

**From:** Jonathan Mack  
**To:** [Mary Pletcher](#)  
**Cc:** [Caroline \(Carrie\) Soave](#)  
**Subject:** Re: IG Records Check - SES/SL/ST Performance  
**Date:** Saturday, October 21, 2017 9:30:18 AM

---

Yes, I forgot to attach, will do Monday.  
Thanks!

Sent from my iPad

> On Oct 20, 2017, at 8:08 PM, Mary Pletcher <mary\_pletcher@ios.doi.gov> wrote:

>

> Have we produced the corresponding data files?

>

>

> Mary

>

>

> Sent from my iPhone

>

>> On Oct 20, 2017, at 4:25 PM, Mack, Jonathan <jonathan\_mack@ios.doi.gov> wrote:

>>

>> Mary, reminder to send this again for this year.

>>

>> Thanks!

>>

>>

>> ----- Forwarded message -----

>> From: Pletcher, Mary <mary\_pletcher@ios.doi.gov>

>> Date: Wed, Dec 21, 2016 at 12:18 PM

>> Subject: Fwd: IG Records Check - SES/SL/ST Performance

>> To: Jonathan Mack <jonathan\_mack@ios.doi.gov>, Michelle Oxyer <

>> michelle\_oxyer@ios.doi.gov>, "Caroline (Carrie) Soave" <

>> caroline\_soave@ios.doi.gov>

>>

>>

>> See below from the OIG for the results of the record check.

>>

>>

>> Thanks,

>> Mary

>>

>> ----- Forwarded message -----

>> From: (b) (6), (b) (7)(C) @doioig.gov>

>> Date: Thu, Dec 15, 2016 at 9:32 AM

>> Subject: Re: IG Records Check - SES/SL/ST Performance

>> To: "Pletcher, Mary" <mary\_pletcher@ios.doi.gov>

>> Cc: Matthew Elliott <matthew\_elliott@doioig.gov>, Shafee Carnegie <

>> shafee\_carnegie@doioig.gov>, Stephen Hardgrove <stephen\_hardgrove@doioig.gov>

>>

>>

>> Deputy Assistant Secretary Pletcher,

>>

>> Please find the Department of Interior (DOI) Office of Inspector General

>> (OIG) response to your November 30, 2016, request to provide an OIG Office  
>> of Investigations records check on names of current and former DOI  
>> employees in the Senior Executive Service (SES), Senior Level (SL) and  
>> Scientific or Professional (ST) positions. Specifically, we checked our  
>> records to determine "if there are any \*ongoing\* or former (in the past 12  
>> months) investigations involving misconduct related to SES, SL, or ST  
>> employees." Attached you will find two memorandums, the first containing a  
>> list of all the employees that did not meet the specified criteria,  
>> regarding investigations involving misconduct in the past 12 months. The  
>> second memorandum contains note worthy complaint referrals or  
>> investigations for your review.

>>

>> If you have questions or concerns, please do not hesitate to contact me at  
>> your earliest convenience.

>>

>> Thank you, I appreciate your continued time, attention and support of the  
>> Office of Inspector General!

>>

>> (b) (6), (b) (7)(C)

>> (b) (6), (b) (7)(C)

>> Intake Management Unit

>> Investigative Support Division

>> 381 Elden Street

>> Herndon, VA 20170

>> O: (b) (6), (b) (7)(C)

>> C: (b) (6), (b) (7)(C)

>>

>>

>>> Begin forwarded message:

>>>

>>> \*From:\* "Pletcher, Mary" <mary\_pletcher@ios.doi.gov>

>>> \*Date:\* November 30, 2016 at 12:02:28 PM EST

>>> \*To:\* Mary Kendall <mary\_kendall@doioig.gov>, Stephen Hardgrove <  
>>> stephen\_hardgrove@doioig.gov>

>>> \*Cc:\* Jonathan Mack <jonathan\_mack@ios.doi.gov>, Michelle Oxyer <  
>>> michelle\_oxyer@ios.doi.gov>

>>> \*Subject:\* \*IG Records Check - SES/SL/ST Performance\*

>>>

>>> Mary and Steve,

>>>

>>> In 2014, OPM began requiring that agencies provide their Performance  
>>> Review Boards (PRBs) with information regarding misconduct that has  
>>> impacted the performance for any SES, SL or ST employee, as appropriate.  
>>> The PRB must take into account the impact of any documented misconduct on  
>>> the executive's performance, within the parameters of the applicable  
>>> performance requirements or performance standards for the underlying  
>>> position during the relevant appraisal period when making recommendations  
>>> on appraisals and performance awards.

>>>

>>> To satisfy this requirement and to provide the Executive Resources Board  
>>> (ERB) with all relevant information needed in making their final decisions  
>>> on performance and recognition, we are requesting an IG records check of  
>>> all SES, SL and ST employees. If there are any \*ongoing\* or former (in  
>>> the past 12 months) investigations involving misconduct involving an SES,  
>>> SL or ST employee, please provide us a summary of information regarding the  
>>> investigation. The ERB can decide to delay performance decisions until  
>>> after an investigation is completed.

>>>  
>>> Attached is a list of all SES, SL and ST employees on the rolls as of  
>>> September 30, 2016. In order to provide this information in a timely  
>>> manner to the PRBs and ERB, we need this information not later than  
>>> Wednesday, December 15th.  
>>>  
>>> If you have any questions, please let me know as soon as possible.  
>>>  
>>>  
>>> 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  
>> <No derogatory information 12-15-16.pdf>  
>> <Identified information 12-15-16.pdf>

**From:** Mary Pletcher  
**To:** [Mack, Jonathan](#)  
**Cc:** [Caroline \(Carrie\) Soave](#)  
**Subject:** Re: IG Records Check - SES/SL/ST Performance  
**Date:** Friday, October 20, 2017 8:08:13 PM

---

Have we produced the corresponding data files?

Mary

Sent from my iPhone

> On Oct 20, 2017, at 4:25 PM, Mack, Jonathan <jonathan\_mack@ios.doi.gov> wrote:

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> ----- Forwarded message -----

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> Date: Wed, Dec 21, 2016 at 12:18 PM

> Subject: Fwd: IG Records Check - SES/SL/ST Performance

> To: Jonathan Mack <jonathan\_mack@ios.doi.gov>, Michelle Oxyer <

> michelle\_oxyer@ios.doi.gov>, "Caroline (Carrie) Soave" <

> caroline\_soave@ios.doi.gov>

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> Subject: Re: IG Records Check - SES/SL/ST Performance

> To: "Pletcher, Mary" <mary\_pletcher@ios.doi.gov>

> Cc: Matthew Elliott <matthew\_elliott@doioig.gov>, Shafee Carnegie <

> shafee\_carnegie@doioig.gov>, Stephen Hardgrove <stephen\_hardgrove@doioig.gov

>>

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> Deputy Assistant Secretary Pletcher,

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> Please find the Department of Interior (DOI) Office of Inspector General

> (OIG) response to your November 30, 2016, request to provide an OIG Office

> of Investigations records check on names of current and former DOI

> employees in the Senior Executive Service (SES), Senior Level (SL) and

> Scientific or Professional (ST) positions. Specifically, we checked our

> records to determine "if there are any \*ongoing\* or former (in the past 12

> months) investigations involving misconduct related to SES, SL, or ST

> employees." Attached you will find two memorandums, the first containing a  
> list of all the employees that did not meet the specified criteria,  
> regarding investigations involving misconduct in the past 12 months. The  
> second memorandum contains note worthy complaint referrals or  
> investigations for your review.

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> If you have questions or concerns, please do not hesitate to contact me at  
> your earliest convenience.

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> Thank you, I appreciate your continued time, attention and support of the  
> Office of Inspector General!

>

> (b) (6), (b) (7)(C)

> (b) (6), (b) (7)(C)

> Intake Management Unit

> Investigative Support Division

> 381 Elden Street

> Herndon, VA 20170

> O: (b) (6), (b) (7)(C)

> C: (b) (6), (b) (7)(C)

>

>

>> Begin forwarded message:

>>

>> \*From:\* "Pletcher, Mary" <mary\_pletcher@ios.doi.gov>

>> \*Date:\* November 30, 2016 at 12:02:28 PM EST

>> \*To:\* Mary Kendall <mary\_kendall@doioig.gov>, Stephen Hardgrove <

>> stephen\_hardgrove@doioig.gov>

>> \*Cc:\* Jonathan Mack <jonathan\_mack@ios.doi.gov>, Michelle Oxyer <

>> michelle\_oxyer@ios.doi.gov>

>> \*Subject:\* \*IG Records Check - SES/SL/ST Performance\*

>>

>> Mary and Steve,

>>

>> In 2014, OPM began requiring that agencies provide their Performance

>> Review Boards (PRBs) with information regarding misconduct that has

>> impacted the performance for any SES, SL or ST employee, as appropriate.

