervisors, Human Resource (HR) personnel and the attorneys in the Office of the Solicitor who are involved in the disciplinary process. Managers do not have experience testifying as they often have to do when discipline is appealed to the Merit Systems Protection Board. That inexperience leads to mistakes being made during hearings.

The current decentralized discipline requires managers and supervisors to invest a lot of time prior to issuing proposal and decision letters, time that many managers do not have. In the interest of expediency, HR oftentimes ghostwrites the reasons for the proposals and decisions without obtaining sufficient input from the officials making the proposing and deciding officials vulnerable to attack when they have to testify about the proposal and/or decision letters (e.g. “I am not sure why that is in the letter. HR drafted it for me and I signed it.”). This type of testimony before the Merit System Protection Board could damage the DOI’s legal position in litigation and result in a reversal of the disciplinary decision.

D. No Tracking System

NPS is very decentralized and they currently do not track the imposition of discipline among their various regions and parks. Because the bureaus do not consistently and centrally track disciplinary actions, it is impossible to determine whether appropriate penalties are being imposed for misconduct and whether penalties for misconduct are being imposed uniformly across the agency. It is probable that discipline for misconduct is not uniformly enforced or imposed in the bureaus because managers from different regions may approach discipline differently. This lack of uniformity makes the NPS vulnerable to challenges from employees subject to discipline. An employee can argue that his or her disciplinary action is unfair because another employee received more lenient discipline or no discipline for the same misconduct.

IV. BENEFITS OF A CENTRALIZED DISCIPLINARY PROCESS

NPS has come under intense scrutiny in recent months from the press and Congress because of the sexual harassment allegations arising in several of its parks. The proposal to centralize NPS' disciplinary process will present strong evidence to Congress that NPS is committed to a culture change and to holding its employees accountable for misconduct. The bold change will also be useful in persuading currently distrustful employees that the NPS is committed to providing them with a safe and civil work environment.

The proposed changes to the disciplinary system will also alleviate the problems caused by having managers who are too "close" to an employee deciding that employee's discipline. A centralized process removes the proposal and decision-making responsibilities from managers and supervisors and gives these responsibilities to an independent body. This independent body will have limited knowledge of the employee and incident at issue, therefore helping insulate the bureau and managers from allegations of discrimination that may arise from the disciplinary process.

A centralized disciplinary process will ensure that disciplinary actions are uniform throughout the bureau. Each disciplinary matter will be assigned a number and placed into a tracking system which will allow the new centralized disciplinary body to track allegations of misconduct and monitor disciplinary decisions. This will result in the imposition of consistent penalties for similar misconduct and reduce the risk that penalties will be mitigated by the Merit Systems Protection Board.

The establishment of a centralized disciplinary system will allow managers and supervisors to focus on their day to day duties without being burdened with drafting proposal and decision letters. This new system will reduce the number of critical mistakes made by proposing and deciding officials because the new disciplinary body's sole responsibility will be reviewing intake submissions and implementing discipline and they can be trained to perform those functions within legal boundaries. Managers will be less likely to be called to testify before the Merit Systems Protection Board if they are not serving as the proposing and deciding officials.

V. PROPOSED CHANGES²

The pilot project in proposed in this memorandum creates a four-tiered centralized disciplinary process within the NPS that would include (1) a new intake system for allegations of misconduct, (2) guidelines on the investigation of misconduct allegations, (3) the establishment of a centralized Office of Professional Conduct ("OPC") which will be responsible for the intake processing of allegations of misconduct, the review of reports of investigation, and the issuance of notices of proposed discipline; and (4) the creation of an Office of Deciding Officials ("ODO") that will be responsible for deciding and issuing disciplinary actions.

² The procedures and process outlined in this paper apply only to employees who are not serving a probationary period

A. Establishment of the OPC and ODO

i. The Office of Professional Conduct (OPC)

The OPC would be composed of three to five voting members. The OPC voting members would be composed of GS-15 career employees in various job series that would be reflective of the core employee population of NPS. One of the board members would serve as Chair of the OPC and would be responsible for managing and supervising the activities and the other members of the OPC. Each member would serve staggered two year terms except for the Chair of the OPC who would be a permanent member of the OPC. The OPC will only handle allegations against career GS-15 and lower ranked employees. SES employees will not be subject to OPC purview and any SES misconduct will be handled by the Director of the NPS.

Additionally, the OPC may accept detail employees from other offices within the NPS to serve as OPC voting members. In order to prevent conflicts of interest, any detailed employee must recuse themselves from an allegation or discipline action where the detailed employee has knowledge of the incident in question or knows the employee named in the allegation.

The OPC would operate under the umbrella of the NPS Human Resources office. The OPC Chair would report to the NPS Human Capital Officer. Employee Relations staff members would be assigned to assist OPC members with managing allegation intake and preparing disciplinary proposal letters.

The OPC would serve two principal roles. The first would be to serve as an allegation “clearinghouse” to ensure that all allegations of misconduct that arise in the bureau are reviewed, tracked and directed to the appropriate investigating entity (e.g., OIG, an outside contract investigator, bureau law enforcement or to management for a management review). The second function of the OPC would be to serve as the proposing official for all proposed discipline within the NPS.

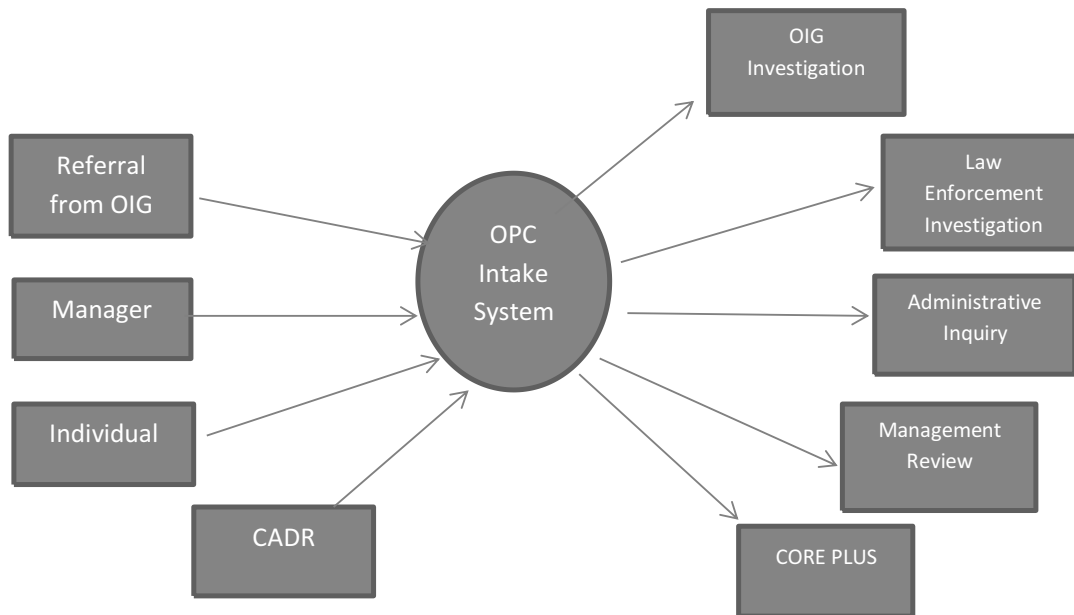
Allegations of misconduct can be raised any number of ways. For example, an allegation could be brought to the attention of a manager, to Congress, OIG, to the Office of Collaborative Dispute Resolution (CADR) or to law enforcement. Pursuant to this proposal, a policy would be issued requiring managers and NPS law enforcement to send all allegations of misconduct to the OPC. If OIG declines to investigate any allegation of misconduct, those allegations will be provided to the OPC as well. Allegations will go through the OPC intake process and referred for inquiry or investigation to the appropriate entity. Once the investigation is completed, the report of investigation would be forwarded to the OPC for action. The OPC members would vote to determine what type of discipline, if any, is appropriate after reviewing the results of the investigation. If discipline is appropriate and once the members agree to appropriate discipline, the OPC member assigned to the case would draft a letter proposing discipline for the OPC Chair’s signature and issue the letter to the employee. The employee will have the opportunity to respond orally or in writing to the OPC’s proposal. Once the employee responds, the new designated Office of Deciding Officials will examine the investigation results, the proposal of discipline, and the employee’s response to render a final decision.

ii. Establishment of the Office of Deciding Officials

The proposed pilot program creates an Office of Deciding Officials (“ODO”), the members of which will issue the final decisions in the employee discipline process. The ODO will be composed of two or three Deciding Officials (“DO”), career GS-15 employees, whose sole responsibility is review and decide proposed disciplinary matters. The DO assigned to the matter will review the allegation, the investigatory report, the proposal, and the employee’s response to determine whether a preponderance of the evidence supports the charges of misconduct. If the DO sustains the charges, he or she must then determine if proposed penalty is appropriate. If the DO decides that the proposed discipline is too harsh, he or she may mitigate the penalty. If the DO concludes that the penalty proposed is inappropriately lenient, he or she may propose new discipline. If the DO alters the proposed discipline, then the matter must be assigned to the other DO for decision and the employee at issue must be given notice of the new proposal and an opportunity to respond to the new DO. Once a final decision is rendered, the employee’s supervisor serves him or her with the decision letter.

B. A New Centralized Intake System

The pilot program creates an intake system where managers, fellow employee, or OIG may submit an allegation of misconduct against a career employee (GS-15 or lower) to the OPC for review. A policy would be issued requiring managers to submit all allegations of misconduct to the OPC. Someone in the OPC office would complete an intake form outlining allegations received. Once the intake form is approved by the Chair of the OPC, an OPC case number would be assigned and the matter would be entered into the ELERTS system. An OPC Program Analyst would compile a cover sheet containing a list of recently approved intakes, including a case assignment sheet identifying the subject of the allegation and the allegations relating to each approved intake, and attaches all documents received from the person who raised the allegation. As part of the intake process, the OPC members will determine whether the allegation (1) should be referred to OIG for investigation; (2) should be referred to NPS law enforcement; (3) should be investigated by an outside contract investigator; (4) should be referred for a management review; or (5) should be referred for conflict resolution in the COREPLUS program in the Office of Collaborative Action and Dispute Resolution (CADR). Each of those five avenues is discussed in more detail below. If the allegation did not come from OIG and the allegation involves potential criminal conduct or serious non-criminal misconduct and/or involves a GS-15 or above employee, the OPC will refer the allegation immediately to the OIG, along with copies of the documents that may have accompanied the allegation.



C. Inquiry/Investigation

Allegations of misconduct are not always major incidents. More often than not the incidents involve day-to-day incidents such as co-worker complaints of discourteous behavior by an employee, a failure to follow instructions, abuse of leave, or the misuse of a government credit card. In those instances, the OPC may determine that a formal investigation is not necessary and that it would be appropriate for the employees’ supervisors to develop information in connection with these emerging workplace situations if only to determine whether further inquiry is necessary. Sometimes, however, the allegations do involve major incidents, such as criminal conduct, sexual harassment, or whistleblower retaliation. Such allegations of misconduct may require more formal investigations by the Office of Inspector General (OIG), NPS law enforcement components, or an outside contract investigator.

1. Matters appropriate for OIG Investigation

Whenever OPC learns of allegations of serious misconduct or criminal conduct, the OPC will contact OIG to determine if OIG will conduct an investigation of the matter. OIG typically investigates when the misconduct alleged is criminal in nature, involves allegations of waste, fraud or abuse of authority or other violations of a law or regulation, such as prohibited personnel practices, whistleblower retaliation against employees and government contractors, and ethics violations. OIG may choose to investigate serious non-criminal misconduct where the employee who is alleged to have committed the misconduct is a high-level manager or official or where there are multiple occurrences of misconduct at one location or office. The rule of thumb to follow is to allow OIG the right of first refusal to investigate all allegations of serious misconduct. Following its usual practice, OIG will review each intake and determine how the allegation will be investigated. If it chooses not to conduct its own investigation, OIG will refer

the allegations back to OPC at which point, the OPC will determine whether to (1) refer the allegations to a NPS law enforcement component, (2) to contract for an outside contract investigator to investigate the allegations or (3) refer the allegations back to management for a management inquiry.

2. Matters appropriate for a law enforcement investigation

Any allegations of criminal misconduct should be conducted either by OIG or by one of the agency's law enforcement components. Criminal conduct could include theft of government property, workplace violence, or off-duty criminal conduct that could impact NPS's mission. OPC will refer all matters involving possible criminal misconduct to OIG and to NPS' law enforcement components.

3. Administrative inquiry by outside contract investigators

Where certain types of serious non-criminal misconduct are alleged and OIG chooses to delegate the responsibility of the investigation to the bureau, OPC should arrange for an independent administrative inquiry by an outside contract investigator. The types of misconduct that would require an independent administrative inquiry would include, but are not limited to, allegations of management abuses, sexual harassment, serious non-sexual harassment, and falsification. OPC will work closely with the Office of the Solicitor (SOL) for guidance as to whether an outside independent administrative investigation is warranted. OPC will provide any contract investigators with the attached **Investigator Guide to Conducting Administrative Investigations** (Attachment A) to ensure that contract investigators are following investigative best practices.

4. Management reviews

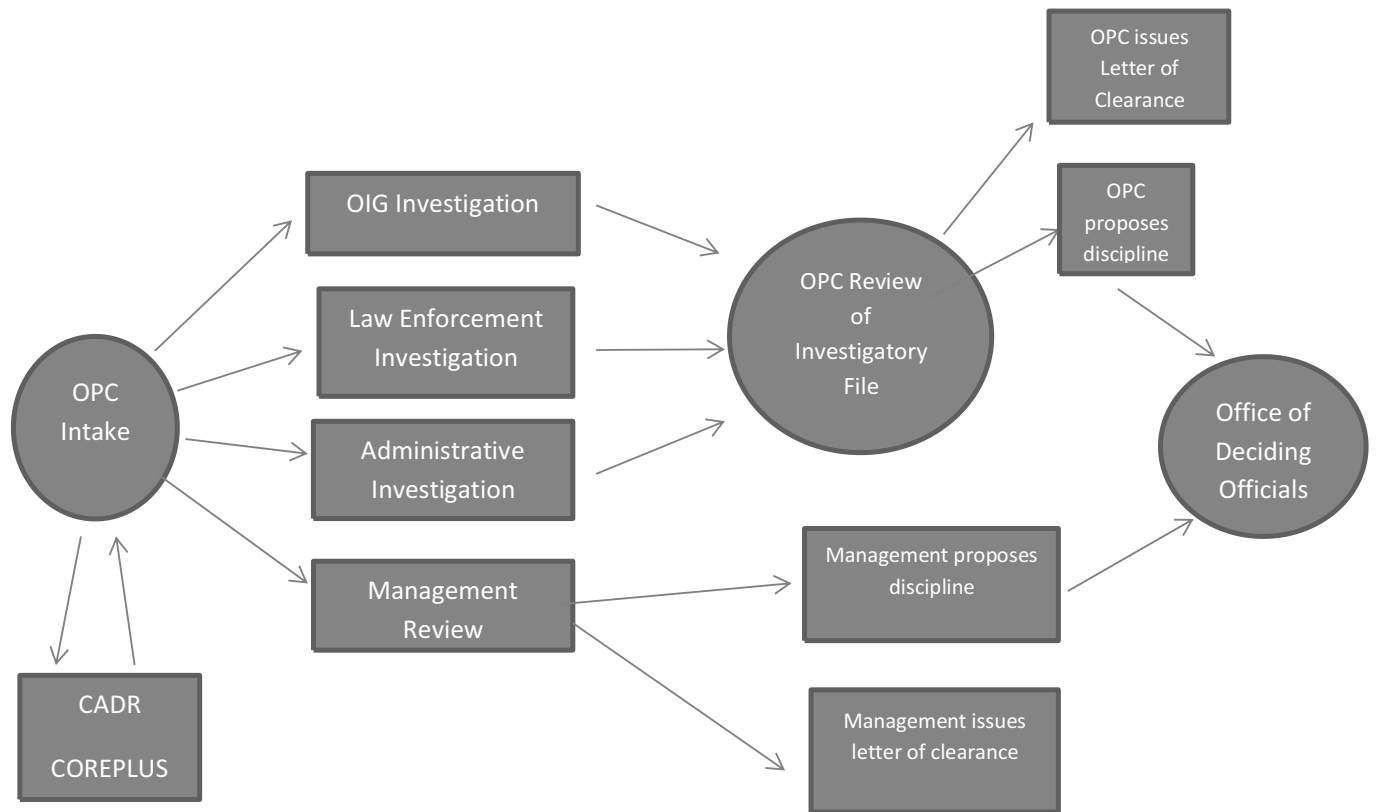
Allegations of misconduct of a less serious nature such as Absence Without Leave (AWOL), misuse of a government credit card, discourteous or unprofessional behavior, safety violations or other common types of less serious misconduct may not merit a formal investigation. In these instances, the OPC will refer the allegations (after the intake process) to the managers to conduct their own management inquiry. Agency officials should ensure that the manager who conducts any management review is a higher-graded employee than the subject of the investigation. Management reviews would not be appropriate for any misconduct involving integrity issues, sexual harassment, serious non-sexual harassment, whistleblower retaliation allegations, criminal misconduct, ethical misconduct, prohibited personnel practices or other serious breaches of Agency policy.

5. COREPLUS Program

Sometimes allegations relate to conflicts between employees and supervisor that may be better addressed through conflict resolution rather than discipline. The OPC may in its discretion

refer such an allegation to the COREPLUS program for an attempt at conflict resolution. The COREPLUS program focuses on maximizing the use of early conflict management tools such as open door policies for supervisors, training, teambuilding, and open dialogue, as well as ADR processes such as mediation or facilitation, to improve interpersonal communications between and among employees and supervisors, and to preserve relationships between and among employees and supervisors rather than advancing adversarial positions and win-lose outcomes. It encourages better communication and early resolution of concerns and conflicts. If the conflict resolution is unsuccessful, the Office of Collaborative Action and Dispute Resolution (CADR) will report that outcome back to OPC.

D. Post-Investigation Review by OPC: Proposed Discipline or Letter of Clearance



Upon receipt of a report and investigative file from either OIG, law enforcement, or a contract investigator, the assigned OPC member will review the entire report and investigative file to ensure that all allegations have been adequately addressed and are fully supported by the evidence, which would allow the OPC members to render an informed decision as to whether to propose discipline or whether to issue the employee a letter of clearance. If OPC determines that the investigatory file is insufficient, the OPC may send it back to the original investigator for further investigation. If the OPC determines that an OIG investigation is insufficient, it can send the matter to a contract investigator for further investigation.

If the investigatory file is sufficient, but the OPC determines that the evidence does not support a charge of misconduct, the OPC member will draft a letter of clearance and have the employee’s supervisor deliver it to the employee. If discipline is warranted, the OPC member will write a proposal of discipline and the entire OPC will vote to decide whether the allegation was substantiated and whether the discipline proposed is appropriate. In order to submit the proposal to the employee, a majority of the board must vote that the proposed discipline is appropriate given the circumstances of the case. Once the board approves the proposal, the

Chair of the OPC signs the proposal letter and sends it to the employee's supervisor to deliver the employee and to the ODO for its final decision on discipline.³

When the allegation of misconduct was referred by OPC for a management review, the manager will complete the inquiry, prepare a report, and determine whether the evidence collected substantiates the allegations of misconduct. If the allegation is supported by the evidence, then the manager will draft a proposal of discipline with the help of HR and deliver it to the employee. Alternatively, the manager may deliver a letter of clearance if the investigation does not support the allegation of misconduct. After the supervisor delivers the appropriate letter (discipline or clearance) to the employee, the supervisor will send the management inquiry report and the notice of proposed discipline or the letter of clearance to the ODO and the OCP. The OCP will track all letters of clearance and notices of proposed discipline issued by management. The ODO will assign any proposed discipline to one of the DOs who will review the proposal and investigation and sustain or reverse the manager's proposal of discipline.

F. Role of the Deciding Official and Grievance Process

The employee has 30 days to respond to the proposal of discipline. This response may be in writing or the employee is permitted to give an oral response to the DO assigned to the case. Once the 30 day period ends, the DO assigned to the case will review the evidence, proposal, and the employee's response. Should it be deemed necessary, the DO may request that OPC conduct additional investigation, after which the employee will be given an opportunity to review the supplemental investigatory information.

The DO may sustain the proposal in whole or in part, not sustain the proposal, mitigate the proposal, or re-propose the action with additional charges and/or enhanced penalty. If the DO re-proposes the action, the matter would be assigned to the other DO for decision, and the employee would be given a new notice and an new opportunity to respond to the amended proposal with the new DO.

The DO renders a final decision in writing. That decision is served on the employee by his or her supervisor. The written decision provides the employee with notice of any appeal or grievance rights. If the decision is a letter of caution, reprimand or suspension of less than 15 days, within 15 days of the employee's receipt of the decision, the employee may file a grievance in writing with the Human Capital Officer who will serve as the Grievance Official. The Grievance Official will review the matter and render a decision within 30 days which cancels, modifies, or sustains the decision of the DO.

If the decision of the DO is an appealable adverse action (a suspension of 15 days or more, a demotion, or removal), the employee (if in the competitive service and not serving a probationary period) has the right to file an appeal for review of the action by the Merit Systems

³ Employees covered by a collective bargaining agreement may be subject to additional procedures which may supercede/supplement those described in this proposal. The OPC will consult with HR and SOL to determine what additional procedures may be required in proposing discipline.

Protection Board (MSPB). If appealed to the MSPB, the Office of the Solicitor represents the agency and defends the decision of the DO.⁴

⁴ This proposal contemplates changes to current Department policy, 370 DM 752, which provides the policy on disciplinary actions.

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Christopher Lawson
Sent: 2017-03-10T14:03:08-05:00
Importance: Normal
Subject: Fwd: Hiring Freeze - Temporary Promotion/Details
Received: 2017-03-10T14:10:13-05:00

Would you prefer to respond to Pam at OSMRE?

--

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

Begin forwarded message:

From: "Pursley, Martin" <martin_pursley@ios.doi.gov>
Date: March 10, 2017 at 7:38:59 AM EST
To: "Lawson, Christopher" <christopher_lawson@ios.doi.gov>
Subject: Fwd: Hiring Freeze - Temporary Promotion/Details

Would you clarify for Pam...

Martin

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

From: Pamela Mcneil <pmcneil@osmre.gov>
Date: Thu, Mar 9, 2017 at 5:26 PM
Subject: Re: Hiring Freeze - Temporary Promotion/Details
To: "Pursley, Martin" <martin_pursley@ios.doi.gov>

Martin,

In addition, can you please confirm/clarify if:

1. Existing temporary promotion/detail extensions (those that were competitive, as well as non-competitive) require Departmental approval; and,
2. Reassignments (non-competitive, of course- -and management directed) require Departmental approval.

Please advise... Thank you.

Yours In Service,

Pamela R. McNeil

Deputy Chief Human Resources Officer
U.S. Department of the Interior
Office of Surface Mining Reclamation and Enforcement
1951 Constitution Avenue, N.W. SIB Room 345
Washington, D.C. 20240

Office: (202) 208-2345
Fax: (202) 208-3144
Email: pmcneil@osmre.gov

Tour of Duty:
Monday, Tuesday, Thursday, Friday 7:15 a.m.-3:45 p.m.
Wednesday -Telework

Your thoughts count!

Please take the time to complete the Customer Experience Survey below and provide feedback on the service you received. Let us know how pleased you are or areas we can improve...

Your OSMRE HRD

How was my service today?

On Mar 9, 2017, at 5:12 PM, Pamela Mcneil <pmcneil@osmre.gov> wrote:

Thanks Martin,

I will reach out to Donna. In the meantime, can you please respond to this email confirming the clarification provided by the Department on the HR Directors call that: "Agency level approval is required going forward for ALL temporary promotions and details (competitive and non-competitive)".

Thank you!

Yours In Service,

Pamela R. McNeil
Deputy Chief Human Resources Officer
U.S. Department of the Interior
Office of Surface Mining Reclamation and Enforcement

1951 Constitution Avenue, N.W. SIB Room 345
Washington, D.C. 20240

Office: (202) 208-2345
Fax: (202) 208-3144
Email: pmcneil@osmre.gov

Tour of Duty:
Monday, Tuesday, Thursday, Friday 7:15 a.m.-3:45 p.m.
Wednesday -Telework

Your thoughts count!

Please take the time to complete the Customer Experience Survey below and provide feedback on the service you received. Let us know how pleased you are or areas we can improve...

Your OSMRE HRD

How was my service today?

On Mar 9, 2017, at 1:49 PM, Pursley, Martin
<martin_pursley@ios.doi.gov> wrote:

Hi Pam,
I don't think that notes are typically sent out. I do know it is recorded. Probably best to reach out to Donna Riley on how to receive notes or if recording is accessible.

Martin

On Thu, Mar 9, 2017 at 11:53 AM, Mcneil, Pamela <pmcneil@osmre.gov> wrote:

Hi Martin,
Will the Department be sending out notes from the Human Resources Directors conference call from yesterday? I need documentation to provide leadership on the new clarified guidance that Agency level approval is required going forward for ALL temporary promotions and details (competitive and non-competitive).

Please advise...Thank you!

Yours In Service,

Pamela R. McNeil

Deputy Chief Human Resources Officer

U.S. Department of the Interior

Office of Surface Mining Reclamation and Enforcement

1951 Constitution Avenue, N.W. SIB Room 345

Washington, D.C. 20240

Office: (202) 208-2345

Fax: (202) 208-3144

Email: pmcneil@osmre.gov

Tour of Duty:

Monday, Tuesday, Thursday, Friday

7:30am-4:00pm

Wednesday -Telework

Your thoughts count! Please take the time to complete the Customer Experience Survey below and provide feedback on the service you received. Let us know how pleased you are or areas we can improve...

Your OSMRE HRD

How was my service today?

--

Martin Pursley, MSc

Director, Talent Management

Department of the Interior

Office of Human Resources

1849 C Street NW

MS 4349

Washington DC 20240

Phone: 202-219-0727

Fax: 202-219-1513

Email: martin_pursley@ios.doi.gov

--

Martin Pursley, MSc

Director, Talent Management

Department of the Interior
Office of Human Resources
1849 C Street NW
MS 4349
Washington DC 20240

Phone: 202-219-0727

Fax: 202-219-1513

Email: martin_pursley@ios.doi.gov

To: Mabry, Scott[scott.mabry@bsee.gov]
From: Pletcher, Mary
Sent: 2017-03-20T15:46:39-04:00
Importance: Normal
Subject: Re: Internal moves
Received: 2017-03-20T15:53:32-04:00

Yes - just for the incentive. Was the position advertised? How did this work?

Thanks,
Mary

On Mon, Mar 20, 2017 at 3:00 PM, Mabry, Scott <scott.mabry@bsee.gov> wrote:

Financials? Do you mean the financial impact for the incentive? If that is it, yes, I can do that.

On Mon, Mar 20, 2017 at 2:13 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Can you just take a quick look at the financials?

Sent from my iPhone

On Mar 20, 2017, at 1:09 PM, Mabry, Scott <scott.mabry@bsee.gov> wrote:

There might be an incentive, I am not sure, but not full relo

On Mon, Mar 20, 2017 at 1:01 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Scott,
On Angelico, are you paying for relocation?

Mary

On Mon, Mar 20, 2017 at 11:03 AM, Mabry, Scott <scott.mabry@bsee.gov> wrote:

Hi Mary,
Following are the internal reassignments that we spoke about Friday. Let us know if you see problems with any of them?

Reassignments

1. Stephen Dessauer, Supervisory Petroleum Engineer GS-0881-14, New Orleans District Office to Deputy Regional Supervisor for Field Operations GS-0881-14 (currently vacant). Desired effective date April 2, 2017.
2. Nicholas Fraiche, Petroleum Engineer GS-0881-13, Lake Charles District Office reassigned same series and grade to the Office of Investigation Investigations EENN5000 in New Orleans (vacant position) Desired effective date to be determined
3. Ryan D. Parson, Student Trainee (Eng-Tech-PET) GS -0899-4 in Lake Jackson District Office to be reassigned to Elmwood Building, position and desired effective date to be determined.
4. Elieen Angelico, Supv Public Affairs Specialist (Deputy Director for all Public Affairs), GS-1035-15, in Jefferson, LA to be reassigned to the Supv Public Affairs Specialist (Director for Public Affairs), GS-1035-15 in Washington DC. The Deputy Director position would then be permanently abolished.

Temporary Promotions

The New Orleans District Office is seeking to temporarily promote three inspectors, in rotation for three pay period, to a supervisory inspector position in the Production Ops unit B Section vice David Emilien who recently retired.

The rotation for the Acting Supervisor of the NOD Prod Ops Inspection Unit II will be as follows for three pay periods and repeated for a second time if needed. Acting supervisor candidates were selected through a notice of interest.

- ○ Eric Neal:
 - Lee Carter:
 - Pierre Lanoix

--

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: Morris, Charisa[charisa_morris@fws.gov]
Cc: Alexa Viets[alexa_viets@nps.gov]; Amy Holley[amy_holley@ios.doi.gov]; James Hess[jhess@usbr.gov]; Kerry Rae[kerry_rae@ios.doi.gov]; Lara Douglas[ledouglas@blm.gov]; Maureen Foster[maureen_foster@ios.doi.gov]; Richard Cardinale[richard_cardinale@ios.doi.gov]
From: Walters, Sarah
Sent: 2017-03-24T11:38:20-04:00
Importance: Normal
Subject: Re: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)
Received: 2017-03-24T11:38:29-04:00

This is the first I have heard of this.

On Fri, Mar 24, 2017 at 11:34 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:

Good morning!

As a follow up to today's COS meeting, please see the email below, which states only Mary Pletcher can approve any bureau's internal actions. Has nobody else received this message?

More to follow...

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

From: **Matthew Huggler** <matthew_huggler@fws.gov>
Date: Mon, Mar 13, 2017 at 8:50 AM
Subject: Fwd: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)
To: Charisa Morris <charisa_morris@fws.gov>

Email #1

Begin forwarded message:

From: "Cheek, Jessie" <jessie_cheek@fws.gov>
Date: March 8, 2017 at 4:56:42 PM EST
To: "Mott, Seth" <seth_mott@fws.gov>, Shelley Hartmann <shelley_hartmann@fws.gov>, Robert Curry <robert_curry@fws.gov>, "Johnson, Mike" <mike_j_johnson@fws.gov>, Gina Shultz <Gina_Shultz@fws.gov>, Shaun Sanchez <shaun_sanchez@fws.gov>, "Schmerfeld, John" <john_schmerfeld@fws.gov>, "Bell, Gloria" <gloria_bell@fws.gov>, Edward Grace <edward_grace@fws.gov>, Matthew Huggler <matthew_huggler@fws.gov>, Brian Bloodsworth <brian_bloodsworth@fws.gov>, Jim Willis <jim_willis@fws.gov>, Theresa Rabot <theresa_rabot@fws.gov>, Charles Wooley <charles_wooley@fws.gov>, Michael Oetker <mike_oetker@fws.gov>, Deborah Rocque <deborah_rocque@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Karen Clark <karen_clark@fws.gov>, Paul Souza <paul_souza@fws.gov>, David

Clark <david_c_clark@fws.gov>, Duane Padilla <duane_padilla@fws.gov>, Rick Greenblat <rick_greenblat@fws.gov>, Tiffany Mcfadden <tiffany_mcfadden@fws.gov>, Michelle Rockwell <michelle_rockwell@fws.gov>, Helen Stewart <helen_stewart@fws.gov>
Cc: Stephen Guertin <stephen_guertin@fws.gov>, Denise Sheehan <denise_sheehan@fws.gov>, Rebekah Giddings <Rebekah_Giddings@fws.gov>, Ginger Nethery <ginger_nethery@fws.gov>
Subject: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)

Rebekah is on travel and may not be able to read or send emails so I'm sharing with you some critical guidance that we just received from the Department, Director of HR.

All DOI Bureaus HROs and HCOs were advised that only the agency head (DOI - Mary Pletcher) can approve details, temporary promotions and reassignments. The Department based their decision on OPM's guidance (FAQs) dated February 11, 2017.

Initially, the Department's guidance was based on OMB guidance dated January 31, 2017, which didn't specifically state that the approval authority resided with the agency heads (DOI level). However the OPM's guidance dated February 11, 2017, specifically states that only the agency heads (DOI level) can approve the internal actions indicated above.

This new guidance from the Department means that no official in the Service can approve any of the internal actions for any reason(s). We are expecting an update on this recent guidance within a couple of weeks. In the interim, if you have personnel actions that are critical to meeting your mission needs, please let us (DHR) know ASAP.

If you have any questions regarding the information in this email, please let me know.

Jessie

--

Jessie V. Cheek
Senior Advisor
U.S. Fish and Wildlife Service
HQ, Division of Human Resources
Falls Church, VA.
Office: (703) 358-2597

--

Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters,

please dial cell: 301-875-8937

--

Sarah Walters
Chief of Staff to the Assistant Secretary - Indian Affairs
U.S. Department of the Interior
1849 C Street, NW
Washington, D.C. 20240
Ph. (202) 208-7163
Fax (202) 208-5320

To: Walters, Sarah[sarah_walters@ios.doi.gov]
Cc: Morris, Charisa[charisa_morris@fws.gov]; Alexa Viets[alexa_viets@nps.gov]; Amy Holley[amy_holley@ios.doi.gov]; James Hess[jhess@usbr.gov]; Kerry Rae[kerry_rae@ios.doi.gov]; Lara Douglas[ledouglas@blm.gov]; Maureen Foster[maureen_foster@ios.doi.gov]
From: Richard Cardinale
Sent: 2017-03-27T07:58:17-04:00
Importance: Normal
Subject: Re: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)
Received: 2017-03-27T07:58:20-04:00

This is the first time for me as well.

Rich

Sent from my iPad

On Mar 24, 2017, at 11:38 AM, Walters, Sarah <sarah_walters@ios.doi.gov> wrote:

This is the first I have heard of this.

On Fri, Mar 24, 2017 at 11:34 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:

Good morning!

As a follow up to today's COS meeting, please see the email below, which states only Mary Pletcher can approve any bureau's internal actions. Has nobody else received this message?

More to follow...

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

From: **Matthew Huggler** <matthew_huggler@fws.gov>
Date: Mon, Mar 13, 2017 at 8:50 AM
Subject: Fwd: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)
To: Charisa Morris <charisa_morris@fws.gov>

Email #1

Begin forwarded message:

From: "Cheek, Jessie" <jessie_cheek@fws.gov>
Date: March 8, 2017 at 4:56:42 PM EST
To: "Mott, Seth" <seth_mott@fws.gov>, Shelley Hartmann <shelley_hartmann@fws.gov>, Robert Curry

<robert_curry@fws.gov>, "Johnson, Mike"
<mike_j_johnson@fws.gov>, Gina Shultz
<Gina_Shultz@fws.gov>, Shaun Sanchez
<shaun_sanchez@fws.gov>, "Schmerfeld, John"
<john_schmerfeld@fws.gov>, "Bell, Gloria"
<gloria_bell@fws.gov>, Edward Grace <edward_grace@fws.gov>,
Matthew Huggler <matthew_huggler@fws.gov>, Brian
Bloodsworth <brian_bloodsworth@fws.gov>, Jim Willis
<jim_willis@fws.gov>, Theresa Rabot <theresa_rabot@fws.gov>,
Charles Wooley <charles_wooley@fws.gov>, Michael Oetker
<mike_oetker@fws.gov>, Deborah Rocque
<deborah_rocque@fws.gov>, Matt Hogan
<matt_hogan@fws.gov>, Karen Clark <karen_clark@fws.gov>,
Paul Souza <paul_souza@fws.gov>, David Clark
<david_c_clark@fws.gov>, Duane Padilla
<duane_padilla@fws.gov>, Rick Greenblat
<rick_greenblat@fws.gov>, Tiffany Mcfadden
<tiffany_mcfadden@fws.gov>, Michelle Rockwell
<michelle_rockwell@fws.gov>, Helen Stewart
<helen_stewart@fws.gov>

Cc: Stephen Guertin <stephen_guertin@fws.gov>, Denise Sheehan
<denise_sheehan@fws.gov>, Rebekah Giddings
<Rebekah_Giddings@fws.gov>, Ginger Nethery
<ginger_nethery@fws.gov>

Subject: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)

Rebekah is on travel and may not be able to read or send emails so I'm sharing with you some critical guidance that we just received from the Department, Director of HR.

All DOI Bureaus HROs and HCOs were advised that only the agency head (DOI - Mary Pletcher) can approve details, temporary promotions and reassignments. The Department based their decision on OPM's guidance (FAQs) dated February 11, 2017.

Initially, the Department's guidance was based on OMB guidance dated January 31, 2017, which didn't specifically state that the approval authority resided with the agency heads (DOI level). However the OPM's guidance dated February 11, 2017, specifically states that only the agency heads (DOI level) can approve the internal actions indicated above.

This new guidance from the Department means that no official in the Service can approve any of the internal actions for any reason(s). We are expecting an update on this recent guidance within a couple of

weeks. In the interim, if you have personnel actions that are critical to meeting your mission needs, please let us (DHR) know ASAP.

If you have any questions regarding the information in this email, please let me know.

Jessie

--

Jessie V. Cheek
Senior Advisor
U.S. Fish and Wildlife Service
HQ, Division of Human Resources
Falls Church, VA.
Office: (703) 358-2597

--

Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish &
Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843
| For urgent matters, please dial cell: 301-875-8937

--

Sarah Walters
Chief of Staff to the Assistant Secretary - Indian Affairs
U.S. Department of the Interior
1849 C Street, NW
Washington, D.C. 20240
Ph. (202) 208-7163
Fax (202) 208-5320

To: Richard Cardinale[richard_cardinale@ios.doi.gov]
Cc: Walters, Sarah[sarah_walters@ios.doi.gov]; Alexa Viets[alexa_viets@nps.gov]; Amy Holley[amy_holley@ios.doi.gov]; James Hess[jhess@usbr.gov]; Kerry Rae[kerry_rae@ios.doi.gov]; Lara Douglas[ledouglas@blm.gov]; Maureen Foster[maureen_foster@ios.doi.gov]
From: Charisa Morris
Sent: 2017-03-27T09:51:50-04:00
Importance: Normal
Subject: Re: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)
Received: 2017-03-27T09:52:00-04:00

My guess is this is being handled by your HR departments. If anybody has discovered they simply aren't part of this exercise, please let me know (though I couldn't imagine this being the case).

Sent from my iPhone

On Mar 27, 2017, at 7:58 AM, Richard Cardinale <richard_cardinale@ios.doi.gov> wrote:

This is the first time for me as well.

Rich

Sent from my iPad

On Mar 24, 2017, at 11:38 AM, Walters, Sarah <sarah_walters@ios.doi.gov> wrote:

This is the first I have heard of this.

On Fri, Mar 24, 2017 at 11:34 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:

Good morning!

As a follow up to today's COS meeting, please see the email below, which states only Mary Pletcher can approve any bureau's internal actions. Has nobody else received this message?

More to follow...

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

From: **Matthew Huggler** <matthew_huggler@fws.gov>

Date: Mon, Mar 13, 2017 at 8:50 AM

Subject: Fwd: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)

To: Charisa Morris <charisa_morris@fws.gov>

Email #1

Begin forwarded message:

From: "Cheek, Jessie" <jessie_cheek@fws.gov>
Date: March 8, 2017 at 4:56:42 PM EST
To: "Mott, Seth" <seth_mott@fws.gov>, Shelley Hartmann
<shelley_hartmann@fws.gov>, Robert Curry
<robert_curry@fws.gov>, "Johnson, Mike"
<mike_j_johnson@fws.gov>, Gina Shultz
<Gina_Shultz@fws.gov>, Shaun Sanchez
<shaun_sanchez@fws.gov>, "Schmerfeld, John"
<john_schmerfeld@fws.gov>, "Bell, Gloria"
<gloria_bell@fws.gov>, Edward Grace
<edward_grace@fws.gov>, Matthew Huggler
<matthew_huggler@fws.gov>, Brian Bloodsworth
<brian_bloodsworth@fws.gov>, Jim Willis
<jim_willis@fws.gov>, Theresa Rabot
<theresa_rabot@fws.gov>, Charles Wooley
<charles_wooley@fws.gov>, Michael Oetker
<mike_oetker@fws.gov>, Deborah Rocque
<deborah_rocque@fws.gov>, Matt Hogan
<matt_hogan@fws.gov>, Karen Clark
<karen_clark@fws.gov>, Paul Souza
<paul_souza@fws.gov>, David Clark
<david_c_clark@fws.gov>, Duane Padilla
<duane_padilla@fws.gov>, Rick Greenblat
<rick_greenblat@fws.gov>, Tiffany Mcfadden
<tiffany_mcfadden@fws.gov>, Michelle Rockwell
<michelle_rockwell@fws.gov>, Helen Stewart
<helen_stewart@fws.gov>
Cc: Stephen Guertin <stephen_guertin@fws.gov>, Denise Sheehan
<denise_sheehan@fws.gov>, Rebekah Giddings
<Rebekah_Giddings@fws.gov>, Ginger Nethery
<ginger_nethery@fws.gov>
Subject: Updated DOI Guidance on the Hiring Freeze (Internal Personnel Actions)

Rebekah is on travel and may not be able to read or send emails so I'm sharing with you some critical guidance that we just received from the Department, Director of HR.

