

THE SECRETARY OF THE INTERIOR
Washington

ORDER NO. 3275

SIGNATURE DATE: November 30, 2007

Subject: Organizational Changes within the Office of the Assistant Secretary - Policy, Management and Budget

Sec. 1 **Purpose.** This Order realigns the reporting relationships of the Conservation, Partnerships and Management Policy function and the National Invasive Species Council; authorizes title changes for certain offices, and designates a Performance Improvement Officer for the Department of the Interior. The new reporting relationships strengthen and improve the internal management of the Department; the office title changes better reflect office missions and functions; and designation of a Performance Improvement Officer implements a requirement of Executive Order 13450, dated November 13, 2007.

Sec. 2 **Authority.** This Order is issued under the authority of Section 2 of Reorganization Plan No. 3 of 1950 (64 Stat.1262).

Sec. 3 **Organizational Changes.**

a. The title of the Deputy Assistant Secretary - Performance, Accountability, and Human Resources is retitled Deputy Assistant Secretary - Human Capital, Performance, and Partnerships. The Deputy Assistant Secretary - Human Capital, Performance, and Partnerships is also designated as the Performance Improvement Officer (PIO) for the Department. The Director, Office of Planning and Performance Management serves as the Deputy PIO.

b. The Office of Conservation, Partnerships, and Management Policy is established. The Office is headed by a Director who reports to the Deputy Assistant Secretary - Human Capital, Performance, and Partnerships.

c. The Center for Competitive Sourcing Excellence is retitled Office of Competition, Efficiency, and Analysis.

d. The National Invasive Species Council Staff (NISCS) is realigned under and reports to the Deputy Assistant Secretary - Human Capital, Performance, and Partnerships. The NISCS provides support to the National Invasive Species Council, established by Executive Order 13112, dated February 3, 1999.

e. The Office of Strategic Development of Human Capital is retitled the Office of Strategic Employee Development.

Sec. 4 **Delegation.** The Director, Office of Conservation, Partnerships, and Management Policy is delegated all the authority necessary to carry out the responsibilities of the Office.

Sec. 5 **Implementation.** The Assistant Secretary - Policy, Management and Budget is responsible for implementing this Order, including the appropriate transfer of personnel, funds, programs, records, and property.

Sec. 6 **Expiration Date.** This Order is effective immediately. It will remain in effect until its provisions are converted to the Departmental Manual, or until it is amended, superseded or revoked, whichever occurs first. In the absence of any of the foregoing actions, the provisions of this Order will terminate and be considered obsolete on November 30, 2008. The termination of this Order will not nullify the organizational changes effected herein.

/s/ DIRK KEMPTHORNE
Secretary of the Interior

SO #3275 11/30/07

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