

**From:** Pletcher, Mary  
**To:** [Richardson, Karen](mailto:Richardson.Karen)  
**Subject:** Fwd: Follow-up on Conversation  
**Date:** Thursday, August 03, 2017 2:00:48 PM  
**Attachments:** [Information Request\\_072717.xlsx](#)

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

**From:** Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** Thu, Aug 3, 2017 at 12:07 PM  
**Subject:** Re: Follow-up on Conversation  
**To:** "(b) (6), (b) (7)(C)" <[REDACTED]@doioig.gov>

Steve,

Attached is the electronic copy of the spreadsheet I shared with you. Per our conversation, (b) (6), (b) (7)(C) name was not included on the OSC spreadsheet because his status is TBD.

Thanks,  
Mary

On Thu, Aug 3, 2017 at 10:48 AM, (b) (6), (b) (7)(C) <[REDACTED]@doioig.gov> wrote:

Mary, please send me the electronic version of the spreadsheet you shared with me. It will facilitate a quicker analysis. In addition, as we discussed I will share the information - absent the last column with OSC for their (b) (6), (b) (7)(C) investigation.

Should you not want me to share, just let me know - either way I am requesting the full electronic version for use by OIG.

thanks,

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

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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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OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	Not yet effective - 9/18/2017	
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - After proposed notification issued to Mr. Deerinwater, received information from BIA Director Loudermilk about internal BIA investigation into mismanagement in the Region. Loudermilk indicated that he had planned to request that Deerinwater be moved out of position. M. Pletcher advised Loudermilk that he should contact the OIG to discuss the matter. - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office on sick leave (with documentation from medical provider).
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	TBD					-Black is being considered for reassignment and has expressed his preferences to Associate Deputy Secretary Jim Cason. Black has NOT received a proposed notice or formal notice of reassignment.
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment. Cribley has made requests related to salary, effective date and relocation benefits (specifically home purchase) that the ERB is considering.
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to his intention to use FMLA to care for an aging parent and then retire upon his return. BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's request.
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months because of his spouse's health condition. This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNLC	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	

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Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON,DC	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMPLNC	WASHINGTON,DC	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

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BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	Not yet effective - 9/18/2017
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNC	Washington, DC	No	Non-geographic move reassignment	07/09/2017
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GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY, LOUISIANA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON, DC	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.
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OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C)  
**Subject:** Re: Follow-up on Conversation  
**Date:** Thursday, August 03, 2017 12:07:39 PM  
**Attachments:** [Information Request\\_072717.xlsx](#)

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

Attached is the electronic copy of the spreadsheet I shared with you. Per our conversation, (b) (6), (b) (7)(C) name was not included on the OSC spreadsheet because his status is TBD.

Thanks,  
Mary

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wrote:

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Should you not want me to share, just let me know - either way I am requesting the full electronic version for use by OIG.

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

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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

OIG Request - SES Reassignments

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BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - (b) (6), (b) (7)(C) - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office (b) (6)
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	TBD					(b) (5)
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment. (b) (6), (b) (5)
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to (b) (6). BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's request.
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months (b) (6). This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNLC	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON,DC	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMPLNC	WASHINGTON,DC	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	Not yet effective - 9/18/2017
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNC	Washington, DC	No	Non-geographic move reassignment	07/09/2017
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE, NEW MEXICO	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY, LOUISIANA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON, DC	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON, DC	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNCL	WASHINGTON, DC	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON, DC	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON, DC	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold

**OIG Request - SES Reassignments**

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17

**From:** Oxyer, Michelle  
**To:** [Pletcher, Mary](#)  
**Subject:** Report  
**Date:** Monday, August 14, 2017 3:18:25 PM  
**Attachments:** [SES Roster 071317.xlsx](#)

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I made a number of changes (in green).