All DOI Bureaus HROs and HCOs were advised that only the agency head (DOI - Mary Pletcher) can approve details, temporary promotions and reassignments. The Department based their decision on OPM's guidance (FAQs) dated February 11, 2017.

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If you have any questions regarding the information in this email, please let me know.

Jessie

--

Jessie V. Cheek
Senior Advisor
U.S. Fish and Wildlife Service
HQ, Division of Human Resources
Falls Church, VA.
Office: (703) 358-2597

--

Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

--

Sarah Walters
Chief of Staff to the Assistant Secretary - Indian Affairs
U.S. Department of the Interior

1849 C Street, NW
Washington, D.C. 20240
Ph. (202) 208-7163
Fax (202) 208-5320

To: Megan Bloomgren[megan_bloomgren@ios.doi.gov]; Katharine Macgregor[katharine_macgregor@ios.doi.gov]; Lori Mashburn[lori_mashburn@ios.doi.gov]
From: Rigas, Laura
Sent: 2017-04-18T17:16:19-04:00
Importance: Normal
Subject: Fwd: Filling BSEE OPA Chief position
Received: 2017-04-18T17:16:26-04:00

Hi ladies -- welcome your thoughts on this potential personnel action.
Thanks!
My best,
L

----- Forwarded message -----
From: Frank Quimby <frank_quimby@ios.doi.gov>
Date: Tue, Apr 18, 2017 at 8:33 AM
Subject: Fwd: Filling BSEE OPA Chief position
To: laura_rigas@ios.doi.gov

Sent from my iPhone

Begin forwarded message:

From: Margaret Schneider <margaret.schneider@bsee.gov>
Date: April 18, 2017 at 8:17:38 AM EDT
To: frank_quimby@ios.doi.gov
Cc: Kimberly.Reed@bsee.gov
Subject: Filling BSEE OPA Chief position

BSEE has decided to proceed to fill the open OPA chief position by a lateral reassignment of Eileen Angelico into the position. Eileen has been acting since Nick Pardi left a number of months ago. Eileen has done a superb job as acting. She brings a unique set of skills, institutional and situational knowledge, and field level experience to the position. Her intimate knowledge of the organizational from the field level, including the support throughout the DWH event, brings a critical understanding of the front lines to the HQ, consistent with the Secretary's desire to promote the job that our field personnel do. Eileen has been willing to relocate from her family in NOLA to take on these responsibilities and to grow in her career experience. As you know there are few people who willingly volunteer to come to D.C. Eileen is also participating in a USDA sponsored leadership development program and has already completed a rotational assignment

with OORP, our largest HQ operational office. In addition to her general OPA functions, Eileen is assisting the Bureau in internal communication and engagement initiatives. She is also my "go to" person for many assignments and information requests. I am confident that our new Director will immediately recognize her contribution to the organization and the daily functioning.

I believe that Eileen has already had the opportunity to interact with many of the folks in the Secretary's office, including the communications staff and has shown her knowledge and value to the new team. I realize that a new Communications Director has just started. I appreciate your willingness to facilitate getting the approval for this move. Please let me or Eileen know if introductions are needed to secure the approval. Please copy Kim Reed on the approval so that Eileen's paperwork can move. Now that we have permission to laterally move personnel we are anxious to get the paperwork complete so that Eileen can secure a permanent living arrangement here in D.C. Her change of duty station will also save the Bureau considerable travel dollars. BSEE will not be backfilling the OPA Deputy position which is Eileen's position of record. This will be part of our efforts to streamline Bureau positions as directed by the Secretary. The consolidation of the Chief and Deputy Chief positions makes it all the more imperative that we have a highly experienced Chief who comes with the knowledge of DOI. Thank you for your assistance. Please feel free to reach out to me with any questions. I will be in the office later this morning.

Margaret
208 4094

Sent from my iPad

To: Rigas, Laura[laura_rigas@ios.doi.gov]
Cc: Megan Bloomgren[megan_bloomgren@ios.doi.gov]; Lori Mashburn[lori_mashburn@ios.doi.gov]
From: Katharine Macgregor
Sent: 2017-04-19T07:03:24-04:00
Importance: Normal
Subject: Re: Filling BSEE OPA Chief position
Received: 2017-04-19T07:03:31-04:00

I believe this cannot go through as it does not meet the criteria in Jim's April 14th memo. It likely warrants further discussion.

On Apr 18, 2017, at 5:16 PM, Rigas, Laura <laura_rigas@ios.doi.gov> wrote:

Hi ladies -- welcome your thoughts on this potential personnel action.
Thanks!
My best,
L

----- Forwarded message -----
From: Frank Quimby <frank_quimby@ios.doi.gov>
Date: Tue, Apr 18, 2017 at 8:33 AM
Subject: Fwd: Filling BSEE OPA Chief position
To: laura_rigas@ios.doi.gov

Sent from my iPhone

Begin forwarded message:

From: Margaret Schneider <margaret.schneider@bsee.gov>
Date: April 18, 2017 at 8:17:38 AM EDT
To: frank_quimby@ios.doi.gov
Cc: Kimberly.Reed@bsee.gov
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field level, including the support throughout the DWH event, brings a critical understanding of the front lines to the HQ, consistent with the Secretary's desire to promote the job that our field personnel do. Eileen has been willing to relocate from her family in NOLA to take on these responsibilities and to grow in her career experience. As you know there are few people who willingly volunteer to come to D.C. Eileen is also participating in a USDA sponsored leadership development program and has already completed a rotational assignment with OORP, our largest HQ operational office. In addition to her general OPA functions, Eileen is assisting the Bureau in internal communication and engagement initiatives. She is also my "go to" person for many assignments and information requests. I am confident that our new Director will immediately recognize her contribution to the organization and the daily functioning.

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208 4094

Sent from my iPad

To: Katharine Macgregor[katharine_macgregor@ios.doi.gov]
Cc: Megan Bloomgren[megan_bloomgren@ios.doi.gov]; Lori Mashburn[lori_mashburn@ios.doi.gov]
From: Laura Rigas
Sent: 2017-04-19T07:06:28-04:00
Importance: Normal
Subject: Re: Filling BSEE OPA Chief position
Received: 2017-04-19T07:06:35-04:00

Thanks, Kate. Can someone please forward that memo to me?

Sent from my iPhone

On Apr 19, 2017, at 7:03 AM, Katharine Macgregor <katharine_macgregor@ios.doi.gov> wrote:

I believe this cannot go through as it does not meet the criteria in Jim's April 14th memo. It likely warrants further discussion.

On Apr 18, 2017, at 5:16 PM, Rigas, Laura <laura_rigas@ios.doi.gov> wrote:

Hi ladies -- welcome your thoughts on this potential personnel action.
Thanks!
My best,
L

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

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To: laura_rigas@ios.doi.gov

Sent from my iPhone

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From: Margaret Schneider
<margaret.schneider@bsee.gov>
Date: April 18, 2017 at 8:17:38 AM EDT
To: frank_quimby@ios.doi.gov

Cc: Kimberly.Reed@bsee.gov

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Margaret

208 4094

Sent from my iPad

To: katharine_macgregor@ios.doi.gov[katharine_macgregor@ios.doi.gov]
From: Margaret Schneider
Sent: 2017-04-19T10:34:40-04:00
Importance: Normal
Subject: Fwd: Filling BSEE OPA Chief position
Received: 2017-04-19T10:34:49-04:00

Sent from my iPhone

Begin forwarded message:

From: Margaret Schneider <margaret.schneider@bsee.gov>
Date: April 18, 2017 at 8:17:38 AM EDT
To: frank_quimby@ios.doi.gov
Cc: Kimberly.Reed@bsee.gov
Subject: Filling BSEE OPA Chief position

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208 4094

Sent from my iPad

To: Katharine Macgregor[katharine_macgregor@ios.doi.gov]
Cc: Richard Cardinale[richard_cardinale@ios.doi.gov]; Kathleen Benedetto[kathleen_benedetto@ios.doi.gov]
From: Michael Nedd
Sent: 2017-04-20T15:50:11-04:00
Importance: Normal
Subject: RE: Hiring Controls Templates
Received: 2017-04-20T15:50:23-04:00

I know we'll talk about personnel and the memo's impact Monday, but below is what I too believe is an unintended consequence where the BLM-CO State office will be impacted...

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: Ruth Welch [mailto:rwelch@blm.gov]
Sent: Thursday, April 20, 2017 3:00 PM
To: Hudson, Jody
Cc: Michael Nedd; Jerome Perez; Ruhs, John
Subject: Re: Hiring Controls Templates

Unfortunately Mary only has experience at the DOI level and so I get it that she doesn't understand the difference between the State Office and other agency's national/regional offices. Bummer. We'll follow the waiver process as we have several critical vacancies in our energy program at the state level - the Branch Chief for Fluid Minerals, the Branch Chief for Solid Minerals, the senior Petroleum Engineer, and an NRS. Plus our vacant Safety Manager for the State that was selected in January but has been delayed due to the freeze. So more to come from me, as I know you're already aware.

Thanks again, Jody. Much appreciated.

Sent from my iPad

On Apr 20, 2017, at 12:11 PM, Hudson, Jody <jhudson@blm.gov> wrote:

...not a very satisfying answer.

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

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

From: **Pletcher, Mary** <mary_pletcher@ios.doi.gov>
Date: Thu, Apr 20, 2017 at 1:32 PM
Subject: Re: Hiring Controls Templates
To: "Hudson, Jody" <jhudson@blm.gov>
Cc: Raymond Limon <raymond_limon@ios.doi.gov>

Jody,

The memo reflects the intent of the Secretary and the Acting Deputy Secretary. As I noted in my prior email, the BLM State Office in the Denver metropolitan area will have to follow the waiver process as will every other bureau with functions in Denver.

Thanks,
Mary

On Thu, Apr 20, 2017 at 1:01 PM, Hudson, Jody <jhudson@blm.gov> wrote:
Hi Mary,

Thank you for the response. Can you please provide a supporting rationale? My leadership, and myself frankly, have difficulty understanding why this one state office is subject to different rules than all the other state offices simply by virtue of being located in Denver.

The closest I can speculate on a rationale would be that skill needs could theoretically be filled through lateral reassignments from other BLM components in Denver, i.e., the National Operations Center. That theory does not work though because of the drastically different skill sets between the two entities.

Best, Jody

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 Thu, Apr 20, 2017 at 12:01 PM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:
Jody,

The BLM State Office in the Denver metropolitan area will have to follow the waiver process as will every other bureau with functions in Denver.

Thanks,
Mary

On Wed, Apr 19, 2017 at 12:40 PM, Hudson, Jody <jhudson@blm.gov> wrote:

Hi Mary,

As you may know, we have a number of state offices who perform BLM line-mission work in the field. One of those state offices (the Colorado Office) happens to be in Denver. This is not an admin type office, but rather it performs BLM's line mission work.

I doubt the intent of the guidance was to include line mission offices who do the mission work out in the field. All other BLM state offices are not being held to that same requirement,

Can you please clarify?

Best

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, Apr 19, 2017 at 11:57 AM, Pletcher, Mary
<mary_pletcher@ios.doi.gov> wrote:

Dear Bureau Directors and Human Capital Officers:

As outlined in the Hiring Controls memorandum issued on April 14, 2017 to the Heads of Bureaus and Office Directors, waiver requests must be submitted to the Deputy Assistant Secretary for Human Capital and Diversity for the following:

- Washington, DC and Denver, CO metropolitan-area positions (exceptions are outlined in the memo); and
- GS-12- and-above hiring requests

The deadlines for submission are the 1st and 15th day of the month, and must be submitted to Mary Pletcher <mary_pletcher@ios.doi.gov> and the DOI Office of Human Resources <doi_office_of_human_resources@ios.doi.gov>.

Attached is a PDF of the memo and an Excel version of the template that must be submitted by the bureau director or deputy director.

The DAS HCD will review and coordinate the submission of hiring requests to the Deputy Secretary.

Questions regarding this guidance should be submitted to the DOI Office of Human Resources <doi_office_of_human_resources@ios.doi.gov>.

We will convene the human capital officers to answer any questions that you might have.

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

--

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

To: Pursley, Martin[martin_pursley@ios.doi.gov]
Cc: Lawson, Christopher[christopher_lawson@ios.doi.gov]; Raymond Limon[raymond_limon@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-04-24T15:04:18-04:00
Importance: Normal
Subject: Re: Hiring Controls FAQ
Received: 2017-04-24T15:04:25-04:00

I'm looking at the lateral reassignment from one geographic area to another question - do we think we run any risk of these given potential workforce restructuring efforts?

Mary

On Mon, Apr 24, 2017 at 2:10 PM, Pursley, Martin <martin_pursley@ios.doi.gov> wrote:

Please see the attached FAQs for your review.
I cross-referenced them to the spreadsheet and the call today. I believe that all the broad questions are answered. Please make certain that they all make sense and are accurate.

Let me know if any questions or changes are needed.

Martin

--

Martin Pursley, MSc
Director, Talent Management

Department of the Interior
Office of Human Resources
1849 C Street NW
MS 4310
Washington DC 20240

Phone: 202-219-0727
Fax: 202-219-1513
Email: martin_pursley@ios.doi.gov

--

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

To: Limon, Raymond[raymond_limon@ios.doi.gov]
Cc: Pursley, Martin[martin_pursley@ios.doi.gov]; Lawson, Christopher[christopher_lawson@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-04-24T15:19:48-04:00
Importance: Normal
Subject: Re: Hiring Controls FAQ
Received: 2017-04-24T15:19:55-04:00

Okay - I like that approach. I think we will want a few separate questions to specifically address issue. Lateral reassignments within DC or Denver are okay. Lateral reassignments from outside DC or Denver to DC or Denver require approval.

Mary

On Mon, Apr 24, 2017 at 3:15 PM, Limon, Raymond <raymond_limon@ios.doi.gov> wrote:

Yes, insofar if a bureaus goes out of its way to increase the Denver and/or DC footprint. We could mitigate that by saying, laterals are ok, but lateraling someone from outside of DC or Denver to DC or Denver requires approval.....

This would be different than what we said on the phone but would clarify the intent to limit growth in DC/Denver....

On Mon, Apr 24, 2017 at 3:04 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

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Chief Human Capital Officer
(202) 208-4505

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Raymond A. Limon
Director, Office of Human Resources
Deputy, Chief Human Capital Officer
Department of Interior
202-208-5310

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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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Limon, Raymond[raymond_limon@ios.doi.gov]; Lawson, Christopher[christopher_lawson@ios.doi.gov]
From: Pursley, Martin
Sent: 2017-04-25T07:50:45-04:00
Importance: Normal
Subject: Re: Hiring Controls FAQ
Received: 2017-04-25T07:50:47-04:00

Added some questions....

On Mon, Apr 24, 2017 at 3:19 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Okay - I like that approach. I think we will want a few separate questions to specifically address issue. Lateral reassignments within DC or Denver are okay. Lateral reassignments from outside DC or Denver to DC or Denver require approval.

Mary

On Mon, Apr 24, 2017 at 3:15 PM, Limon, Raymond <raymond_limon@ios.doi.gov> wrote:

Yes, insofar if a bureaus goes out of its way to increase the Denver and/or DC footprint. We could mitigate that by saying, laterals are ok, but lateraling someone from outside of DC or Denver to DC or Denver requires approval....

This would be different than what we said on the phone but would clarify the intent to limit growth in DC/Denver....

On Mon, Apr 24, 2017 at 3:04 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

I'm looking at the lateral reassignment from one geographic area to another question - do we think we run any risk of these given potential workforce restructuring efforts?

Mary

On Mon, Apr 24, 2017 at 2:10 PM, Pursley, Martin <martin_pursley@ios.doi.gov> wrote:

Please see the attached FAQs for your review.

I cross-referenced them to the spreadsheet and the call today. I believe that all the broad questions are answered. Please make certain that they all make sense and are accurate.

Let me know if any questions or changes are needed.

Martin

--

Martin Pursley, MSc
Director, Talent Management

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To: Daniel Jorjani[daniel_jorjani@ios.doi.gov]
From: Richardson, Karen
Sent: 2017-04-25T15:52:43-04:00
Importance: Normal
Subject: 120 day moratorium
Received: 2017-04-25T15:52:52-04:00

Dan,

I could not resist immediately looking up the rule on directed reassignments of SES during the 120-day moratorium. You are correct that there is a moratorium on directed reassignments of SES during the 120-day moratorium if the reassignment is involuntary. This is what OPM has to say on the subject:

Moratorium on Involuntary Reassignments

Career appointees cannot be reassigned involuntarily within 120 days of the appointment of —
*h a new agency head, or
*h the career appointee's most immediate supervisor who is a noncareer appointee with the authority to make an initial appraisal of the career appointee's performance.

The intent of this moratorium is to provide a "get acquainted" period to allow the new agency head and noncareer appointees to get to know the career senior executives and their skills and expertise. However, after 120 days, they are free to reassign career appointees to any position for which they are qualified.

I would like to delve further into the issue of whether the appointment of a non-career supervisor would re-start the 120-day moratorium. I will report back on that and the other issues next Tuesday.

Thanks,

Karen

--

Karen K. Richardson
Director, Employment and Labor Law Unit
(202) 208-5708 (work)
(202) 480-6981 (cell)

To: Oxyer, Michelle[michelle_oxyer@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-04-27T14:01:25-04:00
Importance: Normal
Subject: Re: Reassignments/Details
Received: 2017-04-27T14:01:34-04:00

Can you add the non SES detail rules?

Thanks,
Mary

Sent from my iPhone

On Apr 27, 2017, at 1:56 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

Notice periods can run concurrently with the moratorium but they cannot be effective before the moratorium ends.

I only included info on SES to SES details. There are more stringent rules when it comes to non-SES to SES details. If you want to me to add that, let me know.

Michelle Oxyer

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Office of Human Resources
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Phone 202-208-6943
michelle_oxyer@ios.doi.gov

<Moratorium - Key Considerations Summary v2.docx>

To: Oxyer, Michelle[michelle_oxyer@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-04-27T14:02:22-04:00
Importance: Normal
Subject: Re: Reassignments/Details
Received: 2017-04-27T14:02:29-04:00

Can you also add info on SES details generally? Any time limits, appeal rights, etc?

Mary

Sent from my iPhone

On Apr 27, 2017, at 1:56 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

Notice periods can run concurrently with the moratorium but they cannot be effective before the moratorium ends.

I only included info on SES to SES details. There are more stringent rules when it comes to non-SES to SES details. If you want to me to add that, let me know.

Michelle Oxyer

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<Moratorium - Key Considerations Summary v2.docx>

To: Haugrud, Kevin[jack.haugrud@sol.doi.gov]; Daniel Jorjani[daniel_jorjani@ios.doi.gov]; Edward Keable[edward.keable@sol.doi.gov]
From: Smith, Marc
Sent: 2017-04-27T16:26:46-04:00
Importance: Normal
Subject: Hiring Controls FAQs
Received: 2017-04-27T16:27:23-04:00
[HiringControlsFAQs_Apr_26_17.docx](#)

Jack, Dan, Ed,

Attached is an FAQ document prepared by the Department HR office, providing guidance on the Cason Hiring Controls memo. I highlight below a few FAQs that are of particular relevance to us, and identify related positions. We should discuss these at our next weekly meeting, or sooner if your schedules allow.

Q. Are accretion promotions excluded?

A. Yes, however, accretions are rare. Accretions are a reclassification of a current encumbered position resulting from the addition of substantive new and higher-graded duties and responsibilities.

Based on this, I believe we can proceed with the three long-pending non-supervisory GS-15 accretion promotions (Ballenger, Fondren, Karkut). Jack, if you agree that we should proceed, please sign the approval memo, and then I will direct USGS to finalize. The justifications for the accretions, prepared by the USGS position classifier, are attached to the approval memo.

Q. What types of lateral reassignments are excluded under the hiring controls?

A. Lateral reassignments of current DOI employees (both inter- and intra-bureau) are excluded from the hiring controls. Bureaus/Offices may advertise lateral reassignment opportunities only to current DOI employees. SES and SL lateral reassignments remain subject to ERB procedures.

Although not yet reduced to memo, there also is a longstanding desire by Melinda to convert Ed McDonnell to a supervisory GS-15 position. Since his is already a (non-supervisory) GS-15, this would be considered a lateral reassignment. I will tell Melinda that she can submit this request for your consideration.

Q. Are term and other time-limited appointments excluded?

A. Yes, term and other time-limited appointments are excluded. However, bureaus/offices must ensure these types of appointments are made within established policies, rules and regulations for appropriate work.

Based on this, I believe we can proceed with the client-funded two-year temporary appointments

for the following positions. For each we will need to first submit/resubmit approval memos to you for consideration.

- Three IBC-funded procurement attorneys for DGL. Jim Weiner is revising his prior memo, to separate out the Bill Blake promotion request. As I mentioned the other day, they are all current contractors, and so remain available for hiring.
- OCIO partially-funded procurement attorney for DGL. We will need to confirm that OCIO wishes to proceed with this, as well as determine whether SOL is in a position to fund the balance (I believe it is a 70-30% split). Jim Weiner is working on the memo.
- OSMRE-funded bankruptcy attorney in Knoxville. You will recall that this is the position that we discussed with Matt and Karen; it has been in the works for many months. I will be discussing it with John Austin on Friday.
- N.D. Cal. SAUSA position funded by DOJ. We received this request in January, but it got caught up in the freeze. This is an unusual arrangement to be sure, but a similar arrangement has existed for about 12 years with various individuals hired by the San Francisco Field Office (most recently William Edelman) and then detailed to the USAO to handle criminal matters on DOI lands. I will be talking with Temi about this position on Friday.

In addition to these positions, we potentially could consider whether to convert any of the existing vacancies to temporary SOL-funded positions, including the Ethics Attorney and Ethics Specialist positions. The attorney position had a candidate, but I am not sure if that person is still available or interested in a temporary position.

There also is a Portland Paralegal position that previously was advertised as FPL GS-12. We could potentially could re-advertise the position as an FPL GS-11, which would be allowed without waiver.

Please let me know if you have any questions, or would like to discuss.

Thanks

Marc

--

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Hiring Controls
Frequently Asked Questions
April 26, 2017

The Department of the Interior (DOI) memorandum, subject: *Hiring Controls*, dated April 14, 2017 provides guidance and procedures on implementing hiring controls across the department. Answers to frequently asked questions are provided below.

Q. How are the DC and Denver Metropolitan Areas defined?

A. DC and Denver Metropolitan Areas are defined based on the Locality Pay Area definitions established by the Office of Personnel Management. Definitions are located at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

Q. What about positions at offices located within the DC or Denver Metro Areas that perform field or other operational work?

A. These positions are considered part of the DC and Denver Metro Area and are subject to the hiring controls outlined in the memo.

Q. What types of lateral reassignments are excluded under the hiring controls?

A. Lateral reassignments of current DOI employees (both inter- and intra-bureau) are excluded from the hiring controls. Bureaus/Offices may advertise lateral reassignment opportunities only to current DOI employees. SES and SL lateral reassignments remain subject to ERB procedures.

Q. Can a lateral reassignment of a current DOI employee be made to a different location?

A. Yes, however this should be coordinated with bureau budget functions and consider long-term workforce shaping needs.

Q. Can an employee currently located in DC or Denver Metro Areas be laterally reassigned within the DC or Denver Metro Area?

A. Yes, employees currently serving in DC or Denver Metro Areas may be laterally reassigned within DC or Denver Metro Areas.

Q. Can an employee currently located in DC or Denver Metro Areas be laterally reassigned to a position outside those Metro Areas?

A. Yes, employees currently serving in DC or Denver Metro Areas may be laterally reassigned to locations outside those metro areas.

Q. Can a lateral reassignment of a current DOI employee located outside DC / Denver Metro Areas be made to a position in the DC / Denver Metro Areas?

A. No, lateral reassignments from locations outside DC and/or Denver to a position in the DC or Denver metro area requires approval. The DC/Denver hiring controls waiver process should be followed.

Q. What types of details are excluded under the hiring controls?

A. Details of current DOI employees and details of employees from other agencies to DOI are excluded, due to the temporary nature of details. However, these details cannot have the intent nor advertised with a potential of permanent placement. All appropriate policies, rules and regulations covering details must be followed. SES and SL details remain subject to ERB procedures.

Q. Are temporary promotions excluded?

A. Yes, temporary promotions of current DOI employees are excluded. However, those requiring competitive procedures (announcement) must clearly state the area of consideration is DOI (or bureau/office) employees. Bureaus and offices cannot post for a temporary promotion that indicates the promotion may lead to a permanent promotion. All appropriate policies, rules and regulations covering temporary promotions must be followed.

Q. Are accretion promotions excluded?

A. Yes, however, accretions are rare. Accretions are a reclassification of a current encumbered position resulting from the addition of substantive new and higher-graded duties and responsibilities.

Q. What is considered the grade level of a position under the hiring controls?

A. The full performance level (FPL) is considered the position's grade level.

Q. How are Federal Wage System (FWS) positions affected?

A. FWS (including casual pay AD) positions are excluded from restrictions based on grade. Hiring restrictions based on geographical location (DC and Denver Metro Area) still apply.

Q. Are conversions to permanent appointments of current employees excluded (e.g. VRA, Persons with Disabilities hired under Schedule A)?

A. Yes, current employees serving on appointments with non-competitive conversion may be converted.

Q. Are time-limited excepted service appointments that can lead to a potential conversion to a competitive service permanent appointment be excluded?

A. No. Positions with potential indefinite or permanent placement must follow the hiring controls guidance as if it is a permanent hire.

Q. Can current Recent Graduates and PMFs be converted without seeking a waiver?

A. Yes. Recent graduates and PMFs currently employed by DOI may convert, as appropriate.

Q. What about hiring Recent Graduates and PMFs?

A. The hiring controls guidance applies to positions using recent graduate and PMF hiring authorities. This includes those that currently have offers, but have not entered on duty.

Q. Can a PMF be converted from another agency into DOI?

A. The hiring controls would need to be followed. Approval would be required for any positions in DC or Denver. Approval would be required for GS-12 or above positions outside DC or Denver.

Q. Are all seasonal and temporary appointments excluded?

A. Yes, seasonal and temporary appointments are excluded. However, bureaus/offices must ensure these types of appointments are made within established policies, rules and regulations for appropriate work.

Q. Are term and other time-limited appointments excluded?

A. Yes, term and other time-limited appointments are excluded. However, bureaus/offices must ensure these types of appointments are made within established policies, rules and regulations for appropriate work.

Q. Can a bureau/office proceed with hiring if an offer was made but the candidate has not entered on duty?

A. Only if the position is excluded from the hiring controls. Otherwise a waiver request must be submitted and approved prior to entering any selectee on duty.

Q. Do announcements for positions that require a waiver, which are already posted, need to be cancelled?

A. No, however, bureaus/offices cannot make an offer until a waiver is submitted and approved. Bureaus/offices should look at each position currently announced that requires a waiver and determine the most appropriate course of action based on where they are at in the process.

Q. Can a vacancy be posted while awaiting a decision on the waiver request?

A. No. If the position is not otherwise excluded, a waiver is required prior to posting.

Q. Does the prior OPM/OMB hiring freeze exceptions remain in place?

A. No, the new hiring controls supersede previous hiring freeze exceptions.

Q. Do Law Enforcement, Firefighting, and other public service positions require a waiver?

A. All positions, including law enforcement, firefighting and other public safety, are subject to the guidance outlined in the hiring controls memorandum.

Q. How is the geographical location of a telework position determined?

A. Position location is determined by the locality pay table that pay is received - e.g. a position eligible for telework and its pay is based on a duty location of DC or Denver locality would apply the hiring restrictions for DC or Denver.

Q. Are narrative justifications required with the Excel templates when requesting waivers?

A. No. Submit only the Excel templates, additional information will be requested if needed.

Q. Can a waiver be submitted for “groups” of like positions?

A. Yes, however, bureaus and offices should make the number of positions and location clear in the request.

Q. Can the “90 day limitation” for issued certifications be extended?

A. Extensions may be granted on a case by case basis. Delegated examining units may request extensions from DOI Office of Human Resources for certificates that will expire due to the 90 day limitation. Request must be submitted and approved prior to the expiration of the certificate of eligibles.

Q. Is a waiver required for positions identified as excluded in Washington DC and Denver Metro Areas that are GS-12 and above?

A. The hiring controls memorandum excluded National Park Service National Capital Region park unit staff and United States Park Police positions from the DC and Denver area freeze and waiver process. However, the requirement for Deputy Secretary approval of positions at the GS-12 and above levels still applies.

To: Edward Keable[edward.keable@sol.doi.gov]
From: Pletcher, Mary
Sent: 2017-05-09T15:07:57-04:00
Importance: Normal
Subject: Fwd: Documentation - Reassignments
Received: 2017-05-09T15:08:05-04:00
[5 CFR - Reassignments.pdf](#)
[Desk Guide - Reassignments.pdf](#)
[Moratorium - Key Considerations Summary v2.docx](#)

Ed,
Per our discussion, here's the CFR, OPM desk guide and one-pager on the moratorium. I'll set up a time to discuss further.

Thanks,
Mary

Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
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Change of Duty Station that is Not a Reassignment. A career appointee's position may be moved from one geographic location to another (i.e., performing the same job but in a different location). An agency must apply the rules for geographic reassignments above.

Failure to Accept a Directed Reassignment

Failure to accept a directed reassignment makes an individual subject to removal under adverse action procedures. If separation is for failure to accept reassignment to a different commuting area, the individual is entitled to discontinued service retirement (if eligible) or severance pay (if eligible), unless a memorandum of understanding or other written agreement provides for such geographic reassignments. For example, if a mobility agreement is accepted at the beginning of the SES member's service he or she is not eligible for discontinued service retirement if the member later declines a position outside the commuting area. However, if the mobility agreement is added after the SES member is in the position and he or she declines the position outside the commuting area, the member would be eligible for discontinued service retirement. [See Chapter 8 for information on Removals.]

MORATORIUM ON INVOLUNTARY REASSIGNMENTS

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.

See next page for clarification

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.

Details during the moratorium. In calculating the 120-day moratorium, the agency must not count any days (not to exceed a total of 60) during which the career appointee is serving on a detail or other temporary assignment apart from the appointee's regular position. The moratorium provision does not restrict the total length of a detail, which may exceed 60 days. Details should not be used to circumvent the 120-day moratorium. Any detail during the moratorium should be made only when there is clear, bona-fide need. [Information on details is provided later in this chapter.]

Definitions. "Head of the agency" means the head of an executive department (e.g., Treasury), a military department (e.g., Army), or an independent establishment (e.g., General Services Administration). It does not mean the head of a component within an agency (e.g., Internal Revenue Service in Treasury).

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“Noncareer appointee” is defined in 5 CFR 317.901(c)(1)(ii) as an SES noncareer or limited appointee, a Schedule C appointee, or an appointee in an Executive Schedule or equivalent position that is not required to be filled competitively. (Commissioned officers of the uniformed services are not considered noncareer appointees.)

“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.

*Clarification
on
immediate
supervisor*

- 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)).

“Initial appraisal” means the initial summary rating of the career appointee’s performance made by the supervising official (normally the immediate supervisor) as part of the annual performance appraisal process [information on performance appraisals, Chapter 5]. It does not include a recommendation by a higher level reviewer or the annual summary rating made by the appointing authority.

Applying the Moratorium

New Agency Head. The appointment of a new agency head (including a recess appointment) always initiates the 120-day moratorium throughout the agency, and an action may not be taken by another official even if that official has been in office more than 120 days.

New noncareer supervisor. A moratorium initiated by the appointment of a noncareer supervisor applies only to those career appointees for whom the supervisor gives the initial performance appraisal. It does not apply to other career appointees, even if the noncareer appointee is their higher level supervisor and functions as a reviewing official or final rater, or has the authority to reassign them.

If a moratorium is initiated by the appointment of a noncareer supervisor, an involuntary reassignment action may not be taken by the agency head even if the agency head has been in office more than 120 days.

“Acting” designations. The designation of an “acting” agency head or noncareer supervisor (e.g., by a detail or when a deputy acts in the position) is not legally an appointment (except in the case of a recess appointment). Therefore, the statutory moratorium is not technically applicable. However, the agency at its discretion may provide in its instructions that it will apply the moratorium on involuntary reassignments in such situations. If the individual later receives a permanent appointment to the position without a break in service, any days spent under an agency applied moratorium in an acting capacity shall be counted toward the 120-day moratorium on involuntary reassignments initiated by the permanent appointment (5 CFR 317.901(c)(5)). However, an agency may not count time served by an individual in an acting capacity toward the 120 day

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moratorium on involuntary removals (See 5 CFR 359.406; 5 CFR 359.503).

Reassignment based on performance. When an executive is reassigned as a result of an Unsatisfactory performance rating under 5 U.S.C. 4314(b)(3), the 120-day moratorium does not apply if the final performance rating was issued before the appointment that initiated the moratorium. When a final rating of Unsatisfactory has already been issued, the reassignment may proceed even if a new agency head or noncareer supervisor (with authority to make an initial appraisal) is subsequently appointed. However, any moratorium that is already underway at the time the final Unsatisfactory rating is issued must be allowed to run its course before the reassignment action can be taken.

Reassignment notice. The 15- and 60-day advance notices pertaining to reassignment may run concurrently with the 120-day moratorium. However, if the advance notice is issued after the moratorium begins, an involuntary reassignment may not be effected until the moratorium ends (5 CFR 317.901(d)).

*Notice period
may run
concurrently
with moratorium*

If an advance notice is issued before the moratorium begins but the notice has not yet expired, the involuntary reassignment may be effected at the end of the notice period even if the moratorium has not ended. However, it would not be appropriate for a proposed agency head or noncareer supervisor to have some other official issue a reassignment notice before appointment to avoid application of the moratorium. The action needs to be taken independent of the incoming agency head or noncareer supervisor.

Realignments. The 120-day restriction does not apply to realignment, which is the movement of an employee and the employee's position when a transfer of function or an organization change occurs within the same agency and there is no change in the employee's position.

Abolishing positions. The 120-day restriction does not preclude the abolishment of a position during the moratorium. For example, a position could be abolished, and the incumbent could elect immediate discontinued service retirement, if all eligibility requirements are met, or agree to an immediate voluntary reassignment. However, the incumbent could not be involuntarily reassigned until the 120 days have elapsed.

[Note: Information about the 120 day moratorium on removals (5 U.S.C. 3592(b)) is provided in Chapter 8]

CAREER TRANSFERS

STATUTE: 5 U.S.C. 3395(a) and 3595(e)

REGULATIONS: 5 CFR 317.902

This section applies to the movement of a career appointee between executive agencies and/or military departments (Army, Navy, and Air Force). (Movements of SES members within executive agencies or military departments are reassignments and are covered in the previous section on Career Reassignments.)

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Moratorium Key Considerations Reassignments and Details

Moratorium on Involuntary Reassignments

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.

The Secretary of the Interior was appointed on March 1, 2017. Involuntary reassignments can resume on **June 29, 2017**.

Non-geographic reassignments require a **15 calendar day advance written notice**. In the advance written notice, the executive will be provided the option to waive the 15 calendar advance notice period.

Geographic reassignments (to another commuting area) require a **60 calendar day advance written notice**. The advance written notice must include the reasons for the reassignment. Further, in the written notice, the executive will be provided an option to waive the 60 calendar day notice period.

The 15 and 60 day advance notice period may run concurrently with the 120 day moratorium. However, if the advance written notice is issued after the moratorium begins, an involuntary reassignment may not be effective until the moratorium ends. Once beyond the end of the moratorium period, an involuntary reassignment can be effective after the completion of the advance notice period, or after the executive waives the advance notice period, whichever is sooner.

SES to SES Details

Initial details and extensions of details to career SES to another SES position within an agency must be made in accordance with 5 USC 3341 and 5 CFR 317.903(b)(1), which authorizes details in increments of no more than 120 days. There is no time limit on how long a career SES can be detailed to another SES position.

Details of career SES members should not be used to circumvent the advance notice requirement for reassignments, or the 120 day moratorium on involuntary reassignments following the appointment of a new agency head. Any detail during the period should be made judiciously and only when there is a clear, bona fide need. The agency should document the reasons for the detail.

Agencies can detail a career SES member to unclassified duties for up to 240 days

Non SES to SES Details

Details of non-SES employees to SES positions can be made for a maximum of 240 days (in 120 day increments). Agencies must use competitive procedures when detailing a non-SES employee to an SES position beyond 240 days. Details of non-SES employees to SES position should be kept to an absolute minimum and strictly controlled.

Effect of the Moratorium on Details

If a career appointee is detailed during the 120 day moratorium, or already on detail at the start of a moratorium, the first 60 days of the detail (or any combination of details) do not count against the 120 days. For example, if the employee is placed on a 90-day detail, the first 60 days would be added to the 120 days, and the moratorium would last 180 days. Although there is no limit on the total length of a detail during the moratorium, any detail during the moratorium must meet the detail requirements in the regulations. It also should be made judiciously and only when there is clear, bona-fide need. Details should not be used to circumvent the 120-day moratorium.

§ 317.901

5 CFR Ch. I (1-1-16 Edition)

a career appointee is permitted to make an election for purposes of adding or dropping coverage no more than once during any twelve-month period.

[50 FR 6154, Feb. 14, 1985, as amended at 56 FR 15273, Apr. 16, 1991; 57 FR 54677, Nov. 20, 1992; 60 FR 6386, Feb. 2, 1995; 69 FR 2050, Jan. 13, 2004; 72 FR 12035, Mar. 15, 2007]

**Subpart I—Reassignments,
Transfers, and Details**

SOURCE: 54 FR 9760, Mar. 8, 1989, unless otherwise noted.

§ 317.901 Reassignments.

(a) In this section, *reassignment* means a permanent assignment to another SES position within the employing executive agency or military department. (See 5 U.S.C. 105 for a definition of “executive agency” and 5 U.S.C. 102 for a definition of “military department.”)

(b) A career appointee may be reassigned to any SES position for which qualified in accordance with the following conditions:

(1) *Reassignment within a commuting area.* For reassignment within a commuting area, the appointee must receive a written notice at least 15 days before the effective date of the reassignment. This notice requirement may be waived only when the appointee consents in writing.

(2) *Reassignment outside of a commuting area.* For reassignment outside of a commuting area, (i) the agency must consult with the appointee on the reasons for, and the appointee’s preferences with respect to, the proposed reassignment; and (ii) following such consultation, the agency must provide the appointee a written notice, including the reasons for the reassignment, at least 60 days before the effective date of the reassignment. This notice requirement may be waived only when the appointee consents in writing.

(c) A career appointee may not be involuntarily reassigned within 120 days after the appointment of the head of an agency, or within 120 days after the appointment of the career appointee’s most immediate supervisor who is a noncareer appointee and who has the authority to make an initial appraisal of the career appointee’s performance

under subpart C of part 430 of this chapter.

(1) In this paragraph—

(i) *Head of an agency* means the head of an executive or military department or the head of an independent establishment.

(ii) *Noncareer appointee* includes an SES noncareer or limited appointee, an appointee in a position filled by Schedule C, or an appointee in an Executive Schedule or equivalent position that is not required to be filled competitively.

(2) These restrictions do not apply to the involuntary reassignment of a career appointee under 5 U.S.C. 4314(b)(3) based on a final performance rating of “Unsatisfactory” that was issued before the appointment of a new agency head or a new noncareer supervisor as defined in paragraph (c)(1) of this section. If a moratorium is already underway at the time the final rating is issued, then that moratorium must be completed before the reassignment action can be effected.

(3) A voluntary reassignment during the 120-day period is permitted, but the appointee must agree in writing before the reassignment.

(4) For the purpose of calculating the 120-day period, any days, not to exceed a total of 60, during which the career appointee is serving on a detail or other temporary assignment apart from the appointee’s regular position shall not be counted. Any days in excess of 60 days on one or more details or other temporary assignments shall be counted.