>> The PRB must take into account the impact of any documented misconduct on

>> the executive's performance, within the parameters of the applicable

>> performance requirements or performance standards for the underlying

>> position during the relevant appraisal period when making recommendations

>> on appraisals and performance awards.

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>> To satisfy this requirement and to provide the Executive Resources Board

>> (ERB) with all relevant information needed in making their final decisions

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>> all SES, SL and ST employees. If there are any \*ongoing\* or former (in

>> the past 12 months) investigations involving misconduct involving an SES,

>> SL or ST employee, please provide us a summary of information regarding the

>> investigation. The ERB can decide to delay performance decisions until

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>> manner to the PRBs and ERB, we need this information not later than

>> Wednesday, December 15th.

>>

>> If you have any questions, please let me know as soon as possible.

>>

>>

>> 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

> <No derogatory information 12-15-16.pdf>

> <Identified information 12-15-16.pdf>

**From:** Pletcher, Mary  
**To:** [Michelle Oxyer](#); [Jonathan Mack](#)  
**Subject:** Fwd: IG Followup  
**Date:** Monday, October 02, 2017 2:15:10 PM

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Can you work on number six and number seven below?

Thanks,  
Mary

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

**From:** (b) (6), (b) (7)(C) @doioig.gov>  
**Date:** Tue, Sep 19, 2017 at 3:32 PM  
**Subject:** IG Followup  
**To:** "Pletcher, Mary" <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>, (b) (6), (b) (7)(C) @doioig.gov>

Good Afternoon Mary,

As we progress in our evaluation of the reassignments of the Department's SES, we are requesting additional information to include the following:

(b) (5)

If you have any questions about this please do not hesitate to contact me.

Respectfully,

(b) (6), (b) (7)(C)

U.S. Department of the Interior  
Office of Inspector General

(b) (6), (b) (7)(C)

--

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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Cc:** (b) (6), (b) (7)(C)  
**Subject:** Re: IG Followup  
**Date:** Thursday, September 21, 2017 11:28:12 AM

---

(b) (6), (b) (7)(C)

I just wanted to acknowledge receipt of the request.

Thanks,  
Mary

On Tue, Sep 19, 2017 at 3:32 PM, (b) (6), (b) (7)(C) <[@doioig.gov](mailto:(b) (6), (b) (7)(C)@doioig.gov)> wrote:

Good Afternoon Mary,

As we progress in our evaluation of the reassignments of the Department's SES, we are requesting additional information to include the following:

(b) (5)

If you have any questions about this please do not hesitate to contact me.

Respectfully,

(b) (6), (b) (7)(C)

U.S. Department of the Interior  
Office of Inspector General

(b) (6), (b) (7)(C)

--

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

**From:** (b) (6), (b) (7)(C)  
**To:** [Pletcher, Mary](#); (b) (6), (b) (7)(C)  
**Subject:** IG Followup  
**Date:** Tuesday, September 19, 2017 3:39:39 PM

---

Good Afternoon Mary,

As we progress in our evaluation of the reassignments of the Department's SES, we are requesting additional information to include the following:



If you have any questions about this please do not hesitate to contact me.

Respectfully,

(b) (6), (b) (7)(C)

U.S. Department of the Interior  
Office of Inspector General

(b) (6), (b) (7)(C)

**From:** (b) (6), (b) (7)(C)  
**To:** [Pletcher, Mary](#); (b) (6), (b) (7)(C)  
**Subject:** Re: IG Followup  
**Date:** Monday, September 11, 2017 11:18:57 AM

---

Morning Mary,

I'm not in MIB today. (b) (6), (b) (7)(C) will be in MIB on Thursday and can pick up a copy if that works or you email us a copy if that is easier.

Thanks,

(b) (6), (b) (7)(C)

U.S. Department of the Interior  
Office of Inspector General

(b) (6), (b) (7)(C)

On Mon, Sep 11, 2017 at 10:59 AM, Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)> wrote:

(b) (6), (b) (7)(C)

I have an extra copy of the ERB meeting materials from the 24th. Are you in the MIB today? I can give you the hard copy.

Thanks,  
Mary

On Mon, Sep 11, 2017 at 10:51 AM, Cameron, Scott <[scott\\_cameron@ios.doi.gov](mailto:scott_cameron@ios.doi.gov)> wrote:

Hi (b) (6), (b) (7)(C)

Mary Pletcher's folks will be giving you a copy of the package of handouts, presumably today.

Thanks,  
Scott

Scott J. Cameron

Principal Deputy Assistant Secretary for Policy, Management and Budget

Office of the Secretary of the Interior

Desk 202 208 4242

Cell 202 706 9031

On Fri, Sep 8, 2017 at 12:17 PM, (b) (6), (b) (7)(C) <[@doioig.gov](mailto:(b) (6), (b) (7)(C)@doioig.gov)> wrote:

Good Afternoon Scott,

I'm following up with you about the meeting we had on 31 August. You mentioned that ERB members were provided handouts during the second ERB meeting. I am wondering if you would have a chance to locate those documents and if so could you provide us a copy at your earliest convenience.

If you have any questions please don't hesitate to contact me.

**Respectfully,**

(b) (6), (b) (7)(C)

U.S. Department of the Interior  
Office of Inspector General

(b) (6), (b) (7)(C)

--

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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Cc:** [Cameron, Scott](#)  
**Subject:** Re: IG Followup  
**Date:** Monday, September 11, 2017 10:59:10 AM

---

(b) (6), (b) (7)(C)

I have an extra copy of the ERB meeting materials from the 24th. Are you in the MIB today? I can give you the hard copy.

Thanks,  
Mary

On Mon, Sep 11, 2017 at 10:51 AM, Cameron, Scott <[scott\\_cameron@ios.doi.gov](mailto:scott_cameron@ios.doi.gov)> wrote:

Hi (b) (6), (b) (7)(C)

Mary Pletcher's folks will be giving you a copy of the package of handouts, presumably today.

Thanks,  
Scott

Scott J. Cameron

Principal Deputy Assistant Secretary for Policy, Management and Budget

Office of the Secretary of the Interior

Desk 202 208 4242

Cell 202 706 9031

On Fri, Sep 8, 2017 at 12:17 PM, (b) (6), (b) (7)(C) <[@doioig.gov](mailto:(b) (6), (b) (7)(C)@doioig.gov)> wrote:

Good Afternoon Scott,

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If you have any questions please don't hesitate to contact me.

Respectfully,

(b) (6), (b) (7)(C)

U.S. Department of the Interior  
Office of Inspector General

(b) (6), (b) (7)(C)

--

Mary Pletcher  
Department of the Interior

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

**From:** Cameron, Scott  
**To:** (b) (6), (b) (7)(C)  
**Cc:** [Mary Pletcher](#)  
**Subject:** Re: IG Followup  
**Date:** Monday, September 11, 2017 10:52:26 AM

---

Hi (b) (6), (b) (7)(C)

Mary Pletcher's folks will be giving you a copy of the package of handouts, presumably today.

Thanks,

Scott

Scott J. Cameron

Principal Deputy Assistant Secretary for Policy, Management and Budget

Office of the Secretary of the Interior

Desk 202 208 4242

Cell 202 706 9031

On Fri, Sep 8, 2017 at 12:17 PM, (b) (6), (b) (7)(C) <[@doioig.gov](mailto:(b) (6), (b) (7)(C)@doioig.gov)> wrote:

Good Afternoon Scott,

I'm following up with you about the meeting we had on 31 August. You mentioned that ERB members were provided handouts during the second ERB meeting. I am wondering if you would have a chance to locate those documents and if so could you provide us a copy at your earliest convenience.

If you have any questions please don't hesitate to contact me.

