



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

May 08, 2025

## Memorandum

To: Charles Ezell  
Acting Director  
U.S. Office of Personnel Management  
Washington, DC 20415

Dear Director Ezell:

The U.S. Department of the Interior requests OPM to recommend, under the President's Executive Order Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce ("Restoring Accountability"), that the President place the attached list of positions in Schedule Policy/Career of the excepted service. The U.S. Department of the Interior has determined these positions are of a confidential, policy-determining, policy-making, or policy-advocating character and not normally subject to change as a result of a Presidential transition.

The U.S. Department of the Interior is requesting inclusion in Schedule Policy/Career for positions that involve substantive participation in the advocacy for, development of, or formulation of policy.

On the attached spreadsheet, we list the official position titles, occupational series, grade levels, geographic locations, and number of positions. On the attached spreadsheet, we also have described the factors demonstrating that the identified positions have duties of a policy-determining, policy-making, policy-advocating, or confidential nature which include, but are not limited to:

- substantive participation in the advocacy for or development or formulation of policy, especially:
  - substantive participation in the development or drafting of regulations and guidance; or
  - substantive policy-related work in an agency or agency component that primarily focuses on policy;
- the supervision of attorneys; or
- substantial discretion to determine the manner in which the agency exercises functions committed to the agency by law;
- viewing, circulating, or otherwise working with proposed regulations, guidance, executive orders, or other non-public policy proposals or deliberations generally covered by deliberative process privilege and either:

- directly reporting to or regularly working with an individual appointed by either the President or an agency head who is paid at a rate not less than that earned by employees at Grade 13 of the General Schedule; or
- working in an agency or agency component executive secretariat (or equivalent); or
- conducting, on the agency's behalf, collective bargaining negotiations under chapter 71 of title 5, United States Code.
- directly or indirectly supervising employees in Schedule Policy/Career positions; and
- duties that the Director indicates are otherwise appropriate for inclusion in Schedule Policy/Career.

We appreciate your consideration.

Sincerely,

Tyler L. Hassen  
Exercising the Authority of Assistant Secretary-  
Policy, Management & Budget  
U.S. Department of the Interior

Enclosure

cc:

Stephanie M. Holmes  
Acting-Chief Human Capital Officer  
U.S. Department of the Interior  
[stephanie\\_holmes@ios.doi.gov](mailto:stephanie_holmes@ios.doi.gov)

Jennifer A. Ackerman  
Director, Office of Human Capital  
Deputy Chief Human Capital Officer  
U.S. Department of the Interior  
[jennifer\\_ackerman@ios.doi.gov](mailto:jennifer_ackerman@ios.doi.gov)

Sent by email to: [employ@opm.gov](mailto:employ@opm.gov)

No hard copy to follow.

Official Position Title	Occupational Series	Pay Plan and Grade Level	Geographic Location	Number of Positions	Schedule Policy/Career Agency Point of Contact	Schedule Policy/Career Criteria, indicate as many as may apply (i.e. policy-determining, policy-making, policy-advocating, confidential)	Brief description of factors demonstrating confidential, policy-determining, policy-making, or policy-advocating character
-------------------------	---------------------	--------------------------	---------------------	---------------------	--	--	--

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)

(b) (5)



(b) (5)

(b) (5)

(b) (5)