(5) The prohibition in this paragraph on involuntary reassignments may be applied by an agency, at its discretion, in the case of a detail of an individual as the head of an agency or of a noncareer appointee as a supervisor, or when a noncareer appointee in a deputy position is acting as the agency head or in a vacant supervisory position. If the individual later receives a permanent appointment to the position without a break in service, the 120-day moratorium initiated by the permanent appointment shall include any days spent in the position on an acting basis.

(d) A 15 or 60-day advance notice described in paragraph (b) of this section

Notice period for reassignments within the commuting area

Notice period for reassignments outside of the commuting area

Notice period may run concurrently with moratorium

may be issued during the 120-day moratorium on the involuntary reassignment of a career appointee described in paragraph (c) of this section, but an involuntary reassignment may not be effected until the moratorium has ended.

[54 FR 9760, Mar. 8, 1989, as amended at 57 FR 10124, Mar. 24, 1992; 58 FR 58261, Nov. 1, 1993; 60 FR 6387, Feb. 2, 1995; 63 FR 34258, June 24, 1998]

§ 317.902 Transfers.

(a) *Definition.* In this section, *transfer* means a permanent assignment or appointment to another SES position in a different executive agency or military department.

(b) *Requirements.* Transfers are voluntary and cannot occur without the consent of the appointee and the gaining agency, except transfers connected with a transfer of functions to another agency.

§ 317.903 Details.

(a) *Definition.* In this section, *detail* means the temporary assignment of an SES member to another position (within or outside of the SES) or the temporary assignment of a non-SES member to an SES position, with the expectation that the employee will return to the official position of record upon expiration of the detail. For purposes of pay and benefits, the employee continues to encumber the position from which detailed. The provisions of this section cover details within or outside of the employing agency.

(b) *Time limits.* (1) Details within an executive agency or military department must be made in no more than 120-day increments.

(2) An agency may not detail an SES employee to unclassified duties for more than 240 days.

(3) An agency must use competitive procedures when detailing a non-SES employee to an SES position for more than 240 days unless the employee is eligible for a noncompetitive career SES appointment.

(4) An agency must obtain OPM approval for a detail of more than 240 days if the detail is of:

(i) A non-SES employee to an SES position that supervises other SES positions; or

(ii) An SES employee to a position at the GS-15 or equivalent level or below.

(c) *SES career reserved positions.* Only a career SES appointee or a career-type non-SES appointee may be detailed to a career reserved position.

(d) *SES general positions.* Any SES appointee or non-SES appointee may be detailed to a general position.

[54 FR 9760, Mar. 8, 1989, as amended at 60 FR 6387, Feb. 2, 1995]

§ 317.904 Change in type of SES appointment.

An agency may not require a career SES appointee to accept a noncareer or limited SES appointment as a condition of appointment to another SES position. If a career appointee elects to accept a noncareer or limited appointment, the voluntary nature of the action must be documented in writing before the effective date of the new appointment. A copy of such documentation must be retained permanently in the appointee's Official Personnel Folder.

Subpart J—Corrective Action

§ 317.1001 OPM authority for corrective action.

If OPM finds that an agency has taken an action contrary to law or regulation under this part, it may require the agency to take appropriate corrective action.

[54 FR 9761, Mar. 8, 1989]

PART 319—EMPLOYMENT IN SENIOR-LEVEL AND SCIENTIFIC AND PROFESSIONAL POSITIONS

Subpart A—General

Sec.	
319.101	Coverage.
319.102	Senior-level positions.
319.103	Scientific and professional positions.
319.104	Applicable instructions.
319.105	Reporting requirements.

Subpart B—Position Allocations and Establishment

319.201	Coverage.
319.202	Allocation of positions.
319.203	Establishment of positions.

To: Keable, Edward[edward.keable@sol.doi.gov]
From: Mary Pletcher
Sent: 2017-05-09T20:06:52-04:00
Importance: Normal
Subject: Re: Documentation - Reassignments
Received: 2017-05-09T20:07:02-04:00

I sent an invite for 10am tomorrow.

Mary

Sent from my iPhone

On May 9, 2017, at 7:12 PM, Keable, Edward <edward.keable@sol.doi.gov> wrote:

Thanks Mary.

As for meeting, I have nothing scheduled tomorrow morning but tomorrow afternoon and all of Thursday are booked (unless I can cancel an out of office all-morning meeting on Thursday). I could also meet Friday morning at 9:00 or 11:00.

Ed

On Tue, May 9, 2017 at 3:07 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,
Per our discussion, here's the CFR, OPM desk guide and one-pager on the moratorium. I'll set up a time to discuss further.

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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To: Keable, Edward[edward.keable@sol.doi.gov]
From: Pletcher, Mary
Sent: 2017-05-16T16:50:57-04:00
Importance: Normal
Subject: Re: have OPM answer on timeframe question
Received: 2017-05-16T16:51:06-04:00

(b)(5)

On Tue, May 16, 2017 at 4:20 PM, Keable, Edward <edward.keable@sol.doi.gov> wrote:

Mary,

I have not gotten through the legal research on this question yet but

(b)(5)

(b)(5)

(b)(5)

Ed

On Tue, May 16, 2017 at 4:01 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Ed,

We got an answer from OPM on the moratorium timeframe question. 120 day period starts again for direct reports of new appointees when they arrive. We could still give notice but date it goes into effect would have to consider the 120 days.

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
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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

To: Pletcher, Mary[Mary_Pletcher@ios.doi.gov]
From: Schneider, Margaret
Sent: 2017-05-17T10:20:46-04:00
Importance: Normal
Subject: public affairs approval
Received: 2017-05-17T10:20:49-04:00
[EA Waiver Request with additions 5-9-2017.docx](#)

Mary-- we plan to change the duty location of one of our HQ's level positions from NOLA to D.C., to fill a chief position. We would also not back fill behind this individual thereby eliminating one FTE. Because it is a public affairs position we have sought clearance from the Secretary's office of public affairs. Our understanding is that their review is limited to whether they believe this person is correctly in a public affairs series at the grade level. They seem to think that as a lateral they cannot approve. Were it not for the series we would have accomplished this reassignment already. I am seeking your assistance in clarifying the requirements for laterals (in this case from a HQ office to an HQ office and not from the field to HQ). I am aware that there may be other reasons, such as the new Director coming on board, or the potential addition of schedule 'C' to the hallway that may also be at play. I will work those issues separately with ASLM, but I would like to clarify that this is not a waiver request situation since the organizational unit for the individual is not changing. Thanks. A write up/justification is attached. Thank you

BSEE is requesting a waiver to fill the Chief position for the Office of Public Affairs. The position is a GS-15, and the position will be filled by lateral reassignment of the Deputy Chief, and current Acting Chief, Eileen Angelico, Office of Public Affairs. The Office of Public Affairs is organizationally located within the BSEE Director's office, and has staff in all Regions and headquarters. As the Deputy Chief, Eileen's duty location was New Orleans, LA and she reported to the Chief located within Main Interior, Washington, D.C. As the acting Chief, Eileen has been on a temporary detail with a duty location of Washington, DC. If this lateral reassignment is approved, Eileen's temporary assignment would be changed to permanent.

Eileen has been in the acting role since January 8, 2017, and has excelled in the position. She has brought deep institutional knowledge to the job, and has unique skills that she has leveraged to effectively engage external stakeholders and publicize BSEE activities. Eileen's focus on building and managing long-term stakeholder relationships has advanced BSEE's ability to excel in its mission. In addition to external communications, Eileen has played a critical role in the Bureau's internal stakeholder engagement. By applying her superior interpersonal skills she has been able to effectively build strategies that strengthen employee engagement and internal communication. Eileen also readily embraces projects outside the normal realm of public affairs, and is a trusted advisor of the Deputy Director and all members of BSEE leadership.

The Chief, Office of Public Affairs, is an integral member of the Bureau's leadership team and is critical in the Bureau's efforts to fulfill its mission. Having the Chief position stationed in Washington DC allows daily interaction with the Department's Communications Office staff. This is critical in aligning both messaging and communication efforts to move Secretary Zinke's initiatives forward. If approved to laterally reassign Eileen into the position, I am confident that she will strengthen BSEE's ability to advance the goals and priorities of the Administration and Secretary Zinke.

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Stephens, Beverly (Grace)
Sent: 2017-05-24T10:18:53-04:00
Importance: Normal
Received: 2017-05-24T10:19:23-04:00

Hi Mary - Here is the press release. Also, I confirmed that it was a lateral reassignment.
Thanks - Grace

Nathan Souder Selected as New Superintendent of De Soto National Memorial

ATLANTA – Today, National Park Service (NPS) Southeast Regional Director Stan Austin announced that Nathan Souder has been selected as the new superintendent of De Soto National Memorial in Bradenton, FL. Souder has been the acting superintendent there since March and officially begins his new role May 28, 2017.

“Nathan’s deep commitment to public service and civic engagement makes him a great fit for the job,” Austin said. “He brings with him broad experience and sound management skills. Nathan has dynamic employees he will lead in advancing the mission of De Soto National Memorial.”

Souder began his NPS career as a seasonal backcountry ranger in 2001 at Rocky Mountain National Park in Colorado. His 16-year tenure with the agency has included assignments with increasing responsibility in legislative and congressional affairs, public affairs, budget, construction project management, and volunteer and youth programs. For the last two years, Nathan served as one of ten Urban Fellows across the country charged with increasing relevancy and collaboration for the National Park Service. As the Urban Fellow for Jacksonville, Florida, he split his time between working at Timucuan Ecological and Historic Preserve and downtown Jacksonville in City Hall.

“I am truly honored to be trusted with the responsibility of caring for this amazing memorial,” Souder said. “The park’s staff, volunteers and partners form an outstanding team that I am excited to continue working with. Together we will continue to engage with the local community and introduce new audiences to this hidden treasure.”

Souder holds a Bachelor of Science degree in public management from Indiana University's School of Public and Environmental Affairs. He and his wife Sarah have two children, Elias, 6, and Ethan, 4, who are already fond of Bradenton's people, beaches and clear water.

De Soto National Memorial commemorates the landing of Spanish explorer Hernando de Soto in Florida in 1539 and the first extensive organized exploration by Europeans of what is now the southern United States. The memorial, established in 1948, received nearly 233,000 visitors in 2016 who spent an estimated \$13.6 million in local gateway regions while visiting De Soto National Memorial. These expenditures supported 210 jobs and \$19.1 million in total economic output in local economies surrounding the park.

Grace Stephens
Chief of Staff (Acting)
National Park Service
(202) 208-4228 (o)
(202) 538-5597 (c)

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: David Palumbo
Sent: 2017-06-05T10:07:25-04:00
Importance: Normal
Subject: Re: lateral reassignment
Received: 2017-06-05T10:07:32-04:00

Thank you very much.

On Jun 5, 2017, at 8:03 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

David,
Per our conversation, you can move forward with the lateral reassignment of Patrick Fischer to the Loveland Area Office in the Great Plains Office.

Thanks,
Mary

--

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

To: daniel_jorjani@ios.doi.gov[daniel_jorjani@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-06-08T09:33:46-04:00
Importance: Normal
Subject: Parks and Wildlife position
Received: 2017-06-08T09:33:54-04:00

Dan,

I received your voicemail. You don't need to advertise if you want to do a reassignment of an existing member of the SES or someone who is SES certified? What were you thinking about a reassignment? Someone at DOI or another agency?

Mary

Sent from my iPhone

To: Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-06-14T10:45:22-04:00
Importance: Normal
Subject: Fwd: Reassignment Memos
Received: 2017-06-14T10:45:29-04:00

Can you make this change?

Thanks,
Mary

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

From: Keable, Edward <edward.keable@sol.doi.gov>
Date: Wed, Jun 14, 2017 at 10:19 AM
Subject: Re: Reassignment Memos
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>

Mary,

This memos look legally sufficient.

(b)(5)

Ed

On Wed, Jun 14, 2017 at 10:00 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Here are the final three for distribution tomorrow. Can you take a look at these?

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

To: Oxyer, Michelle[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-06-14T18:50:44-04:00
Importance: Normal
Subject: Re: Revised Arrivals/Departures
Received: 2017-06-14T18:50:51-04:00

Michelle,
I took a look at the file and saw some other issues:

- 1) BLM
- 2) USGS
- 3) SOL (adding Romanik)

Can you double check these first thing and make the other edits in the email below?

Thanks,
Mary

On Wed, Jun 14, 2017 at 5:31 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

This looks good.
A couple comments:

Naming

- 1) Can we call Departures - SES Reassigned Out of the Organization (Departures)
- 2) Can we call Departures - SES Reassigned Into the Organization (Arrivals)
- 3) Can we call Internal Movement - Internal Reassignments

Can you double check ASLMM - looks like Bud Cribley was listed in arrivals?

Thanks,
Mary

On Wed, Jun 14, 2017 at 10:16 AM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

How's this?

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

--

Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

To: Bruce Sheaffer[bruce_sheaffer@nps.gov]
From: Daniel Jorjani
Sent: 2017-06-15T02:43:05-04:00
Importance: Normal
Subject: Re: Fyi
Received: 2017-06-15T02:43:07-04:00

You've been misinformed re Northeast. Re Y, we can begin with an advertisement and shift to a directed reassignment at the ERB's discretion.

Sent from my iPhone

> On Jun 14, 2017, at 9:40 PM, Bruce Sheaffer <bruce_sheaffer@nps.gov> wrote:
>
> PMB has notified NPS that they can proceed to advertise the Northeast regional directors job and Yosemite Super. Seems counter intuitive from our conversation. Not sure if you were aware. Doubt if anyone gains from advertising unless you hope to get lower graded personnel to apply. That would limit your flexibility however. As always let me know if I can help in any way
>
> Sheaffer
>
>
>
>
>

To: Daniel Jorjani[daniel.jorjani@sol.doi.gov]
From: Bruce Sheaffer
Sent: 2017-06-15T12:11:57-04:00
Importance: Normal
Subject: Re: Fyi
Received: 2017-06-15T12:21:14-04:00

Ok Dan. My concern was they were not coordinating with you and ERB.
Any final decision soon on DD and nAMA? Bert is rotating back soon

Sent from my iPhone

> On Jun 15, 2017, at 2:43 AM, Daniel Jorjani <daniel.jorjani@sol.doi.gov> wrote:

>

> You've been misinformed re Northeast. Re Y, we can begin with an
> advertisement and shift to a directed reassignment at the ERB's
> discretion.

>

> Sent from my iPhone

>

>> On Jun 14, 2017, at 9:40 PM, Bruce Sheaffer <bruce_sheaffer@nps.gov> wrote:

>>

>> PMB has notified NPS that they can proceed to advertise the Northeast regional directors job and Yosemite Super. Seems counter intuitive from our conversation. Not sure if you were aware. Doubt if anyone gains from advertising unless you hope to get lower graded personnel to apply. That would limit your flexibility however. As always let me know if I can help in any way

>>

>> Sheaffer

>>

>>

>>

>>

>>

To: Daniel Jorjani[daniel.jorjani@sol.doi.gov]
From: Bruce Sheaffer
Sent: 2017-06-15T13:19:36-04:00
Importance: Normal
Subject: Re: Fyi
Received: 2017-06-15T13:20:03-04:00

The chart they sent back indicates NPS may proceed with actions to fill the position as does the Yosemite super. You might want to clarify with Bert

Sent from my iPhone

> On Jun 15, 2017, at 2:43 AM, Daniel Jorjani <daniel.jorjani@sol.doi.gov> wrote:

>

> You've been misinformed re Northeast. Re Y, we can begin with an advertisement and shift to a directed reassignment at the ERB's discretion.

>

> Sent from my iPhone

>

>> On Jun 14, 2017, at 9:40 PM, Bruce Sheaffer <bruce_sheaffer@nps.gov> wrote:

>>

>> PMB has notified NPS that they can proceed to advertise the Northeast regional directors job and Yosemite Super. Seems counter intuitive from our conversation. Not sure if you were aware. Doubt if anyone gains from advertising unless you hope to get lower graded personnel to apply. That would limit your flexibility however. As always let me know if I can help in any way

>>

>> Sheaffer

>>

>>

>>

>>

>>

>>

To: Bruce Sheaffer[bruce_sheaffer@nps.gov]
From: Daniel Jorjani
Sent: 2017-06-15T13:22:35-04:00
Importance: Normal
Subject: Re: Fyi
Received: 2017-06-15T13:23:26-04:00

Will do.

Sent from my iPhone

> On Jun 15, 2017, at 1:19 PM, Bruce Sheaffer <bruce_sheaffer@nps.gov> wrote:

>

> The chart they sent back indicates NPS may proceed with actions to

> fill the position as does the Yosemite super. You might want to

> clarify with Bert

>

> Sent from my iPhone

>

>> On Jun 15, 2017, at 2:43 AM, Daniel Jorjani <daniel.jorjani@sol.doi.gov> wrote:

>>

>> You've been misinformed re Northeast. Re Y, we can begin with an

>> advertisement and shift to a directed reassignment at the ERB's

>> discretion.

>>

>> Sent from my iPhone

>>

>>> On Jun 14, 2017, at 9:40 PM, Bruce Sheaffer <bruce_sheaffer@nps.gov> wrote:

>>>

>>> PMB has notified NPS that they can proceed to advertise the Northeast regional directors job and Yosemite Super. Seems counter intuitive from our conversation. Not sure if you were aware. Doubt if anyone gains from advertising unless you hope to get lower graded personnel to apply. That would limit your flexibility however. As always let me know if I can help in any way

>>>

>>> Sheaffer

>>>

>>>

>>>

>>>

>>>

To: Scott Cameron[scott_cameron@ios.doi.gov]
From: Barbara Wainman
Sent: 2017-06-15T19:49:56-04:00
Importance: Normal
Subject: My new job
Received: 2017-06-15T19:50:15-04:00

I am sure you can imagine I am not thrilled about my directed reassignment. Can you tell me any more than the form letter I got about why this is happening to me and is there any recourse.

--

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: James Cason[james_cason@ios.doi.gov]
From: Katharine MacGregor
Sent: 2017-06-15T20:11:26-04:00
Importance: Normal
Subject: Re: Montana/Dakotas State Director position
Received: 2017-06-15T20:11:33-04:00

Thanks Mary.

Sent from my iPhone

On Jun 15, 2017, at 5:08 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Hi Kate,

We had the meeting this afternoon with everyone regarding SES reassignments. Jim is going to talk to you about interviewing Mike Black for the Montana/Dakotas State Director position when you are back in town next week.

Thanks,
Mary

--

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

To: Barbara Wainman[bwainman@usgs.gov]
From: Scott Cameron
Sent: 2017-06-15T20:19:03-04:00
Importance: Normal
Subject: Re: My new job
Received: 2017-06-15T20:19:11-04:00

Barbara,

I wasn't in the room when the decision was made. Personally I think FWS communications would be dramatically improved with you there. FWS is where you'd be headed, right? Their office is in Falls Church. Might be even a shorter commute for you? This was not punitive to the best of my knowledge.

In terms of recourse, there can be an appeal to Cason.

Thanks,

Scott

Scott J. Cameron

Acting Assistant Secretary for Water and Science, and Principal Deputy Assistant Secretary for Policy, Management and Budget
Department of the Interior

Phone: 202 208 0969

Cell service 202 706 9031

Sent from my iPhone

On Jun 15, 2017, at 7:50 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

I am sure you can imagine I am not thrilled about my directed reassignment. Can you tell me any more than the form letter I got about why this is happening to me and is there any recourse.

--

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

To: Scott Cameron[scott_cameron@ios.doi.gov]
From: Barbara Wainman
Sent: 2017-06-15T20:38:09-04:00
Importance: Normal
Subject: Re: My new job
Received: 2017-06-15T20:38:23-04:00

Well I think this job is at main interior. For me it is about leaving my team. I have spent 18 years developing a top notch group of people and I hate to leave them. The commute either way will suck. I live in Woodbridge. But I am dedicated to USGS. If Jim needed me on a detail to help FWS I would be happy to do that. But I wanted to end my career at USGS. Nothing you would recommend I do. I really value your guidance and feel I am a loyal DOI employee and this feels like punishment.

On Thu, Jun 15, 2017 at 8:19 PM Scott Cameron <scott_cameron@ios.doi.gov> wrote:

Barbara,

I wasn't in the room when the decision was made. Personally I think FWS communications would be dramatically improved with you there. FWS is where you'd be headed, right? Their office is in Falls Church. Might be even a shorter commute for you? This was not punitive to the best of my knowledge.

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Scott

Scott J. Cameron

Acting Assistant Secretary for Water and Science, and Principal Deputy Assistant

Secretary for Policy, Management and Budget

Department of the Interior

Phone: 202 208 0969

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Sent from my iPhone

On Jun 15, 2017, at 7:50 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

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--

Barbara W. Wainman
Associate Director

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US Geological Survey
(703) 648-5750

. I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-
IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

--

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

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IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

To: Barbara Wainman[bwainman@usgs.gov]
From: Scott Cameron
Sent: 2017-06-15T20:46:20-04:00
Importance: Normal
Subject: Re: My new job
Received: 2017-06-15T20:46:28-04:00

FWS is probably the most problematic bureau at DOI and it's communications function is equally problematic, maybe more so. It would be a real challenge. Is there another communications person in a bureau who is better than you? I doubt it.

I am out tomorrow but can meet with you on Monday if you like. Talk to Bill, too.

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

Phone: 202 208 0969
Cell service 202 706 9031

Sent from my iPhone

On Jun 15, 2017, at 8:38 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

Well I think this job is at main interior. For me it is about leaving my team. I have spent 18 years developing a top notch group of people and I hate to leave them. The commute either way will suck. I live in Woodbridge. But I am dedicated to USGS. If Jim needed me on a detail to help FWS I would be happy to do that. But I wanted to end my career at USGS. Nothing you would recommend I do. I really value your guidance and feel I am a loyal DOI employee and this feels like punishment.

On Thu, Jun 15, 2017 at 8:19 PM Scott Cameron <scott_cameron@ios.doi.gov> wrote:

Barbara,
I wasn't in the room when the decision was made. Personally I think FWS communications would be dramatically improved with you there. FWS is where you'd be headed, right? Their office is in Falls Church. Might be even a shorter commute for you? This was not punitive to the best of my knowledge.

In terms of recourse, there can be an appeal to Cason.

Thanks,
Scott
Scott J. Cameron

Acting Assistant Secretary for Water and Science, and Principal Deputy Assistant
Secretary for Policy, Management and Budget
Department of the Interior

Phone: 202 208 0969
Cell service 202 706 9031

Sent from my iPhone

On Jun 15, 2017, at 7:50 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

I am sure you can imagine I am not thrilled about my directed
reassignment. Can you tell me any more than the form letter I got
about why this is happening to me and is there any recourse.

--

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

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(FEVS) now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-
IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

To: Scott Cameron[scott_cameron@ios.doi.gov]
From: Barbara Wainman
Sent: 2017-06-15T21:20:47-04:00
Importance: Normal
Subject: Re: My new job
Received: 2017-06-15T21:21:07-04:00

Thank you Scott I really appreciate that. I will do my best at FWS just so sad right now as I am leaving a family that I love.

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FWS is probably the most problematic bureau at DOI and it's communications function is equally problematic, maybe more so. It would be a real challenge. Is there another communications person in a bureau who is better than you? I doubt it.

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Scott J. Cameron

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Secretary for Policy, Management and Budget

Department of the Interior

Phone: 202 208 0969

Cell service 202 706 9031

Sent from my iPhone

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Thanks,

Scott

Scott J. Cameron

Acting Assistant Secretary for Water and Science, and Principal Deputy Assistant

Secretary for Policy, Management and Budget

Department of the Interior

Phone: 202 208 0969

Cell service 202 706 9031

Sent from my iPhone

On Jun 15, 2017, at 7:50 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

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Barbara W. Wainman
Associate Director
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US Geological Survey
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US Geological Survey
(703) 648-5750

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Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

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To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Wainman, Barbara
Sent: 2017-06-16T11:42:42-04:00
Importance: Normal
Subject: Fwd: Scan Doc.
Received: 2017-06-16T11:43:33-04:00
[\[Untitled\].pdf](#)

H

ere is your letter. Questions? Yes I have a few some I have thought of some I can't even comprehend and lots of thoughts about how this was handled but I will spare you that. So Washington that's a big place is my office in the Main Interior Building or in Bailey's Cross Roads? Who do I report to? When am I supposed to report to FWS? Is there any appeal process I thought directed reassignments or other adverse actions came with the details about what my rights were or do I have none in this case? I guess that's my first set of questions but here is your signed document.

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

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

From: **HP9250** <hp9250@usgs.gov>
Date: Fri, Jun 16, 2017 at 11:10 AM
Subject: Scan Doc.
To: "BWAINMAN@USGS.GOV" <bwainman@usgs.gov>

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.




United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Barbara Wainman

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 Associate Director for Communications and Publishing with the U. S. Geological Survey, duty station Reston, Virginia to Assistant Director – External Communications with the U.S. Fish and Wildlife Service, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your career, you have developed deep expertise in legislative affairs, external affairs and communications. You spent 19 years as a senior staff member on Capitol Hill. You led the Bureau of Land Management's Legislative and Congressional Affairs Office. In your current role as Associate Director, Office of Communications and Publishing for the U.S. Geological Survey, you oversee the congressional, media relations, internal communications, web, social media and publishing activities at the USGS. You are well qualified to serve as the Assistant Director for External Affairs 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: 6/16/17

Signature: Barbara Wainman
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.

Barbara Wainman
Name

June 16, 2017
Date

To: Cardinale, Richard[richard_cardinale@ios.doi.gov]
From: Katharine MacGregor
Sent: 2017-06-16T13:36:05-04:00
Importance: Normal
Subject: Re: Follow Up
Received: 2017-06-16T13:36:12-04:00

Okay thanks

Sent from my iPhone

> On Jun 16, 2017, at 8:27 AM, Cardinale, Richard <richard_cardinale@ios.doi.gov> wrote:
>
> Kate,
>
> FYI...Mike Nedd and I just spoke and I will be participating in a 12:15 PM Eastern Time conference call today with Mike Nedd and the members of the BLM ELT. Also, one correction to the information I gave you this morning. Mary Pletcher just sent me the emails that went out with the notifications to the affected BLM employees. Four of the five do not involve geographic reassignments. However, the proposal for Bud Cribley involves relocation from Alaska to Washington, DC. As a result, the process for Bud will be different. He has until June 22nd to express his preference for the proposed reassignment. The proposed reassignment is to the position of Senior Advisor for Energy with the U.S. Fish and Wildlife Service.
>
> Rich
>

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Wilson-Hight, Evonne
Sent: 2017-06-16T13:50:09-04:00
Importance: Normal
Subject: Jim James - Reassignment documentation
Received: 2017-06-16T13:50:57-04:00
[20170616111803703.pdf](#)

Good Morning Ms. Pletcher,
I have attached the signed documents for Mr. James reassignment. Please let me know if you have any questions. Thank you.

Evonne

--

Evonne Wilson-Hight
Staff Assistant - Field Operations

*U.S. Department of the Interior
Office of the Special Trustee for American Indians
4400 Masthead St. NE
Albuquerque, NM 87109
(505) 816-1277 - Direct
(505) 220-9948 - Work Cell*

Warning: This email (including any attachments) 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.



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: James James

From: James Cason *James E. Cason*
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

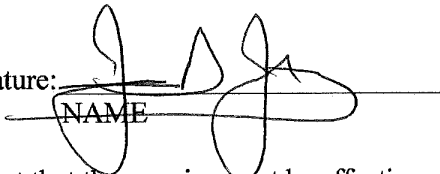
The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended 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 – Field Operations with the Office of the Special Trustee for American Indians, duty station Albuquerque, New Mexico to Deputy Bureau Director – Field Operations, 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. Throughout your career, you have held a variety of leadership positions serving Indian Country. You have served as a Regional Trust Administrator in the Office of the Special Trustee. You have supported the transformation and restructuring of the Bureau of Indian Education. You currently serve as the Deputy Special Trustee for Field Operations in the Office of the Special Trustee where you oversee SES Regional Fiduciary Trust Administrators and all Indian asset field operations and management activities. Your experience makes you well qualified to serve as the Deputy Director, Field Operations for the Bureau of Indian Affairs.

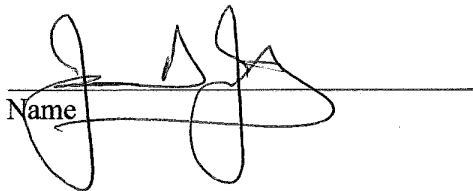
This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report 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: 6/16/2017 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 6/16/2017 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

To: Hildebrandt, Betsy[betsy_hildebrandt@fws.gov]
From: Mary Pletcher
Sent: 2017-06-16T14:03:46-04:00
Importance: Normal
Subject: Re: B.Hildebrandt SES Directed Reassignment 6-15-17
Received: 2017-06-16T14:03:56-04:00

The acknowledgement and receipt came through. Thanks Betsy.

Mary

Sent from my iPhone

> On Jun 16, 2017, at 11:11 AM, Hildebrandt, Betsy <betsy_hildebrandt@fws.gov> wrote:
>
> Let me know if this doesn't work again ... I'm such a luddite when it comes to scanning! Thank you!
> <B.Hildebrandt SES Directed Reassignment 6-15-17.pdf>

To: heather_swift@ios.doi.gov[heather_swift@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-06-16T14:14:00-04:00
Importance: Normal
Subject: Wapo article
Received: 2017-06-16T14:14:07-04:00

Heather,

There are definitely inaccuracies in the article on reassignment of the SES. If you need any factual corrections, let me know.

Thanks,
Mary

Sent from my iPhone

To: douglas_domenech@ios.doi.gov[douglas_domenech@ios.doi.gov]
From: Virginia Johnson
Sent: 2017-06-16T15:14:06-04:00
Importance: Normal
Subject: Fwd: Changes at Interior Announced
Received: 2017-06-16T15:14:13-04:00

Virginia

Begin forwarded message:

From: Derrick Crandall <dcrandall@funoutdoors.com>
Date: June 16, 2017 at 3:07:52 PM EDT
To: "Virginia Johnson (virginia_johnson@ios.doi.gov)"
<virginia_johnson@ios.doi.gov>
Subject: Changes at Interior Announced

Anything you want me to pass along to the recreation community about the story out this afternoon on SES-level reassignments? I know that there will be specific interest in any reassignments at NPS.

Derrick

*Derrick A. Crandall, President
American Recreation Coalition
1200 G Street, N.W. Suite 650
Washington, D.C. 20005
202-682-9530, F 202-682-9529
www.funoutdoors.com*

To: Crutchfield, Craig C. EOP/OMB[Craig_Crutchfield@omb.eop.gov]
From: Mary Pletcher
Sent: 2017-06-16T16:57:29-04:00
Importance: Normal
Subject: Re: Interior SES directed reassignments
Received: 2017-06-16T16:57:40-04:00

I left a message on your phone. Give me a call on my cell phone when you have a chance - (b)(6)

Thanks,
Mary

Sent from my iPhone

> On Jun 16, 2017, at 3:57 PM, Crutchfield, Craig C. EOP/OMB <Craig_Crutchfield@omb.eop.gov> wrote:
>
> Mary,
>
> Can you call me about this? I know you are busy, but I'd like to get some idea of what's going on.
>
> Thanks, Craig
> (b)(6)
> https://www.washingtonpost.com/politics/zinke-moving-dozens-of-senior-interior-officials-in-shake-up/2017/06/16/11801d3a-5295-11e7-b064-828ba60fbb98_story.html?hpid=hp_hp-more-top-stories_interiorstaff-1218pm%3Ahomepage%2Fstory&utm_term=.5c5b0bdf6703
> <winmail.dat>

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Roseann Gonzales-Schreiner
Sent: 2017-06-16T20:04:07-04:00
Importance: Normal
Subject: Question regarding new position
Received: 2017-06-16T20:04:09-04:00

Mary:

Would it be appropriate for me to contact Jose Aragon to get his insights on the position? I would like to facilitate as smooth a transition as possible. I realize it will be important and critical to talk to my future supervisor as well, but I actually don't know who that will be. Thanks.

Roseann

Sent from my iPhone

On Jun 16, 2017, at 4:52 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Thanks Roseann. The PDF version is fine.

Thanks,
Mary

Sent from my iPhone

On Jun 16, 2017, at 6:11 PM, Gonzales-Schreiner, Roseann
<rgonzaleschreiner@usbr.gov> wrote:

Mary:

Attached is my signed SES directed reassignment memo. Unless I hear otherwise, I will assume that the pdf version is sufficient. If I need to mail in a signed hard copy, please let me know and I will do so.

Thank you.
Roseann

<June 15 SES Memo.pdf>

To: james_cason@ios.doi.gov[james_cason@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-06-17T17:36:09-04:00
Importance: Normal
Subject: Update from yesterday
Received: 2017-06-17T17:36:17-04:00

Jim,

Just a quick update from yesterday. I talked to many of the SES that had received the notices as well as three of the Bureau Directors. The conversations were all cordial. I expect some of the SES that received the proposed notices of reassignments to indicate in their preference forms reasons for not reassigning them or alternate positions that they would be preferred to be reassigned to. For example, I expect Virginia Burkett to indicate she wants to take a voluntary downgrade to a GS 15. I expect Bruce Loudermilk to propose he be reassigned to Alaska RD since he and his wife have not fully completed their move from Anchorage. (b)(6) has very serious health issues and so that may impact timing. I think what to do will become more clear once Stan Speak's intentions are known.

I have already received several of the forms back and some SES are excited about their moves. I have several more phone calls scheduled for Monday.

Let me know if you have any questions.

Thanks,
Mary
(b)(6) (cell)

Sent from my iPhone

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Romanik, Peg
Sent: 2017-06-19T10:41:44-04:00
Importance: Normal
Subject: SES reassignment
Received: 2017-06-19T10:41:54-04:00
[Peg Romanik 15 day waiver ses directed reassignment \(1\).pdf](#)

Mary,

Attached is my signed form. Please note that my intention was to waive the 15 day time period (and I signed the first bullet indicating so) but that bullet still states I cannot be transferred before June 29th. Is that so? Peg

Peg Romanik
Regional Solicitor/Northeast
Counselor to the Solicitor
Office of the Solicitor
U.S. Department of the Interior
Office: (202)208-5578
Cell: (202)957-7483



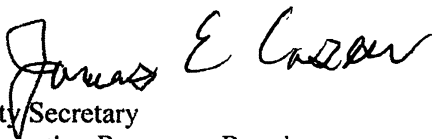
United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 15 2017

Memorandum

To: Peg Romanik

From: James Cason 
Associate Deputy Secretary
Chairperson, Executive Resources Board

Subject: Senior Executive Service Directed Reassignment

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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. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Regional Solicitor – Northeast, with the Office of the Solicitor, duty station Washington, DC to Associate Solicitor for Parks and Wildlife, ES-0905, with the Office of the Solicitor, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. As the Regional Solicitor for the Northeast Region, you serve Interior clients in 20 states overseeing legal issues including land and water resources, fish and wildlife law, administrative law, minerals and mining law and Indian law. Prior to this role, you served as a Senior Counselor to the Solicitor for Conservation and as an Attorney-Advisor in the Division of Parks and Wildlife. Your experience makes you well qualified to serve as Associate Solicitor for Parks and Wildlife.

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.

To: Mundt, JoAn[joan_mundt@fws.gov]
From: Pletcher, Mary
Sent: 2017-06-19T11:44:10-04:00
Importance: Normal
Subject: Re: What is your room number?
Received: 2017-06-19T11:44:20-04:00

5120

On Mon, Jun 19, 2017 at 10:45 AM, Mundt, JoAn <joan_mundt@fws.gov> wrote:

I need to deliver Woody's signed SES reassignment memo.

--

JoAn Mundt
Executive Assistant to
Chief of Law Enforcement
U.S. Fish & Wildlife Service
1849 C Street, NW, Room 3043
Washington, DC 20240
202-208-3809 (Office)
202-208-3143 (Fax)
joan_mundt@fws.gov

--

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

To: Jamie Connell[jconnell@blm.gov]
Cc: Swain, Donald[Donald.Swain@hq.dhs.gov]; Burns, Sylvia[sylvia_burns@ios.doi.gov]; Birdwell, Stephanie Elaine[StephanieElaine.Birdwell@va.gov]; Rawlins, Alisa[alisa_rawlins@fws.gov]; Karla Smiley[ksmiley@usbr.gov]; Horst, Esther[esther.horst@onrr.gov]; Joy Nicholopoulos[joy_nicholopoulos@fws.gov]; Wenger, Lance[lance.wenger@sol.doi.gov]; Krumenaker, Bob[bob_krumenaker@nps.gov]; sethsmom [REDACTED] (b)(6); Jonathan Andrew[Jonathan_Andrew@ios.doi.gov]; kevin.bearquiver@bia.gov[kevin.bearquiver@bia.gov]; john_burden@ios.doi.gov[john_burden@ios.doi.gov]; mike_caldwell@nps.gov[mike_caldwell@nps.gov]; brent.gohring@bia.gov[brent.gohring@bia.gov]; Mary_Pletcher@ios.doi.gov[Mary_Pletcher@ios.doi.gov]; stern.allyn@epa.gov[stern.allyn@epa.gov]; stephanie_toothman@nps.gov[stephanie_toothman@nps.gov]; john_white@ost.doi.gov[john_white@ost.doi.gov]; dickinson.tamara [REDACTED] (b)(6)
From: Welch, Ruth
Sent: 2017-06-19T11:56:14-04:00
Importance: Normal
Subject: Re: Lynn McPheeters Gift from SES CDP #16
Received: 2017-06-19T11:56:25-04:00

Thank you, Don. You're awesome and this is an awesome gift. Really appreciate all you've done to recognize Lynn.

I wanted to let you all know that I received one of the Secretary's directed reassignments. I am leaving my BLM post on June 28 to be the Director of Policy and Administration at the Bureau of Reclamation. I'll send my new contact information as soon as I have it.

Thanks.

Ruth

Ruth Welch
State Director, Colorado
Bureau of Land Management
Office - 303-239-3700
Cell - 703-946-5814

On Sun, Jun 18, 2017 at 2:10 PM, Jamie Connell <jconnell@blm.gov> wrote:

What a perfect gift. Thanks for your thoughtfulness Don.

We owe you one!

Wish I could be there for the celebration.

Jamie

Jamie Connell
BLM Oregon-Washington State Director

Sent from my iPhone
Please excuse poor grammar. Blame Siri!

On Jun 16, 2017, at 2:23 PM, Swain, Donald <Donald.Swain@hq.dhs.gov> wrote:

My pleasure everyone....Lynn meant a lot to all of us. We owe her our career in some cases I'd suppose. All these emails make me miss you all more ☹ !! Most welcome really!

All the best/

Don

From: Burns, Sylvia [mailto:sylvia_burns@ios.doi.gov]
Sent: Friday, June 16, 2017 4:18 PM
To: Swain, Donald <Donald.Swain@HQ.DHS.GOV>
Cc: Birdwell, Stephanie Elaine <StephanieElaine.Birdwell@va.gov>; Jamie Connell <jconnell@blm.gov>; Rawlins, Alisa <alisa_rawlins@fws.gov>; Karla Smiley <ksmiley@usbr.gov>; Horst, Esther <esther.horst@onrr.gov>; Joy Nicholopoulos <joy_nicholopoulos@fws.gov>; Wenger, Lance <lance.wenger@sol.doi.gov>; Krumenaker, Bob <bob_krumenaker@nps.gov>; [sethsmom](#) (b)(6); Jonathan Andrew <Jonathan_Andrew@ios.doi.gov>; kevin.bearquiver@bia.gov; john_burden@ios.doi.gov; mike_caldwell@nps.gov; brent.gohring@bia.gov; Mary_Pletcher@ios.doi.gov; stern.allyn@epa.gov; stephanie_toothman@nps.gov; rwelch@blm.gov; john_white@ost.doi.gov; dickinson.tamara (b)(6)
Subject: Re: Lynn McPheeters Gift from SES CDP #16

Beautiful, Don! Really appreciate you taking the lead on this!

On Fri, Jun 16, 2017 at 4:09 PM, Swain, Donald <Donald.Swain@hq.dhs.gov> wrote:

All:

Attached is a picture of the Throw that we will present to Lynn at her retirement (Sylvia and me?). Let me know what you think....well I bought it already LOL

Understand there is a big shake up of the SES Cadre at DOI any of you affected?

Donald

“ESEC: Excellent Service Endless Commitment”

Donald R. Swain

Deputy Executive Secretary

Office of the Executive Secretary

Office of the Secretary

U.S. Department of Homeland Security

(202) 282-8221

donald.swain@dhs.gov

<image001.jpg>

<image002.jpg>

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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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Romanik, Peg
Sent: 2017-06-19T12:21:06-04:00
Importance: Normal
Subject: Re: SES reassignment
Received: 2017-06-19T12:21:16-04:00

Okay, thanks.