Respectfully,

(b) (6), (b) (7)(C)

U.S. Department of the Interior

Office of Inspector General

(b) (6), (b) (7)(C)

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Clement - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:31:35 AM  
**Attachments:** [Clement Reassignment.pdf](#)

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

**From:** **Pletcher, Mary** <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:22 PM  
**Subject:** Clement - Senior Executive Service Directed Reassignment  
**To:** Joel Clement <[joel\\_clement@ios.doi.gov](mailto:joel_clement@ios.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>, Steve Glomb <[steve\\_glomb@ios.doi.gov](mailto:steve_glomb@ios.doi.gov)>

Dear Joel Clement,

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

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

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

JUN 15 2017

Memorandum

To: Joel Clement

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Policy Analysis, Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Senior Program Advisor, ES-0301, with the Office of Natural Resources Revenue, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. As the Director of the Office of Policy Analysis, you oversee cross-cutting analysis and coordination to support decision-making and policies. You oversee the development of the annual report on the Department's economic contributions to the National economy. You are experienced at leading experts that provide objective economic and policy analysis. You are well qualified to serve as Senior Program Advisor of the Office of Natural Resources Revenue.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Speaks - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:38:10 AM  
**Attachments:** [Speaks memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Wed, Jul 12, 2017 at 5:42 PM  
**Subject:** Speaks - Senior Executive Service Directed Reassignment  
**To:** Stanley Speaks <[stanley.speaks@bia.gov](mailto:stanley.speaks@bia.gov)>  
**Cc:** James James <[james.james@bia.gov](mailto:james.james@bia.gov)>, James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>

Dear Stanley Speaks,

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

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

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

Best,  
Mary

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

Chief Human Capital Officer  
(202) 208-4505

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUL 11 2017**

Memorandum

To: Stanley Speaks

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 Regional Director, Northwest Region, Bureau of Indian Affairs, duty station Portland, Oregon to Regional Director, Southern Plains, Bureau of Indian Affairs, duty station Anadarko, Oklahoma. You will retain your career appointment and your pay level will remain the same. During your tenure at the Bureau of Indian Affairs, you have served in a variety of management positions within the Bureau including as Area Office director in Anadarko, Oklahoma. Your ability to collaborate effectively with tribes, promote Self-Determination and strong leadership skills make you well qualified to serve as Regional Director, Southern Plains, Bureau of Indian Affairs.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Regional Director, Southern Plains, Bureau of Indian Affairs, duty station Anadarko, Oklahoma, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Deerinwater - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:38:02 AM  
**Attachments:** [Deerinwater memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Tue, Jul 11, 2017 at 4:30 PM  
**Subject:** Deerinwater - Senior Executive Service Directed Reassignment  
**To:** "Deerinwater, Daniel" <[daniel.deerinwater@bia.gov](mailto:daniel.deerinwater@bia.gov)>  
**Cc:** Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>, James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>, James James <[james.james@bia.gov](mailto:james.james@bia.gov)>

Dear Daniel Deerinwater,

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

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

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

Best,  
Mary

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Mary Pletcher  
Department of the Interior

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

Daniel Deerinwater

JUL 11 2017

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 Regional Director, Southern Plains, Bureau of Indian Affairs, duty station Anadarko, Oklahoma to Senior Advisor to the Assistant Secretary – Indian Affairs, with the Office of the Assistant Secretary – Indian Affairs, duty station Anadarko, Oklahoma. You will retain your career appointment and your pay level will remain the same. During your tenure at the Bureau of Indian Affairs, you have served in a variety of management positions within the Bureau. In your capacity as Regional Director, Southern Plains, you have supported other BIA regions, including the Northwest Region, advance management priorities. Your ability to engage effectively with employees and strong business acumen skills makes you well qualified to serve as Senior Advisor to the Assistant Secretary – 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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable.

\_\_\_\_\_  
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.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Vietzke - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:37:53 AM  
**Attachments:** [Vietzke memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 1:15 PM  
**Subject:** Vietzke - Senior Executive Service Directed Reassignment  
**To:** Gay Vietzke <[gay\\_vietzke@nps.gov](mailto:gay_vietzke@nps.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, "Reynolds, Michael" <[michael\\_reynolds@nps.gov](mailto:michael_reynolds@nps.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>

Dear Gay Vietzke,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. In your preference form, you indicated you were willing to accept reassignment. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Northeast Region with the National Park Service, duty station Philadelphia, Pennsylvania. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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

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



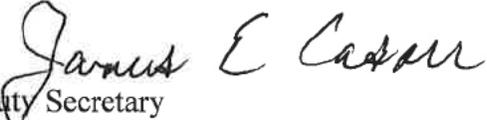
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

Memorandum

To: Gay Vietzke

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 Superintendent, National Mall and Memorial Parks, National Park Service, duty station Washington, DC to Regional Director, Northeast Region, ES-0340, with the National Park Service, duty station Philadelphia, Pennsylvania. You will retain your career appointment and your pay level will increase to \$167,222. During your National Park Service career, you have served in a variety of positions within the Northeast Region including as the Deputy Regional Director where you oversaw regional programs in Park Operations, Resource Stewardship and Science and External Affairs and Partnerships that supported the 85+ parks in the region. Most recently, you have served as the Superintendent of the National Mall and Memorial Parks where you have overseen operations at the Washington Monument; Jefferson, FDR, MLK and Lincoln Memorials, as well as the Vietnam Memorial, East and West Potomac Parks, and the historic national mall. You are well qualified to serve as Regional Director, Northeast Region, of the National Park Service.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Regional Director, Northeast Region, ES-0340, with the National Park Service, duty station Philadelphia, Pennsylvania, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Cribley - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:37:44 AM  
**Attachments:** [Cribley memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 1:11 PM  
**Subject:** Cribley - Senior Executive Service Directed Reassignment  
**To:** Bud Cribley <[bcribley@blm.gov](mailto:bcribley@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>, John Ruhs <[jruhs@blm.gov](mailto:jruhs@blm.gov)>

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, duty station Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

## Memorandum

To: Bud Cribley

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of State Director – Alaska, Bureau of Land Management, duty station Anchorage, Alaska to Senior Advisor for Energy, ES-0301, 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 served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Senior Advisor for Energy, ES-0301, with the U.S. Fish and Wildlife Service, duty station Washington, DC, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Dohner - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:37:35 AM  
**Attachments:** [Dohner memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 1:09 PM  
**Subject:** Dohner - Senior Executive Service Directed Reassignment  
**To:** Cynthia Dohner <[Cynthia\\_Dohner@fws.gov](mailto:Cynthia_Dohner@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, Greg Sheehan <[gregory\\_sheehan@fws.gov](mailto:gregory_sheehan@fws.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Assistant Director - International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

## Memorandum

To: Cynthia Dohner

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 Regional Director – Atlanta, U.S. Fish and Wildlife Service, duty station Atlanta, Georgia to Assistant Director – International Affairs, U.S. Fish and Wildlife Service, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. As the Regional Director for the Southeast Region, you have a deep understanding of the breadth of the U.S. Fish and Wildlife Service's operations and have been involved in many interagency activities related to Gulf Restoration. You also have served as the Branch Chief for Recovery and Consultation in the Washington Office as well as worked for three State Agencies, two other Federal agencies and in the private sector. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to coordinate domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats and meet the Service's international responsibilities under treaties and U.S. laws and regulations as the Assistant Director for International Affairs.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Assistant Director – International Affairs, U.S. Fish and Wildlife Service, duty station Washington, DC, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Lueders - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:37:21 AM  
**Attachments:** [Lueders memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 1:02 PM  
**Subject:** Lueders - Senior Executive Service Directed Reassignment  
**To:** Amy Lueders <[alueders@blm.gov](mailto:alueders@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>, John Ruhs <[jruhs@blm.gov](mailto:jruhs@blm.gov)>

Dear Amy Lueders,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Regional Director, Albuquerque with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

## Memorandum

To: Amy Lueders

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 State Director, New Mexico with the Bureau of Land Management, duty station Santa Fe, New Mexico to Regional Director, Albuquerque, ES-0480, with the U.S. Fish and Wildlife Service, duty station Albuquerque, New Mexico. You will retain your career appointment and your pay level will remain the same. During your federal career, you have served in multiple land management leadership positions. You have served as a State Director in Nevada and New Mexico where you provided leadership on many natural resource management programs and issues. You have extensive management experience and have led employees in dispersed field offices. You have managed on-the-ground field operations as the Field Manager in Las Cruces, New Mexico. You have worked with a variety of stakeholders to include other federal agencies, Congressional staff, state governments, environmental groups and even private citizens. Your experience makes you well qualified to serve as the Regional Director for the U.S. Fish and Wildlife Service in Albuquerque, New Mexico.

This letter provides 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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Regional Director, Albuquerque, ES-0480, with the U.S. Fish and Wildlife Service, duty station Albuquerque, New Mexico, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Tuggle - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:37:04 AM  
**Attachments:** [Tuggle memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 12:35 PM  
**Subject:** Tuggle - Senior Executive Service Directed Reassignment  
**To:** Benjamin Tuggle <[benjamin\\_tuggle@fws.gov](mailto:benjamin_tuggle@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Greg Sheehan <[gregory\\_sheehan@fws.gov](mailto:gregory_sheehan@fws.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>

Dear Benjamin Tuggle,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. On your preference form, you indicated that you would accept the reassignment, however, you are requesting to perform the duties of the new position in your current duty station for a period of not to exceed nine months. The Executive Resources Board has considered and agreed to your request. Since the reassignment will ultimately result in a geographic move, you are being provided the requisite notice period for a directed reassignment that involves a geographic move. You are being reassigned to Assistant Director – Science Applications with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

Memorandum

To: Benjamin Tuggle

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 Regional Director – Albuquerque, U.S. Fish and Wildlife Service, duty station Albuquerque, New Mexico to Assistant Director – Science Applications, ES-0480, 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. Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. Your academic pursuits have resulted in numerous publications in scientific journals. You have also shown an ongoing commitment to growing the next generation of employees. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to enhance capacities to acquire, apply and communicate scientific information; strengthen scientific partnerships; and grow the next generation of Service scientists as the Assistant Director for Science Applications.