**Michelle Oxyer**

Executive Resources Division

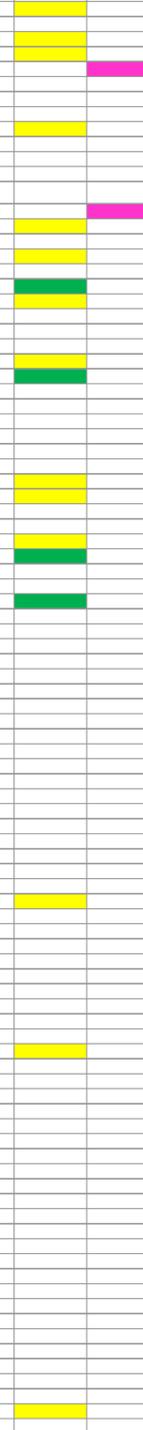
Office of Human Resources

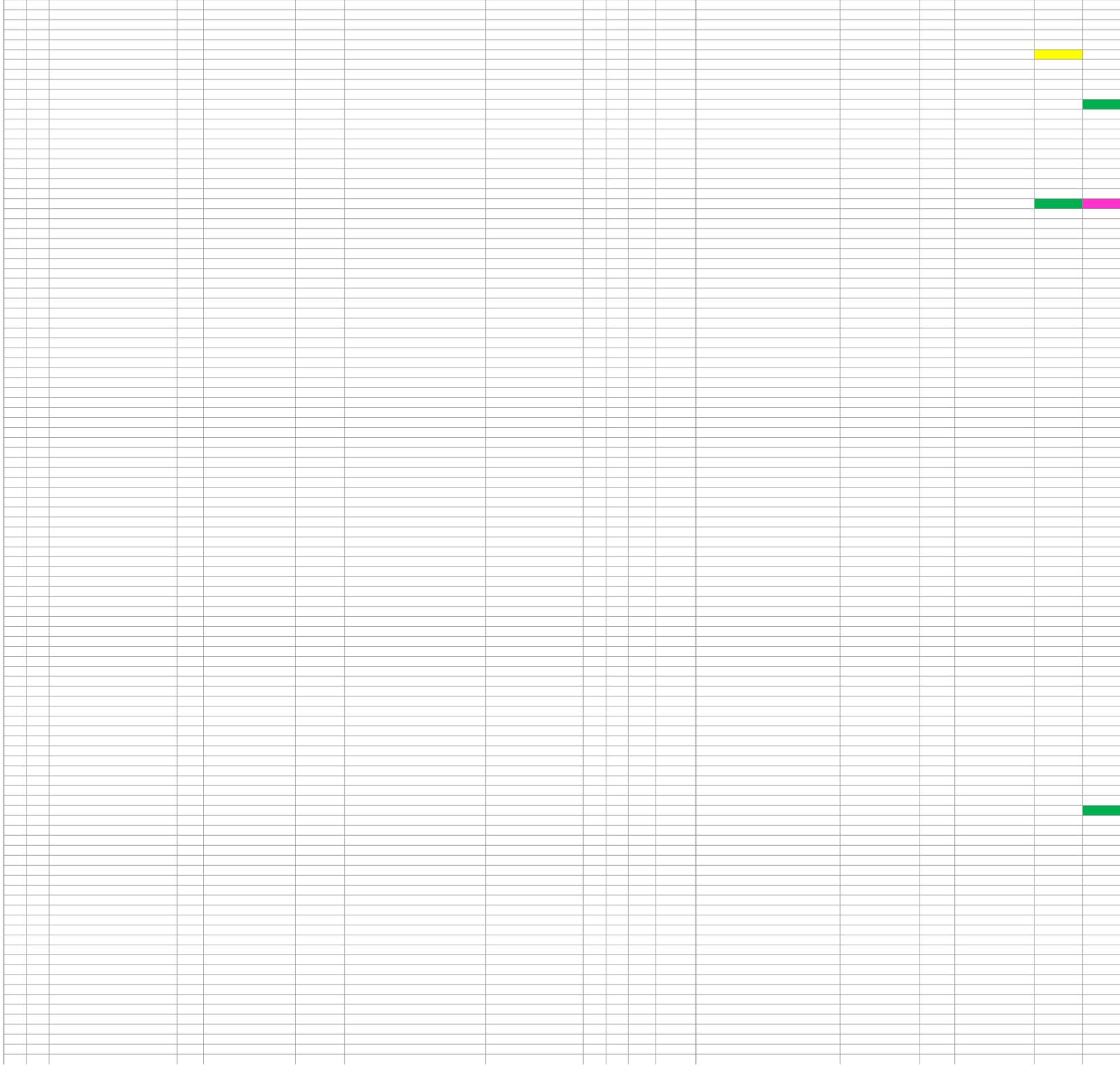
Department of the Interior

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[michelle\\_oxyer@ios.doi.gov](mailto:michelle_oxyer@ios.doi.gov)

(b) (6)