Peg Romanik
Regional Solicitor/Northeast
Counselor to the Solicitor
Office of the Solicitor
U.S. Department of the Interior
Office: (202)208-5578
Cell: (202)957-7483

On Mon, Jun 19, 2017 at 10:53 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Peg,

We are not doing any transfers before the end of the moratorium (June 28) - that's why the bullet reads the way it does.

Mary

On Mon, Jun 19, 2017 at 10:41 AM, Romanik, Peg <peg.romanik@sol.doi.gov> wrote:

Mary,

Attached is my signed form. Please note that my intention was to waive the 15 day time period (and I signed the first bullet indicating so) but that bullet still states I cannot be transferred before June 29th. Is that so? Peg

Peg Romanik
Regional Solicitor/Northeast
Counselor to the Solicitor
Office of the Solicitor
U.S. Department of the Interior
Office: (202)208-5578
Cell: (202)957-7483

--

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

Chief Human Capital Officer
(202) 208-4505

To: Welch, Ruth[rwelch@blm.gov]
Cc: Jamie Connell[jconnell@blm.gov]; Swain, Donald[Donald.Swain@hq.dhs.gov]; Burns, Sylvia[sylvia_burns@ios.doi.gov]; Birdwell, Stephanie Elaine[StephanieElaine.Birdwell@va.gov]; Rawlins, Alisa[alisa_rawlins@fws.gov]; Karla Smiley[ksmiley@usbr.gov]; Horst, Esther[esther.horst@onrr.gov]; Joy Nicholopoulos[joy_nicholopoulos@fws.gov]; Wenger, Lance[lance.wenger@sol.doi.gov]; sethsmom [REDACTED] (b)(6) Jonathan Andrew[Jonathan_Andrew@ios.doi.gov]; kevin.bearquiver@bia.gov[kevin.bearquiver@bia.gov]; john_burden@ios.doi.gov[john_burden@ios.doi.gov]; mike_caldwell@nps.gov[mike_caldwell@nps.gov]; brent.gohring@bia.gov[brent.gohring@bia.gov]; Mary_Pletcher@ios.doi.gov[Mary_Pletcher@ios.doi.gov]; stern.allyn@epa.gov[stern.allyn@epa.gov]; stephanie_toothman@nps.gov[stephanie_toothman@nps.gov]; john_white@ost.doi.gov[john_white@ost.doi.gov]; dickinson.tamara [REDACTED] (b)(6)
From: Bob Krumenaker
Sent: 2017-06-19T13:08:26-04:00
Importance: Normal
Subject: Re: Lynn McPheeters Gift from SES CDP #16
Received: 2017-06-19T13:08:39-04:00

Thanks for sharing that news, Ruth. Best wishes on the change.

Did anyone else in this group get reassignment news you're willing to share?

Bob Krumenaker

bob_krumenaker@nps.gov

April 16 - August 12, 2017

Associate Regional Director (A)
Resource Stewardship & Science
NPS Northeast Region
(O) 215/597-7985
(M) 715/307-4717

Superintendent
NPS
Apostle Islands Nat'l Lakeshore

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<image001.jpg>

<image002.jpg>

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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

To: SOL-Associate & Regional Solicitors[sol-associateregionalsolicitors@sol.doi.gov]; Melinda Loftin[melinda.loftin@sol.doi.gov]; Ann Navaro[ann.navaro@sol.doi.gov]; Kaprice Tucker[kapriceharris@gmail.com]; Kenneth Dalton[kenneth.dalton@sol.doi.gov]
Cc: Daniel Jorjani[daniel.jorjani@sol.doi.gov]; Haugrud, Kevin[jack.haugrud@sol.doi.gov]; Edward Keable[edward.keable@sol.doi.gov]
From: Smith, Marc
Sent: 2017-06-19T18:10:13-04:00
Importance: Normal
Subject: Recruitment and Hiring Update
Received: 2017-06-19T18:10:56-04:00
[Attorney Staffing Matrix 6-19-2017.pdf](#)

SOL Managers,

I want to clarify the current status of our recruitment/hiring authority.

First, if you have an existing vacancy in any of the the following categories of positions, you may submit a request seeking authority to recruit for the position. Your request should follow the normal authorizatoin process.

- All permanent positions outside of the Washington, DC and Denver, CO geographic areas that have a "Full Performance Level" (FPL) of GS-11 or below. Full performance level is defined as the maximum career ladder grade allowed for a position. For example, A GS-9/11 Staff Assistant would be allowed, but a GS-11/12/13/14 Attorney Advisor would not.
- Term and time-limited appointments regardless of location. This includes any position with a "Not to Exceed" (NTE) date, including client-funded attorneys.
- Pathways interns (enrolled students) regardless of location.
- Reemployed Annuitants may be hired regardless of location

Second, the following categories of personnel actions are allowed, subject to the normal authorization process:

- Lateral Reassignments of current DOI employees (both inter- and intra-bureau), provided that the employee is not moving from outside of the Washington, DC or Denver areas to the Washington, DC or Denver areas.
- Details of current DOI employees and details of employees from other agencies to DOI
- Career ladder promotions

I also want to remind everyone that the staffing ceiling policy that was first implemented in September 2016 remains in effect. A copy of the current staffing levels under that policy is attached. The "Staff Delta" column indicates where your office's staffing level is in relation to the existing policy. A positive number indicates that you currently are below your ceiling; a negative number indicates that you currently are above your ceiling.

Notwithstanding your current ceiling status, we invite you to assess your staffing situation and let us know if you have a critical need for one additional attorney. If you wish to make a request for authority to hire one additional attorney, please let me know by reply email by **COB Friday, June 23**. Please provide a one-paragraph explanation to support your request.

If you have a question about anything in this email, please send me an email with your question. We also will put this topic on the agenda for the next Senior Staff Meeting.

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



Attorney Staffing Matrix

Monday, June 19, 2017

12:26:09 PM

Office	Supervisory Attorney Limit	Supervisory Attorney On Board	Supervisory Delta	Supervisory Attorney Approved	Vacant Attorney Supervisors	Staff Attorney Limit	Staff Attorney On Board	Staff Delta	Staff Attorney Approved	Vacant Staff Attorneys
AKR	1	1	0			6.0	6	0.0		
DAD	1	1	0			0.0	0.5	-0.5		
DGL	7	6	1		1	16.9	15.2	1.7	1.7	1
DIA	5	5	0			13.0	13	0.0	1	1
DLR	2	2	0			7.0	6.75	0.3		
DMR	4	4	0			13.0	12.25	0.8		2
DPW	4	3	1	1	1	19.0	18	1.0		2
DWR	3	3	0			8.0	8	0.0	0	1
Ethics	1	1	0			3.3	2.25	1.0	1	
IMR	2	2	0			12.5	12.5	0.0		1
ITLO	0	0	0			0.0	0	0.0		
NER	4	4	0			16.5	16.5	0.0		2
PNR	5	5	0			17.5	18.5	-1.0		1
PSW	2	2	0			14.0	14	0.0	0	2
RMR	6	5	1	1		16.3	16.5	-0.2		2
SER	2	2	0			12.0	13	-1.0		
SIO	8	3	5	4		1.0	1	0.0	1	
SWR	3	3	0			11.8	11.5	0.3		1
Total	60	52	8	6	2	187.8	185.45	2.35	4.7	16

To: Dumontier, Deb[debra_dumontier@ost.doi.gov]
Cc: Gidner, Jerold[jerold.gidner@onrr.gov]
From: Mary Pletcher
Sent: 2017-06-19T19:30:17-04:00
Importance: Normal
Subject: Re: All Hands Update
Received: 2017-06-19T19:30:29-04:00

Thanks for the update. I'm glad the meeting went well.

Mary

Sent from my iPhone

On Jun 19, 2017, at 7:03 PM, Dumontier, Deb <debra_dumontier@ost.doi.gov> wrote:

Hi Mary

At the All-Hands meeting this afternoon, Jerry and I stuck to what we know (I am acting ST and he is incoming PDST). I admitted upfront that we did not know all the details, and some of the information was not ours to share. It was a great opportunity to introduce Jerry to staff and he did a great job of introducing himself and answering questions. I received positive feedback from some staff watching via webex (140 participants) that we did a good job of quelling fear(s) of change and reassuring staff that if we stay course and get the job done we will manage transition smoothly. Reassignments did not come up and we did not discuss Doug or Jim. Thank you for the heads up. I appreciate the support! Deb

Deb DuMontier
Acting Special Trustee (SO 3345)
U.S. Department of the Interior
Office of the Special Trustee for American Indians
debra_dumontier@ost.doi.gov
(406) 396-4289 (cell)

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To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
From: Kerry Rae
Sent: 2017-06-19T22:30:44-04:00
Importance: Normal
Subject: Questions regarding ASWS reassignment
Received: 2017-06-19T22:30:47-04:00

Hi Mary,
Virginia Burkett is on Scott Cameron's calendar tomorrow at noon to talk to him about her reassignment to us. We have several questions and wondered if you can help with a few in advance of her meeting?

Will ASWS get an FTE and funding to support her? We only receive appropriated funds for 3 FTE...the ASWS, me and Roxie Vinson. The politicals and Michelle are paid for by our bureaus.

Any guidance on responding to questions about working remotely for us from her current location? (Honestly not sure this could work).

Was there anything specific folks were thinking in assigning her to us in W&S that we should be aware of? (Please feel free to reply only to Scott if you think more appropriate).

Any other feedback or insights for us?
If easier than typing, you could call me in the morning or leave a voicemail.

Thanks, Kerry
513-0535

Sent from my iPhone

To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
From: Vietzke, Gay
Sent: 2017-06-20T15:28:30-04:00
Importance: Normal
Subject: Out of the Office - June 19-23 Re: Vietzke - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-20T15:28:36-04:00

I will be away from the park June 19-23. If you need assistance during my absence please contact Michael Nash at 202-245-4670.

Thank you!

--

Gay Vietzke
Superintendent
National Mall and Memorial Parks
900 Ohio Drive, SW
Washington, DC 20024
202-245-4661

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To: Gidner, Jerold[jerold.gidner@onrr.gov]
From: Pletcher, Mary
Sent: 2017-06-20T15:36:36-04:00
Importance: Normal
Subject: Re: Reassignment
Received: 2017-06-20T15:36:43-04:00

Jerry,
Just wanted to acknowledge I had received your form.

Thanks,
Mary

On Fri, Jun 16, 2017 at 4:54 PM, Gidner, Jerold <jerold.gidner@onrr.gov> wrote:

Hi Mary - I emailed you my signed form and left a hard copy in a blue envelope just inside your door. Just let me know the next steps. I am ready to start as soon as possible. I will be in Albuquerque next week attending the OST Fiduciary Trust Officers meeting, but am available by email or phone.

Jerry Gidner
Senior Policy Advisor
Office of Natural Resources Revenue

and

Tribal Liaison Officer
Office of Policy, Management, and Budget
5136 MIB
703-508-2655

Be sure to visit <http://onrrresource/> for employee news, resources, and events.
And visit <https://useiti.doi.gov/> for the US Extractive Industries Transparency Initiative data portal

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Jerold Gidner
Sent: 2017-06-20T15:39:25-04:00
Importance: Normal
Subject: Re: Reassignment
Received: 2017-06-20T15:39:31-04:00

Thanks Mary.

On: 20 June 2017 13:36, "Pletcher, Mary" <mary_pletcher@ios.doi.gov> wrote:
Jerry,
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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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Barbara Wainman
Sent: 2017-06-20T15:40:25-04:00
Importance: Normal
Subject: Re: Scan Doc.
Received: 2017-06-20T15:40:42-04:00

I have time tomorrow afternoon after 2:30

On Tue, Jun 20, 2017 at 3:39 PM Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Barbara,
Thank you for returning the acknowledgment. Is there a time that's convenient for you to discuss some of the questions you raised?

Best,
Mary

On Fri, Jun 16, 2017 at 11:42 AM, Wainman, Barbara <bwainman@usgs.gov> wrote:

H
ere is your letter. Questions? Yes I have a few some I have thought of some I can't even comprehend and lots of thoughts about how this was handled but I will spare you that. So Washington that's a big place is my office in the Main Interior Building or in Bailey's Cross Roads? Who do I report to? When am I supposed to report to FWS? Is there any appeal process I thought directed reassignments or other adverse actions came with the details about what my rights were or do I have none in this case? I guess that's my first set of questions but here is your signed document.

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). Hear from the ELT on @theCore.

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

From: **HP9250** <hp9250@usgs.gov>

Date: Fri, Jun 16, 2017 at 11:10 AM

Subject: Scan Doc.

To: "BWAINMAN@USGS.GOV" <bwainman@usgs.gov>

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

--

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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To: Barbara Wainman[bwainman@usgs.gov]
From: Pletcher, Mary
Sent: 2017-06-20T15:44:04-04:00
Importance: Normal
Subject: Re: Scan Doc.
Received: 2017-06-20T15:44:14-04:00

Barbara,
Do you have any time available on Thursday?

Mary

On Tue, Jun 20, 2017 at 3:40 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Barbara Wainman
Sent: 2017-06-20T15:47:23-04:00
Importance: Normal
Subject: Re: Scan Doc.
Received: 2017-06-20T15:47:40-04:00

Probably late afternoon. I am going to meet some people at FWS Thursday so not as certain of my schedule. I may have gotten many of my questions answered and they may all be answered by Thursday. But if you have time in the late afternoon that would probably work or Friday. On Tue, Jun 20, 2017 at 3:44 PM Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

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ere is your letter. Questions? Yes I have a few some I have thought of some I can't even comprehend and lots of thoughts about how this was handled but I will spare you that. So Washington that's a big place is my office in the Main Interior Building or in Bailey's Cross Roads? Who do I report to? When am I supposed to report to FWS? Is there any appeal process I thought directed reassignments or other adverse actions came with the details about what my rights were or do I have none in this case? I guess that's my first set of questions but here is your signed document.

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

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

From: **HP9250** <hp9250@usgs.gov>
Date: Fri, Jun 16, 2017 at 11:10 AM
Subject: Scan Doc.
To: "BWAINMAN@USGS.GOV" <bwainman@usgs.gov>

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

--

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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To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
From: Jason Briefel
Sent: 2017-06-21T08:50:02-04:00
Importance: Normal
Subject: Interior Reorganization, Reassignments
Received: 2017-06-21T08:50:12-04:00

Good Morning Mary,

I hope this note finds you well. You may recall we were on a few working groups together for the SES EO.

I wanted to touch base regarding the executive personnel actions Interior is undertaking. By our understanding, it appears the agency is properly utilizing its management prerogative to reassign/relocate its executives as provided for in the law and regulation. We did have several members ask us about their rights and obligations in this situation, and yesterday sent all of SEA's members information about 120 day rules and reassignments/relocations, copied below for your reference. I wanted to personally let you know that SEA will be supportive of such actions so long as appropriate protocols are followed.

Related, I wanted to draw your attention to an article that SEA President Bill Valdez has in GovExec about the use of data analytics and mobility programs as part of an agency's talent management toolkit http://www.govexec.com/excellence/promising-practices/2017/06/beyond-buyouts-and-rifs-more-effective-approach-workforce-management/138834/?oref=govexec_today_nl. I am not sure if Interior is using a managed relocation program, or suboptimal options such as lump sum payments, and we'd welcome an opportunity to further discuss that and the broader issues at play with you to learn more about how Interior is approaching reorganization and its workforce strategy as we seek to educate and assist our members and the government in implementing the Administration's much needed workforce modernization and reorganization agenda.

Thanks and have a great day!
Jason

Know the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

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120 Day Rule, Your Rights and Obligations

Although the Trump Administration has been in office for five months, the presidential transition remains an ongoing process. Nominees are starting to move through the Senate confirmation process and appointees are settling into other agency positions. With political leaders now starting to pass 120 days in office, and the administration in the midst of

implementing M-17-22 on government reorganization and workforce reduction, SEA has prepared a primer on the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

Reassignment Inside the Commuting Area, 5 U.S.C. § 3395(a)

A career appointee may be reassigned to any SES position in the same agency (or to another agency with the approval of the receiving agency) for which the appointee is qualified if the appointee receives notice of the reassignment at least fifteen (15) days before the effective date.

Reassignment Outside the Commuting Area, 5 U.S.C. § 3395(a)(2)(B)

A career appointee may *NOT* be reassigned to a SES position outside the appointee's commuting area:

- UNLESS: the agency consults with the appointee on the reasons for the reassignment and the appointee's preferences with respect to the proposed reassignment *prior* to providing written notice of the reassignment, including a statement of reasons for it, at least sixty (60) days before the effective date of reassignment.
- Consultation need not be an actual dialogue; the notice need not explain why your preferences were rejected; and failure to consult and obtain preferences is usually easily cured by the agency by rescinding the initial notice, consulting, and reissuing a new notice.
- Notice of reassignment may be waived with written consent of the appointee

Involuntary Reassignment, 5 U.S.C. § 3395(e) - Additional prohibition on all involuntary reassignments

A career appointee in an agency may not be involuntarily reassigned:

- 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.
 - UNLESS: any senior executive receiving an unsatisfactory rating in a performance appraisal shall be reassigned or transferred within the SES, or removed from the SES
 - UNLESS: disciplinary action is initiated before the appointment of the head of the agency, or the appointment of the appointee's most immediate supervisor referenced above.
- Any days (up to 60) spent serving pursuant to a detail or other temporary assignment apart from a regular position shall not be counted in determining the number of days that have elapsed since the appointment.

Involuntary Removal Limitations, 5 U.S.C. § 3592(b)

Career appointees may not be involuntarily removed from the SES:

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- 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 remove the career appointee
 - UNLESS: a senior executive received an unsatisfactory rating before an appointment, referenced to above
 - UNLESS: the disciplinary action was initiated before an appointment referred to above

5 C.F.R. § 359.406(c) adds two additional exceptions:

1. For a disciplinary action when there is reasonable cause to believe that the career appointee has committed a crime for which a sentence of imprisonment can be imposed; or
2. For a disciplinary action when the circumstances are such that retention of the career appointee
 - a. May pose a threat to the appointee or others;
 - b. May result in loss of or damage to Government property;
 - c. May otherwise jeopardize legitimate Government interests.

Rights Upon Use of Exception, 5 C.F.R. § 359.406(d)

When an agency invokes an exception to the 120-day restriction:

1. The agency must include in the notice the reasons for invoking the exception.
2. The appointee must be granted a reasonable time, but no less than seven days, to respond regarding the propriety of the use of the exception.
3. The agency shall give the appointee a notice of decision on the propriety of the use of the exception at or before the time the action will be effective.
4. When circumstances require immediate action, the agency may place the appointee in a nonduty status with pay for such time as necessary to effect the action.

In sum, by accepting a career appointment into the Senior Executive Service (SES), you agreed to be subject to involuntary reassignments. Thus, SES reassignments are not subject to agency grievance procedures, and refusal to accept the reassignment is a legal basis for removal from federal service.

If you believe a reassignment was because of a Title VII protected category, such as race, color, gender, national origin, age, or disability, you may have a claim that your reassignment was based on unlawful EEO discrimination. However, filing an EEO claim will not likely stay the reassignment effective date.

If you believe a reassignment constitutes a prohibited personnel practice (PPP) you may consider filing a complaint with the Office of Special Counsel (OSC). Usually, however, the filing of a PPP complaint will not stay the reassignment effective date.

Looking for more detailed information about the rules, rights and obligations governing personnel actions during a transition?

- Access a webinar produced as part of SEA's transition series: **SES Personnel Rules During Presidential Transition**
- View **SEA's Handbook on Presidential Transition for Federal Career Executives**
- View **SEA's Handbook for Political Appointees – How to Effectively Engage Career Executives to Enable Success**



Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300
301.807.1263 (cell)
www.seniorexecs.org

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Katharine MacGregor
Sent: 2017-06-21T08:59:39-04:00
Importance: Normal
Subject: Re: Margaret
Received: 2017-06-21T08:59:42-04:00

I've been meaning to talk to you about that since getting back. It sounds like she is interested in a voluntary reassignment - and I was going to ask you what is possible.
- K

Sent from my iPhone

> On Jun 20, 2017, at 6:28 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
>
> Hi Kate,
>
> I ran into Margaret in the garage. She expressed an interest in being
> reassigned and indicated she had spoken with you about it. I asked her
> if she would be willing to put it in writing to you and I. If she is,
> I think we could move forward with it even with the BSEE moratorium. I
> can talk to you more about it tomorrow.
>
>
> Thanks,
> Mary
>
>
> Sent from my iPhone

To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
From: Benjamin Tuggle
Sent: 2017-06-21T10:53:16-04:00
Importance: Normal
Subject: My proposed directed reassignment response
Received: 2017-06-21T10:53:23-04:00

Good morning Mary, I am sending this email to make sure that you received my response to my proposed directed reassignment, I forgot to attach a return receipt. Could you please verify that you got it, thank you.

Benjamin

Sent from my iPad

To: Oxyer, Michelle[michelle_oxyer@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-06-21T13:33:02-04:00
Importance: Normal
Subject: Re: Discontinued Service Retirement
Received: 2017-06-21T13:33:09-04:00

How long do we think we would need to check the other OPM data point?

Mary

Sent from my iPhone

On Jun 21, 2017, at 11:32 AM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

Mary, Here is the message for Cindy. I talked to Alan this morning, and based on his conversation with OPM and my research, we both feel that her request would likely get approved at OPM. We are checking a couple of final things to be sure no stone is left unturned.

Eligibility for and the process for Discontinued Service Retirement (DSR) is outlined in the CSRS/FERS Handbook, Chapter 44. <https://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/c044.pdf>

According to FPPS, you have been eligible for since 02/16/13.

To be eligible for DSR, you must meet age and service requirements, decline the management directed reassignment outside the geographic area, and have not received a reasonable offer of another position once you decline the management directed reassignment. You also must not have a written mobility agreement, which it appears you do not.

The process would be as follows:

1. You are provided a written notice of management directed reassignment and you decline.
2. Once you decline, you can submit your application for DSR.
3. The following documentation is submitted to OPM through your HR Office: 1. Copy of the written notice where you declined the management directed reassignment; 2. The forms necessary to apply for optional retirement; 3. and OPM Form 1510 in which the agency certifies that a reasonable offer of another position was NOT made to you (this will be prepared by us provided to FWS HR to include in your retirement application package).

DSR is not automatic; OPM has the final approval of DSR. Their decision will take approximately 30 days from the date of receipt.

I have discussed this situation with the Departmental retirement counselor, who in turn has discussed with his contacts at OPM to get a read from them. We feel confident that there is a high probability that your request would get approved by OPM. I am checking with one last source at OPM to be sure there are no additional considerations because you are an SES (we believe there is not) that would impact your application for DSR. Also, the Department's retirement counselor will be reviewing your Official Personnel File when he returns to the office to ensure there is nothing in your history that would raise a red flag in terms of an application for DSR. Please let me know if there are any additional questions or concerns.

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

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-06-21T13:34:14-04:00
Importance: Normal
Subject: Re: Discontinued Service Retirement
Received: 2017-06-21T13:34:21-04:00

Maybe by tomorrow, end of the week at the latest.

Michelle Oxyer

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

On Wed, Jun 21, 2017 at 1:33 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

How long do we think we would need to check the other OPM data point?

Mary

Sent from my iPhone

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Office of Human Resources
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Phone 202-208-6943
michelle_oxyer@ios.doi.gov

To: Oxyer, Michelle[michelle_oxyer@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-06-21T13:40:37-04:00
Importance: Normal
Subject: Re: Discontinued Service Retirement
Received: 2017-06-21T13:40:45-04:00

Can you send me a version of the email that I can just press forward on?

Mary

Sent from my iPhone

On Jun 21, 2017, at 1:34 PM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

Maybe by tomorrow, end of the week at the latest.

Michelle Oxyer

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

On Wed, Jun 21, 2017 at 1:33 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

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michelle_oxyer@ios.doi.gov

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Wainman, Barbara
Sent: 2017-06-21T17:09:05-04:00
Importance: Normal
Subject: Re: Scan Doc.
Received: 2017-06-21T17:09:53-04:00

Not looking like Thursday will work for me but Friday would I do still have some questions specifically about how my SES performance review would be handled

Barbara W. Wainman
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On Tue, Jun 20, 2017 at 3:47 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

Probably late afternoon. I am going to meet some people at FWS Thursday so not as certain of my schedule. I may have gotten many of my questions answered and they may all be answered by Thursday. But if you have time in the late afternoon that would probably work or Friday.

On Tue, Jun 20, 2017 at 3:44 PM Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Barbara,
Do you have any time available on Thursday?

Mary

On Tue, Jun 20, 2017 at 3:40 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

I have time tomorrow afternoon after 2:30

On Tue, Jun 20, 2017 at 3:39 PM Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Barbara,
Thank you for returning the acknowledgment. Is there a time that's convenient for you to discuss some of the questions you raised?

Best,
Mary

On Fri, Jun 16, 2017 at 11:42 AM, Wainman, Barbara <bwainman@usgs.gov> wrote:

H
ere is your letter. Questions? Yes I have a few some I have thought of some I can't even comprehend and lots of thoughts about how this was handled but I will spare you that. So Washington that's a big place is my office in the Main Interior Building or in Bailey's Cross Roads? Who do I report to? When am I supposed to report to FWS? Is there any appeal process I thought directed reassignments or other adverse actions came with the details about what my rights were or do I have none in this case? I guess that's my first set of questions but here is your signed document.

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To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Jason Briefel
Sent: 2017-06-22T12:17:07-04:00
Importance: Normal
Subject: RE: Interior Reorganization, Reassignments
Received: 2017-06-22T15:04:49-04:00

Mary,

Thanks for your response. Just a brief note to clarify on our member alert, it went to ALL of our members, not just those at Interior.

I've got availability next week during the following:

- Monday the 26: 9-10:30am; 12:30-5:30pm
- Tuesday the 27: 1-5pm
- Wednesday the 28: 9am-1pm
- Friday the 30: open at the moment

If mornings are best for you, I can also try and make it in as early as 8am. Hopefully one of these slots can fit your schedule.

Look forward to getting together!

Jason

Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
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From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Thursday, June 22, 2017 11:56 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Thank you for your email. I really appreciate you forwarding what you sent out to the SEA members. I'm happy to sit down with you. When would you like to talk?

Thanks,
Mary

On Wed, Jun 21, 2017 at 8:50 AM, Jason Briefel <briefel@seniorexecs.org> wrote:
Good Morning Mary,

I hope this note finds you well. You may recall we were on a few working groups together for the SES EO.

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Thanks and have a great day!
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 - UNLESS: a senior executive received an unsatisfactory rating before an appointment, referenced to above
 - UNLESS: the disciplinary action was initiated before an appointment referred to above

5 C.F.R. § 359.406(c) adds two additional exceptions:

1. For a disciplinary action when there is reasonable cause to believe that the career

- appointee has committed a crime for which a sentence of imprisonment can be imposed; or
2. For a disciplinary action when the circumstances are such that retention of the career appointee
 - a. May pose a threat to the appointee or others;
 - b. May result in loss of or damage to Government property;
 - c. May otherwise jeopardize legitimate Government interests.

Rights Upon Use of Exception, 5 C.F.R. § 359.406(d)

When an agency invokes an exception to the 120-day restriction:

1. The agency must include in the notice the reasons for invoking the exception.
2. The appointee must be granted a reasonable time, but no less than seven days, to respond regarding the propriety of the use of the exception.
3. The agency shall give the appointee a notice of decision on the propriety of the use of the exception at or before the time the action will be effective.
4. When circumstances require immediate action, the agency may place the appointee in a nonduty status with pay for such time as necessary to effect the action.

In sum, by accepting a career appointment into the Senior Executive Service (SES), you agreed to be subject to involuntary reassignments. Thus, SES reassignments are not subject to agency grievance procedures, and refusal to accept the reassignment is a legal basis for removal from federal service.

If you believe a reassignment was because of a Title VII protected category, such as race, color, gender, national origin, age, or disability, you may have a claim that your reassignment was based on unlawful EEO discrimination. However, filing an EEO claim will not likely stay the reassignment effective date.

If you believe a reassignment constitutes a prohibited personnel practice (PPP) you may consider filing a complaint with the Office of Special Counsel (OSC). Usually, however, the filing of a PPP complaint will not stay the reassignment effective date.

Looking for more detailed information about the rules, rights and obligations governing personnel actions during a transition?

- Access a webinar produced as part of SEA's transition series: **[SES Personnel Rules During Presidential Transition](#)**
- View **SEA's Handbook on Presidential Transition for Federal Career Executives**
- View **SEA's Handbook for Political Appointees – How to Effectively Engage Career Executives to Enable Success**



Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300
301.807.1263 (cell)
www.seniorexecs.org

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: James Burckman
Sent: 2017-06-22T16:37:44-04:00
Importance: Normal
Subject: Re: Directed Reassignment Letter
Received: 2017-06-22T17:04:46-04:00

OK

Jim

On Jun 22, 2017, at 4:21 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jim,
I'll get back to you on the effective date. Some of the moves are interconnected and I'll know more next week. I don't expect the effective date to be July 10.

Thanks,
Mary

On Wed, Jun 21, 2017 at 8:58 AM, Burckman, James <james.burckman@bia.gov> wrote:

Mary,
If at all possible I would prefer August 6th as the reassignment date.

This will allow an orderly close out.

thanks

Jim

On Tue, Jun 20, 2017 at 3:35 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Thank you Jim. I'll follow up with you - most likely mid to late next week regarding the most likely effective date.

Thanks,
Mary

On Mon, Jun 19, 2017 at 6:25 AM, Burckman, James <james.burckman@bia.gov>
wrote:

Mary,
Attached is the signed directed reassignment letter.

Jim

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

--

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

--

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

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Michelle Oxyer[michelle_oxyer@ios.doi.gov]; Giddings Rebekah[rebekah_giddings@fws.gov]
From: Cynthia Dohner
Sent: 2017-06-23T04:49:19-04:00
Importance: Normal
Subject: Re: PD and other information
Received: 2017-06-23T04:49:26-04:00

Mary, Michelle and Rebekah,

I truly appreciate your responsiveness more than you know. Although this week has been pretty stressful, you all have helped ease that stress. Thanks again

On Jun 22, 2017, at 9:52 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Cindy,

Here is the information we have put together regarding Discontinued Service Retirement (DSR) and your specific situation.

Eligibility for and the process for DSR is outlined in the CSRS/FERS Handbook, Chapter 44. <https://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/c044.pdf>
According to FPPS, you have been eligible for since 02/16/13.

To be eligible for DSR, you must meet age and service requirements, decline the management directed reassignment outside the geographic area, and have not received a reasonable offer of another position once you decline the management directed reassignment. You also must not have a written mobility agreement, which it appears you do not.

The process would be as follows:

1. You are provided a written notice of management directed reassignment and you decline.
2. Once you decline, you can submit your application for DSR.
3. The following documentation is submitted to OPM through your HR Office: 1. Copy of the written notice where you declined the management directed reassignment; 2. The forms necessary to apply for optional retirement; 3. and OPM Form 1510 in which the agency certifies that a reasonable offer of another position was NOT made to you (this will be prepared by us provided to FWS HR to include in your retirement application package).

DSR is not automatic; OPM has the final approval of DSR. Their decision will take approximately 30 days from the date of receipt.

We have discussed this situation with the Departmental retirement counselor, who in turn has discussed with his contacts at OPM to get a read from them. We feel confident that there is a high probability that your request would get approved by OPM. We are checking with one last source at OPM to be sure there are no additional considerations because you are an SES (we believe there are none) that would impact your application for DSR. Also, the Department's retirement counselor will be reviewing your Official Personnel File when he returns to the office to ensure there is nothing in your history that would raise a red flag in terms of an application for DSR. Please let me know if there are any additional questions or concerns.

Best,
Mary

On Wed, Jun 21, 2017 at 9:45 PM, Cynthia Dohner <cynthia_dohner@fws.gov> wrote:

Mary,

Thank you so much for the help, the PD and the call the other day. You, Michelle and Rebekah have helped quite a bit and made my life a bit less stressful, which helps me think clearer as I work through the process and the next steps - there sure is a lot to think about now. If you, or Michele, can provide me the last piece of information we discussed it would be appreciated. Thanks again and I hope you have a great day tomorrow.

Best-
cindy

On Jun 20, 2017, at 2:30 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Cindy,
Per one of your requests from Friday, attached is the PD for the AD for International Affairs. I'll be following up with you separately on the question we discussed today.

Thanks,
Mary

--

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

<DIES1336 Asst Dir. International Affairs.pdf>

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Jonathan Mack[jonathan_mack@ios.doi.gov]; Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Werkheiser, William
Sent: 2017-06-23T08:58:21-04:00
Importance: Normal
Subject: Re: effective date
Received: 2017-06-23T08:58:28-04:00

Will do. Thanks Mary. -Bill

On Thu, Jun 22, 2017 at 4:28 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Bill,

Please see the note I provided to Roseann below. I think it's fine for you to reach out to Roseann at this point (if you haven't done so already) to welcome her to USGS.

Thanks,
Mary

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

From: Pletcher, Mary <mary_pletcher@ios.doi.gov>
Date: Thu, Jun 22, 2017 at 3:59 PM
Subject: effective date
To: Roseann Gonzales-Schreiner <rgonzales@usbr.gov>
Cc: David Palumbo <dpalumbo@usbr.gov>, Grayford Payne <gfpayne@usbr.gov>

Roseann,

At the 6/15 meeting that the Acting Bureau Directors and Assistant Secretaries attended where the reassignments were shared, the bureau directors were told that although the moves could be put into effect on 6/30 (15 days after the reassignment notices were sent for within geographic areas), the actual effective dates would be July 9. July 9 is the start of the next pay period so your start date would July 10.

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

--

William H. Werkheiser
Acting Director, U.S. Geological Survey
12201 Sunrise Valley Drive, MS 100
Reston, VA 20192
703-648-7411

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Wainman, Barbara
Sent: 2017-06-23T13:08:18-04:00
Importance: Normal
Subject: Re: Scan Doc.
Received: 2017-06-23T13:09:05-04:00

Are we going to talk today or sometime?

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

I FEVSed! Have you?

Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

On Tue, Jun 20, 2017 at 3:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Barbara,
Do you have any time available on Thursday?

Mary

On Tue, Jun 20, 2017 at 3:40 PM, Barbara Wainman <bwainman@usgs.gov> wrote:

I have time tomorrow afternoon after 2:30

On Tue, Jun 20, 2017 at 3:39 PM Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Barbara,
Thank you for returning the acknowledgment. Is there a time that's convenient for you to discuss some of the questions you raised?

Best,
Mary

On Fri, Jun 16, 2017 at 11:42 AM, Wainman, Barbara <bwainman@usgs.gov> wrote:

H

ere is your letter. Questions? Yes I have a few some I have thought of some I can't even comprehend and lots of thoughts about how this was handled but I will spare you that. So Washington that's a big place is my office in the Main Interior Building or in Bailey's Cross Roads? Who do I report to? When am I supposed to report to FWS? Is there any appeal process I thought directed reassignments or other adverse actions came with the details about what my rights were or do I have none in this case? I guess that's my first set of questions but here is your signed document.

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
US Geological Survey
(703) 648-5750

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Let your voice be heard—complete the **Federal Employee Viewpoint Survey (FEVS)** now through June 14th. Look for the invite: "Federal Employee Viewpoint Survey-IN" (evin@opm.gov). **Hear from the ELT on @theCore.**

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

From: **HP9250** <hp9250@usgs.gov>
Date: Fri, Jun 16, 2017 at 11:10 AM
Subject: Scan Doc.
To: "BWAINMAN@USGS.GOV" <bwainman@usgs.gov>

Please open the attached document. This document was digitally sent to you using an HP Digital Sending device.

--

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

--

Barbara W. Wainman
Associate Director
Office of Communications and Publishing
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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

To: Scott Cameron[scott_cameron@ios.doi.gov]
From: Denise Sheehan
Sent: 2017-06-26T06:08:47-04:00
Importance: Normal
Subject: Re: Lunch
Received: 2017-06-26T06:08:55-04:00

Scott,

Let's plan for lunch on Thursday.

Noreen Walsh is the RD in Denver, and to date, she is staying in place. I understand that she is well liked by the State people with whom she works. But, Steve Guertin has told us that there is another round of reassignments coming, probably this week, and it is likely to be bigger than the first. So, everyone is on edge. We were told that the ERB (including you) are making these decisions and that the bureau leadership is not being consulted or involved in any way. We have additionally been told that the decision makers are waiting to see where the holes remain after they get the responses (accept or reject) back from the first wave of those being reassigned, in order to select those in the second wave.

We can talk more on Thursday, if you like. There are some things I think you should know.

(b)(6)

Have safe travels, and Hi to Holly and Carson! I hope you are enjoying being back at DOI and finally in place.

Best,
Denise

Sent from my iPad

On Jun 25, 2017, at 10:26 PM, Scott Cameron <scott_cameron@ios.doi.gov> wrote:

Hi,
I am pretty much on travel Monday thru Wednesday. Want to try lunch Thursday or Friday?

Also, is the RD in Denver staying in place?

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

Phone: 202 208 0969
Cell service 202 706 9031

Sent from my iPhone

To: Denise Sheehan[denise_sheehan@fws.gov]
From: Scott Cameron
Sent: 2017-06-26T07:40:50-04:00
Importance: Normal
Subject: Re: Lunch
Received: 2017-06-26T07:40:55-04:00

Ok. Thursday it is. I am not aware of more SES moves being scheduled. Unless they were decided at the first ERB meeting, which I missed.

Thanks,

Scott

Scott J. Cameron

Acting Assistant Secretary for Water and Science, and Principal Deputy Assistant Secretary for Policy, Management and Budget
Department of the Interior

Phone: 202 208 0969

Cell service 202 706 9031

Sent from my iPhone

On Jun 26, 2017, at 6:08 AM, Denise Sheehan <denise_sheehan@fws.gov> wrote:

Scott,

Let's plan for lunch on Thursday.

Noreen Walsh is the RD in Denver, and to date, she is staying in place. I understand that she is well liked by the State people with whom she works. But, Steve Guertin has told us that there is another round of reassignments coming, probably this week, and it is likely to be bigger than the first. So, everyone is on edge. We were told that the ERB (including you) are making these decisions and that the bureau leadership is not being consulted or involved in any way. We have additionally been told that the decision makers are waiting to see where the holes remain after they get the responses (accept or reject) back from the first wave of those being reassigned, in order to select those in the second wave.

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Scott
Scott J. Cameron
Acting Assistant Secretary for Water and Science, and Principal Deputy
Assistant Secretary for Policy, Management and Budget
Department of the Interior

Phone: 202 208 0969
Cell service 202 706 9031

Sent from my iPhone

To: Scott Cameron[scott_cameron@ios.doi.gov]
From: Denise Sheehan
Sent: 2017-06-26T09:57:53-04:00
Importance: Normal
Subject: Re: Lunch
Received: 2017-06-26T09:58:02-04:00

Thanks, Scott!
Lunch on Thursday!
Denise

Sent from my iPad

On Jun 26, 2017, at 7:40 AM, Scott Cameron <scott_cameron@ios.doi.gov> wrote:

Ok. Thursday it is. I am not aware of more SES moves being scheduled. Unless they were decided at the first ERB meeting, which I missed.

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

Phone: 202 208 0969
Cell service 202 706 9031

Sent from my iPhone

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(b)(6)

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Sent from my iPad

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

Phone: 202 208 0969
Cell service 202 706 9031

Sent from my iPhone

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Jason Briefel
Sent: 2017-06-26T13:49:15-04:00
Importance: Normal
Subject: RE: Interior Reorganization, Reassignments
Received: 2017-06-26T13:50:39-04:00

Hi Mary,

Yes Wednesday morning this week still works for me. I can do either 9:30 or 10am – happy to meet you over at Interior too.

Jason

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Monday, June 26, 2017 11:53 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Is Wednesday morning still good for you? Maybe 9:30 or 10am. If not, is your Friday still open?

Best,
Mary

On Thu, Jun 22, 2017 at 12:17 PM, Jason Briefel <briefel@seniorexecs.org> wrote:
Mary,

Thanks for your response. Just a brief note to clarify on our member alert, it went to ALL of our members, not just those at Interior.

I've got availability next week during the following:

- Monday the 26: 9-10:30am; 12:30-5:30pm
- Tuesday the 27: 1-5pm
- Wednesday the 28: 9am-1pm
- Friday the 30: open at the moment

If mornings are best for you, I can also try and make it in as early as 8am. Hopefully one of these slots can fit your schedule.

Look forward to getting together!