On your preference form, you indicated that you would accept the reassignment, however, you are requesting to perform the duties of the new position in your current duty station for a period of not to exceed nine months. The Executive Resources Board has considered and agreed to your request. Since the reassignment will ultimately result in a geographic move, you are being provided the requisite notice period for a directed reassignment that involves a geographic move.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Assistant Director – Science Applications, ES-0480, with the U.S. Fish and Wildlife Service, duty station Washington, DC, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Lauro - Senior Executive Service directed reassignment  
**Date:** Monday, August 14, 2017 10:36:50 AM  
**Attachments:** [Lauro memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 12:32 PM  
**Subject:** Lauro - Senior Executive Service directed reassignment  
**To:** Salvatore Lauro <[slauro@blm.gov](mailto:slauro@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>, John Ruhs <[jruhs@blm.gov](mailto:jruhs@blm.gov)>

Dear Salvatore Lauro,

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

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

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

Best,  
Mary

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Mary Pletcher  
Department of the Interior

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

## Memorandum

To: Salvatore Lauro

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, Office of Law Enforcement and Security with the Bureau of Land Management, duty station Washington, DC to Senior Advisor to the Director, Office of Law Enforcement and Security with the Bureau of Land Management, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your law enforcement career, you have served in many roles – from Critical Infrastructure Coordinator for the Department in the Office of Law Enforcement, Security and Emergency Management, Chief of the United States Park Police to your current role as the Bureau of Land Management Director, Office of Law Enforcement and Security. You are well qualified to serve as Senior Advisor to the Director, Office of Law Enforcement and Security.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable.

\_\_\_\_\_  
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.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Riggs - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:36:45 AM  
**Attachments:** [Riggs memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 10:11 AM  
**Subject:** Riggs - Senior Executive Service Directed Reassignment  
**To:** Helen Riggs <[helen.riggs@bia.gov](mailto:helen.riggs@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Deputy Special Trustee - Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,  
Mary

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

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



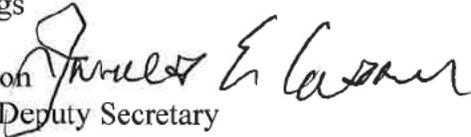
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

Memorandum

**JUN 30 2017**

To: Helen Riggs

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 Deputy Bureau Director – Trust Services with the Bureau of Indian Affairs, duty station Washington, DC to Deputy Special Trustee – Trust Services, 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 trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Deputy Special Trustee – Trust Services, 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

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Loudermilk - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:36:24 AM  
**Attachments:** [Loudermilk memo.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Fri, Jun 30, 2017 at 10:08 AM  
**Subject:** Loudermilk - Senior Executive Service Directed Reassignment  
**To:** Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>

Dear Bruce,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Your preferences were reviewed and considered by the Executive Resources Board. The Executive Resources Board has decided to move forward with the reassignment. You are being reassigned to Deputy Special Trustee - Field Operations with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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Mary Pletcher  
Department of the Interior

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I 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

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Lueders - Proposed Senior Executive Service Reassignment  
**Date:** Monday, August 14, 2017 10:36:12 AM  
**Attachments:** [Lueders Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Mon, Jun 19, 2017 at 3:30 PM  
**Subject:** Lueders - Proposed Senior Executive Service Reassignment  
**To:** Amy Lueders <[alueders@blm.gov](mailto:alueders@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>

Amy,

Thank you for your time earlier today and for providing your home address. Because of the distance from your home to the new proposed duty location, there would be a change in commuting area under the Department's policy on Permanent Change of Station. Please disregard the prior notice of reassignment sent to you on June 15, 2017. Below is the proposed notice of reassignment.

Best,  
Mary

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Dear Amy Lueders:

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Albuquerque, with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico.

During your federal career, you have served in multiple land management leadership positions. You have served as a State Director in Nevada and New Mexico where you provided leadership on many natural resource management programs and issues. You have extensive management experience and have led employees in dispersed field offices. You have managed on-the-ground field operations as the Field Manager in Las Cruces, New Mexico. You have worked with a variety of stakeholders to include other federal agencies, Congressional staff, state governments, environmental groups and even private citizens. Your experience makes you well qualified to serve as the Regional Director for the U.S. Fish and Wildlife Service in Albuquerque, New Mexico.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 26, 2017**.

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

Best,

Mary

--

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

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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: Mary Pletcher

From: Amy Lueders

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Romanik - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:36:05 AM  
**Attachments:** [Romanik Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:52 PM  
**Subject:** Romanik - Senior Executive Service Directed Reassignment  
**To:** Peg Romanik <[PEG.ROMANIK@sol.doi.gov](mailto:PEG.ROMANIK@sol.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Jorjani Daniel <[daniel\\_jorjani@ios.doi.gov](mailto:daniel_jorjani@ios.doi.gov)>

Dear Peg Romanik,

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

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

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: Peg Romanik

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 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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Woody - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:35:56 AM  
**Attachments:** [Woody Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:50 PM  
**Subject:** Woody - Senior Executive Service Directed Reassignment  
**To:** William Woody <[william\\_c\\_woody@fws.gov](mailto:william_c_woody@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>

Dear William Woody,

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

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

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

Best,  
Mary

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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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

Memorandum

To: William Woody

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia to Director, Office of Law Enforcement and Security, ES-1811, with the Bureau of Land Management, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your conservation law enforcement career, you have served in many roles – from the Director of Law Enforcement for the Utah Department of Natural Resources to your current role as the Chief of the Office of Law Enforcement for the U.S. Fish and Wildlife Service. You are well qualified to lead the rangers and special agents of the Bureau of Land Management as the Director of Law Enforcement.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Hildebrandt - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:35:36 AM  
**Attachments:** [Hildebrandt Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:48 PM  
**Subject:** Hildebrandt - Senior Executive Service Directed Reassignment  
**To:** Betsy Hildebrandt <[betsy\\_hildebrandt@fws.gov](mailto:betsy_hildebrandt@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>

Dear Betsy Hildebrandt,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Associate Director for Communications and Publishing with the U.S. Geological Survey, located in Reston, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

## Memorandum

To: Betsy Hildebrandt

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Assistant Director – External Communications with the U.S. Fish and Wildlife Service, duty station Washington, DC to Associate Director for Communications and Publishing with the U. S. Geological Survey, duty station Reston, Virginia. You will retain your career appointment and your pay level will remain the same. During your federal and private sector career, you have developed deep expertise in legislative affairs, external affairs and communications. You have served as a director of public affairs at Fannie Mae and now serve as the Assistant Director for External Affairs at the U.S. Fish and Wildlife Service. You are well qualified to serve as the Associate Director, Office of Communications and Publishing at the U.S. Geological Survey.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Arroyo - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:35:28 AM  
**Attachments:** [Arroyo Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:47 PM  
**Subject:** Arroyo - Senior Executive Service Directed Reassignment  
**To:** Bryan Arroyo <[bryan\\_arroyo@fws.gov](mailto:bryan_arroyo@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>

Dear Bryan Arroyo,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Director, Office of Environmental Policy and Compliance with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

Memorandum

To: Bryan Arroyo

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 Assistant Director, International Affairs with the U.S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia to Deputy Director, Office of Environmental Policy and Compliance with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your federal career, you have served in leadership positions ensuring compliance with environmental laws, orders and policy objectives. You have served as the Assistant Director for International Affairs where you work closely with states, tribes, foreign governments and non-governmental organizations to conserve species and habitats at risk. You have also served as the Assistant Director for Fisheries and Habitat Conservation and as Assistant Director for Endangered Species. You are well qualified to serve as the Deputy Director for the Office of Environmental Policy and Compliance in the Office of the Assistant Secretary for Policy, Management and Budget.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Dohner - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:35:11 AM  
**Attachments:** [Dohner Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:45 PM  
**Subject:** Dohner - Proposed Senior Executive Service Directed Reassignment  
**To:** Cynthia Dohner <[Cynthia\\_Dohner@fws.gov](mailto:Cynthia_Dohner@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>

Dear Cynthia Dohner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Assistant Director – International Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC.