Jason

Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300
301.807.1263 (cell)
www.seniorexecs.org

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Thursday, June 22, 2017 11:56 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Thank you for your email. I really appreciate you forwarding what you sent out to the SEA members. I'm happy to sit down with you. When would you like to talk?

Thanks,
Mary

On Wed, Jun 21, 2017 at 8:50 AM, Jason Briefel <briefel@seniorexecs.org> wrote:
Good Morning Mary,

I hope this note finds you well. You may recall we were on a few working groups together for the SES EO.

I wanted to touch base regarding the executive personnel actions Interior is undertaking. By our understanding, it appears the agency is properly utilizing its management prerogative to reassign/relocate its executives as provided for in the law and regulation. We did have several members ask us about their rights and obligations in this situation, and yesterday sent all of SEA's members information about 120 day rules and reassignments/relocations, copied below for your reference. I wanted to personally let you know that SEA will be supportive of such actions so long as appropriate protocols are followed.

Related, I wanted to draw your attention to an article that SEA President Bill Valdez has in GovExec about the use of data analytics and mobility programs as part of an agency's talent management toolkit <http://www.govexec.com/excellence/promising-practices/2017/06/beyond-buyouts-and-rifs-more-effective-approach-workforce->

[management/138834/?oref=govexec_today_nl](#). I am not sure if Interior is using a managed relocation program, or suboptimal options such as lump sum payments, and we'd welcome an opportunity to further discuss that and the broader issues at play with you to learn more about how Interior is approaching reorganization and its workforce strategy as we seek to educate and assist our members and the government in implementing the Administration's much needed workforce modernization and reorganization agenda.

Thanks and have a great day!

Jason

Know the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

Trouble viewing? [Click here.](#)

120 Day Rule, Your Rights and Obligations

Although the Trump Administration has been in office for five months, the presidential transition remains an ongoing process. Nominees are starting to move through the Senate confirmation process and appointees are settling into other agency positions. With political leaders now starting to pass 120 days in office, and the administration in the midst of implementing M-17-22 on government reorganization and workforce reduction, SEA has prepared a primer on the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

Reassignment Inside the Commuting Area, 5 U.S.C. § 3395(a)

A career appointee may be reassigned to any SES position in the same agency (or to another agency with the approval of the receiving agency) for which the appointee is qualified if the appointee receives notice of the reassignment at least fifteen (15) days before the effective date.

Reassignment Outside the Commuting Area, 5 U.S.C. § 3395(a)(2)(B)

A career appointee may *NOT* be reassigned to a SES position outside the appointee's commuting area:

- UNLESS: the agency consults with the appointee on the reasons for the reassignment and the appointee's preferences with respect to the proposed reassignment *prior* to providing written notice of the reassignment, including a statement of reasons for it, at least sixty (60) days before the effective date of reassignment.
- Consultation need not be an actual dialogue; the notice need not explain why your preferences were rejected; and failure to consult and obtain preferences is usually easily cured by the agency by rescinding the initial notice, consulting, and reissuing a new notice.
- Notice of reassignment may be waived with written consent of the appointee

Involuntary Reassignment, 5 U.S.C. § 3395(e) - Additional prohibition on all involuntary

reassignments

A career appointee in an agency may not be involuntarily reassigned:

- 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.
 - UNLESS: any senior executive receiving an unsatisfactory rating in a performance appraisal shall be reassigned or transferred within the SES, or removed from the SES
 - UNLESS: disciplinary action is initiated before the appointment of the head of the agency, or the appointment of the appointee's most immediate supervisor referenced above.
- Any days (up to 60) spent serving pursuant to a detail or other temporary assignment apart from a regular position shall not be counted in determining the number of days that have elapsed since the appointment.

Involuntary Removal Limitations, 5 U.S.C. § 3592(b)

Career appointees may not be involuntarily removed from the SES:

- Within 120 days after an appointment of the head of an agency
- 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 remove the career appointee
 - UNLESS: a senior executive received an unsatisfactory rating before an appointment, referenced to above
 - UNLESS: the disciplinary action was initiated before an appointment referred to above

5 C.F.R. § 359.406(c) adds two additional exceptions:

1. For a disciplinary action when there is reasonable cause to believe that the career appointee has committed a crime for which a sentence of imprisonment can be imposed; or
2. For a disciplinary action when the circumstances are such that retention of the career appointee
 - a. May pose a threat to the appointee or others;
 - b. May result in loss of or damage to Government property;
 - c. May otherwise jeopardize legitimate Government interests.

Rights Upon Use of Exception, 5 C.F.R. § 359.406(d)

When an agency invokes an exception to the 120-day restriction:

1. The agency must include in the notice the reasons for invoking the exception.
2. The appointee must be granted a reasonable time, but no less than seven days, to respond regarding the propriety of the use of the exception.
3. The agency shall give the appointee a notice of decision on the propriety of the use of the exception at or before the time the action will be effective.
4. When circumstances require immediate action, the agency may place the appointee in a nonduty status with pay for such time as necessary to effect the action.

In sum, by accepting a career appointment into the Senior Executive Service (SES), you

agreed to be subject to involuntary reassignments. Thus, SES reassignments are not subject to agency grievance procedures, and refusal to accept the reassignment is a legal basis for removal from federal service.

If you believe a reassignment was because of a Title VII protected category, such as race, color, gender, national origin, age, or disability, you may have a claim that your reassignment was based on unlawful EEO discrimination. However, filing an EEO claim will not likely stay the reassignment effective date.

If you believe a reassignment constitutes a prohibited personnel practice (PPP) you may consider filing a complaint with the Office of Special Counsel (OSC). Usually, however, the filing of a PPP complaint will not stay the reassignment effective date.

Looking for more detailed information about the rules, rights and obligations governing personnel actions during a transition?

- Access a webinar produced as part of SEA's transition series: **SES Personnel Rules During Presidential Transition**
- View **SEA's Handbook on Presidential Transition for Federal Career Executives**
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Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300
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www.seniorexecs.org

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

To: Blanchard, Mary Josie[maryjosie_blanchard@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-06-26T13:51:29-04:00
Importance: Normal
Subject: Re: Reassignment
Received: 2017-06-26T14:00:05-04:00

Thanks Mary Josie.

Mary

On Thu, Jun 22, 2017 at 5:43 PM, Blanchard, Mary Josie <maryjosie_blanchard@ios.doi.gov> wrote:

I am on call for jury service through June 30, so I need to select the option to not waive the 15 day period.

--

Mary Josie Blanchard
Deputy Director
Office of Environmental Policy and Compliance
(202) 208-3891

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: John Ruhs[jruhs@blm.gov]
From: Michael Nedd
Sent: 2017-06-27T12:14:42-04:00
Importance: Normal
Subject: Re: touch base
Received: 2017-06-27T12:22:21-04:00

Mary,

Both John and I are on travel (different places) but I can do a call anytime between 3 PM your time.

Take care and have wonderful day! :-)))
MDN 202-208-3801

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!"

Sent from my mobile device, please excuse any typos.

On Jun 27, 2017, at 8:43 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Mike/John,
Do you have a few minutes today or tomorrow for me to touch base with you on the SES reassignments?

Thanks,
Mary

--

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

To: Michael Nedd[mnedd@blm.gov]
Cc: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: John Ruhs
Sent: 2017-06-27T13:01:02-04:00
Importance: Normal
Subject: Re: touch base
Received: 2017-06-27T13:59:54-04:00

I can be available at 3 ET as well.

John F. Ruhs
Deputy Director, Acting
Bureau of Land Management
O - 202-208-3801
C - 307-214-5271
Sent from my iPhone

On Jun 27, 2017, at 9:14 AM, Michael Nedd <mnedd@blm.gov> wrote:

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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

To: John Ruhs[jruhs@blm.gov]
Cc: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Michael Nedd
Sent: 2017-06-27T13:04:27-04:00
Importance: Normal
Subject: Re: touch base
Received: 2017-06-27T13:11:41-04:00

Assuming 3 will work Mary I'll ask our team to schedule a bridge line

Take care and have wonderful day! :-)))
MDN 202-208-3801

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Sent from my mobile device, please excuse any typos.

On Jun 27, 2017, at 11:01 AM, John Ruhs <jruhs@blm.gov> wrote:

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John F. Ruhs
Deputy Director, Acting
Bureau of Land Management
O - 202-208-3801
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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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Stephen Guertin[stephen_guertin@fws.gov]
From: Jim Kurth
Sent: 2017-06-28T14:58:57-04:00
Importance: Normal
Subject: Re: follow up
Received: 2017-06-28T14:59:06-04:00

I'm in tomorrow and am available to meet.

Sent from my iPad

On Jun 28, 2017, at 12:54 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jim/Steve,
Do either of you have a few minutes to chat tomorrow? I wanted to give you a quick update on the SES reassignments.

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

To: Jim Kurth[jim_kurth@fws.gov]
Cc: Stephen Guertin[stephen_guertin@fws.gov]
From: Pletcher, Mary
Sent: 2017-06-28T15:03:47-04:00
Importance: Normal
Subject: Re: follow up
Received: 2017-06-28T15:03:57-04:00

Is there a time that is good?

Mary

On Wed, Jun 28, 2017 at 2:58 PM, Jim Kurth <jim_kurth@fws.gov> wrote:

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Sent from my iPad

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(202) 208-4505

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Stephen Guertin[stephen_guertin@fws.gov]
From: Jim Kurth
Sent: 2017-06-28T15:07:49-04:00
Importance: Normal
Subject: Re: follow up
Received: 2017-06-28T15:07:59-04:00

I'm open 1:00 pm - 2:00pm

Sent from my iPad

On Jun 28, 2017, at 1:03 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

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Mary

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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

To: Jim Kurth[jim_kurth@fws.gov]
Cc: Stephen Guertin[stephen_guertin@fws.gov]
From: Pletcher, Mary
Sent: 2017-06-28T15:11:52-04:00
Importance: Normal
Subject: Re: follow up
Received: 2017-06-28T15:12:01-04:00

Jim - I just sent you an invite for 1-1:30. I can come down to you unless you would rather come up here.

Mary

On Wed, Jun 28, 2017 at 3:07 PM, Jim Kurth <jim_kurth@fws.gov> wrote:

I'm open 1:00 pm - 2:00pm

Sent from my iPad

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--

Mary Pletcher
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(202) 208-4505

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Stephen Guertin[stephen_guertin@fws.gov]
From: Jim Kurth
Sent: 2017-06-28T15:16:45-04:00
Importance: Normal
Subject: Re: follow up
Received: 2017-06-28T15:26:48-04:00

That's great Hopefully Steve can join us

Sent from my iPad

On Jun 28, 2017, at 1:11 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Jim - I just sent you an invite for 1-1:30. I can come down to you unless you would rather come up here.

Mary

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I'm open 1:00 pm - 2:00pm

Sent from my iPad

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Sent from my iPad

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0:

Jim/Steve,
Do either of you have a few minutes to chat tomorrow?
I wanted to give you a quick update on the SES

reassignments.

Mary

--

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--

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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

To: [REDACTED] (b)(6) @dm.usda.gov]
From: Pletcher, Mary
Sent: 2017-06-29T11:26:11-04:00
Importance: Normal
Subject: DSR information
Received: 2017-06-29T11:26:18-04:00

Here is the information we have put together regarding Discontinued Service Retirement (DSR) and your specific situation.

Eligibility for and the process for DSR is outlined in the CSRS/FERS Handbook, Chapter 44. <https://www.opm.gov/retirement-services/publications-forms/csrsfers-handbook/c044.pdf>
According to FPPS, you have been eligible for since 02/16/13.

To be eligible for DSR, you must meet age and service requirements, decline the management directed reassignment outside the geographic area, and have not received a reasonable offer of another position once you decline the management directed reassignment. You also must not have a written mobility agreement, which it appears you do not.

The process would be as follows:

1. You are provided a written notice of management directed reassignment and you decline.
2. Once you decline, you can submit your application for DSR.
3. The following documentation is submitted to OPM through your HR Office: 1. Copy of the written notice where you declined the management directed reassignment; 2. The forms necessary to apply for optional retirement; 3. and OPM Form 1510 in which the agency certifies that a reasonable offer of another position was NOT made to you (this will be prepared by us provided to FWS HR to include in your retirement application package).

DSR is not automatic; OPM has the final approval of DSR. Their decision will take approximately 30 days from the date of receipt.

We have discussed this situation with the Departmental retirement counselor, who in turn has discussed with his contacts at OPM to get a read from them. We feel confident that there is a high probability that your request would get approved by OPM. We are checking with one last source at OPM to be sure there are no additional considerations because you are an SES (we believe there are none) that would impact your application for DSR. Also, the Department's retirement counselor will be reviewing your Official Personnel File when he returns to the office to ensure there is nothing in your history that would raise a red flag in terms of an application for DSR. Please let me know if there are any additional questions or concerns.

--

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To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: raymond_limon@ios.doi.gov[raymond_limon@ios.doi.gov]
From: Jason Briefel
Sent: 2017-06-30T13:50:23-04:00
Importance: Normal
Subject: RE: Interior Reorganization, Reassignments
Received: 2017-06-30T13:59:27-04:00

Hi Mary and Ray,

Thanks so much for taking the time to sit down and chat with me on Wednesday. I appreciated getting to learn more about the agency's talent management efforts, including these recent actions for executives. As I stated to you both, unless given strong evidence to suggest something wrong is afoot, SEA will continue being supportive of the agency utilizing its management prerogative provided for in law and regulation.

Senate Approps is curious about these executive personnel actions and will likely be coming back to you with a list of questions about who is affected, the numbers of executives, programs and offices impacted, cost/benefits of the personnel changes, decision-making around the reassignments and relocations, etc. I told them that what we have seen thus far, while maybe different for a civilian agency because the original vision of the SES as a mobile corps has generally not been carried out, is consistent with the law. I told the committee I would let them know if our opinion about what is going on changes.

I have received a few questions from our members at Interior about how these actions will affect the performance appraisal and ratings cycle. I get the sense from the folks I have spoken with that people are a bit shaken/distracted by what is happening and are speculating as to motives. You may consider communicating with your executive corps about what is going on broadly in this reassignment/relocation process, including how it may impact appraisals and ratings.

Aside from all of this, I'd love to learn more about Interior's human capital program, including your CDP and leadership development initiatives. Would there be a possibility of getting in front of the SESCOhort? We would make it educational / rather than just an infomercial about SEA.

I also want to get both of you involved in SEA as we work to revitalize the association with our new focus and direction. Here is a digital copy of the [new strategic direction](#) and info about our [Communities of Change](#) (CoC). One of the most popular CoCs right now is the Human Capital-Leadership CoC, and the first project will be assessing the results of our governmentwide State of Senior Career Leadership Survey.

I hope you both have a great rest of the day, weekend, and 4th of July holiday!

Jason

Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300

301.807.1263 (cell)
www.seniorexecs.org

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Monday, June 26, 2017 11:53 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Is Wednesday morning still good for you? Maybe 9:30 or 10am. If not, is your Friday still open?

Best,
Mary

On Thu, Jun 22, 2017 at 12:17 PM, Jason Briefel <briefel@seniorexecs.org> wrote:
Mary,

Thanks for your response. Just a brief note to clarify on our member alert, it went to ALL of our members, not just those at Interior.

I've got availability next week during the following:

- Monday the 26: 9-10:30am; 12:30-5:30pm
- Tuesday the 27: 1-5pm
- Wednesday the 28: 9am-1pm
- Friday the 30: open at the moment

If mornings are best for you, I can also try and make it in as early as 8am. Hopefully one of these slots can fit your schedule.

Look forward to getting together!
Jason

Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300

301.807.1263 (cell)
www.seniorexecs.org

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Thursday, June 22, 2017 11:56 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Thank you for your email. I really appreciate you forwarding what you sent out to the SEA members. I'm happy to sit down with you. When would you like to talk?

Thanks,
Mary

On Wed, Jun 21, 2017 at 8:50 AM, Jason Briefel <briefel@seniorexecs.org> wrote:
Good Morning Mary,

I hope this note finds you well. You may recall we were on a few working groups together for the SES EO.

I wanted to touch base regarding the executive personnel actions Interior is undertaking. By our understanding, it appears the agency is properly utilizing its management prerogative to reassign/relocate its executives as provided for in the law and regulation. We did have several members ask us about their rights and obligations in this situation, and yesterday sent all of SEA's members information about 120 day rules and reassignments/relocations, copied below for your reference. I wanted to personally let you know that SEA will be supportive of such actions so long as appropriate protocols are followed.

Related, I wanted to draw your attention to an article that SEA President Bill Valdez has in GovExec about the use of data analytics and mobility programs as part of an agency's talent management toolkit http://www.govexec.com/excellence/promising-practices/2017/06/beyond-buyouts-and-rifs-more-effective-approach-workforce-management/138834/?oref=govexec_today_nl. I am not sure if Interior is using a managed relocation program, or suboptimal options such as lump sum payments, and we'd welcome an opportunity to further discuss that and the broader issues at play with you to learn more about how Interior is approaching reorganization and its workforce strategy as we seek to educate and assist our members and the government in implementing the Administration's much needed workforce modernization and reorganization agenda.

Thanks and have a great day!

120 Day Rule, Your Rights and Obligations

Although the Trump Administration has been in office for five months, the presidential transition remains an ongoing process. Nominees are starting to move through the Senate confirmation process and appointees are settling into other agency positions. With political leaders now starting to pass 120 days in office, and the administration in the midst of implementing M-17-22 on government reorganization and workforce reduction, SEA has prepared a primer on the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

Reassignment Inside the Commuting Area, 5 U.S.C. § 3395(a)

A career appointee may be reassigned to any SES position in the same agency (or to another agency with the approval of the receiving agency) for which the appointee is qualified if the appointee receives notice of the reassignment at least fifteen (15) days before the effective date.

Reassignment Outside the Commuting Area, 5 U.S.C. § 3395(a)(2)(B)

A career appointee may *NOT* be reassigned to a SES position outside the appointee's commuting area:

- **UNLESS:** the agency consults with the appointee on the reasons for the reassignment and the appointee's preferences with respect to the proposed reassignment *prior* to providing written notice of the reassignment, including a statement of reasons for it, at least sixty (60) days before the effective date of reassignment.
- Consultation need not be an actual dialogue; the notice need not explain why your preferences were rejected; and failure to consult and obtain preferences is usually easily cured by the agency by rescinding the initial notice, consulting, and reissuing a new notice.
- Notice of reassignment may be waived with written consent of the appointee

Involuntary Reassignment, 5 U.S.C. § 3395(e) - Additional prohibition on all involuntary reassignments

A career appointee in an agency may not be involuntarily reassigned:

- 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.
 - **UNLESS:** any senior executive receiving an unsatisfactory rating in a performance appraisal shall be reassigned or transferred within the SES, or removed from the SES

- UNLESS: disciplinary action is initiated before the appointment of the head of the agency, or the appointment of the appointee's most immediate supervisor referenced above.
- Any days (up to 60) spent serving pursuant to a detail or other temporary assignment apart from a regular position shall not be counted in determining the number of days that have elapsed since the appointment.

Involuntary Removal Limitations, 5 U.S.C. § 3592(b)

Career appointees may not be involuntarily removed from the SES:

- Within 120 days after an appointment of the head of an agency
- 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 remove the career appointee
 - UNLESS: a senior executive received an unsatisfactory rating before an appointment, referenced to above
 - UNLESS: the disciplinary action was initiated before an appointment referred to above

5 C.F.R. § 359.406(c) adds two additional exceptions:

1. For a disciplinary action when there is reasonable cause to believe that the career appointee has committed a crime for which a sentence of imprisonment can be imposed; or
2. For a disciplinary action when the circumstances are such that retention of the career appointee
 - a. May pose a threat to the appointee or others;
 - b. May result in loss of or damage to Government property;
 - c. May otherwise jeopardize legitimate Government interests.

Rights Upon Use of Exception, 5 C.F.R. § 359.406(d)

When an agency invokes an exception to the 120-day restriction:

1. The agency must include in the notice the reasons for invoking the exception.
2. The appointee must be granted a reasonable time, but no less than seven days, to respond regarding the propriety of the use of the exception.
3. The agency shall give the appointee a notice of decision on the propriety of the use of the exception at or before the time the action will be effective.
4. When circumstances require immediate action, the agency may place the appointee in a nonduty status with pay for such time as necessary to effect the action.

In sum, by accepting a career appointment into the Senior Executive Service (SES), you agreed to be subject to involuntary reassignments. Thus, SES reassignments are not subject to agency grievance procedures, and refusal to accept the reassignment is a legal basis for removal from federal service.

If you believe a reassignment was because of a Title VII protected category, such as race, color, gender, national origin, age, or disability, you may have a claim that your reassignment was based on unlawful EEO discrimination. However, filing an EEO claim will not likely stay the reassignment effective date.

If you believe a reassignment constitutes a prohibited personnel practice (PPP) you may consider filing a complaint with the Office of Special Counsel (OSC). Usually, however, the filing of a PPP complaint will not stay the reassignment effective date.

Looking for more detailed information about the rules, rights and obligations governing personnel actions during a transition?

- Access a webinar produced as part of SEA's transition series: **SES Personnel Rules During Presidential Transition**
- View **SEA's Handbook on Presidential Transition for Federal Career Executives**
- View **SEA's Handbook for Political Appointees – How to Effectively Engage Career Executives to Enable Success**

Jason Briefel

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Mary Pletcher

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To: jim_james@ost.doi.gov[jim_james@ost.doi.gov]
Cc: weldon.loudermilk@bia.gov[weldon.loudermilk@bia.gov];
mike.black@bia.gov[mike.black@bia.gov]
From: Mary Pletcher
Sent: 2017-07-02T13:06:41-04:00
Importance: Normal
Subject: Start date
Received: 2017-07-02T13:06:49-04:00

Hi Jim,

Just to close the loop, your start date at BIA will be July 10 - this is the same date that we are giving everyone where there are not geographic reassignments. If there are any issues with this, please let me know.

Thanks,
Mary
(b)(6) (cell)

Sent from my iPhone

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
Cc: weldon.loudermilk@bia.gov[weldon.loudermilk@bia.gov];
mike.black@bia.gov[mike.black@bia.gov]
From: Jim James
Sent: 2017-07-02T18:05:45-04:00
Importance: Normal
Subject: Re: Start date
Received: 2017-07-02T18:05:55-04:00

Thanks Mary . I left a message with you earlier in the week so this is one of the questions I had but also my planned travel to D.C. that week to visit with you, Bruce, Mike and others. I have a call with Jim Cason tomorrow so perhaps some of my other questions will be answered. Happy Independence Day!

> On Jul 2, 2017, at 11:06 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
>
> Hi Jim,
>
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>
> Thanks,
> Mary
> (b)(6) (cell)
>
>
> Sent from my iPhone

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Jim James
Sent: 2017-07-02T21:55:49-04:00
Importance: Normal
Subject: Re: Start date
Received: 2017-07-02T21:55:52-04:00

Mary - May I call you after I speak to Jim Cason?

Sent from my iPhone

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>

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> geographic reassignments. If there are any issues with this, please
> let me know.

>

>

> Thanks,

> Mary

> (b)(6) (cell)

>

>

> Sent from my iPhone

To: amy_holley@ios.doi.gov[amy_holley@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-07-03T10:14:49-04:00
Importance: Normal
Subject: This week
Received: 2017-07-03T10:14:57-04:00

Amy,

Hope you had a good trip. I'll be accessible via email and I have my work phone forwarded to my cell phone to work through any of the SES reassignment questions that come up this week.

Mary

Sent from my iPhone

To: helen.riggs@bia.gov[helen.riggs@bia.gov]
Cc: debra_dumontier@ost.doi.gov[debra_dumontier@ost.doi.gov];
jerold.gidner@onrr.gov[jerold.gidner@onrr.gov]; harvey_gates@ost.doi.gov[harvey_gates@ost.doi.gov]
From: Mary Pletcher
Sent: 2017-07-03T10:29:54-04:00
Importance: Normal
Subject: Relocation/reassignment questions
Received: 2017-07-03T10:30:04-04:00

Helen,

I wanted to connect you with Deb, Jerry and Harvey Gates to start working with you on start date and your relocation questions.

Thanks,
Mary

Sent from my iPhone

To: weldon.loudermilk@bia.gov[weldon.loudermilk@bia.gov]
Cc: jerold.gidner@onrr.gov[jerold.gidner@onrr.gov];
debra_dumontier@ost.doi.gov[debra_dumontier@ost.doi.gov];
harvey_gates@ost.doi.gov[harvey_gates@ost.doi.gov]
From: Mary Pletcher
Sent: 2017-07-03T10:46:47-04:00
Importance: Normal
Subject: Relocation/reassignment questions
Received: 2017-07-03T10:46:57-04:00

Bruce,

I wanted to connect you with Deb, Jerry and Harvey Gates to start working with you on your relocation questions.

Thanks,
Mary

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Holley, Amy
Sent: 2017-07-03T11:41:08-04:00
Importance: Normal
Subject: Re: This week
Received: 2017-07-03T11:41:53-04:00

Thank you!

On Mon, Jul 3, 2017 at 10:14 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Amy,

Hope you had a good trip. I'll be accessible via email and I have my work phone forwarded to my cell phone to work through any of the SES reassignment questions that come up this week.

Mary

Sent from my iPhone

To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
From: Weldon Loudermilk
Sent: 2017-07-03T11:49:16-04:00
Importance: Normal
Subject: Fwd: Loudermilk Directed Reassignment
Received: 2017-07-03T11:49:28-04:00
[ATT00001.htm](#)
[Loudermilk Directed Reassignment.pdf](#)

Signed directed reassignment.

-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.



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JUN 30 2017

Memorandum

To: Weldon Loudermilk

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 Director, Bureau of Indian Affairs with the Bureau of Indian Affairs, duty station Washington, DC to Deputy Special Trustee – Field Operations, ES-0340, with the Office of the Special Trustee for American Indians, duty station Albuquerque, New Mexico. 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 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.

This letter provides the required 60 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(2). Failure to accept this directed reassignment may subject you to removal under adverse action procedures. Your involuntary separation may entitle you to discontinued service retirement (if eligible) or severance pay. Your servicing personnel office can provide you guidance in this area.

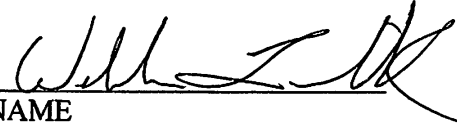
If you choose to accept the reassignment, your relocation will be at Government expense, and you will receive all travel and relocation benefits to which you are entitled.

The effective date of this action will be no earlier than 60 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 your 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: July 3, 2017 Signature: 
NAME

I accept the directed reassignment to the position of Deputy Special Trustee – Field Operations, ES-0340, with the Office of the Special Trustee for American Indians, duty station Albuquerque, New Mexico, with an effective date no earlier than 60 days from my receipt of this notification.


NAME

July 3, 2017
Date

_____ I accept the directed reassignment as described above and hereby waive the 60-day notice and request that the reassignment action be effective as soon as practicable.

NAME

Date

_____ I hereby decline the geographic reassignment.

NAME

Date

To: Holley, Amy[amy_holley@ios.doi.gov]
From: Spano, Julie
Sent: 2017-07-03T11:53:27-04:00
Importance: Normal
Subject: Re: Jose A
Received: 2017-07-03T11:53:34-04:00

Thanks Amy! Welcome Back!

On Mon, Jul 3, 2017 at 11:20 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

I think he is being assigned to Olivia Ferriter. She will be back on Wednesday, so hopefully can clear it up!

On Mon, Jul 3, 2017 at 9:47 AM, Spano, Julie <julie_spano@ios.doi.gov> wrote:

Amy,

I'm forwarding this to you in hopes that you know where Jose Aragon will be placed within PMB. This way we know where to assign his equipment and can let everyone on the onboarding team know as well.

Tks, Julie

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

From: Eichenbaum, Martha <martha_eichenbaum@ios.doi.gov>

Date: Mon, Jul 3, 2017 at 9:31 AM

Subject: Fwd: Jose A

To: Rotimi Abimbola <rotimi_abimbola@ios.doi.gov>, Karen Matragrano <karen_matragrano@ios.doi.gov>, "Alspach, David" <david_alspach@ios.doi.gov>, Jonathan Mack <Jonathan_Mack@ios.doi.gov>, Judith Snoich <judith_snoich@ios.doi.gov>, "Spano, Julie" <julie_spano@ios.doi.gov>, Kelly Willms <kelly.willms@bsee.gov>, Michelle Oxyer <michelle_oxyer@ios.doi.gov>, Peter Sauve <peter_sauve@ios.doi.gov>, Peyton Hardaway <peyton.hardaway@bsee.gov>, Sylvia Burns <sylvia_burns@ios.doi.gov>

Hi Rotimi -

I've included most of our On-boarding Team on this message.

Jose Aragon from USGS is coming over to PMB as part of the SES reassignments. USGS is preparing for this and intend to transfer his current devices from USGS to PMB, so that he can bring files that he needs and keep the same phone number, etc. I know that we've mentioned using the On-boarding team or processes to make these SES transfers go smoothly. Do we know the timing of this particular transfer and where he will be going in PMB?

Thanks in advance,

Martha Eichenbaum
Chief, End User Services Branch

U.S. Department of the Interior
Office of the Chief Information Officer | Service Delivery Division
Office Phone: 202-208-4712 | Mobile phone: 202-437-8416

email: martha_eichenbaum@ios.doi.gov

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

From: **Exter, Paul** <peexter@usgs.gov>
Date: Mon, Jul 3, 2017 at 6:55 AM
Subject: Fwd: Jose A
To: Martha Eichenbaum <martha_eichenbaum@ios.doi.gov>
Cc: Jose Aragon <jaragon@usgs.gov>, "Martinez, Samuel" <scmartinez@usgs.gov>, Scott Holmes <sholmes@usgs.gov>, Katherine McCulloch <kmcculloch@usgs.gov>

Martha,

Jose A is coming to DOI, from USGS. We are going to transfer his devices to you, so he can keep what he has and when you get them, you can do whatever setup is needed. This way he keeps his files, phone number, etc.

We are doing the same with FWS and BOR people. He will keep his USGS email, as well. Sam is working to move it to his new email address.

Let me know if you have any questions.

Thank You,
Paul E. Exter
Chief Technology Officer, U. S. Geological Survey
Work: 443 498 5534 Cell: 410 375 0120

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

From: **Bartlett, Christina** <cbartlett@usgs.gov>
Date: Sat, Jul 1, 2017 at 1:22 PM
Subject: Re: Jose A
To: "E. Jessica Alvarez" <ealv@usgs.gov>
Cc: Samuel Martinez <scmartinez@usgs.gov>, Paul Exter <peexter@usgs.gov>, Terrie Welsh <twelsh@usgs.gov>, Scott Holmes <sholmes@usgs.gov>

Barbara - I copied Barbara's files off to file with the office files with Esmeralda's help
Virginia - I sent a message to this group regarding Virginia wanting help from SD to copy files and move them to her deputy Shawn

Jose - didn't keep files on his machine, network drives or google drives that required handling

All three are complete from my perspective.

Christina Bartlett

Chief, Information Management Branch
Department of the Interior Information Quality Officer
U.S. Geological Survey
Department of the Interior
12201 Sunrise Valley Drive
Mail Stop 159, Room 4B114
Reston, VA 20192
(703) 648-7197 (office)
cbartlett@usgs.gov

On Sat, Jul 1, 2017 at 6:18 AM, E. Jessica Alvarez <ealv@usgs.gov> wrote:

Sam

They will keep a copy of their email and google drive. Christina is coordinating what files need to be retained in USGS. We asked her to let us know if there was anything we needed to do for them.

Christina, do you need us to point out the records disposition to them or request a download/backup of their Google content or image if their devices?

Jessie

Sent from my iPhone

On Jun 30, 2017, at 5:45 PM, Samuel Martinez <scmartinez@usgs.gov> wrote:

Jessie,

Jose and Barbara should follow the steps to ensure any email, docs, etc. needed by USGS should be moved to the correct person using the steps described on the web page below. If Jose or Barbara do not then their supervisor is responsible:

Disposition of BisonConnect email, shared calendars, Google sites and documents and files on Google Drive

<https://ecomputing.usgs.gov/adi/SeparatingUserAndDispositionOfBCdocs.html>

If no action is taken within 30 days of the 9-090 being completed the Google account is deleted and all of the email, docs, etc. are deleted. Within the 30 day window a ticket can be issued to access the information.

Sam Martinez

USGS OEI – Enterprise Services

303-236-1834

From: Alvarez, E. Jessica [mailto:ealv@usgs.gov]
Sent: Friday, June 30, 2017 3:21 PM
To: Paul Exter <peexter@usgs.gov>
Cc: Bartlett, Christina <cbartlett@usgs.gov>; Terrie A Welsh <twelsh@usgs.gov>; Samuel Martinez <smartinez@usgs.gov>; Scott Holmes <sholmes@usgs.gov>
Subject: Re: Jose A

I got that the first time you said it, that is why I included Sam because something needs to be done about AD and the admin access. Sam? Terrie?

Jessica Alvarez, CISSP+CAP

U.S. Geological Survey

(703) 648-5816 Office

(703) 731-0965 Mobile

ealv@usgs.gov

On Fri, Jun 30, 2017 at 5:16 PM, Paul Exter <peexter@usgs.gov> wrote:

He is going to take what he has with him

Thank You,

Paul Exter

On Jun 30, 2017, at 5:08 PM, Bartlett, Christina <cbartlett@usgs.gov> wrote:

I was just writing an email to Jose. I spoke to Jose before he left for Arizona, and he has no files. I need to write up instructions for him to download his personal files, but otherwise he is good already.

Christina Bartlett

Chief, Information Management Branch

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Department of the Interior

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Reston, VA 20192

(703) 648-7197 (office)

cbartlett@usgs.gov

On Fri, Jun 30, 2017 at 5:01 PM, Alvarez, E. Jessica

<ealv@usgs.gov> wrote:

Christina has been making the rounds to talk to the departing SESers to identify any litigation docs they CANNOT take with them.

I think once she talks to them and the docs are secured, then he is clear to take the equipment but I am not sure what will be done to transfer the property to his new Bureau...an FBMS update maybe. Also, not sure what the IT folks will do with his computer, they will need admin access to it at least. Do we dis-join it from AD so someone else can claim it? Adding Sam.

I am not sure if Christina had the talk with Jose.

Jessie

Jessica Alvarez, CISSP+CAP

U.S. Geological Survey

(703) 648-5816 Office

(703) 731-0965 Mobile

ealv@usgs.gov

On Fri, Jun 30, 2017 at 2:58 PM, Exter, Paul
<peexter@usgs.gov> wrote:

Did you work out with Jose his transfer and IT?

He wants to keep his USGS email too and IT devices and just
move them all to PMB. Can we do that for him too?

Thank You,

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Chief Technology Officer, U. S. Geological Survey

Work: 443 498 5534 Cell: 410 375 0120

--

Julie L. Spano

Director, Business and Administrative Division

Office of the Assistant Secretary for Policy, Management and Budget
U.S. Department of the Interior
1849 C Street, N.W., Room 5022
Washington, D.C. 20240
work: (202) 208-7624
fax: (202) 219-0241
cell: (202) 568-9364

AWS - July 7th and July 21st

**Vacation - July 25 - August 11th - Monica Cunningham and Rosslyn Murphy will be
Acting on my behalf.**

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To: Spano, Julie[julie_spano@ios.doi.gov]
From: Holley, Amy
Sent: 2017-07-03T11:58:10-04:00
Importance: Normal
Subject: Re: Jose A
Received: 2017-07-03T11:58:37-04:00

Thank you!

On Mon, Jul 3, 2017 at 11:53 AM, Spano, Julie <julie_spano@ios.doi.gov> wrote:

Thanks Amy! Welcome Back!

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Jessica Alvarez, CISSP+CAP

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Chief Technology Officer, U. S. Geological Survey

Work: 443 498 5534 Cell: 410 375 0120

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Julie L. Spano

Director, Business and Administrative Division
Office of the Assistant Secretary for Policy, Management and Budget
U.S. Department of the Interior
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Washington, D.C. 20240
work: (202) 208-7624
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**Vacation - July 25 - August 11th - Monica Cunningham and Rosslyn Murphy will be
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Julie L. Spano

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To: Dumontier, Deb[debra_dumontier@ost.doi.gov]
Cc: Mary Pletcher[mary_pletcher@ios.doi.gov]; Gidner, Jerold[jerold.gidner@onrr.gov]; Harvey Gates[harvey_gates@ost.doi.gov]
From: Riggs, Helen
Sent: 2017-07-03T12:10:10-04:00
Importance: Normal
Subject: Re: Relocation/reassignment questions
Received: 2017-07-03T12:10:57-04:00

Deb,
Thanks! I'll get in contact with Harvey.

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, Jul 3, 2017 at 10:57 AM, Dumontier, Deb <debra_dumontier@ost.doi.gov> wrote:

Thanks Mary

Hi Helen,

Harvey will contact you for the transition. His contact info is (202) 208-4518. Welcome (Back) to OST!
Looking forward to seeing you soon. Deb.

Deb DuMontier
Acting Special Trustee (SO 3345)
U.S. Department of the Interior
Office of the Special Trustee for American Indians
debra_dumontier@ost.doi.gov
(406) 396-4289 (cell)

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On Mon, Jul 3, 2017 at 8:29 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Helen,

I wanted to connect you with Deb, Jerry and Harvey Gates to start working with you on start date and your relocation questions.

Thanks,
Mary

Sent from my iPhone

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
Cc: Weldon Loudermilk[weldon.loudermilk@bia.gov]; Michael Black[mike.black@bia.gov]
From: James, Jim
Sent: 2017-07-05T10:17:36-04:00
Importance: Normal
Subject: Re: Start date
Received: 2017-07-05T10:17:38-04:00

Hi Mary - I know you must be extremely busy these days, but I would like to hear back from you or touch base with you next week when I am in DC. I will send you and invite for Monday afternoon but if that doesn't work, please let me know if you are available next week for a face to face meeting or just call me on my cell. (b)(6) Thanks Mary.

On Sun, Jul 2, 2017 at 11:06 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Hi Jim,

Just to close the loop, your start date at BIA will be July 10 - this is the same date that we are giving everyone where there are not geographic reassignments. If there are any issues with this, please let me know.

Thanks,
Mary
(b)(6) (cell)

Sent from my iPhone

--

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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

To: James, Jim[jim_james@ost.doi.gov]
Cc: Weldon Loudermilk[weldon.loudermilk@bia.gov]; Michael Black[mike.black@bia.gov]
From: Mary Pletcher
Sent: 2017-07-05T10:45:38-04:00
Importance: Normal
Subject: Re: Start date
Received: 2017-07-05T10:45:49-04:00

Jim,

Monday afternoon works for me. How about 2pm?

Mary

Sent from my iPhone

On Jul 5, 2017, at 10:17 AM, James, Jim <jim_james@ost.doi.gov> wrote:

Hi Mary - I know you must be extremely busy these days, but I would like to hear back from you or touch base with you next week when I am in DC. I will send you and invite for Monday afternoon but if that doesn't work, please let me know if you are available next week for a face to face meeting or just call me on my cell. (b)(6). Thanks Mary.

On Sun, Jul 2, 2017 at 11:06 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Hi Jim,

Just to close the loop, your start date at BIA will be July 10 - this is the same date that we are giving everyone where there are not geographic reassignments. If there are any issues with this, please let me know.

Thanks,
Mary
(b)(6) (cell)

Sent from my iPhone

--

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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

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
Cc: Weldon Loudermilk[weldon.loudermilk@bia.gov]; Michael Black[mike.black@bia.gov]
From: James, Jim
Sent: 2017-07-05T11:22:54-04:00
Importance: Normal
Subject: Re: Start date
Received: 2017-07-05T11:23:01-04:00

Perfect! Thank you. I will send you an invite. What is your office number these days?

On Wed, Jul 5, 2017 at 8:45 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Jim,

Monday afternoon works for me. How about 2pm?

Mary

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To: Mary Pletcher[mary_pletcher@ios.doi.gov]
Cc: Jonathan Mack[jonathan_mack@ios.doi.gov]
From: Limon, Raymond
Sent: 2017-07-05T15:22:50-04:00
Importance: Normal
Subject: 2017 SES performance close out guidance
Received: 2017-07-05T15:22:56-04:00

Mary,

Here is a draft communique to the HCOs regarding SES close out (if applicable) within their bureaus....How's this?

Dear HCOs,

As you know, various SES members are in the process of reassignment to other offices or bureaus and I wanted to clarify the performance appraisal close out for your leadership in case you are asked. We anticipate those individuals being reassigned will have an extended rating period once they receive new standards (i.e., 90-days) which may go beyond September 30th. As a result, your leadership can provide a performance summary narrative that will be provided to the individual's new supervisor of record, in lieu of completing the entire form.

I appreciate your partnership and support as we work together to make this a successful effort. My Executive Resources Team will work with the affected individuals as well as their managers to ensure a smooth process.

If you have additional questions please contact Jonathan Mack, 202-208-5590, Michelle Oxyer, 202-208-6943, or Carrie Soave, 513-0874.

Thanks!

--

Raymond A. Limon
Director, Office of Human Resources
Deputy, Chief Human Capital Officer
Department of Interior
202-208-5310

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Holley, Amy
Sent: 2017-07-05T16:53:34-04:00
Importance: Normal
Subject: Re: This week
Received: 2017-07-05T16:54:01-04:00

The only question I have gotten is are the reassignments that have been accepted public. I.e. is it public that Jerry is going to OST? Are there others? Or should we wait for a formal announcement?

On Mon, Jul 3, 2017 at 10:14 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Amy,

Hope you had a good trip. I'll be accessible via email and I have my work phone forwarded to my cell phone to work through any of the SES reassignment questions that come up this week.

Mary

Sent from my iPhone

To: Holley, Amy[amy_holley@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-07-05T18:16:41-04:00
Importance: Normal
Subject: Re: This week
Received: 2017-07-05T18:16:50-04:00

The answer depends on whether there is a geographic move - formal notices for the geographic moves went out this past Friday. For the most part the non-geographic moves can be made public but I don't see press releases necessarily occurring with all the moves. Jerry going to OST is fine to share.

Let me know if there are other specific questions.

Thanks,
Mary

Sent from my iPhone

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

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Mary

Sent from my iPhone

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Holley, Amy
Sent: 2017-07-05T18:36:10-04:00
Importance: Normal
Subject: Re: This week
Received: 2017-07-05T18:36:37-04:00

Thanks!

On Wed, Jul 5, 2017 at 6:16 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

The answer depends on whether there is a geographic move - formal notices for the geographic moves went out this past Friday. For the most part the non-geographic moves can be made public but I don't see press releases necessarily occurring with all the moves. Jerry going to OST is fine to share.

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Sent from my iPhone

To: daniel_jorjani@ios.doi.gov[daniel_jorjani@ios.doi.gov];
danieljorjani (b)(6)
From: Daniel Jorjani
Sent: 2017-07-05T22:19:42-04:00
Importance: Normal
Subject: Fwd: Interior Cabinet Affairs Report for 6/22/17
Received: 2017-07-05T22:19:47-04:00
[ATT00001.htm](#)
[DOI DAILY UPDATE FOR CABINET AFFAIRS 6-22-17.docx](#)

Sent from my iPhone

Begin forwarded message:

From: "Domenech, Douglas" <douglas_domenech@ios.doi.gov>
Date: June 22, 2017 at 1:45:44 PM EDT
To: Scott Hommel <scott_hommel@ios.doi.gov>, "Magallanes, Downey" <downey_magallanes@ios.doi.gov>, Laura Rigas <laura_rigas@ios.doi.gov>, "Swift, Heather" <heather_swift@ios.doi.gov>, James Cason <james_cason@ios.doi.gov>, Daniel Jorjani <daniel_jorjani@ios.doi.gov>, Micah Chambers <micah_chambers@ios.doi.gov>, "Mashburn, Lori" <lori_mashburn@ios.doi.gov>, "Bauserman, Christine" <christine_bauserman@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>, "Thiele, Aaron" <aaron_thiele@ios.doi.gov>
Subject: Interior Cabinet Affairs Report for 6/22/17

Attached and copied below.

DOI DAILY UPDATE FOR CABINET AFFAIRS – 6/22/17

Doug Domenech, Senior Advisor
Lori Mashburn, White House Liaison

-
Status of the Secretary

The Secretary is in Washington, DC this week.

YESTERDAY:

The Secretary testified at the Senate Interior Appropriations Hearing.
Participated in DOI's offsite Emergency Management Training Exercise.

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The Secretary will testify at the House Natural Resources Committee Hearing.
Call with Senator Flake
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- APPROPRIATIONS HEARINGS:

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Interior seeks public comment on efforts to reduce regulatory burdens on American public

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A notice will be published in the Federal Register providing instructions for commenting through www.regulations.gov. Interior is seeking input from the public, and specifically from entities significantly affected by Federal regulations, on what Interior regulations may be appropriate for repeal, replacement, or modification because they:

Eliminate jobs, or inhibit job creation;

Are outdated, unnecessary, or ineffective;

Impose costs that exceed benefits;

Create a serious inconsistency or otherwise interfere with regulatory reform initiatives and policies;

Rely, in part or in whole, on data or methods that are not publicly available or insufficiently transparent to meet the standard for reproducibility; or

Derive from or implement E.O.s or other Presidential directives that have been subsequently rescinded or substantially modified.

Interior encourages all sectors of the public, including state, local, and tribal governments, small businesses, consumers, non-governmental organizations, and trade associations to provide input to improve Interior's regulations.

Cook Inlet Federal Lease Sale Yields more than \$3 Million in High Bids

Lease Sale First in Alaska's Federal Waters Since 2008; Reflects Growing Industry Interest in Federal Offshore Oil and Gas Resources Under Trump Administration

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Worried About Cuts, Federal Employees To Protest In Philly.

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potentially layoffs if necessary. The Post says Zinke defended President Trump's proposal to reduce his department's budget by 13.4 percent, though he didn't specify whether the cuts would be concentrated in some offices or spread throughout, nor whether they would occur in the next year or over a longer period of time. According to an email sent from the Bureau of Land Management's acting director to employees last Friday, 1,000 jobs would be cut from the bureau. The Post says Zinke's proposal aligns with a larger push by Trump to downsize the federal bureaucracy.

Zinke Hits Dems For Delaying Interior Nominees....

Interior Secretary May Not Reduce Size Of NM Monuments....

US: Canyons Of The Ancients Not A Priority For Review....

Sen. Alexander Demands Answers About Delay In Smokies Wildfire Report....

NM Interior Officials Undergoing Shuffle....

Zinke's Answer About Temperature Is Called 'Stupid'....

Trump's Cabinet Takes Beating Over Budget Plan....

Department Seeks Input On Which Rules To Kill.

E&E Publishing (6/21) reports that the Interior Department on Wednesday "kicked off its regulatory reform initiative, seeking public comment on which policies it should work to eliminate or amend." The department "revealed in a press release that it will begin accepting comments at regulations.gov for policies implemented by the Bureau of Land Management, Bureau of Ocean Energy Management, Bureau of Safety and Environmental Enforcement, Bureau of Indian Affairs, Bureau of Indian Education, National Park Service, Office of Surface Mining Reclamation and Enforcement, Bureau of Reclamation, Fish and Wildlife Service and U.S. Geological Survey, among others." The statement said, "Interior is seeking input from the public, and specifically from entities significantly affected by Federal regulations, on what Interior regulations may be appropriate for repeal, replacement, or modification. This initiative is part of a government-wide initiative to alleviate unnecessary regulatory burdens on the American public."

Trump's Interior Secretary Calls Obama-Backed Solar Project A 'Sphere Of Death' For Birds.

The Daily Caller (6/21, Bastasch) reports that Interior Secretary Ryan Zinke "said he's not against any one form of energy, but still took the time during a recent speech to highlight how green energy from solar panels and wind turbines comes with an environmental cost." At an event hosted by the U.S. Chamber of Commerce on Tuesday, Zinke said, "You know wind chops up around 650- or 750,000 birds a year. Wind comes at a cost. If you're a fisherman, offshore wind isn't particularly enamored with because it prevents you from fishing which is an important part of our economy." Zinke also "said a massive government-funded solar thermal plant in the Southern California desert was a 'sphere of death' for insects and birds and looked like something out of the movie 'Mad Max.'"

Western Governors Want A Say As Sage Grouse Plans Are Reviewed.

The Casper (WY) Star-Tribune (6/21, Richards) reports that Interior Secretary

Ryan Zinke has “yet to announce the experts who will lead a two-month examination of Obama-era plans to protect the imperiled sage grouse.” Gov. Matt Mead “along with the leaders of Colorado, Idaho, Montana, Utah and Nevada want to be directly involved in the recently announced 60-day review of federal strategies to protect the sage grouse.” In a letter to Zinke on Tuesday, the governors “asked that the feds initiate their promised partnership with the states at a meeting next week in Whitefish, Montana.”

FBI Charges 12 With Marriage Fraud.

The Waynesville (NC) Smoky Mountain News (6/21, Kays) reports that “the deputy superintendent of the Cherokee’s Bureau of Indian Affairs office will face federal charges following her arrest...for allegedly making money off of marriage fraud.” Ruth McCoy is “one of 12 defendants named in a Grand Jury indictment filed June 7.” The indictment claims “that McCoy worked with Golan Perez and Ofir Marsiano to connect U.S. citizens with non-citizens who hoped that marriage to a U.S. citizen would improve their immigration status.”

MGM’s Connecticut Casino Wrangle Crashes On Appeal.

Courthouse News (6/21, Stuart) reports that “plans for a new Connecticut casino operated by the state’s two federally recognized Indian tribes received a boost Wednesday as the Second Circuit rejected a challenge by MGM Resorts International.” The New York-based federal appeals court held that “just as Special Act 15-7 allows the Mohegan and Mashantucket Pequot tribal nations to enter into development agreements with municipalities, so too does the Connecticut law allow MGM to make a similar deal.” U.S. Circuit Judge John Walker Jr. wrote in the decision, “MGM and any other developers are permitted to negotiate with municipalities for contingent future gaming contracts.”

City’s Vote Against Offshore Drilling Is A Message To Trump.

The AP (6/21) reports the Virginia Beach city council voted to oppose any offshore drilling operations in the Atlantic Ocean. The city has been under pressure from the tourism sector, hotel associations, civic and environmental groups who oppose offshore projects.

Federal Register Listings

Item was cleared for the FR on Tuesday and Wednesday.

REG0007105 OS Waiving Departmental Review of Appraisals and Valuations of Indian Property (43 CFR 100)This rule implements authority provided by the Indian Trust Asset Reform Act (ITARA) to allow Indian landowners to waive Departmental review of their appraisals. This rule must publish by June 22, 2017 (one year after ITARA's enactment on June 22, 2016). Final Rule 06/20/2017.

WOLF TRAP

Tickets in the Secretary’s box available.

6-23-17	The Beatles	8:00 PM
6-24-17	Diana Krall	8:00 PM

Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: *Every email I send or receive is subject to release under the Freedom of Information Act.*

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Derive from or implement E.O.s or other Presidential directives that have been subsequently rescinded or substantially modified.
Interior encourages all sectors of the public, including state, local, and tribal governments, small businesses, consumers, non-governmental organizations, and trade associations to provide input to improve Interior's regulations.

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Trump's Cabinet Takes Beating Over Budget Plan....

Department Seeks Input On Which Rules To Kill.

E&E Publishing (6/21) reports that the Interior Department on Wednesday “kicked off its regulatory reform initiative, seeking public comment on which policies it should work to eliminate or amend.” The department “revealed in a press release that it will begin accepting comments at regulations.gov for policies implemented by the Bureau of Land Management, Bureau of Ocean Energy Management, Bureau of Safety and Environmental Enforcement, Bureau of Indian Affairs, Bureau of Indian Education, National Park Service, Office of Surface Mining Reclamation and Enforcement, Bureau of Reclamation, Fish and Wildlife Service and U.S. Geological Survey, among others.” The statement said, “Interior is seeking input from the public, and specifically from entities significantly affected by Federal regulations, on what Interior regulations may be appropriate for repeal, replacement, or modification. This initiative is part of a government-wide initiative to alleviate unnecessary regulatory burdens on the American public.”

Trump's Interior Secretary Calls Obama-Backed Solar Project A 'Sphere Of Death' For Birds.

The Daily Caller (6/21, Bastasch) reports that Interior Secretary Ryan Zinke “said he’s not against any one form of energy, but still took the time during a recent speech to highlight how green energy from solar panels and wind turbines comes with an environmental cost.” At an event hosted by the U.S. Chamber of Commerce on Tuesday, Zinke said, “You know wind chops up around 650- or 750,000 birds a year. Wind comes at a cost. If you’re a fisherman, offshore wind isn’t particularly enamored with because it prevents you from fishing which is an important part of our economy.” Zinke also “said a massive government-funded solar thermal plant in the Southern California desert was a ‘sphere of death’ for insects and birds and looked like something out of the movie ‘Mad Max.’”

Western Governors Want A Say As Sage Grouse Plans Are Reviewed.

The Casper (WY) Star-Tribune (6/21, Richards) reports that Interior Secretary Ryan Zinke has “yet to announce the experts who will lead a two-month examination of Obama-era plans to protect the imperiled sage grouse.” Gov. Matt Mead “along with the leaders of Colorado, Idaho, Montana, Utah and Nevada want to be directly involved in the recently announced 60-day review of federal strategies to protect the sage grouse.” In a letter to Zinke on Tuesday, the governors “asked that the feds initiate their promised partnership with the states at a meeting next week in Whitefish, Montana.”

FBI Charges 12 With Marriage Fraud.

The Waynesville (NC) Smoky Mountain News (6/21, Kays) reports that “the deputy superintendent of the Cherokee’s Bureau of Indian Affairs office will face federal charges following her arrest...for allegedly making money off of marriage fraud.” Ruth McCoy is “one of 12 defendants named in a Grand Jury indictment filed June 7.” The indictment claims “that McCoy worked with Golan Perez and Ofir Marsiano to connect U.S. citizens with non-citizens who hoped that marriage to a U.S. citizen would improve their immigration status.”

MGM's Connecticut Casino Wrangle Crashes On Appeal.

Courthouse News (6/21, Stuart) reports that “plans for a new Connecticut casino operated by the state’s two federally recognized Indian tribes received a boost Wednesday as the Second Circuit rejected a

challenge by MGM Resorts International.” The New York-based federal appeals court held that “just as Special Act 15-7 allows the Mohegan and Mashantucket Pequot tribal nations to enter into development agreements with municipalities, so too does the Connecticut law allow MGM to make a similar deal.” U.S. Circuit Judge John Walker Jr. wrote in the decision, “MGM and any other developers are permitted to negotiate with municipalities for contingent future gaming contracts.”

City’s Vote Against Offshore Drilling Is A Message To Trump.

The AP (6/21) reports the Virginia Beach city council voted to oppose any offshore drilling operations in the Atlantic Ocean. The city has been under pressure from the tourism sector, hotel associations, civic and environmental groups who oppose offshore projects.

Federal Register Listings

Item was cleared for the FR on Tuesday and Wednesday.

REG0007105 OS Waiving Departmental Review of Appraisals and Valuations of Indian Property (43 CFR 100) This rule implements authority provided by the Indian Trust Asset Reform Act (ITARA) to allow Indian landowners to waive Departmental review of their appraisals. This rule must publish by June 22, 2017 (one year after ITARA's enactment on June 22, 2016). Final Rule 06/20/2017.

WOLF TRAP

Tickets in the Secretary’s box available.

6-23-17	The Beatles	8:00 PM
6-24-17	Diana Krall	8:00 PM

To: Cruickshank, Walter[walter.cruickshank@boem.gov]
Cc: Scott Angelle[scott.angelle@bsee.gov]; Katharine MacGregor[katharine_macgregor@ios.doi.gov]; Christopher B Lawson[Christopher_Lawson@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-07-06T09:21:00-04:00
Importance: Normal
Subject: Re: Hiring waiver requests
Received: 2017-07-06T09:21:08-04:00

Thank you Walter. I'll be reviewing these with Jim Cason early next week.

One follow up question - can you tell me about the Exec Assistant position? Are you doing a desk audit?

Mary

Sent from my iPhone

On Jun 30, 2017, at 12:02 PM, Cruickshank, Walter <walter.cruickshank@boem.gov> wrote:

Mary,

I have attached a revised set of waiver requests, based on the questions Jim raised to the earlier request and follow-up conversations with Kate and Scott. The following describes the changes and provides context for those requests that remain.

We eliminated several positions from the request, mostly in DC and one in AK. These positions would not necessarily be redundant if BOEM and BSEE were to be combined, but filling them now would reduce our flexibility in reassigning personnel in the event of a reorganization.

We are still requesting to fill some positions in the greater DC area. Except for potentially the first one, none of them overlap with existing BSEE positions (filled or vacant):

- Executive Asst to Director – this would be a promotion for the person that is already in this position. She is at a lower grade than all comparable positions in DOI, and I wish to rectify that disparity.
- Geospatial Information Officer -- neither BOEM nor BSEE has one
- 4 Atlantic field positions (3 – renewable energy; 1 sand program). Because we don't have an Atlantic region, front-line field work for these programs is conducted from headquarters (Sterling, VA).

- Office of Environmental Programs: 2 of the positions would contribute to the programmatic NEPA document for the new 5 Year program, as well as other programmatic analyses, and the third is critical for meeting our tribal coordination obligations)

All of the other requests are in our Regional offices (24 Gulf of Mexico, 2 Alaska, 1 Pacific), and are requested to address our workload in these offices, which in the Gulf and Alaska, are expected to grow with the development of the new 5 Year Program. In keeping with the approach of the hiring policy, any new announcements for these field positions will be advertised internally first to see if any qualified DC-area personnel apply.

Please let me know if you have any further questions.

Thanks,

Walter

On Tue, Jun 13, 2017 at 4:41 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Kate, Walter, and Scott,

I met with Jim Cason about the June 1st hiring waiver requests. On the BOEM requests, Jim asked you take a look at these considering the possibility of a combined BOEM/BSEE organization. Would you still want to move forward with these positions? Are there any positions that you would not want to move forward?

Thanks,
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----- Forwarded message -----

From: **Cruickshank, Walter** <walter.cruickshank@boem.gov>

Date: Thu, May 25, 2017 at 4:23 PM

Subject: Hiring waiver requests

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

doi_office_of_human_resources@ios.doi.gov

Cc: Tamara Richardson <Tamara.Richardson@boem.gov>

Here are BOEM's hiring waiver requests for the June 1 deadline.
Please let me know if you have any questions.

Thanks,
Walter

--

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

<Hiring Controls Templates_BOEM submission (6-1-17)_revised_6-19-17.xlsx>

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
Cc: Scott Angelle[scott.angelle@bsee.gov]; Katharine MacGregor[katharine_macgregor@ios.doi.gov]; Christopher B Lawson[Christopher_Lawson@ios.doi.gov]
From: Walter Cruickshank
Sent: 2017-07-06T09:31:49-04:00
Importance: Normal
Subject: Re: Hiring waiver requests
Received: 2017-07-06T09:32:01-04:00

Our HR folks advised against it.

Sent from my iPhone

On Jul 6, 2017, at 9:21 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

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Date: Thu, May 25, 2017 at 4:23 PM

Subject: Hiring waiver requests

To: Mary Pletcher <mary_pletcher@ios.doi.gov>,
doi_office_of_human_resources@ios.doi.gov

Cc: Tamara Richardson <Tamara.Richardson@boem.gov>

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Walter

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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

<Hiring Controls Templates_BOEM submission (6-1-17)_revised_6-19-17.xlsx>

To: Elinor Renner[elinor_renner@ios.doi.gov]
From: Renner, Elinor
Sent: 2017-08-22T18:35:15-04:00
Importance: Normal
Subject: Fwd: DOI 30-Day Policy Look Ahead for 8/22
Received: 2017-08-22T18:36:29-04:00
[ATT00001.htm](#)
[DOI Cabinet 30 Day Report 8-21-17.docx](#)

Good Evening Everyone,
Attached is the report that we sent to the White House for the week.

Warmly,
Elinor

----- Forwarded message -----
From: **Scott Hommel** <scott_hommel@ios.doi.gov>
Date: Tue, Aug 22, 2017 at 6:28 PM
Subject: Fwd: DOI 30-Day Policy Look Ahead for 8/22
To: elinor_renner@ios.doi.gov

Can you forward to all politicals?

Scott

Scott C. Hommel
Chief of Staff
Department of the Interior

Begin forwarded message:

From: Scott Hommel <scott_hommel@ios.doi.gov>
Date: August 22, 2017 at 6:27:13 PM EDT
To: Cabinet Affairs <[\(b\)\(6\)](#)>, [\(b\)\(6\)](#), Staff Secretary
[\(b\)\(6\)](#)
Cc: Scott Hommel <scott_hommel@ios.doi.gov>
Subject: DOI 30-Day Policy Look Ahead for 8/22

Please see attached.

V/R

Scott Hommel

--

Elinor Renner
U.S. Department of the Interior
Immediate Office of the Secretary
Special Assistant to the Secretary
Washington, DC 20240
202-208-6087

MEMORANDUM FOR THE WHITE HOUSE STAFF SECRETARY AND CABINET SECRETARY
August 22, 2017

FROM: Scott Hommel, Chief of Staff, U.S. Department of the Interior

SUBJECT: Interior Department Weekly Update for the Week of August 22, 2017

DOI 30-Day Policy Look Ahead

Presidential Initiatives and Awareness

- 1. MONUMENT REVIEW:** We are preparing the report to comply with Executive Order 13792 of April 26, 2017 calling for a review of National Monuments. The Secretary has visited 5 states and met with countless stakeholders to conduct the review. The report will give general recommendations. Specific recommendations will be submitted separately as draft proposals for the President's consideration. The Secretary has briefed White House staff on preliminary recommendations and advised the White House Chief of Staff on the Department's rollout plan.
Timing: August 24, 2017
Contact: Downey Magallanes, Acting Deputy Chief of Staff
- 2. NATIONAL PARK SERVICE FUNDING INITIATIVE:** August 25th is the 101st birthday of the National Park Service. The Secretary has submitted a funding initiative to OMB to create a maintenance account to address the \$11.5 billion in backlog maintenance. Addressing the backlog is critical to the park experience of over 300 million people every year. Secretary Zinke will announce his commitment to the parks on August 25th and requests POTUS involvement in the weeks after the event to announce a funding/restore our parks initiative.
Timing: August 25, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
- 3. NPS SENIOR PASS INCREASE:** The Department announced in July that beginning August 28, federal agencies would begin selling the new America the Beautiful Senior Pass, which allows lifetime access to certain federal lands. The new price for the Lifetime Senior Pass will be \$80, which is an increase from \$10. The annual senior pass will be \$20. This increase is mandated by the National Park Service Centennial Act, passed in December of 2016. Existing passes will be grandfathered.
Timing: August 28, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
- 4. CRITICAL MINERALS REPORT:** USGS will release a new report presenting resource and geologic information for 23 critical mineral commodities important to our national economy and national security, many of which are sourced entirely outside of the United States. This is the first update since the last assessment undertaken in 1973. The Department has proposed to the White House consideration of a draft Executive Order directing Interior to help coordinate the appropriate agencies to undertake a government-wide approach to facilitate the domestic mining and processing of critical minerals. Discussion on the contents of the E.O. is continuing. Interior is hosting a roundtable with mining executives on August 24 to discuss the issue.

Timing: August 2017

Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

5. **VENTING AND FLARING RULE:** BLM will publish a proposed rule to suspend or delay requirements from the “Waste Prevention, Production Subject to Royalties and Resources Conservation” (Venting and Flaring) for 18 months until July 17, 2018. BLM is currently reviewing the final rule and wants to avoid imposing temporary or permanent compliance costs on operators for requirements that may be rescinded or significantly revised in the near future. The rule was sent to OMB on August 15, 2017.

Timing: Late August 2017 / Early September 2017

Contact: Vincent DeVito, Counselor to the Secretary for Energy Policy

Reports to Congress and Congressional Testimony

1. **DOI RECEIVED TWO PERTINENT MINORITY OVERSIGHT REQUESTS:** The Department received two politically-driven requests from Minority members. One is from the House, the other from the Senate. The House letter from five Maryland Democrats requests the Secretary to remove the statue of Gen. Lee from Antietam National Battlefield. The Secretary recently visited Antietam to announce NPS Battlefield grants where he made comments specific to the statue. Three Democrat Senators (Carper, Heitkamp, and Udall) sent an oversight letter to Secretary Zinke requesting information on the Secretary’s decision to reassign SES staffers, how it aligns with Congressional intent, and whether or not tribes were consulted.

Timing: August 21, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

2. **HILL NOTIFICATIONS FOR UPCOMING REPROGRAMMING REQUEST:** Pending OMB approval, the Department intends to notify the relevant authorizing and appropriating Committees (Senate Energy and Natural Resources, House Natural Resources, Senate Interior Appropriations Subcommittee, House Interior Appropriations Subcommittee) about the reorganization and realignment of the Office of the Special Trustee for American Indians (OST). DOI’s Program Management and Budget office and OMB are currently coordinating to secure approval. Notification to the Hill will entail formal letters and briefings for Committee staff, which OCL will coordinate.

Timing: September 2017

Contact: Amanda Kaster, Policy Adviser, Congressional Affairs

3. **SENIOR FWS OFFICIAL TO TESTIFY BEFORE THE SENATE HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS COMMITTEE:** Gary Frazer (Assistant Director for Ecological Services, U.S. Fish and Wildlife Service) will testify before the Permanent Subcommittee on Investigations regarding implementation of FAST-41. This provision was part of the FAST Act, which passed December 2015. The intent of the legislation is to coordinate the review process for infrastructure projects between all of the involved government agencies. This hearing is intended to highlight the reform and remind the Administration that this review process already exists as we seek to expedite/streamline the

environmental review process. This hearing was previously scheduled for July 26, 2017 but was postponed and has now rescheduled.

Timing: 10 am, September 7, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

4. **DOI NOMINEES IN PROGRESS:** Brenda Burman (BOR), Susan Combs (A/S PMB) and Doug Domenech (A/S Insular Areas) had their confirmation on Thursday the 20th before the Senate Energy and Natural Resources committee and they were passed out of committee August 3, 2017. Joe Balash (Assistant Secretary, Land & Minerals) was officially nominated and is set to appear before the Committee for his nomination hearing on September 7, 2017. Ryan Nelson (Solicitor) was officially nominated Wednesday August, 2nd. His committee paperwork has been submitted and Committee plans to include him in the hearing on the 7th with Mr. Balash.

Other/Awareness Only

1. **DOI POSTPONES ADVISORY BOARD MEETINGS.** The Department is continuing to review the charter and charge of the more than 200 boards, committees, and advisory panels to ensure they are structured to receive maximum public input and comply with the Federal Advisory Committee Act. The Department spends more than \$10 million to facilitate these boards and many are not meeting their charter obligations, are not meeting regularly, and have little turnover or numerous unfilled positions. Meetings have been postponed until September 2017 following the Department's review unless justified on a case-by-case basis.
Timing: September 1, 2017
Contact: Lori Mashburn, White House Liaison
2. **COORDINATED LONG-TERM OPERATION OF THE CENTRAL VALLEY PROJECT (CVP) AND THE CALIFORNIA STATE WATER PROJECT (SWP)**
Reclamation will announce a Notice of Intent (NOI) and Public Meetings for Reinitiation of Consultation under the ESA of the Coordinated Long-Term Operation of the Central Valley Project and the California State Water Project, based on new information regarding multiple years of drought and low populations of listed species. It is anticipated this joint NEPA and Endangered Species Act process will take three to five years to complete. This will dictate the operations of the CVP and SWP. In mid-September, pending Department approval, Reclamation will announce through a Federal Register publication the NOI and Public Meetings to be held in October.
Timing: August 2017
Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science
3. **CNN ANTIETAM NATIONAL BATTLEFILED STORY:** CNN will be at Antietam National Battlefield to film a features story about the battle, the upcoming 150th anniversary of Antietam National Cemetery on September 17, and projects that will be completed using President Trump's first quarter salary with additional funds from the National Park Foundation, Civil War Trust, and Save Historic Antietam Foundation.
Timing: August 24, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

4. **DANEROUS URANIUM MINE DECISION:** BLM-UT's Monticello Field Office intends to issue a decision approving a modification to the plan of operations for the Daneros Uranium Mine in San Juan County. The proposed modification could increase ore production from 100,000 tons over seven years, to 500,000 tons over 20 years, and could generate up to 40 jobs. The mine is located just outside the current boundary of the Bears Ears National Monument.

Timing: August 28 – End of August

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

5. **ONSHORE OIL AND GAS PERMITTING ON FEDERAL LAND:** Throughout June, the Bureau of Land Management will hold online oil and gas lease sales.

- Colorado. On September 7, BLM-CO will hold an online oil and gas lease sale for 10 parcels totaling 1,227 acres in Cheyenne, Baca, Kiowa, Yuma, Morgan, and Weld Counties, CO.
- New Mexico. On September 7, BLM-NM will hold an online oil and gas lease sale for 62 parcels totaling 15,731 acres in Eddy, Chaves, Quay, Curry, Roosevelt, and Lea Counties, NM.
- Nevada. On September 12, BLM-NV will hold an online oil and gas lease sale for three parcels totaling 3,680 acres in Nye County, NV.
- Utah. On September 12, BLM-UT will hold an online oil and gas lease sale for 15 parcels totaling 4,438 acres in Juab County, UT.

Timing: August 15 – September 12, 2017

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

6. **ROSEBUD MINE ADDITION:** In mid-September, OSMRE anticipates publishing an NOA of a Draft Environmental Impact Statement (DEIS) for Western Energy Company's Rosebud Mine proposed Permit Area F. The proposed permit area, which is located near Colstrip, MT, would add 6,746 acres to the 25,576-acre surface coal mine. The mine currently employs 400 people and produces 12.3 million tons per year.

Timing: Mid-September 2017

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

7. **SECRETARY ZINKE INVITED TO THE EVERGLADES BY BIPARTISAN FLORIDA CONGRESSIONAL DELEGATION:** Sen. Rubio led a letter to Sec. Zinke inviting him to tour the Everglades as soon as possible. No policy position touted within the letter, other than the importance of the Everglades to Florida. No date has been confirmed, but the Secretary has made it a priority. He would like to discuss the issue with Sen. Rubio over the phone in the immediate future before any trip is scheduled.

Timing: TBD, Early November or December dates have been proposed

Contact: Micah Chambers, Deputy Director, Congressional Affairs

8. **SECRETARY ZINKE HAS BEEN INVITED BY SENATOR CASSIDY TO VISIT LOUISIANA AND THE GULF STATES:** Official invite was received July 28, 2017 from Senator Cassidy's staff for the Secretary to tour the Gulf States and personally see the offshore oil industry, restoring the coast and the benefits of GOMESA. This is in reaction to the FY18

Budget proposal to eliminate state revenue sharing for the Gulf States. Secretary Zinke had two exchanges on this topic during his House and Senate budget hearings with Sen. Cassidy and Rep. Graves. In addition, he hosted members of the Louisiana and Texas delegations to discuss GOMESA and they reiterated the issue and reaffirmed their invite to the Secretary.

Timing: TBD

Contact: Micah Chambers, Deputy Director, Congressional Affairs

Other Significant Rulemakings and Actions

1. **PUBLIC PRIVATE PARTNERSHIP/RECREATION TASK FORCE:**

Secretary Zinke will visit Great Smokey Mountains National Park with Senator Lamar Alexander (TN) on Friday August 25th to celebrate the 101th Birthday of the National Park Service. The secretary will announce the formation of a new task force dedicated to recreational access on public lands. Sec. Zinke will also discuss plans to address the maintenance backlog.

Timing: August 25, 2017

Contact: Marshall Critchfield, Advisor, Assistant Secretary of Fish and Wildlife and Parks

2. **IMPORTS OF AFRICAN ELEPHANT TROPHIES FROM ZIMBABWE:** The Fish and Wildlife Service (FWS) plans to publish in the *Federal Register* a change to the permitting status for imports of African elephant trophies from Zimbabwe. After receiving information from Zimbabwe on a number of substantial improvements to their management program and elephant conservation efforts, FWS has determined that taking of African elephant trophy animals in Zimbabwe on or after January 21, 2016 (the date that Zimbabwe's new management plan was officially adopted) through 2017 would enhance the survival of African elephants, and import permits can be issued for these trophies.

Timing: August 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

3. **GATEWAY WEST TRANSMISSION LINE:** This week BLM will issue a Notice of Intent for an Environmental Assessment to propose an alternate route for the Gateway West Transmission Line in Idaho. The line's current route cuts through neighborhoods and populated areas in order to avoid a National Conservation Area. The FY2017 funding bill included legislation rerouting the line away from the current controversial route.

Timing: August 24, 2017

Contact: Kathy Benedetto, Senior Advisor, Bureau of Land Management

4. **MINUTE 323 – U.S./MEXICO COOPERATION ON THE COLORADO RIVER.**

The Colorado River is shared among seven states in the U.S., and is also shared between the U.S. and Mexico. The Colorado is experiencing an extended period of historic drought since 2000 and a Drought Contingency Plan is being developed amongst states. Negotiations have been underway for a 9-year agreement with Mexico to provide operation certainty regarding deliveries to Mexico, referred to as "Minute 323," to include reductions and water savings at specific Lake Mead elevations, investment to conserve Colorado River water supplies, and enhancement of environmental and riparian resources. The U.S. State Department is proceeding with their

clearance process so that DOI can proceed with review and clearance of the domestic agreements, to finalize and adopt the domestic agreements that are necessary to implement Minute 323 by the end of September 2017.

Timing: September 2017

Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

5. **CAPE WIND.** In early September, BOEM plans to publish the Record of Decision for the Final Supplemental Environmental Impact Statement (SEIS) for the Cape Wind Project. The Final SEIS will supplement the 2009 Final EIS and is being prepared pursuant to a remand order from the D.C. Circuit Court.

Timing: Early September

Contact: James Schindler, Special Assistant Bureau of Ocean Energy Management

6. **NAVAJO GENERATING STATION.** On July 2, the Navajo government approved a two-year lease extension for continuing operation of the Navajo Generating Station through 2019. The Department's Bureau of Reclamation is a part owner of the power generated by the plant and thus the Administration has a role in the ultimate decision associated with the plant. Interior is helping to identify a possible future owner to keep the plant generating power indefinitely, since the current owners will exit the plant at the end of 2019. On July 19, Navajo representatives met with the Bureau of Reclamation and requested another stakeholder meeting. A multiple stakeholder meeting is being discussed for September. On July 28, Peabody Energy and Lazard (investment banking) met with representatives from DOI to discuss potential of investors. Initial discussions sound positive and Lazard hopes to have initial bid proposals by mid-September.

Timing: September 2017

Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

Release of High-Profile Grants

1. **URBAN PARTNERSHIP GRANTS:**

National Fish and Wildlife Foundation (NFWF) in cooperation with US Fish & Wildlife, will award over \$2 million in grants under their Five Star and Urban Waters Restoration Program. The grants fund multiple federal initiatives, including new and existing Urban Wildlife Refuge Partnerships and Urban Bird Treaty cities. NFWF will make its initial announcement and FWS will follow the next day.

Timing: August 31, 2017

Contact: Marshall Critchfield, Advisor, Assistant Secretary for Fish and Wildlife and Parks

2. **CENTENNIAL CHALLENGE PROJECTS:** The NPS will announce the award of \$18 million in Centennial Challenge projects. Many of the projects accomplish deferred maintenance projects, and all represent public-private partnerships, since each project requires a minimum 50/50 match with non-Federal funds.

Timing: August 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

3. **NORTH AMERICAN WETLANDS CONSERVATION ACT (NAWCA) GRANTS:** The FWS will announce the Migratory Bird Conservation Commission (MBCC), chaired by

Secretary Zinke, that will approve funding for the first round of FY 2018 NAWCA grants, as well as land acquisitions and lease agreements for national wildlife refuges using Migratory Bird Conservation Fund money. The MBCC will also hear a report on NAWCA small grants, which were approved by the North American Wetlands Conservation Council earlier this year.

Timing: September 6, 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

Key Events for Upcoming 30-Days

Travel by Secretary

- August 24 **Secretary Zinke** tentatively traveling to Montana with Secretary Purdue to visit forest fire at Lolo National Forest.
- August 25 **Secretary Zinke** traveling to Tennessee and on to North Carolina to visit Smoky Mountains National Park and Blue Ridge Parkway National Park to give Founders Day remarks.
- September 9-10 **Secretary Zinke** will attend the Cabinet Meeting.
- September 10-11 **Secretary Zinke** will travel to Pennsylvania to visit Flight 93 National Memorial.
- September 12 **Secretary Zinke** will travel to Pennsylvania to visit Valley Forge National Battlefield.
- September 13 **Secretary Zinke** will travel to Pennsylvania to visit Independence National Historic Park.
- September 14-15 **Secretary Zinke** will travel to New York and New Jersey to visit New York City and the Gateway National Recreation Area.
- September 20-21 **Secretary Zinke** will travel to Missouri to attend the Johnny Morris Wonders of Wildlife Museum Celebration.
- September 22 **Secretary Zinke** will travel to Texas to attend the National Rifle Association's Women's Leadership Forum Summit.

To: James Cason[james_cason@ios.doi.gov]
Cc: (b)(6),(b)(7)(C)@doioig.gov]
From: (b)(6),(b)(7)(C)
Sent: 2017-08-29T09:33:37-04:00
Importance: Normal
Subject: IG Review of Reassignments
Received: 2017-08-29T09:34:38-04:00

In response to a recent Congressional inquiry, the Office of Inspector General has initiated a review of reassignments of U.S. Department of the Interior (DOI) Senior Executives initiated in June 2017. Our current focus is on the methodology and criteria used to reassign DOI's executives.

As part of our work on this review, we are reaching out to key personnel involved in the reassignment process. You have been identified as the Chairperson of the Department's Executive Resource Board (ERB), the board tasked with overseeing all aspects of the management of executive resources. We are requesting an opportunity to meet with you to gain a further understanding of the SES reassignment decision making process.

We anticipate this meeting will take no longer than an hour. Please let us know what dates and times would work best for you. Please let us know by contacting me at the number and email below or by contacting (b)(6),(b)(7)(C)@doioig.gov.

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

Auditor
U.S. Department of the Interior
Office of Inspector General

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

To: Catherine Gulac[Catherine_Gulac@ios.doi.gov]
From: Cason, James
Sent: 2017-08-29T18:37:10-04:00
Importance: Normal
Subject: Fwd: IG Review of Reassignments
Received: 2017-08-30T06:21:58-04:00

Please schedule a meeting w/ (b)(6),(b)(7)(C)

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

From: (b)(6),(b)(7)(C) <(b)(6),(b)(7)(C)@doioig.gov>
Date: Tue, Aug 29, 2017 at 9:33 AM
Subject: IG Review of Reassignments
To: James Cason <james_cason@ios.doi.gov>
Cc: (b)(6),(b)(7)(C) <(b)(6),(b)(7)(C)@doioig.gov>

In response to a recent Congressional inquiry, the Office of Inspector General has initiated a review of reassignments of U.S. Department of the Interior (DOI) Senior Executives initiated in June 2017. Our current focus is on the methodology and criteria used to reassign DOI's executives.

As part of our work on this review, we are reaching out to key personnel involved in the reassignment process. You have been identified as the Chairperson of the Department's Executive Resource Board (ERB), the board tasked with overseeing all aspects of the management of executive resources. We are requesting an opportunity to meet with you to gain a further understanding of the SES reassignment decision making process.

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

Auditor
U.S. Department of the Interior
Office of Inspector General

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

To: Natalie Davis[natalie_davis@ios.doi.gov]
Cc: Scott Hommel[scott_hommel@ios.doi.gov]; Elinor Renner[elinor_renner@ios.doi.gov]
From: Davis, Natalie
Sent: 2017-08-30T11:10:00-04:00
Importance: Normal
Subject: DOI 30-Day Policy Look Ahead for 8/29
Received: 2017-08-30T15:20:22-04:00
[DOI Cabinet 30 Day Report 8-28-17.docx](#)

See attached.