As the Regional Director for the Southeast Region, you have a deep understanding of the breadth of the U.S. Fish and Wildlife Service's operations and have been involved in many interagency activities related to Gulf Restoration. You also have served as the Branch Chief for Recovery and Consultation in the Washington Office as well as worked for three State Agencies, two other Federal agencies and in the private sector. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to coordinate domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats and meet the Service's international responsibilities under treaties and U.S. laws and regulations as the Assistant Director for International Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at

[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

Best,

Mary

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

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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: Mary Pletcher

From: Cynthia Dohner

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Tuggle - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:35:05 AM  
**Attachments:** [Tuggle Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:43 PM  
**Subject:** Tuggle - Proposed Senior Executive Service Directed Reassignment  
**To:** Benjamin Tuggle <[benjamin\\_tuggle@fws.gov](mailto:benjamin_tuggle@fws.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, Jim Kurth <[jim\\_kurth@fws.gov](mailto:jim_kurth@fws.gov)>

Dear Benjamin Tuggle,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Assistant Director – Science Applications with the U.S. Fish and Wildlife Service, located in Washington, DC.

Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. Your academic pursuits have resulted in numerous publications in scientific journals. You have also shown an ongoing commitment to growing the next generation of employees. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to enhance capacities to acquire, apply and communicate scientific information; strengthen scientific partnerships; and grow the next generation of Service scientists as the Assistant Director for Science Applications.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

**Best,**

**Mary**

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 30 2017**

Memorandum

To: Benjamin Tuggle

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 Regional Director – Albuquerque, U.S. Fish and Wildlife Service, duty station Albuquerque, New Mexico to Assistant Director – Science Applications, ES-0480, 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. Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. Your academic pursuits have resulted in numerous publications in scientific journals. You have also shown an ongoing commitment to growing the next generation of employees. You are well qualified to lead the U.S. Fish and Wildlife Service's efforts to enhance capacities to acquire, apply and communicate scientific information; strengthen scientific partnerships; and grow the next generation of Service scientists as the Assistant Director for Science Applications.

On your preference form, you indicated that you would accept the reassignment, however, you are requesting to perform the duties of the new position in your current duty station for a period of not to exceed nine months. The Executive Resources Board has considered and agreed to your request. Since the reassignment will ultimately result in a geographic move, you are being provided the requisite notice period for a directed reassignment that involves a geographic move.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

\_\_\_\_\_ I accept the directed reassignment to the position of Assistant Director – Science Applications, ES-0480, with the U.S. Fish and Wildlife Service, duty station Washington, DC, with an effective date no earlier than 60 days from my receipt of this notification.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Vietzke - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:34:58 AM  
**Attachments:** [Vietzke Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:42 PM  
**Subject:** Vietzke - Proposed Senior Executive Service Directed Reassignment  
**To:** Gay Vietzke <[gay\\_vietzke@nps.gov](mailto:gay_vietzke@nps.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Virginia Johnson <[virginia\\_johnson@ios.doi.gov](mailto:virginia_johnson@ios.doi.gov)>, "Reynolds, Michael" <[michael\\_reynolds@nps.gov](mailto:michael_reynolds@nps.gov)>

Dear Gay Vietzke,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Northeast Region with the National Park Service, located in Philadelphia, Pennsylvania.

During your National Park Service career, you have served in a variety of positions within the Northeast Region including as the Deputy Regional Director where you oversaw regional programs in Park Operations, Resource Stewardship and Science and External Affairs and Partnerships that supported the 85+ parks in the region. Most recently, you have served as the Superintendent of the National Mall and Memorial Parks where you have overseen operations at the Washington Monument; Jefferson, FDR, MLK and Lincoln Memorials, as well as the Vietnam Memorial, East and West Potomac Parks, and the historic national mall. You are well qualified to serve as Regional Director, Northeast Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

**Best,**

**Mary**

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

--

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

To: Mary Pletcher

From: Gay Vietzke

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Gonzales-Schreiner - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:33:42 AM  
**Attachments:** [Gonzales-Schreiner Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:39 PM  
**Subject:** Gonzales-Schreiner - Senior Executive Service Directed Reassignment  
**To:** Roseann Gonzales-Schreiner <[rgonzales@usbr.gov](mailto:rgonzales@usbr.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, "Cameron, Scott" <[scott\\_cameron@ios.doi.gov](mailto:scott_cameron@ios.doi.gov)>, Alan Mikkelsen <[amikkelsen@usbr.gov](mailto:amikkelsen@usbr.gov)>

Dear Roseann Gonzales-Schreiner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Associate Director for Administration with the U.S. Geological Survey, located in Lakewood, Colorado. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

## Memorandum

To: Roseann Gonzales-Schreiner

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Policy and Administration, Bureau of Reclamation, duty station Lakewood, Colorado to Associate Director for Administration, ES-0340, with the U.S. Geological Survey, duty station Lakewood, Colorado. You will retain your career appointment and your pay level will remain the same. During your tenure at the Bureau of Reclamation, you have demonstrated strong leadership in financial assistance management, environmental compliance, asset management and facility maintenance, human resources, and internal controls and served as Reclamation's Senior Asset Management Officer and Human Capital Officer. You are well qualified to take on a broader administrative operations role as the USGS Associate Director for Administration.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Wainman - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:33:35 AM  
**Attachments:** [Wainman Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:37 PM  
**Subject:** Wainman - Senior Executive Service Directed Reassignment  
**To:** Barbara Wainman <[bwainman@usgs.gov](mailto:bwainman@usgs.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, "Cameron, Scott" <[scott\\_cameron@ios.doi.gov](mailto:scott_cameron@ios.doi.gov)>, William Werkheiser <[whwerkhe@usgs.gov](mailto:whwerkhe@usgs.gov)>

Dear Barbara Wainman,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Assistant Director – External Affairs with the U.S. Fish and Wildlife Service, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

## Memorandum

To: 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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Aragon - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:33:23 AM  
**Attachments:** [Aragon Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:36 PM  
**Subject:** Aragon - Senior Executive Service Directed Reassignment  
**To:** Jose Aragon <[jaragon@usgs.gov](mailto:jaragon@usgs.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, William Werkheiser <[whwerkhe@usgs.gov](mailto:whwerkhe@usgs.gov)>, "Cameron, Scott" <[scott\\_cameron@ios.doi.gov](mailto:scott_cameron@ios.doi.gov)>

Dear Jose Aragon,

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

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

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

Best,

Mary

--

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

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



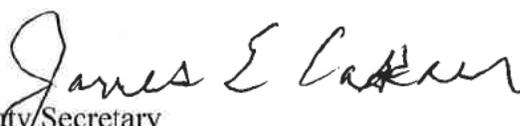
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

## Memorandum

To: Jose Aragon

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 Administration with the U.S. Geological Survey, duty station Albuquerque, New Mexico to Senior Advisor to the Deputy Assistant Secretary – Business, Finance, Performance and Acquisition with the Assistant Secretary – Policy, Management and Budget, duty station Albuquerque, New Mexico. You will retain your career appointment and your pay level will remain the same. During your federal career, you have led administrative operations in a variety of federal organizations including as Director of Financial Management at the Air Force Sustainment Center and Chief Financial Officer for the Air Force Nuclear Weapons Center and most recently, as the Associate Director for Administration for the U.S. Geological Survey. You are well qualified to serve as Senior Advisor to the Deputy Assistant Secretary – Business, Finance, Performance and Acquisition.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Burkett - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:33:11 AM  
**Attachments:** [Burkett Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:35 PM  
**Subject:** Burkett - Proposed Senior Executive Service Directed Reassignment  
**To:** Virginia Burkett <[virginia\\_burkett@usgs.gov](mailto:virginia_burkett@usgs.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, "Cameron, Scott" <[scott\\_cameron@ios.doi.gov](mailto:scott_cameron@ios.doi.gov)>, William Werkheiser <[whwerkhe@usgs.gov](mailto:whwerkhe@usgs.gov)>

Dear Virginia Burkett,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor to the Assistant Secretary – Water and Science with the Office of the Assistant Secretary – Water and Science, located in Washington, DC.