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Natalie Davis
Special Assistant to the Secretary
U.S. Department of the Interior
202.208.4928

MEMORANDUM FOR THE WHITE HOUSE STAFF SECRETARY AND CABINET SECRETARY
August 29, 2017

FROM: Scott Hommel, Chief of Staff, U.S. Department of the Interior

SUBJECT: Interior Department Weekly Update for the Week of August 29, 2017

DOI 30-Day Policy Look Ahead

Presidential Initiatives and Awareness

1. **MONUMENT REVIEW:** We prepared the report to comply with Executive Order 13792 of April 26, 2017 calling for a review of National Monuments. The Secretary visited 5 states and met with countless stakeholders to conduct the review. The report gives general recommendations. Specific recommendations will be submitted separately as draft proposals for the President's consideration. The Secretary has briefed White House staff on preliminary recommendations and advised the White House Chief of Staff on the Department's rollout plan.
Timing: Ongoing
Contact: Downey Magallanes, Acting Deputy Chief of Staff

2. **NPS SENIOR PASS INCREASE:** The Department announced in July that beginning August 28th, federal agencies would begin selling the new America the Beautiful Senior Pass, which allows lifetime access to certain federal lands. The new price for the Lifetime Senior Pass is \$80, which is an increase from \$10. The annual senior pass is \$20. This increase is mandated by the National Park Service Centennial Act, passed in December of 2016. Existing passes will be grandfathered.
Timing: August 28, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

3. **NEPA STREAMLINING ORDER:** The Deputy Secretary will sign a Secretarial Order directing the Department to comply with the EO on Establishing Discipline and Account in the Environmental Review and Permitting Process for Infrastructure. It will establish the Department's own NEPA review and put in place parameters to limit page numbers and time limits on reviews.
Timing: August 30, 2017
Contact: Todd Willens, Assistant Deputy Secretary for Fish, Wildlife, and Parks

1. **GREAT SMOKY MOUNTAIN FIRE REPORTS:** The Great Smoky Mountains National Park Chimney Tops 2 Fire Report is tentatively scheduled for public release. The purpose of the review is to assess the facts leading up to and during the Chimney Tops 2 fire within the boundary of the park, as well as make recommendations on any planning, operational, or managerial issues to better handle future issues.
Timing: August 31, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

4. **NATIONAL PARK AND WILDLIFE REFUGES FUNDING INITIATIVE:** August 25th was the 101st birthday of the National Park Service. The Secretary has submitted a funding initiative to OMB to create a maintenance account to address the \$11.5 billion in backlog maintenance. Addressing the backlog is critical to the park experience of over 300 million people every year. Secretary Zinke announced his commitment to the parks recently and has requested POTUS involvement in the weeks after the event to announce a funding/restore our parks initiative.
Timing: Ongoing
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
5. **HURRICANE HARVEY RESPONSE:** The Bureau of Reclamation continues to monitor Choke Canyon Dam and Reservoir (Nueces River Project, TX) and drainage basin; based on current forecast and conditions, the Choke Canyon Dam Emergency Action Plan (EAP) has not been activated. USGS activities for the hurricane response include: Fifteen 2 person crews making discharge measurements at stream gages, a crew is on standby with 10 rapid deployment gages if gages are damaged, water quality samples will be completed as contingent on flows within in areas, USGS Geospatial Response Team will be supporting distribution of CAP and NOAA imagery that will be flown as soon as safe, and USGS is facilitating the International Charter activation, including cataloging of multiple space-based imagery products. DOI has received 5 FEMA Mission Assignments spanning Unmanned Aircraft Systems (UAS) support to search and rescue (SAR) operations, direct SAR operations, real-time flood measurements, 3 liaison positions within the National Response Coordination Center and the initial deployment of 50 law enforcement officers.
Timing: August 2017
Contact: Scott Hommel, Chief of Staff
6. **VENTING AND FLARING RULE:** BLM will publish a proposed rule to suspend or delay requirements from the “Waste Prevention, Production Subject to Royalties and Resources Conservation” (Venting and Flaring) for 18 months until July 17, 2018. BLM is currently reviewing the final rule and wants to avoid imposing temporary or permanent compliance costs on operators for requirements that may be rescinded or significantly revised in the near future. The rule was sent to OMB on August 15, 2017.
Timing: Late August 2017 / Early September 2017
Contact: Vincent DeVito, Counselor to the Secretary for Energy Policy
7. **CRITICAL MINERALS REPORT:** USGS will release a new report presenting resource and geologic information for 23 critical mineral commodities important to our national economy and national security, many of which are sourced entirely outside of the United States. This is the first update since the last assessment undertaken in 1973. The Department has proposed to the White House consideration of a draft Executive Order directing Interior to help coordinate the appropriate agencies to undertake a government-wide approach to facilitate the domestic mining and processing of critical minerals. A draft EO is being submitted to the Staff Secretary.
Timing: Early September 2017
Contact: Jim Cason, Associate Deputy Secretary

Reports to Congress and Congressional Testimony

1. **DOI RECEIVED TWO PERTINENT MINORITY OVERSIGHT REQUESTS:** The Department received two politically-driven requests from Minority members. One is from the House, the other from the Senate. The House letter from five Maryland Democrats requests the Secretary to remove the statue of Gen. Lee from Antietam National Battlefield. The Secretary recently visited Antietam to announce NPS Battlefield grants where he made comments specific to the statue. Three Democrat Senators (Carper, Heitkamp, Udall) sent an oversight letter to Secretary Zinke requesting information on the Secretary's decision to reassign SES staffers, how it aligns with Congressional intent and whether or not tribes were consulted.
Timing: August 2017
Contact: Micah Chambers, Deputy Director, Congressional Affairs
2. **SENIOR FWS OFFICIAL TO TESTIFY BEFORE THE SENATE HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS COMMITTEE:** Gary Frazer (Assistant Director for Ecological Services, U.S. Fish and Wildlife Service) will testify before the Permanent Subcommittee on Investigations regarding implementation of FAST-41. This provision was part of the FAST Act, which passed December 2015. The intent of the legislation is to coordinate the review process for infrastructure projects between all of the involved government agencies. This hearing is intended to highlight the reform and remind the Administration that this review process already exists as we seek to expedite/streamline the environmental review process. This hearing was previously scheduled for July 26, 2017, but was postponed and has now rescheduled.
Timing: September 7, 2017
Contact: Micah Chambers, Deputy Director, Congressional Affairs
3. **UPCOMING SCIA HEARING:** The Senate Committee on Indian Affairs is set to host a hearing to discuss progress made in implementing recommendations related to Indian Programs as identified in the 2017 GAO High Risk List Report. This is a follow up from the May 2017 hearing on the same subject. The Department will discuss completed and pending recommendations regarding improvements to the Indian Energy Development and the Bureau of Indian Education. Witness(es) for the hearing remain pending.
Timing: September 13, 2017
Contact: Amanda Kaster, Policy Adviser, Congressional Affairs
4. **UPCOMING SENR HEARING:** The Senate Energy and Natural Resources Subcommittee on National Parks will hold a hearing on Encouraging the Next Generation to Visit National Parks. The hearing has been officially noticed, but DOI has not been invited to testify yet. Committee is still debating whether or not to invite a Department witness.
Timing: September 27, 2017
Contact: Micah Chambers, Deputy Director, Congressional Affairs
5. **HILL NOTIFICATIONS FOR UPCOMING REPROGRAMMING REQUEST:** Pending OMB approval, the Department intends to notify the relevant authorizing and appropriating Committees (Senate Energy and Natural Resources, House Natural Resources, Senate Interior Appropriations Subcommittee, House Interior Appropriations Subcommittee) about the

reorganization and realignment of the Office of the Special Trustee for American Indians (OST). DOI's Program Management and Budget office and OMB are currently coordinating to secure approval. Notification to the Hill will entail formal letters and briefings for Committee staff, which OCL will coordinate.

Timing: September 2017

Contact: Amanda Kaster, Policy Adviser, Congressional Affairs

6. **DOI NOMINEES IN PROGRESS:** Brenda Burman (BOR), Susan Combs (A/S PMB) and Doug Domenech (A/S Insular Areas) were passed out of committee August 3, 2017. Joe Balash (Assistant Secretary, Land & Minerals) was officially nominated and is set to appear before the Committee for his nomination hearing on September 7, 2017. Ryan Nelson (Solicitor) was officially nominated Wednesday August, 2nd. His committee paperwork has been submitted and Committee plans to include him in the hearing on the 7th with Mr. Balash.
7. **USFWS REPORT TO CONGRESS:** Fish Wildlife Service will be sending a report to Congress on Federal and State Endangered and Threatened Species Expenditures for Fiscal Year 2015. This is statutorily required, reoccurring report on two years prior. It is still making its way through the approval process.
Timing: TBD
Contact: Micah Chambers, Deputy Director, Congressional Affairs

Other/Awareness Only

2. **DANEROS URANIUM MINE DECISION:** BLM-UT's Monticello Field Office intends to issue a decision approving a modification to the plan of operations for the Daneros Uranium Mine in San Juan County. The proposed modification could increase ore production from 100,000 tons over seven years, to 500,000 tons over 20 years, and could generate up to 40 jobs. The mine is located just outside the current boundary of the Bears Ears National Monument and may be controversial with several conservation groups based on location and groundwater concerns near the processing facility, White Mesa Mill.
Timing: August 28 – End of August
Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals
3. **COORDINATED LONG-TERM OPERATION OF THE CENTRAL VALLEY PROJECT (CVP) AND THE CALIFORNIA STATE WATER PROJECT (SWP):** Reclamation will announce a Notice of Intent (NOI) and Public Meetings for Reinitiation of Consultation under the ESA of the Coordinated Long-Term Operation of the Central Valley Project and the California State Water Project, based on new information regarding multiple years of drought and low populations of listed species. It is anticipated this joint NEPA and Endangered Species Act process will take three to five years to complete. This will dictate the operations of the CVP and SWP. In mid-September, pending Department approval, Reclamation will announce through a Federal Register publication the NOI and Public Meetings to be held in October.
Timing: Mid-September 2017

Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

4. **DOI POSTPONES ADVISORY BOARD MEETINGS:** The Department is continuing to review the charter and charge of the more than 200 boards, committees, and advisory panels to ensure they are structured to receive maximum public input and comply with the Federal Advisory Committee Act. The Department spends more than \$10 million to facilitate these boards and many are not meeting their charter obligations, are not meeting regularly, and have little turnover or numerous unfilled positions. Meetings have been postponed until September 2017 following the Department's review unless justified on a case-by-case basis.

Timing: September 1, 2017

Contact: Lori Mashburn, White House Liaison

5. **CNN ANTIETAM NATIONAL BATTLEFILED STORY:** CNN will be at Antietam National Battlefield to film a features story about the battle, the upcoming 150th anniversary of Antietam National Cemetery on September 17, and projects that will be completed using President Trump's first quarter salary with additional funds from the National Park Foundation, Civil War Trust, and Save Historic Antietam Foundation.

Timing: September 17, 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

6. **ONSHORE OIL AND GAS PERMITTING ON FEDERAL LAND:** Throughout September, the Bureau of Land Management will hold online oil and gas lease sales.

- Colorado. On September 7, BLM-CO will hold an online oil and gas lease sale for 10 parcels totaling 1,227 acres in Cheyenne, Baca, Kiowa, Yuma, Morgan, and Weld Counties, CO.
- New Mexico. On September 7, BLM-NM will hold an online oil and gas lease sale for 62 parcels totaling 15,731 acres in Eddy, Chaves, Quay, Curry, Roosevelt, and Lea Counties, NM.
- Nevada. On September 12, BLM-NV will hold an online oil and gas lease sale for three parcels totaling 3,680 acres in Nye County, NV.
- Utah. On September 12, BLM-UT will hold an online oil and gas lease sale for 15 parcels totaling 4,438 acres in Juab County, UT.

Timing: Throughout September

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

7. **ROSEBUD MINE ADDITION:** In mid-September, OSMRE anticipates publishing an NOA of a Draft Environmental Impact Statement (DEIS) for Western Energy Company's Rosebud Mine proposed Permit Area F. The proposed permit area, which is located near Colstrip, MT, would add 6,746 acres to the 25,576-acre surface coal mine. The mine currently employs 400 people and produces 12.3 million tons per year.

Timing: Mid-September 2017

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

8. **SECRETARY ZINKE INVITED TO THE EVERGLADES BY BIPARTISAN FLORIDA CONGRESSIONAL DELEGATION:** Sen. Rubio led a letter to Sec. Zinke inviting him to tour the Everglades as soon as possible. No policy position touted within the letter, other than the

importance of the Everglades to Florida. No date has been confirmed, but the Secretary has made it a priority.

Timing: TBD October 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

9. **SECRETARY ZINKE HAS BEEN INVITED BY SENATOR CASSIDY TO VISIT LOUISIANA AND THE GULF STATES:** Official invite was received July 28, 2017, from Senator Cassidy's staff for the Secretary to tour the Gulf States and personally see the offshore oil industry, restoring the coast and the benefits of GOMESA. This is in reaction to the FY18 Budget proposal to eliminate state revenue sharing for the Gulf States. Secretary Zinke had two exchanges on this topic during his House and Senate budget hearings with Sen. Cassidy and Rep. Graves. In addition, he hosted members of the Louisiana and Texas delegations to discuss GOMESA and they reiterated the issue and reaffirmed their invite to the Secretary.
Timing: Possibly November
Contact: Micah Chambers, Deputy Director, Congressional Affairs

Other Significant Rulemakings and Actions

1. **IMPORTS OF AFRICAN ELEPHANT TROPHIES FROM ZIMBABWE:** The Fish and Wildlife Service (FWS) plans to publish in the Federal Register a change to the permitting status for imports of African elephant trophies from Zimbabwe. After receiving information from Zimbabwe on a number of substantial improvements to their management program and elephant conservation efforts, FWS has determined that taking of African elephant trophy animals in Zimbabwe on or after January 21, 2016 (the date that Zimbabwe's new management plan was officially adopted) through 2017 would enhance the survival of African elephants, and import permits can be issued for these trophies.
Timing: August 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
2. **UTAH LEASE SALE:** On August 31, BLM-UT will post a Notice of Competitive Lease Sale, EA, and unsigned Finding of No Significant Impact, for parcels to be offered in the December 2017 Quarterly Lease Sale. Seventy-five parcels totaling 94,040 acres in the Vernal and Price Field Offices will be proposed for sale. Several parcels have been controversial due to their proximity to Dinosaur National Monument.
Timing: August 31, 2017
Contact: Kate MacGragor, Acting Assistant Secretary for Land and Minerals
3. **MINUTE 323 – U.S./MEXICO COOPERATION ON THE COLORADO RIVER.** The Colorado River is shared among seven states in the U.S., and is also shared between the U.S. and Mexico. The Colorado is experiencing an extended period of historic drought since 2000 and a Drought Contingency Plan is being developed amongst states. Negotiations have been underway for a 9-year agreement with Mexico to provide operation certainty regarding deliveries to Mexico, referred to as "Minute 323," to include reductions and water savings at specific Lake Mead elevations, investment to conserve Colorado River water supplies, and enhancement of environmental and riparian resources. The U.S. State Department is proceeding with their

clearance process so that DOI can proceed with review and clearance of the domestic agreements, to finalize and adopt the domestic agreements that are necessary to implement Minute 323 by the end of September 2017.

Timing: September 2017

Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

4. **JOB OPENINGS AT WHITE HOUSE PARK UNIT:** The National Park Service is announcing the following two positions at the White House and President's Park. One is for a design-build construction supervisor and the other is for a horticulturalist.
Timing: September 1, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
5. **CAPE WIND:** In early September, BOEM plans to publish the Record of Decision for the Final Supplemental Environmental Impact Statement (SEIS) for the Cape Wind Project. The Final SEIS will supplement the 2009 Final EIS and is being prepared pursuant to a remand order from the D.C. Circuit Court.
Timing: Early September
Contact: James Schindler, Special Assistant Bureau of Ocean Energy Management
6. **NAVAJO GENERATING STATION:** On July 2nd, the Navajo government approved a two-year lease extension for continuing operation of the Navajo Generating Station through 2019. The Department's Bureau of Reclamation is a part owner of the power generated by the plant and thus the Administration has a role in the ultimate decision associated with the plant. Interior is helping to identify a possible future owner to keep the plant generating power indefinitely, since the current owners will exit the plant at the end of 2019. On July 19th, Navajo representatives met with the Bureau of Reclamation and requested another stakeholder meeting. A multiple stakeholder meeting is being discussed for September. On July 28th, Peabody Energy and Lazard (investment banking) met with representatives from DOI to discuss potential of investors. Initial discussions sound positive and Lazard hopes to have initial bid proposals by mid-September. Meetings have been scheduled for September 6th in DC and a follow up meeting September 21st in Flagstaff, AZ.
Timing: September 2017
Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

Release of High-Profile Grants

1. **URBAN PARTNERSHIP GRANTS:** National Fish and Wildlife Foundation (NFWF) in cooperation with US Fish & Wildlife, will award over \$2 million in grants under their Five Star and Urban Waters Restoration Program. The grants fund multiple federal initiatives, including new and existing Urban Wildlife Refuge Partnerships and Urban Bird Treaty cities. NFWF will make its initial announcement and FWS will follow the next day.
Timing: August 31, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

2. **CENTENNIAL CHALLENGE PROJECTS:** The NPS will announce the award of \$18 million in Centennial Challenge projects. Many of the projects accomplish deferred maintenance projects, and all represent public-private partnerships, since each project requires a minimum 50/50 match with non-Federal funds.

Timing: September 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

3. **NORTH AMERICAN WETLANDS CONSERVATION ACT (NAWCA) GRANTS:** The FWS will announce the Migratory Bird Conservation Commission (MBCC), chaired by Secretary Zinke, which will approve funding for the first round of FY 2018 NAWCA grants, as well as land acquisitions and lease agreements for national wildlife refuges using Migratory Bird Conservation Fund money. The MBCC will also hear a report on NAWCA small grants, which were approved by the North American Wetlands Conservation Council earlier this year.

Timing: September 6, 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

Key Events for Upcoming 30-Days

Travel by Secretary

September 9-10 **Secretary Zinke** will travel to Maryland to attend the Cabinet Meeting at Camp David.

September 10 **Secretary Zinke** will travel to Pennsylvania to visit the Flight 93 National Memorial.

September 11-13 **Secretary Zinke** will travel to New York to attend Ground Zero ceremony and visit the Statue of Liberty.

September 20-21 **Secretary Zinke** will travel to Missouri to attend the Johnny Morris Wonders of Wildlife Museum Celebration.

September 21-23 **Secretary Zinke** will travel to Texas to attend the National Rifle Association's Women's Leadership Forum Summit.

September 27-29 **Secretary Zinke** will travel to Pennsylvania and New Jersey to visit Valley Forge National Battlefield, Independence National Historic Park, and the Gateway National Recreation Area.

To: Renner, Elinor[elinor_renner@ios.doi.gov]
From: elinor_renner@ios.doi.gov
Sent: 2017-09-05T17:32:17-04:00
Importance: Normal
Subject: Fwd: DOI 30-Day Policy Look Ahead for 9/5
Received: 2017-09-05T17:33:16-04:00
[DOI Cabinet 30 Day Report 9-5-17.docx](#)

Sharing this with the team.

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

From: **Hommel, Scott** <scott_hommel@ios.doi.gov>

Date: Tue, Sep 5, 2017 at 5:27 PM

Subject: DOI 30-Day Policy Look Ahead for 9/5

To: Cabinet Affairs <(b)(6)>, "McGinley, William J. EOP/WHO"
(b)(6), Staff Secretary (b)(6)

Cc: Scott Hommel <scott_hommel@ios.doi.gov>

Please see attached.

MEMORANDUM FOR THE WHITE HOUSE STAFF SECRETARY AND CABINET SECRETARY
September 5, 2017

FROM: Scott Hommel, Chief of Staff, U.S. Department of the Interior

SUBJECT: Interior Department Weekly Update for the Week of September 5, 2017

DOI 30-Day Policy Look Ahead

Presidential Initiatives and Awareness

- 1. MONUMENT REVIEW:** We prepared the report to comply with Executive Order 13792 of April 26, 2017, calling for a review of National Monuments. The Secretary visited 5 states and met with countless stakeholders to conduct the review. The report gives general recommendations. Specific recommendations will be submitted separately as draft proposals for the President's consideration. The Secretary has briefed White House staff on preliminary recommendations and advised the White House Chief of Staff on the Department's rollout plan.
Timing: Ongoing
Contact: Downey Magallanes, Acting Deputy Chief of Staff
- 2. NATIONAL PARK AND WILDLIFE REFUGES FUNDING INITIATIVE:** August 25th was the 101st birthday of the National Park Service. The Secretary has submitted a funding initiative to OMB to create a maintenance account to address the \$11.5 billion in backlog maintenance. Addressing the backlog is critical to the park experience of over 300 million people every year. Secretary Zinke announced his commitment to the parks recently and has requested POTUS involvement in the weeks after the event to announce a funding/restore our parks initiative.
Timing: Ongoing
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
- 3. HURRICANE HARVEY RESPONSE:** The Bureau of Reclamation continues to monitor Choke Canyon Dam and Reservoir (Nueces River Project, TX) and drainage basin; based on current forecast and conditions, the Choke Canyon Dam Emergency Action Plan (EAP) has not been activated. USGS activities for the hurricane response include: Nineteen personnel, thirteen of them collecting high water marks along the coastal areas, providing team coordination and data entry support, and four are planning for the expanding field work. Four sections of high water marks have been flagged and 1 section of high water marks has been surveyed. Eighteen personnel from the Texas Water Science Center are in the field making discharge measurements, taking water quality samples and performing gage repairs.
Timing: Ongoing
Contact: Scott Hommel, Chief of Staff
- 4. HURRICANE IRMA EXPECTED TO IMPACT DOI ASSETS:** As of Monday morning, Hurricane Irma is a Category 5 (major) storm heading for the US Virgin Islands, Puerto Rico, and Florida. DOI Leadership is in contact with all of the front-line leaders currently in the path of

the storm. Evacuation/park closures are already underway. Virgin Islands has closed one of four sites, San Juan NHS in Puerto Rico is already closed.

Timing: September 7-11, 2017

Contact: Scott Hommel, Chief of Staff

5. **VENTING AND FLARING RULE:** BLM will publish a proposed rule to suspend or delay requirements from the “Waste Prevention, Production Subject to Royalties and Resources Conservation” (Venting and Flaring) for 18 months until July 17, 2018. BLM is currently reviewing the final rule and wants to avoid imposing temporary or permanent compliance costs on operators for requirements that may be rescinded or significantly revised in the near future. The rule was sent to OMB on August 15, 2017.

Timing: Early September 2017

Contact: Vincent DeVito, Counselor to the Secretary for Energy Policy

6. **CRITICAL MINERALS REPORT:** USGS will release a new report presenting resource and geologic information for 23 critical mineral commodities important to our national economy and national security, many of which are sourced entirely outside of the United States. This is the first update since the last assessment undertaken in 1973. The Department has proposed to the White House consideration of a draft Executive Order directing Interior to help coordinate the appropriate agencies to undertake a government-wide approach to facilitate the domestic mining and processing of critical minerals. The EO has been submitted to the Staff Secretary and the Department is holding the release of the study to be issued in conjunction with the EO.

Timing: Early September 2017

Contact: Jim Cason, Associate Deputy Secretary

Reports to Congress and Congressional Testimony

1. **DOI RECEIVED TWO PERTINENT MINORITY OVERSIGHT REQUESTS:** The Department received two requests from Minority members. One is from the House, the other from the Senate. The House letter from five Maryland Democrats requests the Secretary to remove the statue of Gen. Lee from Antietam National Battlefield. The Secretary recently visited Antietam to announce NPS Battlefield grants where he made comments specific to the statue. Three Democrat Senators (Carper, Heitkamp, and Udall) sent an oversight letter to Secretary Zinke requesting information on the Secretary’s decision to reassign SES staffers, how it aligns with Congressional intent, and whether or not tribes were consulted.

Timing: August 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

2. **SENIOR FWS OFFICIAL TO TESTIFY BEFORE THE SENATE HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS COMMITTEE:** Gary Frazer (Assistant Director for Ecological Services, U.S. Fish and Wildlife Service) will testify before the Permanent Subcommittee on Investigations regarding implementation of FAST-41. This provision was part of the FAST Act, which passed December 2015. The intent of the legislation is to coordinate the review process for infrastructure projects between all of the involved government agencies. This hearing is intended to highlight the reform and remind the

Administration that this review process already exists as we seek to expedite/streamline the environmental review process. This hearing was previously scheduled for July 26, 2017, but was postponed and has now rescheduled.

Timing: September 7, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

3. **UPCOMING SCIA HEARING:** The Senate Committee on Indian Affairs is set to host a hearing to discuss progress made in implementing recommendations related to Indian Programs as identified in the 2017 GAO High Risk List Report. This is a follow up from the May 2017 hearing on the same subject. The Department will discuss completed and pending recommendations regarding improvements to the Indian Energy Development and the Bureau of Indian Education. Witness(es) for the hearing remain pending.

Timing: September 13, 2017

Contact: Amanda Kaster, Policy Adviser, Congressional Affairs

4. **FIVE YEAR HILL PLAN:** BOEM OCA, in coordination with Kate Juelis, has scheduled a Hill staff briefing titled *Development of the Five Year Offshore Oil and Gas Leading Program* for September 18th. Topics will include the steps required for program development and the related NEPA analysis. BOEM presenters will represent our Office of Strategic Resources and our Office of Environmental Programs. Invitees will include Member staff for our authorizing and appropriations committees as well as Member staff for those coastal states/districts without membership on the committees. Slide presentations are being reviewed by BOEM leadership. The invitation memo is being drafted for BOEM and OCL review. Per OCL, briefing may be rescheduled.

Timing: September 18, 2018

Contact: Micah Chambers, Deputy Director, Congressional Affairs

5. **UPCOMING SENR HEARING:** The Senate Energy and Natural Resources Subcommittee on National Parks will hold a hearing on Encouraging the Next Generation to Visit National Parks. The hearing has been officially noticed, and Lena McDowall, Deputy Director for Management and Administration, will be testifying. Committee is still debating whether or not to invite a Department witness.

Timing: September 27, 2017

Contact: Micah Chambers, Deputy Director, Congressional Affairs

6. **HILL NOTIFICATIONS FOR UPCOMING REPROGRAMMING REQUEST:** Pending OMB approval, the Department intends to notify the relevant authorizing and appropriating Committees (Senate Energy and Natural Resources, House Natural Resources, Senate Interior Appropriations Subcommittee, House Interior Appropriations Subcommittee) about the reorganization and realignment of the Office of the Special Trustee for American Indians (OST). DOI's Program Management and Budget office and OMB are currently coordinating to secure approval. Notification to the Hill will entail formal letters and briefings for Committee staff, which OCL will coordinate.

Timing: September 2017

Contact: Amanda Kaster, Policy Adviser, Congressional Affairs

7. **DOI NOMINEES IN PROGRESS:** Brenda Burman (BOR), Susan Combs (A/S PMB) and Doug Domenech (A/S Insular Areas) were passed out of committee August 3, 2017. Joe Balash (Assistant Secretary, Land & Minerals) was officially nominated and is set to appear before the Committee for his nomination hearing on September 7, 2017. Ryan Nelson (Solicitor) was officially nominated Wednesday August, 2nd. His committee paperwork has been submitted and Committee is including him in the hearing on the 7th with Mr. Balash.

Other/Awareness Only

1. **HUNTING AND FISHING AWARENESS:** On September 5th, FWS will release preliminary results of the 2016 National Survey of Fishing, Hunting and Wildlife-Associated Recreation. The survey, conducted every five years since 1955 in partnership with state wildlife agencies and the Census Bureau, surveyed more than 7,000 households nationwide on participation related to hunting, angling, wildlife watching and other wildlife-associated recreational pursuits. A final, more detailed national report will be issued in January 2018. The report found that while most recreation activities are up, hunting is down.
Timing: September 5, 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
2. **DANEROS URANIUM MINE DECISION:** BLM-UT's Monticello Field Office intends to issue a decision approving a modification to the plan of operations for the Daneros Uranium Mine in San Juan County. The proposed modification could increase ore production from 100,000 tons over seven years, to 500,000 tons over 20 years, and could generate up to 40 jobs. The mine is located just outside the current boundary of the Bears Ears National Monument and may be controversial with several conservation groups based on location and groundwater concerns near the processing facility, White Mesa Mill.
Timing: August 28 – End of August
Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals
3. **COORDINATED LONG-TERM OPERATION OF THE CENTRAL VALLEY PROJECT (CVP) AND THE CALIFORNIA STATE WATER PROJECT (SWP):** Reclamation will announce a Notice of Intent (NOI) and Public Meetings for Reinitiation of Consultation under the ESA of the Coordinated Long-Term Operation of the Central Valley Project and the California State Water Project, based on new information regarding multiple years of drought and low populations of listed species. It is anticipated this joint NEPA and Endangered Species Act process will take three to five years to complete. This will dictate the operations of the CVP and SWP. In mid-September, pending Department approval, Reclamation will announce through a Federal Register publication the NOI and Public Meetings to be held in October.
Timing: Mid-September 2017
Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science
4. **DOI POSTPONES ADVISORY BOARD MEETINGS:** The Department is continuing to review the charter and charge of the more than 200 boards, committees, and advisory panels to ensure they are structured to receive maximum public input and comply with the Federal

Advisory Committee Act. The Department spends more than \$10 million to facilitate these boards and many are not meeting their charter obligations, are not meeting regularly, and have little turnover or numerous unfilled positions. Meetings have been postponed until September 2017 following the Department's review unless justified on a case-by-case basis.

Timing: September 1, 2017

Contact: Lori Mashburn, White House Liaison

5. **CNN ANTIETAM NATIONAL BATTLEFIELD STORY:** CNN will be at Antietam National Battlefield to film a features story about the battle, the upcoming 150th anniversary of Antietam National Cemetery on September 17th, and projects that will be completed using President Trump's first quarter salary with additional funds from the National Park Foundation, Civil War Trust, and Save Historic Antietam Foundation.

Timing: September 17, 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

6. **ONSHORE OIL AND GAS PERMITTING ON FEDERAL LAND:** Throughout September, the Bureau of Land Management will hold online oil and gas lease sales.

- Colorado. On September 7th, BLM-CO will hold an online oil and gas lease sale for 10 parcels totaling 1,227 acres in Cheyenne, Baca, Kiowa, Yuma, Morgan, and Weld Counties, CO.
- New Mexico. On September 7th, BLM-NM will hold an online oil and gas lease sale for 62 parcels totaling 15,731 acres in Eddy, Chaves, Quay, Curry, Roosevelt, and Lea Counties, NM.
- Nevada. On September 12th, BLM-NV will hold an online oil and gas lease sale for three parcels totaling 3,680 acres in Nye County, NV.
- Utah. On September 12th, BLM-UT will hold an online oil and gas lease sale for 15 parcels totaling 4,438 acres in Juab County, UT.

Timing: Throughout September

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

7. **JOHN HENRY MINING PLAN:** On September 14, OSMRE plans to publish a Notice of Availability (NOA) in a local newspaper for the John Henry Mine Mining Plan Modification draft Environmental Assessment (EA) and unsigned Finding of No Significant Impact (FONSI). Pacific Coast Coal Company's John Henry Mine is a surface mine located in King County, WA that has been inactive since 1999.

Timing: September 14, 2017

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

8. **ROSEBUD MINE ADDITION:** In mid-September, OSMRE anticipates publishing an NOA of a Draft Environmental Impact Statement (DEIS) for Western Energy Company's Rosebud Mine proposed Permit Area F. The proposed permit area, which is located near Colstrip, MT, would add 6,746 acres to the 25,576-acre surface coal mine. The mine currently employs 400 people and produces 12.3 million tons per year.

Timing: Mid-September 2017

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

9. **SECRETARY ZINKE HAS BEEN INVITED BY SENATOR CASSIDY TO VISIT LOUISIANA AND THE GULF STATES:** Official invite was received July 28, 2017, from Senator Cassidy's staff for the Secretary to tour the Gulf States and personally see the offshore oil industry, restoring the coast and the benefits of GOMESA. This is in reaction to the FY18 Budget proposal to eliminate state revenue sharing for the Gulf States. Secretary Zinke had two exchanges on this topic during his House and Senate budget hearings with Sen. Cassidy and Rep. Graves. In addition, he hosted members of the Louisiana and Texas delegations to discuss GOMESA and they reiterated the issue and reaffirmed their invite to the Secretary.
Timing: Possibly November
Contact: Micah Chambers, Deputy Director, Congressional Affairs

Other Significant Rulemakings and Actions

1. **IMPORTS OF AFRICAN ELEPHANT TROPHIES FROM ZIMBABWE:** The Fish and Wildlife Service (FWS) plans to publish in the Federal Register a change to the permitting status for imports of African elephant trophies from Zimbabwe. After receiving information from Zimbabwe on a number of substantial improvements to their management program and elephant conservation efforts, FWS has determined that taking of African elephant trophy animals in Zimbabwe on or after January 21, 2016 (the date that Zimbabwe's new management plan was officially adopted) through 2017 would enhance the survival of African elephants, and import permits can be issued for these trophies.
Timing: September 2017
Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks
2. **MINUTE 323 – U.S./MEXICO COOPERATION ON THE COLORADO RIVER:** The Colorado River is shared among seven states in the U.S., and is also shared between the U.S. and Mexico. The Colorado is experiencing an extended period of historic drought since 2000 and a Drought Contingency Plan is being developed amongst states. Negotiations have been underway for a 9-year agreement with Mexico to provide operation certainty regarding deliveries to Mexico, referred to as "Minute 323," to include reductions and water savings at specific Lake Mead elevations, investment to conserve Colorado River water supplies, and enhancement of environmental and riparian resources. The U.S. State Department is proceeding with their clearance process so that DOI can proceed with review and clearance of the domestic agreements, to finalize and adopt the domestic agreements that are necessary to implement Minute 323 by the end of September 2017.
Timing: September 2017
Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science
3. **NAVAJO GENERATING STATION:** On July 2nd, the Navajo government approved a two-year lease extension for continuing operation of the Navajo Generating Station through 2019. The Department's Bureau of Reclamation is a part owner of the power generated by the plant and thus the Administration has a role in the ultimate decision associated with the plant. Interior is helping to identify a possible future owner to keep the plant generating power indefinitely, since the current owners will exit the plant at the end of 2019. On July 19th, Navajo representatives met with the Bureau of Reclamation and requested another stakeholder meeting.

A multiple stakeholder meeting is being discussed for September. On July 28th, Peabody Energy and Lazard (investment banking) met with representatives from DOI to discuss potential of investors. Initial discussions sound positive and Lazard hopes to have initial bid proposals by mid-September. Meetings have been scheduled for September 6th in DC and a follow up meeting September 21st in Flagstaff, AZ.

Timing: September 2017

Contact: Dr. Andrea Travnicek, Acting Assistant Secretary for Water and Science

4. **CAPE WIND PROJECT RECORD OF DECISION:** On September 15th, BOEM plans to publish the Record of Decision for the Final Supplemental EIS for the Cape Wind Project, which will supplement the 2009 Final EIS and is being prepared pursuant to a remand order from the D.C. Circuit Court.

Timing: September 15, 2017

Contact: Kate MacGregor, Acting Assistant Secretary for Land and Minerals

Release of High-Profile Grants

1. **URBAN PARTNERSHIP GRANTS:** National Fish and Wildlife Foundation (NFWF) in cooperation with US Fish & Wildlife, will award over \$2 million in grants under their Five Star and Urban Waters Restoration Program. The grants fund multiple federal initiatives, including new and existing Urban Wildlife Refuge Partnerships and Urban Bird Treaty cities. NFWF will make its initial announcement and FWS will follow the next day.

Timing: September 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

2. **CENTENNIAL CHALLENGE PROJECTS:** The NPS will announce the award of \$18 million in Centennial Challenge projects. Many of the projects accomplish deferred maintenance projects, and all represent public-private partnerships, since each project requires a minimum 50/50 match with non-Federal funds.

Timing: September 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

3. **LAND AND WATER CONSERVATION FUND (LWCF):** The State Assistance Apportionment Certificate, which allocates \$94,309,439 to the States, Territories and the District of Columbia for the acquisition and development of “close to home” park and outdoor recreational opportunities, will be announced. This is an annual event traditionally announced by the Secretary of the Interior. The final report will show detailed funding for projects identified by the states and supported by local communities. All US States and Territories received funds from LWCF in 2016

Timing: Week of September 11th, 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

4. **NORTH AMERICAN WETLANDS CONSERVATION ACT (NAWCA) GRANTS:** National Fish and Wildlife Foundation (NFWF) in cooperation with US Fish & Wildlife, will

award over \$2 million in grants under their Five Star and Urban Waters Restoration Program. The grants fund multiple federal initiatives, including new and existing Urban Wildlife Refuge Partnerships and Urban Bird Treaty cities. NFWF will make its initial announcement and FWS will follow the next day.

Timing: September 6, 2017

Contact: Todd Willens, Acting Assistant Secretary for Fish, Wildlife, and Parks

Key Events for Upcoming 30-Days

Travel by Secretary

- September 9-10 **Secretary Zinke** will travel to Maryland to attend the Cabinet Meeting at Camp David.
- September 10 **Secretary Zinke** will travel to Pennsylvania to visit the Flight 93 National Memorial.
- September 11-13 **Secretary Zinke** will travel to New York to attend Ground Zero ceremony and visit the Statue of Liberty.
- September 20-21 **Secretary Zinke** will travel to Missouri to attend the Johnny Morris Wonders of Wildlife Museum Celebration.
- September 21-23 **Secretary Zinke** will travel to Texas to attend the National Rifle Association's Women's Leadership Forum Summit.
- September 27-29 **Secretary Zinke** will travel to Pennsylvania and New Jersey to visit Valley Forge National Battlefield, Independence National Historic Park, and the Gateway National Recreation Area.
- October 2-10 **Secretary Zinke** will travel to South Carolina, Georgia, and Florida to tour DOI properties and visit the Everglades per the invitation of the Florida senators.

From: Nachmany, Eli
Sent: 2017-09-27T11:19:21-04:00
Importance: Normal
Subject: DOI Daily Report for 09/27
Received: 2017-09-27T11:19:28-04:00

INTERIOR DAILY COMMUNICATIONS REPORT

NEWS TO SHARE:

Fresno Bee: Empire Fire in Yosemite shows that not all wildfires are bad. It is ‘a good fire’

“U.S. Secretary of the Interior Ryan Zinke on Sept. 12 released a memo directing staff to ‘take a serious turn from the past’ by working to prevent forest fires ‘through aggressive and scientific fuels reduction management.’ Zinke’s memo was welcome direction for Shive. ‘We feel encouraged by it because we’ve been doing what amounts to very active fire management for a long time,’ Shive says. ‘And I think that memo is correct, but this has not been widespread practice. There’s a handful of places in the Western U.S that have been doing this for a very long time. Most places have not.’”

E&E News: Trump's energy focus raises hopes in Alaska

“Alaska Gov. Bill Walker (I) first grasped the dramatic changes in store for his state under the Trump administration when he attended an inaugural event early this year. As Walker and his wife began to leave a late-night reception, they bumped into Ryan Zinke, whom President Trump had already selected to head the Interior Department. As Walker recalled at a recent business forum, ‘We were introduced, and [Zinke] said, ‘You’re the governor of Alaska?’ And I said, ‘Yes I am.’ He grabbed my hand and said, ‘You’re going to love me.’”

The Daily Republic: Fishing for a Problem

“Fortunately for all anglers/hunters/recreational shooters, President Donald Trump appointed Ryan Zinke as the new Secretary of the Interior. On March 2, 2017, Zinke reversed Order 219. Zinke said, and I will quote, ‘After reviewing the order and the process by which it was promulgated, I have determined that the order is not mandated by any existing statutory or regulatory requirement and was issued without significant communication, consultation or coordination with affected stakeholders.’ Zinke, of Montana, has asked federal agencies to promote outdoor recreation, and regarding this he has said, ‘It worries me to think about hunting and fishing becoming activities for the land-owning elite.’ Let’s hope that he continues to think along these lines.”

Flathead Beacon: Don’t Let Fake Narrative Block Monuments Review

“Interior Secretary Ryan Zinke has made an admirable attempt to solicit input from Montanans about how national monuments have affected our state. It’s unfortunate that effort has been drowned out by fake advertisements aimed at misleading Montanans and funded by out-of-state environmental groups. Opposition to the monuments review centers on the ridiculous claim that it will result in the federal government selling federal land to private entities. Not only is that the direct opposite of Secretary Zinke’s stated objective, it’s illegal for the federal government to sell public land.”

Correcting the Record:

L.A. Times: Interior Secretary Ryan Zinke calls his staff disloyal in speech to oil industry

“Interior Secretary Ryan Zinke walked into a big gathering of the National Petroleum Council on Monday already facing at least two government probes for his management of the department’s workforce of 70,000 — but that didn’t stop him from bashing his employees. Zinke told the gathering that he figured upon taking his post that nearly a third of the people at the

department were disloyal. The comment may have shed light on the secretary's reasons for directing department officials to reassign approximately 50 top managers in June, as soon as the move may have been legally permissible.”

TALKING POINTS

- The media reports were incomplete and mischaracterized the Secretary's analogy.
- The Secretary is a Navy man and used the analogy of seizing a ship in battle and changing policies and procedures.
- The "flag" was not a literal comparison to the flag of the U.S. or even the Administration. In the military structure, to which the Secretary was alluding, the flag represents the command of an organization and the policies and procedures it seeks to implement
- The Secretary led with the fact that Interior is full of "really good people" but that a small minority are hesitant to changing policy and reforms. This includes the bad actors who are frequently the subject of IG reports who resist any change because they know it will lead to accountability.

Washington Post: No, we can't -- and shouldn't -- stop forest fires

“The American West is burning, Sen. Steve Daines (R-Mont.) tells us in his recent Post op-ed. He and officials in the Trump administration have described Western forest fires as catastrophes, promoting congressional action ostensibly to save our National Forests from fire by allowing widespread commercial logging on public lands. This, they claim, will reduce forest density and the fuel for wildfires. But this position is out of step with current science and is based on several myths promoted by commercial interests.”

TALKING POINTS

- Dead and dying timber from previous fires, and disease infestation, plague our forests and make them more prone to catastrophic fires. By thinning these fuels, fires do not gain in intensity and grow as quickly. This makes them safer and more manageable to battle.
- The Trump Administration is taking aggressive and preemptive measures to prevent wildfires and combat their spread through active fuels management versus the previous administration's (and these authors') more "naturalist" approach. The naturalist approach allows fuels to build up and forests to thicken, making them more prone to wildfires that are more difficult and dangerous to suppress.
- The Secretary's forest management Secretarial Order does not allow commercial timber harvests in National Parks. It does, however, order preemptive fuels management, like what already happens in parks like Yosemite and Sequoia Kings Canyon National Parks. Secretary Zinke recently visited Montana with Secretary Sonny Perdue of the Department of Agriculture to view the wildfires in the West.

Washington Post: The National Park Service showed that its bottled water ban worked — then lifted it

“Long before the Trump administration rescinded a ban on the sale of disposable water bottles

in select national parks, the Interior Department was aware of a report from the National Park Service that the program worked. The report was quietly made public at the end of the day Friday after organizations submitted Freedom of Information Act requests for its release. In 2011, the parks initiated a water bottle sales elimination program to reduce pollution and the costs of recycling plastic. It resulted in yearly savings of up to two million water bottles, according to an estimate in the report, and ‘demonstrates the commitment of the [National Park Service] to environmental stewardship.’”

TALKING POINTS

- The policy was discontinued to expand healthy hydration options for recreationalists, hikers, and other visitors to national parks. The ban removed the healthiest beverage choice at a variety of parks while still allowing sales of bottled sweetened drinks.
- The Department’s changes will improve the visitor experience.
- We will continue to encourage the use of free water bottle filling stations as appropriate, but ultimately it should be up to our visitors to decide how best to keep themselves and their families hydrated during a visit to a national park, particularly during hot summer visitation periods.
- The change in policy came after an NPS internal review of the policy’s aims and impact in close consultation with Department of the Interior leadership.

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Sincerely,
Eli Nachmany
Writer, U.S. Department of the Interior
Office of Communications

From: Nachmany, Eli
Sent: 2017-09-28T10:07:07-04:00
Importance: Normal
Subject: DOI Daily Report for 09/28
Received: 2017-09-28T10:07:12-04:00

INTERIOR DAILY COMMUNICATIONS REPORT

NEWS TO SHARE:

Washington Post: Yes, Trump can revoke National Monuments

“Nothing in the Antiquities Act forbids the president from revoking or shrinking a national monument. And the theory is belied by history: Seven presidents have shrunk national monuments, including President William Howard Taft, who reduced the Navajo National Monument by nearly 90 percent. Without law or history on their side, opponents of the review are left with an argument that would have repercussions far beyond the Antiquities Act — repercussions they will decry when the political winds shift. They argue that the president’s authority should be interpreted narrowly because the Constitution assigns the power to regulate federal lands to Congress rather than the president. The Antiquities Act does not expressly authorize the president to revoke or modify national monuments; therefore, he lacks that power.”

Jamestown (ND) Sun: Burgum: Goal of doubling oil production in North Dakota ‘may be too low’

“The meeting also included two speakers with ties to President Donald Trump. The U.S. Department of Interior is going through a transformation to change the culture, said Vincent DeVito, counselor on energy policy for the agency. ‘The Department of Interior being a better business partner for investors, those that want to develop on federal land, is the key to our strategy to energy dominance,’ he said, adding his department is focused on responsibly developing federal land.”

E&E News: Interior officials ready a big fashion statement

“‘Getting new uniforms for field personnel is actually a topic that is frequently brought up,’ said Interior Department spokeswoman Heather Swift. ‘The secretary and deputy secretary are both motivated to get this done for the [Interior] team.’ The motivation comes from the bottom up. Though seemingly mundane, the new uniform issue has become one of the pressing topics repeatedly cited by career employees on Interior’s electronic ‘ideas box,’ established about a month ago (Greenwire, Sept. 25). In a recent department-wide memo, Deputy Interior Secretary David Bernhardt advised employees, without any hemming or hawing, that ‘your comments have reinforced the very real need’ of updating uniforms.”

Correcting the Record:

New York Times: National Parks Struggle With a Mounting Crisis: Too Many Visitors

“‘We don’t have a choice,’ said Jack Burns, who has worked in Zion since 1982. ‘We have to do something. If this going to remain a place of special importance for generations, we have to do something now.’ The National Park Service was created in 1916 to protect the country’s growing system of parks and monuments. Its mandate is to conserve scenery and wildlife while also protecting visitor enjoyment for generations to come. For years, the lack of a reservation system for park entry aligned with the service’s ethos of democracy and discovery: Anyone could come, pretty much anytime. (The service has long required permits for hiking in more remote areas.) But lately, both visitors and nature are suffering. Mr. Burns, who is on a team that is considering a reservation system, said some people showed up for a vacation they had planned

for months, spent a day in the gridlock and turned around. Rangers, stressed by the frustrated masses, have started a monthly meeting to discuss “visitor use” that some say has turned into a group-therapy session.

TALKING POINTS

- A major issue in our National Parks is the maintenance backlog that has left many of these sites in the “Eisenhower Era.”
- Many National Parks across the country already rely on public private partnerships for things like lodging, concessions, and enhanced visitor experiences. Secretary Zinke is dedicated to expanding and replicating successful public private partnerships in National Parks to update and build more campgrounds, provide transportation within parks, rebuild trails, and improve things like bathrooms, picnic areas, and other facilities, thereby addressing the deferred maintenance issue.
- In July, Secretary Zinke established a public-private partnerships advisory committee as part of President Trump’s “Made in America” Week to deal with some of these issues on public lands.
- Secretary Zinke is also looking at ways to improve visitor infrastructure on public lands that neighbor national parks to alleviate some of the stress on our most popular parks.

L.A. Times: Interior Secretary Ryan Zinke calls his staff disloyal in speech to oil industry

“Interior Secretary Ryan Zinke walked into a big gathering of the National Petroleum Council on Monday already facing at least two government probes for his management of the department’s workforce of 70,000 — but that didn’t stop him from bashing his employees. Zinke told the gathering that he figured upon taking his post that nearly a third of the people at the department were disloyal. The comment may have shed light on the secretary’s reasons for directing department officials to reassign approximately 50 top managers in June, as soon as the move may have been legally permissible.”

TALKING POINTS

- The media reports were incomplete and mischaracterized the Secretary's analogy.
- The Secretary is a Navy man and used the analogy of seizing a ship in battle and changing policies and procedures.
- The "flag" was not a literal comparison to the flag of the U.S. or even the Administration. In the military structure, to which the Secretary was alluding, the flag represents the command of an organization and the policies and procedures it seeks to implement
- The Secretary led with the fact that Interior is full of "really good people" but that a small minority are hesitant to changing policy and reforms. This includes the bad actors who are frequently the subject of IG reports who resist any change because they know it will lead to accountability.

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Sincerely,
Eli Nachmany
Writer, U.S. Department of the Interior
Office of Communications

To: edward.keable@sol.doi.gov[edward.keable@sol.doi.gov]
From: Mary Pletcher
Sent: 2017-09-29T20:02:31-04:00
Importance: Normal
Subject: Fwd: Interior Reorganization, Reassignments
Received: 2017-09-29T20:02:41-04:00

I'm forwarding the SEA member alert on reassignments (bottom of email). I've found the fact sheet a helpful resource because of it's plain English explanation of the legal standard on consultation.

Thanks,
Mary

Sent from my iPhone

Begin forwarded message:

From: Jason Briefel <briefel@seniorexecs.org>
Date: June 30, 2017 at 1:50:23 PM EDT
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: "raymond_limon@ios.doi.gov" <raymond_limon@ios.doi.gov>
Subject: **RE: Interior Reorganization, Reassignments**

Hi Mary and Ray,

Thanks so much for taking the time to sit down and chat with me on Wednesday. I appreciated getting to learn more about the agency's talent management efforts, including these recent actions for executives. As I stated to you both, unless given strong evidence to suggest something wrong is afoot, SEA will continue being supportive of the agency utilizing its management prerogative provided for in law and regulation.

Senate Approps is curious about these executive personnel actions and will likely be coming back to you with a list of questions about who is affected, the numbers of executives, programs and offices impacted, cost/benefits of the personnel changes, decision-making around the reassignments and relocations, etc. I told them that what we have seen thus far, while maybe different for a civilian agency because the original vision of the SES as a mobile corps has generally not been carried out, is consistent with the law. I told the committee I would let them know if our opinion about what is going on changes.

I have received a few questions from our members at Interior about how these actions will affect the performance appraisal and ratings cycle. I get the sense from the folks I have spoken with that people are a bit shaken/distracted by what is happening and are

speculating as to motives. You may consider communicating with your executive corps about what is going on broadly in this reassignment/relocation process, including how it may impact appraisals and ratings.

Aside from all of this, I'd love to learn more about Interior's human capital program, including your CDP and leadership development initiatives. Would there be a possibility of getting in front of the SESCO cohort? We would make it educational / rather than just an infomercial about SEA.

I also want to get both of you involved in SEA as we work to revitalize the association with our new focus and direction. Here is a digital copy of the [new strategic direction](#) and info about our [Communities of Change](#) (CoC). One of the most popular CoCs right now is the Human Capital-Leadership CoC, and the first project will be assessing the results of our governmentwide State of Senior Career Leadership Survey.

I hope you both have a great rest of the day, weekend, and 4th of July holiday!

Jason

Jason Briefel

Executive Director
Senior Executives Association
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77 K St. N.E.
Washington, DC 20002
202.971.3300
301.807.1263 (cell)
www.seniorexecs.org

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Monday, June 26, 2017 11:53 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Is Wednesday morning still good for you? Maybe 9:30 or 10am. If not, is your Friday still open?

Best,
Mary

On Thu, Jun 22, 2017 at 12:17 PM, Jason Briefel <briefel@seniorexecs.org> wrote:
Mary,

Thanks for your response. Just a brief note to clarify on our member alert, it went to ALL of our members, not just those at Interior.

I've got availability next week during the following:

- Monday the 26: 9-10:30am; 12:30-5:30pm
- Tuesday the 27: 1-5pm
- Wednesday the 28: 9am-1pm
- Friday the 30: open at the moment

If mornings are best for you, I can also try and make it in as early as 8am. Hopefully one of these slots can fit your schedule.

Look forward to getting together!
Jason

Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300
301.807.1263 (cell)
www.seniorexecs.org

From: Pletcher, Mary [mailto:mary_pletcher@ios.doi.gov]
Sent: Thursday, June 22, 2017 11:56 AM
To: Jason Briefel <briefel@seniorexecs.org>
Subject: Re: Interior Reorganization, Reassignments

Hi Jason,

Thank you for your email. I really appreciate you forwarding what you sent out to the SEA members. I'm happy to sit down with you. When would you like to talk?

Thanks,
Mary

On Wed, Jun 21, 2017 at 8:50 AM, Jason Briefel <briefel@seniorexecs.org> wrote:

Good Morning Mary,

I hope this note finds you well. You may recall we were on a few working groups together for the SES EO.

I wanted to touch base regarding the executive personnel actions Interior is undertaking. By our understanding, it appears the agency is properly utilizing its management prerogative to reassign/relocate its executives as provided for in the law and regulation. We did have several members ask us about their rights and obligations in this situation, and yesterday sent all of SEA's members information about 120 day rules and reassignments/relocations, copied below for your reference. I wanted to personally let you know that SEA will be supportive of such actions so long as appropriate protocols are followed.

Related, I wanted to draw your attention to an article that SEA President Bill Valdez has in GovExec about the use of data analytics and mobility programs as part of an agency's talent management toolkit http://www.govexec.com/excellence/promising-practices/2017/06/beyond-buyouts-and-rifs-more-effective-approach-workforce-management/138834/?oref=govexec_today_nl. I am not sure if Interior is using a managed relocation program, or suboptimal options such as lump sum payments, and we'd welcome an opportunity to further discuss that and the broader issues at play with you to learn more about how Interior is approaching reorganization and its workforce strategy as we seek to educate and assist our members and the government in implementing the Administration's much needed workforce modernization and reorganization agenda.

Thanks and have a great day!

Jason

Know the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

Trouble viewing? [Click here.](#)

120 Day Rule, Your Rights and Obligations

Although the Trump Administration has been in office for five months, the presidential transition remains an ongoing process. Nominees are starting to move through the Senate confirmation process and appointees are settling into other agency positions. With political leaders now starting to pass 120 days in office, and the administration in the midst of implementing M-17-22 on government reorganization and workforce reduction, SEA has

prepared a primer on the law that governs the rights of career SESers in connection with reassignments within and outside of your commuting area.

Reassignment Inside the Commuting Area, 5 U.S.C. § 3395(a)

A career appointee may be reassigned to any SES position in the same agency (or to another agency with the approval of the receiving agency) for which the appointee is qualified if the appointee receives notice of the reassignment at least fifteen (15) days before the effective date.

Reassignment Outside the Commuting Area, 5 U.S.C. § 3395(a)(2)(B)

A career appointee may *NOT* be reassigned to a SES position outside the appointee's commuting area:

- UNLESS: the agency consults with the appointee on the reasons for the reassignment and the appointee's preferences with respect to the proposed reassignment *prior* to providing written notice of the reassignment, including a statement of reasons for it, at least sixty (60) days before the effective date of reassignment.
- Consultation need not be an actual dialogue; the notice need not explain why your preferences were rejected; and failure to consult and obtain preferences is usually easily cured by the agency by rescinding the initial notice, consulting, and reissuing a new notice.
- Notice of reassignment may be waived with written consent of the appointee

Involuntary Reassignment, 5 U.S.C. § 3395(e) - Additional prohibition on all involuntary reassignments

A career appointee in an agency may not be involuntarily reassigned:

- 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.
 - UNLESS: any senior executive receiving an unsatisfactory rating in a performance appraisal shall be reassigned or transferred within the SES, or removed from the SES
 - UNLESS: disciplinary action is initiated before the appointment of the head of the agency, or the appointment of the appointee's most immediate supervisor referenced above.
- Any days (up to 60) spent serving pursuant to a detail or other temporary assignment apart from a regular position shall not be counted in determining the number of days that have elapsed since the appointment.

Involuntary Removal Limitations, 5 U.S.C. § 3592(b)

Career appointees may not be involuntarily removed from the SES:

- Within 120 days after an appointment of the head of an agency
- 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 remove the career appointee
 - UNLESS: a senior executive received an unsatisfactory rating before an appointment, referenced to above
 - UNLESS: the disciplinary action was initiated before an appointment referred to above

5 C.F.R. § 359.406(c) adds two additional exceptions:

1. For a disciplinary action when there is reasonable cause to believe that the career appointee has committed a crime for which a sentence of imprisonment can be imposed; or
2. For a disciplinary action when the circumstances are such that retention of the career appointee
 - a. May pose a threat to the appointee or others;
 - b. May result in loss of or damage to Government property;
 - c. May otherwise jeopardize legitimate Government interests.

Rights Upon Use of Exception, 5 C.F.R. § 359.406(d)

When an agency invokes an exception to the 120-day restriction:

1. The agency must include in the notice the reasons for invoking the exception.
2. The appointee must be granted a reasonable time, but no less than seven days, to respond regarding the propriety of the use of the exception.
3. The agency shall give the appointee a notice of decision on the propriety of the use of the exception at or before the time the action will be effective.
4. When circumstances require immediate action, the agency may place the appointee in a nonduty status with pay for such time as necessary to effect the action.

In sum, by accepting a career appointment into the Senior Executive Service (SES), you agreed to be subject to involuntary reassignments. Thus, SES reassignments are not subject to agency grievance procedures, and refusal to accept the reassignment is a legal basis for removal from federal service.

If you believe a reassignment was because of a Title VII protected category, such as race, color, gender, national origin, age, or disability, you may have a claim that your reassignment was based on unlawful EEO discrimination. However, filing an EEO claim will not likely stay the reassignment effective date.

If you believe a reassignment constitutes a prohibited personnel practice (PPP) you may consider filing a complaint with the Office of Special Counsel (OSC). Usually, however, the filing of a PPP complaint will not stay the reassignment effective date.

Looking for more detailed information about the rules, rights and obligations governing personnel actions during a transition?

- Access a webinar produced as part of SEA's transition series: **SES Personnel Rules During Presidential Transition**
- View **SEA's Handbook on Presidential Transition for Federal Career Executives**
- View **SEA's Handbook for Political Appointees – How to Effectively Engage Career Executives to Enable Success**



Jason Briefel

Executive Director
Senior Executives Association
Suite 2600
77 K St. N.E.
Washington, DC 20002
202.971.3300
301.807.1263 (cell)
www.seniorexecs.org

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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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Mary Pletcher

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

From: Hinson, Alex
Sent: 2017-10-02T12:04:12-04:00
Importance: Normal
Subject: DOI Daily Report
Received: 2017-10-02T12:04:33-04:00

INTERIOR DAILY COMMUNICATIONS REPORT

NEWS TO SHARE:

Wall Street Journal-Opinion: A Return to the Conservation Ethic

“The Interior Department has positioned itself at the forefront of Mr. Trump’s energy revival. It is eliminating or preparing to reverse more than 150 Obama regulations, including those curtailing coal mining and hydraulic fracturing, better known as fracking. It has reopened Alaska’s Cook Inlet for business, made 76 million acres in the Gulf of Mexico available for offshore oil-and-gas exploration, and turbocharged pipeline permitting. On Mr. Trump’s order, the department has reviewed 27 national monuments, which by virtue of that designation can be off-limits to development and to activities such as hunting and fishing. Mr. Zinke has recommended shrinking at least four of them, in line with the Antiquities Act of 1906, which limits the designations to federal land and to the smallest area necessary to protect an actual historical or scientific object.”

The Daily Signal: Interior Secretary Stresses Cutting Red Tape, Defending American Sovereignty

“Interior Secretary Ryan Zinke said with President Donald Trump at the helm, the United States will lead the way in energy independence. “As our nation stands today, we are at an energy crossroads,” Zinke, a former congressman from Montana, said Friday at an event at The Heritage Foundation, adding: There are two visions for our future in energy. One side believes that we should retreat into a fortress of regulation and red tape, where foreign nations take the lead as America drowns itself in process and procedure.”

Correcting the Record:

Washington Examiner: John Kelly's approval needed for future chartered aircraft use by government officials

“Travel for Trump administration officials on government-owned, rented, leased, or chartered aircraft, will now require prior approval from White House chief of staff John Kelly, after it was revealed that multiple senior officials in the Trump Cabinet were using private jets and military aircraft to conduct business on the taxpayers' dime. Mick Mulvaney, director of the Office of Management and Budget, revealed this point in a letter he sent out Friday reminding staff of administrative policies regarding travel after President Trump accepted Health and Human Services Secretary Tom Price's resignation.”

- **DOI Statement:** “The Interior Department under the Trump Administration has always and will always continue to work to ensure all officials follow appropriate rules and regulations when traveling, including using government coach class fare options at all times appropriate and feasible, to ensure the efficient use of government resources.”

- **DOI Ethics Statement:** "The Scheduling Office meets regularly with the Departmental Ethics Office and the Division of General Law to ensure that all travel is thoroughly reviewed and approved in advance and that it is fully compliant with all applicable laws,

rules, and regulations. Consistent with this process, the trip was reviewed and approved in advance by both the Departmental Ethics Office and the Division of General Law. In short, the trip - including the Secretary's address to the hockey developmental squad - was completely compliant with all applicable laws, rules, and regulations." --**Joint Statement from Melinda Loftin (Department of the Interior Designated Agency Ethics Official and Director of the Departmental Ethics Office) and Edward Keable (Deputy Solicitor - General Law). Both are career members of the Senior Executive Service.**

- **Secretary Zinke's Statement:** I believe taxpayers absolutely have a right to know how much official government travel costs. It's common sense. At the Department we make those documents available to the public. Using tax dollars wisely and ethically is a big responsibility and is at the heart of good government. There are some times when Interior - regardless of the administration - has to utilize charter services because we often travel to areas that don't have a lot of flight options. Since being sworn in, I've used a charter on three occasions:

- On a trip organized by the Senate Energy and Natural Resources Committee in the Arctic Circle
- Flying overnight to Montana to meet the Democratic Governor and the Western Governors' Association the next morning,
- and traveling between two of the islands that make up the United States Virgin islands. As you're aware the Interior Department oversees federal policy for the U.S. Territories and the events marked the 100-year anniversary of the territory joining the United States.

I also took military air with Secretary Purdue so he and I could meet with wildfire crews battling a dangerous Type 1 wildfire that had already taken the life of one firefighter. I also fly military air when I travel with the President and Vice President. All of this travel was done only after it was determined by multiple professionals at the Department that no commercial options existed to meet the schedule. And as importantly, the flights were only booked after extensive due diligence by the career professionals in the Department's General Law and Ethics divisions. Every single trip I take is pre-approved by them. We are continually looking at ways to lower costs at the Department, and also looking at ways to increase revenues. I will always be honest and upfront about travel – in fact you can follow it on twitter.

TALKING POINTS

- As is consistent with the travel of previous Interior secretaries, the Secretary traveled on charter flights when there were no commercial options available. All travel is pre-approved by the ethics office and the travel lawyers in the division of General Law (statement from them below) before booking, and the charter flights went through an additional level of due diligence.
- Taxpayers absolutely have a right to know how much official government travel costs. It's common sense. At the Department we make those documents available to the public. Using tax dollars wisely and ethically is a big responsibility and is at the heart of good government. Unfortunately there are some times when Interior

has to utilize charter services because we often travel to areas that don't have a lot of flight options.

- Standard operating procedure is that the Secretary and staff fly on a commercial, government, coach fare whenever possible.

E&E News: Staff reorganization on hold pending IG probe — sources

“The Interior Department will wait to reassign career officials as part of an ongoing reorganization until after the department's inspector general completes an investigation into an earlier round of reassignments, several sources told E&E News. The sources also confirmed that Interior leaders have already signed off on the transfer of between 20 and 30 Senior Executive Service-level employees at the Bureau of Land Management, the Fish and Wildlife Service, the National Park Service and other bureaus to new Interior positions.”

TALKING POINTS

- Regarding reorganization: The Secretary draws inspiration from his days as a U.S. Navy officer and from the way the USDA and DOI co-manage wildfire fighting. The Secretary's planned reorganization will allow the Department to push more funding and resources to local field offices and parks through "joint management areas." This will allow various land management bureaus to work together and come to solutions that better suit local communities, rather than operate in silos and deliver conflicting opinions.

Statement on the whistleblower

- The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter.

Regarding the shuffling of SES at DOI:

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

###

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Alex Hinson

Deputy Press Secretary
Department of the Interior

To: James_cason@ios.doi.gov[James_cason@ios.doi.gov]
From: Katherine Atkinson
Sent: 2017-10-04T15:29:24-04:00
Importance: Normal
Subject: Representation of William Woody
Received: 2017-10-04T15:29:35-04:00
[2017.10.04 - Letter to J. Cason.pdf](#)
[Woody - 2017.10.04 - FOIA Request.docx.pdf](#)

Dear Mr. Cason,
Please find a letter regarding William Woody attached. I look forward to speaking with you.

Regards,

Katherine R. Atkinson*
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009
Phone: [202-765-2253](tel:202-765-2253)
Fax: [202-600-2792](tel:202-600-2792)
katherine@wilkenfeldlaw.com
www.wilkenfeldlaw.com

* Out of state attorney practicing under the supervision of a DC-barred attorney.

James Cason
Associate Deputy Secretary
Department of the Interior
James_cason@ios.doi.gov

By Electronic Mail

October 4, 2017

Re: Reassignment of William Woody

Dear Mr. Cason:

I write on behalf of my client, William Woody, to inquire regarding the rationale for reassigning him from the Director of Law Enforcement and Security for the U.S. Fish and Wildlife Service (“USFWS”) to the position of Director of Law Enforcement and Security for the Bureau of Land Management (“BLM”). Please forward this letter to legal counsel for the Agency.

I write to advise you that I believe the Department reassigned Director Woody for retaliatory reasons. He was an outspoken critic of IMARS and reported the system’s waste to the Inspector General. Reporting waste, fraud, or abuse constitutes protected whistleblower activity. Taking an employment action against Director Woody because of his protected activity is unlawful retaliation. Based on my investigation into the circumstances here, I have concluded that Director Woody has a strong legal claim.

When an employer has notice of the likelihood of litigation, the employer has an affirmative obligation to take immediate steps to preserve all relevant information to the claims or reasonably likely to be subject to discovery in the case. Accordingly, until the appropriate steps for the production of full and complete copies of discoverable material is produced you must refrain from: 1) Initiating any procedure that would alter any active, deleted or fragmented electronic data. Such procedures may include, but are not necessarily limited to, deleting, overwriting or attempting to delete or to overwrite an electronic file, saving newly created files to discs and hard drives that already contain information, loading new software on such discs and drives and running in data compression or defragmentation (optimization) routines on them; 2) Rotating, altering, encrypting or destroying any data and any media that stores electronic data where such activity could result in the alteration or loss of any electronic data; and 3) Disposing of any media that contains electronic data.

I anticipate requesting, whether in FOIA requests or discovery, the production of certain electronic records, stored in magnetic or other media. Such media includes but is not limited to computers, computer servers, PDAs, floppy disks, zip disks and drives, CD-ROMs, backup tapes and telephones and telephone systems. Electronic data is a valuable and important source of discoverable information, is subject to discovery and litigation, and is admissible at trial.

As you can see from the attached, I filed an initial Freedom of Information Act request on Director Woody's behalf today.

If you would like to have a conversation about Director Woody's allegations against the Department, do not hesitate to contact me at the telephone number below or by email at katherine@wilkenfeldlaw.com.

Sincerely,



Katherine R. Atkinson*

encl.: Freedom of Information Act request
cc: William Woody

*MD-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 William Woody

Dear Ms. Julka:

I write on behalf of William Woody. I represent Mr. Woody in all matters related to his employment with the Department of the Interior and in this request for information under the Freedom of Information Act. Mr. Woody requests copies of the following agency records:

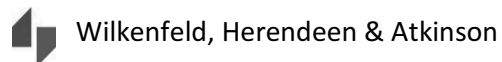
1. All agency records identifying members of the Senior Executive Service to whom the Department issued directed reassignment memoranda from January 20, 2017 through the date of your response to this request.
2. All agency records related to William Woody from January 1, 2017 through the date of your response to this request.
3. All emails to or from any of the individuals listed below containing reference to “Woody,” “Bill Woody,” or “William Woody”, from January 1, 2017, through the date of your response to this request.
 - i. James (Jim) Cason, Associate Deputy Secretary
 - ii. David Bernhardt, Deputy Secretary
 - iii. Harry Humbert, Deputy Assistant Secretary
 - iv. Darren Cruzan, Director, Office of Law Enforcement and Security (“OLES”)
 - v. Micah Chambers, Deputy Director, Office of Congressional and Legislative Affairs
 - vi. Michael Nedd, Acting Director, Bureau of Land Management (“BLM”)
 - vii. Tim Lynn, Director of Law Enforcement and Security (retired)
 - viii. Danielle Preston, Assistant Director of Technology, OLES
 - ix. Lori Mashburn, White House Liaison
 - x. Daniel Jorjani, Principal Deputy Solicitor
 - xi. Doug Domenech, Assistant Secretary

- xii. Scott Cameron, Principal Deputy Assistant Secretary
 - xiii. Scott Hommel, Chief of Staff to the Secretary
4. All communications to or from any of the individuals listed below containing any of the following search terms: (a) “IMARS”; (b) “Incident Management Analysis and Reporting System” from January 1, 2017, through the present.
 - i. James (Jim) Cason, Associate Deputy Secretary
 - ii. Kim Thorsen, Deputy Assistant Secretary (retired)
 - iii. Harry Humbert, Deputy Assistant Secretary
 - iv. Darren Cruzan, Director of Office of Law Enforcement and Security
 - v. Micah Chambers, Deputy Director, Office of Congressional and Legislative Affairs
 - vi. David Bernhardt, Deputy Secretary
 - vii. Tim Lynn, Director of Law Enforcement and Security (retired)
 5. All visitor logs and other records for visitors to the Department of the Interior from January 20, 2017, through the date of your response to this request, that include Kim Thorsen.
 6. All communications to and from any of the individuals listed below, from January 1, 2017 through the date of your response to this request, that contain any of the following search terms (a) “Washington office positions”; (b) reorganize or reorganization; (c) reassign or reassignment; (d) retire; (e) “organizational chart”
 - i. Michael Nedd, Acting Director, BLM
 - ii. Tim Lynn, Director of Law Enforcement and Security (retired)
 - iii. Harry Humbert, Deputy Assistant Secretary
 - iv. Darren Cruzan, Director of Office of Law Enforcement and Security
 - v. Kim Thorsen, Deputy Assistant Secretary (retired)
 - vi. David Bernhardt, Deputy Secretary
 - vii. James (Jim) Cason, Associate Deputy Secretary
 7. All agency records, including but not limited to calendar entries, memoranda, and notes related to restructuring the workforce of the Bureau of Land Management, including but not limited to records related to draft organizational charts, calendar entries regarding meetings to discuss reorganizing the BLM workforce, and the notes of individuals related to altering jobs or positions at BLM, from January 20, 2017 through the date of your response to this request.

Mr. Woody 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

Clarice Julka
October 4, 2017
Page 3



processing Mr. Woody's requests.

Mr. Woody has authorized the release of the requested records to the following:

Katherine R. Atkinson
Wilkenfeld, Herendeen & Atkinson
1731 Connecticut Avenue, NW
Third Floor
Washington, DC 20009

If you have any questions regarding this request, please contact me by email at katherine@wilkenfeldlaw.com, or by phone at (202) 765-2253. I 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: William Woody

* Maryland-barred attorney practicing under the supervision of a DC-barred attorney.

1731 Connecticut Avenue NW | Third Floor | Washington, DC 20009
(t) 202.765.2253 | (f) 202.600.2792 | wilkenfeldlaw.com

17-01174_005875;17-01174_005875;17-01174_005876;17-01174_005877

To: Bryan Rice[bryan.rice@bia.gov]
From: Pletcher, Mary
Sent: 2017-10-30T14:06:20-04:00
Importance: Normal
Subject: Fwd: OIG Review of Reassignments
Received: 2017-10-30T14:06:30-04:00

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

From: **AIE_Info, OIG** <oig_aie_info@doioig.gov>
Date: Mon, Oct 30, 2017 at 1:56 PM
Subject: OIG Review of Reassignments
To: doi_career_ses@ios.doi.gov

In response to a congressional inquiry, the Office of Inspector General initiated a review of reassignments made in June 2017 of U.S. Department of the Interior (DOI) Senior Executives. We are focusing our review on the methodology and criteria that DOI officials used to reassign executives.

As part of our work on this review, we are meeting with affected Senior Executives and key personnel involved in the reassignment process.

If we haven't contacted you, and you feel you have pertinent information related to this review, please contact us by November 10, 2017. You may contact the team directly at oig_aie_info@doioig.gov. You may also submit information anonymously through the OIG Hotline [on our website](#) or by calling 1-800-424-5081.

--

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

To: Richardson, Karen[karen.richardson@sol.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-30T14:08:29-04:00
Importance: Normal
Subject: Fwd: OIG Review of Reassignments
Received: 2017-10-30T14:08:39-04:00

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

From: **AIE_Info, OIG** <oig_aie_info@doioig.gov>
Date: Mon, Oct 30, 2017 at 1:56 PM
Subject: OIG Review of Reassignments
To: doi_career_ses@ios.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

To: James Cason[james_cason@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-30T14:11:28-04:00
Importance: Normal
Subject: Fwd: OIG Review of Reassignments
Received: 2017-10-30T14:11:35-04:00

IG just sent this out to all career SES.

Mary

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

From: **AIE_Info, OIG** <oig_aie_info@doioig.gov>
Date: Mon, Oct 30, 2017 at 1:56 PM
Subject: OIG Review of Reassignments
To: doi_career_ses@ios.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

To: David Bernhardt [REDACTED] (b)(6)
From: Cason, James
Sent: 2017-10-31T09:11:59-04:00
Importance: Normal
Subject: ERB #!
Received: 2017-10-31T09:12:37-04:00

FYI.

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

From: **AIE Info, OIG** <oig_aie_info@doioig.gov>
Date: Mon, Oct 30, 2017 at 1:56 PM
Subject: OIG Review of Reassignments
To: doi_career_ses@ios.doi.gov

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**U.S. Geological Survey
Associate Director for Alaska
ES-340/401/1301/1315/1350**

Introduction

The Associate Director (AD) for Alaska is responsible for the oversight of the Alaska area, which was established to enable the USGS to be a full participant in the extremely large partner presence in the State. While the Associate Director for Alaska has a relatively small internal span of control, the external partnership demands are enormous and the science issues are politically visible and, at times, controversial. Our ability to address such issues as energy development, oil and gas exploration, and hazards depends on defining and growing the USGS presence in Alaska and to add needed capabilities in energy, hydrology, ecology, and coastal and marine geology. Cooperation and partnerships are critical to the successful outcome of any scientific operation across all USGS Mission Areas.

The AD for Alaska reports to the USGS Deputy Director and is responsible for providing executive leadership over a diverse program of natural science investigations and research to the Alaska Science Center and multidisciplinary project personnel located from across USGS working in Alaska in support of the USGS Science Strategy, the DOI Strategic Plan, and USGS mission, goals, and priorities. The AD is a member of the USGS Executive Leadership Team (ELT), and is a peer of senior executives in other Federal, State, Tribal, and local agencies as well as universities and constituent organizations.

Major Duties and Responsibilities

The Associate Director shares in the broad overall planning and strategic direction of the science and information programs of the USGS. As the senior manager over the scientific program areas, he/she has responsibility for:

Executive Leadership

- Provides advice and counsel to the USGS Director, Deputy Director, and Executive Leadership Team (ELT) and shares in the planning, direction and management of the integrated science programs of the bureau. Serves on the executive-level Integration Council overseeing large-scale, multi-mission activities.
- As a member of the ELT, the incumbent provides critical oversight and evaluation of broad natural science programs to ensure that the human and fiscal resources, interdisciplinary direction and bureau-wide coordination needed to carry out the mission of the USGS are flexible, available, and effectively managed.
- Ensures the human and fiscal resources, interdisciplinary direction, and cross-coordination of science information are effectively managed in the Alaska Science Center.

- Provides executive leadership in developing recommendations regarding scientific issues, program direction, evolving technology, emerging program opportunities, and current and potential customer needs and priorities.
- Provides leadership to ensure the quality and relevance of USGS science and information products. Fosters integrated, system-based science that enhances understanding of complex systems at the landscape scale.
- Identifies primary science directions in Alaska, and seeks opportunities for developing programs, and contributes to program planning within and across mission areas.
- Promotes and supports emerging efforts that advance the bureau's mission, including new methods and technologies and plans for future science activities in Alaska.

Program Management

As a Program Manager, the AD provides executive leadership and advocacy for the technical and administrative implementation of program activities. Programs and projects are carried out by professional and technical personnel including experts in geography, biology, geology, hydrology, and related scientific fields, involve multi-million dollar annual expenditures, and are performed in cooperation with State, local, and Federal agencies, academia, Tribes, and the private sector. Responsibilities include:

- Ensures effective and efficient management of all programs, projects, and activities conducted in Alaska.
- Ensures the quality and integrity of the project approval process through utilization of uniform review procedures. Fosters the development and implementation of common business practices within and across USGS science activities.
- Effects the movement of appropriated funds, personnel, and other resources, within the confines of congressional reprogramming regulations and intent and with appropriate communication and consultation, to best accomplish the mission, goals, and objectives set forth by the Director, Deputy Director, and collaborators.
- Consults with other senior leaders as needed to ensure the integrity of programs that intersect with USGS science activities.
- Ensures development and implementation of performance-based program measures to track and evaluate progress toward achieving bureau goals. Ensures programs are regularly assessed for effectiveness and efficiency and directs programmatic, organizational, or administrative change as needed.
- Provides strategic input and guidance on the development of bureau products and promotes the quality, relevance, and timeliness of their production and delivery. Ensures all products

emanating from science activities in Alaska adhere to USGS policies on fundamental science practices and science integrity.

Program Representation and Coordination

The AD represents the USGS on Departmental, interagency, international, Tribal, and bureau committees, as requested, and coordinates interagency activities of the USGS in the Region. Responsibilities include:

- Fosters the establishment and expansion of cooperative ventures and partnerships in furtherance of mission objectives and to fulfill customer needs. The partnerships contribute to mutually beneficial program goals and communicate the relevance of USGS programs and capabilities.
- Fosters and maintains cooperative and collaborative relationships throughout the bureau, representing all discipline areas in order to promote and facilitate the growth and success of all USGS science programs and projects.
- Supports the development of reimbursable programs and activities.
- Serves as ambassador of the USGS to partners and stakeholders and works across USGS boundaries to bring appropriate skills to bear on science needs.
- Represents the USGS on Department and interagency efforts to address science and technical issues of national and international importance.

Strategic Management and Accountability

The AD has strategic planning responsibilities at two major levels within the bureau. As a member of the ELT, the incumbent is responsible for providing executive direction and leadership to ensure the successful implementation and accomplishment of the Department's strategic Plan goals and objectives, Presidential and Secretarial initiatives, and the USGS Science Strategy. Responsibilities include:

- In cooperation with other senior leaders, provides executive leadership through strategic planning to achieve the effective and efficient development, maintenance, and utilization of regional and national human resources, facilities, and scientific capabilities.
- In conjunction with other bureau executives and managers, develops scientific priorities that reflect requirements at the national, Tribal, Departmental, and Regional levels as well as customers' needs at the local level.
- Leads and ensures the development, implementation, and execution of effective workforce plans being implemented in Alaska.

Supervisory Controls

Program direction and priorities are developed through a consultative relationship with the USGS Director and Deputy Director. Oversight is limited to the setting of long-range goals and objectives and a review of results in terms of broad programmatic and strategic accomplishments. Ultimate accountability for executive leadership of the bureau and management of the USGS work in Alaska is to the Director.

The Associate Director provides broad administrative direction for the planning, development, implementation, and management over the Alaska Science Center.

Other

The USGS has determined that the duties of this position are suitable for telework with supervisor approval.

QUALIFICATION REQUIREMENTS

The paramount requirement of this position is management and executive knowledge and ability to plan, organize, and formulate program and organizational goals, set and measure internal control standards, assess policy and programs, and provide leadership over fiscal and human resources functions in a science organization. This position requires the ability to manage a scientific organization and foster interaction and close coordination both within and outside the USGS. The incumbent must have the ability to communicate in broad terms, information about USGS science programs and meet the specific education requirements of the position.

Executive Core Qualifications (Mandatory)

ECQ 1 - LEADING CHANGE: Ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment. **Competencies:** Creativity and Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, and Vision.

ECQ 2 - LEADING PEOPLE: Ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to the ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. **Competencies:** Conflict Management, Leveraging Diversity, Developing Others, and Team Building.

ECQ 3 - RESULTS DRIVEN: Ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks. **Competencies:** Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, and Technical Credibility.

ECQ 4 - BUSINESS ACUMEN: Ability to manage human, financial, and information resources strategically. **Competencies:** Financial Management, Human Capital Management, and Technology Management.

ECQ 5 - BUILDING COALITIONS: Ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals. **Competencies:** Partnering, Political Savvy, and Influencing/Negotiating.

Technical Qualifications (Mandatory)

TQ1 –Ability to manage a multi-disciplinary and geographically dispersed science organization; develop and implement long-term future directions for science initiatives; manage complex organizational areas such as funding, personnel, and facilities; and, implement bureau, departmental and administration policies and guidance to a diverse scientific community.

TQ2- Ability and professional stature to effectively represent the interests and capabilities of science programs to a diverse set of external partners, stakeholders and constituencies; to promote the application of multi-disciplinary science in decision-making; and to leverage scientific assets and capabilities to build or strengthen long-term relationships and partnerships.