During your career, you have served in scientific leadership positions related to climate change and land use planning. In your current role as Associate Director for Climate and Land Use Change, you lead the Land Change Science Program, Land Remote Sensing Program, National Climate Change and Wildlife Science Center, Climate Research and Development Program, Carbon Sequestration assessments, and the Earth Resources Observation and Science Center. You served as a Lead Author of the United Nation's Intergovernmental Panel on Climate Change. You also served as the Chief Scientist for the Climate and Land Use planning area for USGS. As part of this role, you worked with other federal agencies such as Energy, State, Transportation, and FEMA and non-federal agencies and institutions. You have demonstrated your adeptness at leading others in taking an enterprise/system-wide view of complex natural resource challenges; are highly knowledgeable about earth resources including water resources; and have shown an aptitude in working with a variety of scientists, engineers and other stakeholders. You are well qualified

to serve as Senior Advisor to the Assistant Secretary – Water and Science in Washington, DC.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

Best,

Mary

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

--

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

To: Mary Pletcher

From: Virginia Burkett

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Welch - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:33:03 AM  
**Attachments:** [Welch Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:32 PM  
**Subject:** Welch - Senior Executive Service Directed Reassignment  
**To:** Ruth Welch <[rwelch@blm.gov](mailto:rwelch@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>

Dear Ruth Welch,

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

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

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

Best,

Mary

--

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

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



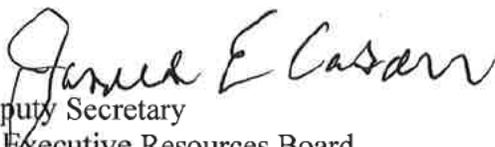
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: Ruth Welch

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of State Director – Colorado with the Bureau of Land Management, duty station Denver, Colorado to Director, Policy and Administration, ES-0340, with the Bureau of Reclamation, duty station Denver, Colorado. You will retain your career appointment and your pay level will remain the same. During your career, you have served in leadership positions in multiple administrative and programmatic organizations. You served as the Division Chief for the Business Resources in the Bureau of Land Management managing Bureauwide programs for engineering, property, contracting and grants/agreements, as well as providing human resources, IRB and business services support to the BLM Washington Office. You served as the Director of the BLM's National Operations Center that provides human resources, information technology, geospatial services, finance and acquisition to the Bureau of Land Management. You are well qualified to serve as the Director of Policy and Administration at the Bureau of Reclamation.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Lauro - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:32:48 AM  
**Attachments:** [Lauro Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:30 PM  
**Subject:** Lauro - Senior Executive Service Directed Reassignment  
**To:** Salvatore Lauro <[slauro@blm.gov](mailto:slauro@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>

Dear Salvatore Lauro,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,  
Mary

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

Memorandum

To: Salvatore Lauro

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Law Enforcement and Security with the Bureau of Land Management, duty station Washington, DC to Chief, Office of Law Enforcement with the U.S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia. You will retain your career appointment and your pay level will remain the same. During your law enforcement career, you have served in many roles – from Critical Infrastructure Coordinator for the Department in the Office of Law Enforcement, Security and Emergency Management, Chief of the United States Park Police to your current role as the Bureau of Land Management Director of Law Enforcement. You are well qualified to lead the U.S. Fish and Wildlife Service's agents, wildlife inspectors, officers and other law enforcement personnel as the Chief of the Office of Law Enforcement.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Lueders - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:32:43 AM  
**Attachments:** [Lueders Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:28 PM  
**Subject:** Lueders - Senior Executive Service Directed Reassignment  
**To:** Amy Lueders <[alueders@blm.gov](mailto:alueders@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>

Dear Amy Lueders,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Regional Director, Albuquerque with the U.S. Fish and Wildlife Service, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

Memorandum

To: Amy Lueders

From: James Cason *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 State Director, New Mexico with the Bureau of Land Management, duty station Santa Fe, New Mexico to Regional Director, Albuquerque, ES-0480, with the U.S. Fish and Wildlife Service, duty station Albuquerque, New Mexico. You will retain your career appointment and your pay level will remain the same. During your federal career, you have served in multiple land management leadership positions. You have served as a State Director in Nevada and New Mexico where you provided leadership on many natural resource management programs and issues. You have extensive management experience and have led employees in dispersed field offices. You have managed on-the-ground field operations as the Field Manager in Las Cruces, New Mexico. You have worked with a variety of stakeholders to include other federal agencies, Congressional staff, state governments, environmental groups and even private citizens. Your experience makes you well qualified to serve as the Regional Director for the U.S. Fish and Wildlife Service in Albuquerque, New Mexico.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Velasco - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:32:07 AM  
**Attachments:** [Velasco Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:26 PM  
**Subject:** Velasco - Senior Executive Service Directed Reassignment  
**To:** "Velasco, Janine" <[jvelasco@blm.gov](mailto:jvelasco@blm.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>, Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>

Dear Janine Velasco,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Assistant Director – Business Management Operations with the U.S. Fish and Wildlife Service, located in Baileys Crossroads, Virginia. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: Janine Velasco

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Assistant Director, Business, Fiscal and Information Resources Management with the Bureau of Land Management, duty station Washington, DC, to Assistant Director for Business Management and Operations, with the U. S. Fish and Wildlife Service, duty station Baileys Crossroads, Virginia. You will retain your career appointment and your pay level will remain the same. During your federal career, you have gained deep experience in managing administrative operations. In your current role as Assistant Director, Business, Fiscal and Information Resource Management, you oversee the budget, finance, property, procurement, engineering and asset management, audits and information technology for the Bureau of Land Management. You are well qualified to serve as the Assistant Director for Business Management and Operations at the U.S. Fish and Wildlife Service.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Cribley - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:31:46 AM  
**Attachments:** [Cribley Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:25 PM  
**Subject:** Cribley - Proposed Senior Executive Service Directed Reassignment  
**To:** Bud Cribley <[bcribley@blm.gov](mailto:bcribley@blm.gov)>  
**Cc:** Katharine MacGregor <[katharine\\_macgregor@ios.doi.gov](mailto:katharine_macgregor@ios.doi.gov)>, James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Nedd <[mnedd@blm.gov](mailto:mnedd@blm.gov)>

Dear Bud Cribley,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Senior Advisor for Energy with the U.S. Fish and Wildlife Service, located in Washington, DC.

During your career, you have served in leadership positions overseeing energy development, infrastructure permitting, and resource management planning. As the Alaska State Director for the Bureau of Land Management, you provide oversight of the Trans-Alaska Pipeline and the National Petroleum Reserve in Alaska. You are well qualified to serve as the Senior Advisor for Energy in the U.S. Fish and Wildlife Service.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

**Best,**

**Mary**

--

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

--

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

To: Mary Pletcher

From: Bud Cribley

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Olsen - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:31:17 AM  
**Attachments:** [Olsen Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:20 PM  
**Subject:** Olsen - Senior Executive Service Directed Reassignment  
**To:** "Olsen, Megan" <[megan\\_olsen@ios.doi.gov](mailto:megan_olsen@ios.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>, Olivia B Ferriter <[Olivia\\_Ferriter@ios.doi.gov](mailto:Olivia_Ferriter@ios.doi.gov)>

Dear Megan Olsen,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Office of Acquisition and Property Management with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

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



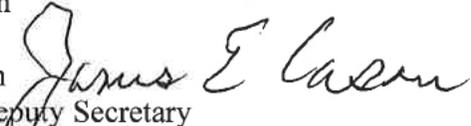
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

Memorandum

To: Megan Olsen

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Office of Small and Disadvantaged Business Utilization with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Director, Office of Acquisition and Property Management with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your federal career, you have gained strong expertise in federal contracting. As Director of the Department of the Interior's Office of Small and Disadvantaged Business Utilization, you provide leadership for meeting DOI's goals for contracting with small businesses. You have served as Senior Procurement Analyst with the Office of Acquisition and Property Management where you coordinated Department-wide acquisition compliance programs. You also served as the Bureau Procurement Chief for the Interior Business Center. You are well qualified to serve as the Director of the Office of Acquisition and Property Management.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Sonderman - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:31:08 AM  
**Attachments:** [Sonderman Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:18 PM  
**Subject:** Sonderman - Senior Executive Service Directed Reassignment  
**To:** Debra Sonderman <[debra\\_sonderman@ios.doi.gov](mailto:debra_sonderman@ios.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>, Olivia B Ferriter <[Olivia\\_Ferriter@ios.doi.gov](mailto:Olivia_Ferriter@ios.doi.gov)>

Dear Debra Sonderman,

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

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

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

Memorandum

To: Debra Sonderman

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, Office of Acquisition and Property Management, Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Assistant Director, Business, Fiscal, and Information Resources Management Director, Bureau of Land Management, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your tenure at Interior, you have served as Senior Procurement Executive and managed policy and overseen policy for acquisition, financial assistance, facility management, and property management programs. In addition, you have led a number of technology initiatives including serving as co-system owner for the Department's Financial and Business Management System. You are well qualified to oversee a broader portfolio of administrative operations at the Bureau of Land Management as the Assistant Director for Business, Fiscal and Information Resources Management.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Davis - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:30:51 AM  
**Attachments:** [Davis Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:17 PM  
**Subject:** Davis - Senior Executive Service Directed Reassignment  
**To:** Mark Davis <[mark\\_davis@ios.doi.gov](mailto:mark_davis@ios.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>, "Gonzalez, Elena" <[maria\\_gonzalez@ios.doi.gov](mailto:maria_gonzalez@ios.doi.gov)>

Dear Mark Davis,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Budget Officer with the Assistant Secretary – Indian Affairs, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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

--

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



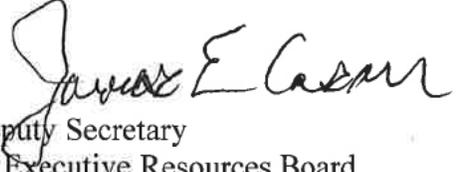
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

## Memorandum

To: Mark Davis

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director, Business Services with the Office of the Secretary, Office of the Chief Information Officer, duty station Washington, DC to Budget Officer, ES-0560, with the Assistant Secretary – Indian Affairs, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your career, you have served in a variety of leadership positions overseeing budget and financial management functions. As the Director of Business Services for the Office of the Chief Information Officer, you are responsible for business operations including human resources, budget and finance, and procurement and acquisition. You served as the Deputy Special Trustee for Business Management at the Office of Special Trustee. Prior to OST, you served in a leadership position in the Department's Office of Budget as Chief of Budget Formulation for the Department for four years. You also worked at both the Bureau of Land Management and USDA Forest Service headquarters budget offices. Your deep experience leading budget and financial management programs in multiple organizations makes you well qualified to serve as Budget Officer in the Assistant Secretary for Indian Affairs.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer.

Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Pierre-Louis - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:30:33 AM  
**Attachments:** [Pierre-Louis Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:15 PM  
**Subject:** Pierre-Louis - Senior Executive Service Directed Reassignment  
**To:** "Pierre-Louis, Alesia" <[alesia\\_pierre-louis@ios.doi.gov](mailto:alesia_pierre-louis@ios.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>

Dear Alesia Pierre-Louis,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director of Human Capital Management with the Assistant Secretary – Indian Affairs, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

**JUN 15 2017**

## Memorandum

To: Alesia Pierre-Louis

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Chief Learning Officer and Director, Office of Strategic Employee Development with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Director of Human Capital Management, ES-0301, with the Assistant Secretary – Indian Affairs, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your career, you have served in a variety of leadership positions overseeing human capital programs. As the Chief Learning Officer for the Department of the Interior, you oversee delivery of training and leadership development programs and policies across Interior's bureaus and offices and represent Interior at interagency councils. You served as Acting Deputy Regional Director and Chief of Staff of the Northeast Region for the National Park Service where you oversaw the three Associate Regional Directors including the Associate Regional Director for Administration that supported field operations for the Northeast Region park units. You also provided direct-line supervisory authority for 25 Park Superintendents located within seven states. You have served as the Chief, Office of Diversity and Equal Opportunity at the U.S. Geological Survey where you led the complete array of EEO and Diversity programs and services and provided EEO and diversity strategic advice and guidance to the USGS Director, Deputy Director and all members of the USGS executive leadership team. At the USGS, you also served as the Acting Associate Director for Human Capital where you oversaw the full spectrum of human resources support activities. Your diversity of human capital program management experience and ability to work collaboratively across and within bureau structures

make you well qualified to serve as the Director of Human Capital Management for the Assistant Secretary for Indian Affairs.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Blanchard - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:30:20 AM  
**Attachments:** [Blanchard Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:12 PM  
**Subject:** Blanchard - Senior Executive Service Directed Reassignment  
**To:** Mary Josie Blanchard <[maryjosie\\_blanchard@ios.doi.gov](mailto:maryjosie_blanchard@ios.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>, Steve Glomb <[steve\\_glomb@ios.doi.gov](mailto:steve_glomb@ios.doi.gov)>

Dear Mary Josie Blanchard,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Gulf of Mexico Restoration with the Assistant Secretary – Fish and Wildlife and Parks, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: Mary Josie Blanchard

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 Director, Office of Environmental Policy and Compliance with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC to Director, Gulf of Mexico Restoration with the Office of the Secretary, Assistant Secretary – Fish and Wildlife and Parks, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. As the Deputy Director of the Office of Environmental Policy and Compliance, you manage Office operations and coordinate the work of eight regional offices and four headquarters team. You help ensure the Department is in compliance with the National Environmental Policy Act (NEPA), executive orders, and regulations; review environmental and natural resource aspects of non-Interior projects; manage the Department's funding program of long-term cleanups of hazardous materials and oversee the Department's activities to protect and recover natural and cultural resources and historic properties during response and recovery actions. In all of these efforts, you work collaboratively across Departmental and Agency lines. You are well qualified to serve as Director, Gulf of Mexico Restoration in the Office of the Assistant Secretary for Fish, Wildlife and Parks.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Gidner - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:30:16 AM  
**Attachments:** [Gidner Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:10 PM  
**Subject:** Gidner - Senior Executive Service Directed Reassignment  
**To:** "Gidner, Jerold" <[jerold.gidner@onrr.gov](mailto:jerold.gidner@onrr.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Amy Holley <[amy\\_holley@ios.doi.gov](mailto:amy_holley@ios.doi.gov)>, "Gould, Greg" <[Greg.Gould@onrr.gov](mailto:Greg.Gould@onrr.gov)>

Dear Jerold Gidner,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Principal Deputy Special Trustee with the Office of the Special Trustee for American Indians, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

## Memorandum

To: Jerold Gidner

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 Senior Program Advisor with the Office of Natural Resources Revenue Management, duty station in Washington, DC to Principal Deputy Special Trustee, ES-0340, with the Office of the Special Trustee for American Indians, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your federal career, you have served in many different leadership positions supporting the needs of Indian Country including Director of the Bureau of Indian Affairs; Deputy Bureau Director for Indian Services; Chief of Staff to the Assistant Secretary-Indian Affairs; Deputy Associate Bureau Director for Post-Secondary Education at the Bureau of Indian Education; and Acting Director, Office of Tribal Government Relations at the Department of Veteran Affairs. You are well qualified to serve as the Principal Deputy Special Trustee.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Lords - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:30:03 AM  
**Attachments:** [Lords Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:04 PM  
**Subject:** Lords - Senior Executive Service Directed Reassignment  
**To:** Douglas Lords <[douglas\\_lords@ost.doi.gov](mailto:douglas_lords@ost.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Debra Dumontier <[Debra\\_dumontier@ost.doi.gov](mailto:Debra_dumontier@ost.doi.gov)>

Dear Douglas Lords,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Trust Services with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,  
Mary

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: Douglas Lords

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, duty station Albuquerque, New Mexico to Deputy Bureau Director – Trust Services, ES-0340, with the Bureau of Indian Affairs, duty station Albuquerque, New Mexico. You will retain your career appointment and your pay level will remain the same. During your federal career, you have held a variety of leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities. Among the positions you have held, you have served as the Deputy Special Trustee for Trust Services, the Deputy Special Trustee for Field Operations, and the Director of the Office of Trust Fund Management. You are well qualified to serve as the Deputy Director for Trust Services in the Bureau of Indian Affairs.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning this reassignment should be addressed to Ms. Pletcher. She can be reached on (202) 208-4505 or via email at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity

Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: James - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:29:41 AM  
**Attachments:** [James Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:02 PM  
**Subject:** James - Senior Executive Service Directed Reassignment  
**To:** Jim James <[jim\\_james@ost.doi.gov](mailto:jim_james@ost.doi.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Debra Dumontier <[Debra\\_dumontier@ost.doi.gov](mailto:Debra_dumontier@ost.doi.gov)>

Dear James James,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Deputy Bureau Director – Field Operations with the Bureau of Indian Affairs, located in Albuquerque, New Mexico. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: James James

From: James Cason *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 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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Burckman - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:29:29 AM  
**Attachments:** [Burckman Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 7:00 PM  
**Subject:** Burckman - Senior Executive Service Directed Reassignment  
**To:** James Burckman <[james.burckman@bia.gov](mailto:james.burckman@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>

Dear James Burckman,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Business Services with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

## Memorandum

To: James Burckman

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Director of Human Capital Management with the Assistant Secretary – Indian Affairs, duty station Washington, DC to Director, Business Services with the Office of the Secretary, Office of the Chief Information Officer, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your career, you have served in a variety of leadership positions overseeing administrative operations and programs. While serving as Acting Deputy Assistant Secretary – Indian Affairs (Management), you have overseen financial management, strategic planning and performance management, workforce planning, facilities and property management, safety management, real property leasing, development and control of administrative policies and procedures, audits and program reviews. As the Human Resources Officer for the former Minerals Management Service you delivered human resources on a fee for service basis. Prior to joining Interior, you served as the Executive Assistant to the Deputy Chief Information Officer for Management at the Internal Revenue Service where you served as principal advisor to the Associate CIO for planning, direction, and delivery of financial services, workforce restructuring, IT capital planning and investment control, strategic planning and governance, for the Modernization and Information Technology and Services organization. Your diversity of administrative operations experience, experience in leading service delivery in a fee for service environment, and experience supporting transformation of a Chief Information Officer organization makes you well qualified to serve as the Director of Business Services, Office of the Chief Information Officer.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Bearpaw - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:29:03 AM  
**Attachments:** [Bearpaw Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:57 PM  
**Subject:** Bearpaw - Proposed Senior Executive Service Directed Reassignment  
**To:** George Bearpaw <[george.bearpaw@bia.gov](mailto:george.bearpaw@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>

Dear George Bearpaw,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Midwest Region with the Bureau of Indian Affairs, located in Minneapolis, Minnesota.

Throughout your career, you have held a variety of leadership positions serving Indian Country - both within tribal government and federal government. You have served as the Executive Director of Tribal Operations for the Cherokee Nation and the Executive Director for the Kickapoo Tribe of Oklahoma. You served as the Acting Area Director for the Tucson Area Indian Health Service for the Indian Health Service. Most recently, you have served as the Budget Officer for the Assistant Secretary for Indian Affairs. Your diversity of leadership experience serving Indian Country makes you well qualified to serve as the Regional Director, Midwest Region.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

**Best,**

**Mary**

--

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

--

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

To: Mary Pletcher

From: George Bearpaw

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Loudermilk - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:28:53 AM  
**Attachments:** [Loudermilk Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:55 PM  
**Subject:** Loudermilk - Proposed Senior Executive Service Directed Reassignment  
**To:** Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>

Dear Weldon "Bruce" Loudermilk,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Field Operations with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of leadership positions in Indian Country. You have served as a Regional Director in two Bureau of Indian Affairs Regions – Great Plains and Alaska. For 10 years, you served as a Fiduciary Trust Officer in the Office of the Special Trustee for American Indians. You also have served multiple details including as Chief of Staff to the Principal Deputy Special Trustee and as a Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Field Operations in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

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

To: Mary Pletcher

From: Weldon Loudermilk

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Cruzan - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:28:41 AM  
**Attachments:** [Cruzan Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:53 PM  
**Subject:** Cruzan - Senior Executive Service Directed Reassignment  
**To:** Darren Cruzan <[darren.cruzan@bia.gov](mailto:darren.cruzan@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>

Dear Darren Cruzan,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has approved your reassignment from your current position. You are being reassigned to Director, Office of Law Enforcement and Security with the Assistant Secretary – Policy, Management and Budget, located in Washington, DC. The attached memorandum provides formal notice of your reassignment. You may scan and email your acknowledgement of receipt and decision electronically or send via mail.

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

Best,

Mary

--

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

--

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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

## Memorandum

To: Darren Cruzan

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 Senior Advisor – Law Enforcement, Security and School Safety with the Bureau of Indian Affairs, duty station Washington, DC to Director, Office of Law Enforcement and Security, ES-1811, with the Office of the Secretary, Assistant Secretary – Policy, Management and Budget, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. During your federal law enforcement career, you have served in many different capacities – from patrolman to Criminal Investigator to SES leader. You served as the Assistant Special Agent in Charge of the Criminal Investigative and Protective Directorate at the Pentagon Force Protection Agency. As the Bureau of Indian Affairs, Office of Justice Services Deputy Bureau Director, you provided critical leadership to on-the-ground law enforcement operations in Indian Country. Your extensive federal law enforcement leadership experience makes you well qualified to serve as the Director of the Office of Law Enforcement and Safety.

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Hanna - Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:28:24 AM  
**Attachments:** [Hanna Reassignment.pdf](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:49 PM  
**Subject:** Hanna - Senior Executive Service Directed Reassignment  
**To:** Jeanette Hanna <[JEANETTE.HANNA@bia.gov](mailto:JEANETTE.HANNA@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>

Dear Jeanette Hanna,

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

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

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

Best,

Mary

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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



# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, DC 20240

JUN 15 2017

Memorandum

To: Jeanette Hanna

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

Subject: Senior Executive Service Directed Reassignment

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. This memorandum is to inform you that the Executive Resources Board has approved your reassignment from the position of Special Assistant to the Director with the Bureau of Indian Affairs, duty station Washington, DC to Senior Advisor for Tribal Energy Development with the Bureau of Land Management, duty station Washington, DC. You will retain your career appointment and your pay level will remain the same. Throughout your career, you have served in positions that provided an opportunity to develop a deep understanding of the issues impacting Indian Country. You served as Indian Affairs Budget Officer and the Director, Office of Planning, Budget and Management Support where you created the Tribal Interior Budget Committee. You served as the Regional Director, Eastern Oklahoma Region where you worked with 20 diverse tribal governments. Most recently, you served as the Special Assistant to the Assistant Secretary for Indian Affairs and Special Assistant to the Bureau Director. Your experience working across Indian Affairs, collaborating with tribal governments, and knowledge of Indian Affairs budgeting makes you well qualified to serve as Senior Advisor for Tribal Energy Development in the Bureau of Land Management.

This letter provides you the required 15 days advanced notice of your directed reassignment as required by 5 CFR 317.901(b)(1). The effective date of this reassignment will be no earlier than 15 days after your receipt of this notification, unless you elect to waive the notification period and report for duty at an earlier date. Please indicate your acknowledgement of receipt and decision on the attached decision copy of this memorandum and return to Ms. Mary Pletcher, Deputy Assistant Secretary – Human Capital and Diversity and Chief Human Capital Officer. Acknowledgement of receipt does not indicate agreement with this action. Questions concerning

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](mailto:mary_pletcher@ios.doi.gov).

Mailing Address:

Mary Pletcher - Deputy Assistant Secretary for Human Capital and Diversity  
Department of the Interior  
1849 C Street, NW  
Mail Stop 5125  
Washington, DC 20240

Receipt Acknowledged:

Date: \_\_\_\_\_

Signature: \_\_\_\_\_  
NAME

I hereby waive the 15-day notice and request that the reassignment be effective as soon as practicable, but not before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

I do not wish to waive the 15-day notice period and request that the action be effected at least 15 days after your memorandum advising me of the reassignment. The reassignment will not be effective before June 29, 2017.

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Riggs - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:28:11 AM  
**Attachments:** [Riggs Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:44 PM  
**Subject:** Riggs - Proposed Senior Executive Service Directed Reassignment  
**To:** Helen Riggs <[helen.riggs@bia.gov](mailto:helen.riggs@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of trust management leadership positions in Indian Country. You currently serve as the Deputy Bureau Director for Trust Services. Previously, you served as Chief of Staff to the Principal Deputy Special Trustee in the Office of the Special Trustee for American Indians. You also have served as a Deputy Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Trust Services in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

**Best,**

**Mary**

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

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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: Mary Pletcher

From: Helen Riggs

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Speaks - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:27:59 AM  
**Attachments:** [Speaks Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:41 PM  
**Subject:** Speaks - Proposed Senior Executive Service Directed Reassignment  
**To:** Stanley Speaks <[stanley.speaks@bia.gov](mailto:stanley.speaks@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>

Dear Stanley Speaks,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Southern Plains with the Bureau of Indian Affairs, located in Anadarko, Oklahoma.

During your tenure at the Bureau of Indian Affairs, you have served in a variety of management positions within the Bureau including as Area Office director in Anadarko, Oklahoma. Your ability to collaborate effectively with tribes, promote Self-Determination and strong leadership skills make you well qualified to serve as Regional Director, Southern Plains, Bureau of Indian Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

Best,

Mary

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

--

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

To: Mary Pletcher

From: Stanley Speaks

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Fwd: Deerinwater - Proposed Senior Executive Service Directed Reassignment  
**Date:** Monday, August 14, 2017 10:27:47 AM  
**Attachments:** [Deerinwater Preference Form.docx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Jun 15, 2017 at 6:39 PM  
**Subject:** Deerinwater - Proposed Senior Executive Service Directed Reassignment  
**To:** Daniel Deerinwater <[daniel.deerinwater@bia.gov](mailto:daniel.deerinwater@bia.gov)>  
**Cc:** James Cason <[james\\_cason@ios.doi.gov](mailto:james_cason@ios.doi.gov)>, Michael Black <[mike.black@bia.gov](mailto:mike.black@bia.gov)>, Weldon Loudermilk <[weldon.loudermilk@bia.gov](mailto:weldon.loudermilk@bia.gov)>

Dear Daniel Deerinwater,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Regional Director, Northwest Region with the Bureau of Indian Affairs, located in Portland, Oregon.

During your tenure at the Bureau of Indian Affairs, you have served in a variety of management positions within the Bureau. In your capacity as Regional Director, Southern Plains, you have supported other BIA regions, including the Northwest Region, advance management priorities. Your ability to engage effectively with employees and strong business acumen skills makes you well qualified to serve as Regional Director, Northwest Region, Bureau of Indian Affairs.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

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

Best,

Mary

--

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

--

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

To: Mary Pletcher

From: Daniel Deerinwater

I prefer to:

\_\_\_\_\_ Accept this reassignment

\_\_\_\_\_ Not to accept this reassignment for the following reasons:

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.