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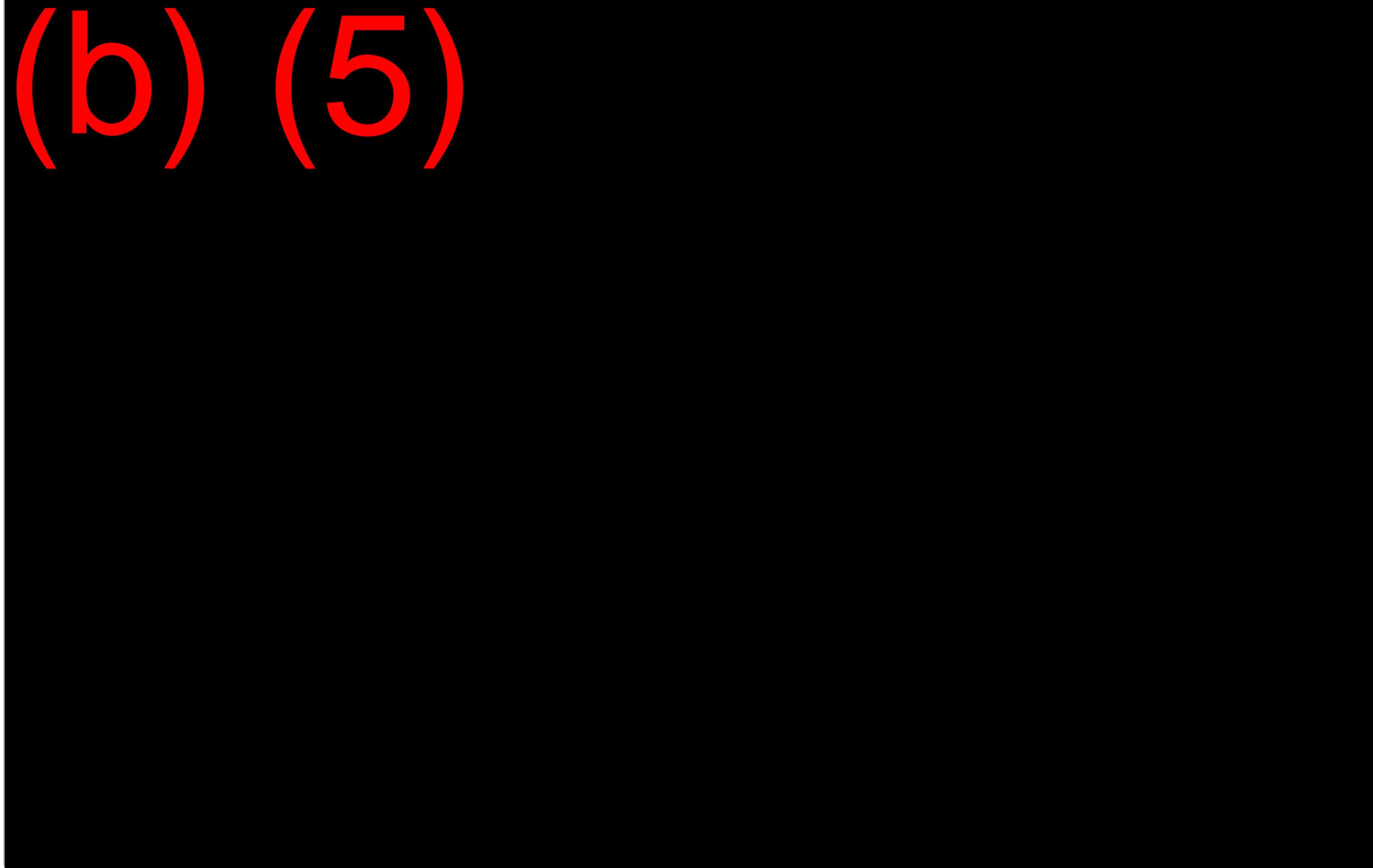
Bureau	Year Entered Current Job																			Grand Total
	1997	1998	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	
BUREAU OF INDIAN AFFAIRS						1	1				2	2	1	1		3	4	4	2	21
BUREAU OF LAND MANAGEMENT								1		1		1	1	1		2	3	6	4	20
BUREAU OF OCEAN ENERGY MANAGEMENT													3		1		1		1	6
BUREAU OF RECLAMATION				1	1		1	1				1		3		2	2	1	1	14
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR													2	2						4
FISH AND WILDLIFE SERVICE		1			1			1		3	2		2	3	2		2	3		20
GEOLOGICAL SURVEY						1							5		1	2	5	4	1	19
NATIONAL PARK SERVICE												1	1		2	6	7	7	1	25
OFC OF SURFACE MINING, RECLAMATION & ENF			1			2			1								1		1	6
OFFICE OF THE SECRETARY OF THE INTERIOR											1					1	1	1	5	9
OFFICE OF THE SECRETARY OF THE INTERIOR - OST						1		2						3	1			1	1	9
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA									1		1	1			1	2				6
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC												1		1		1		3		6
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular												1								1
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR												1				1	2	2		6
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB		1		1			1				1	2	5	1	2	4	7	9	1	35
OFFICE OF THE SOLICITOR	1			1				1			2	1	1	1	1	1	2	4	1	17
<b>Grand Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>12</b>	<b>21</b>	<b>16</b>	<b>11</b>	<b>25</b>	<b>37</b>	<b>45</b>	<b>19</b>	<b>224</b>
% of SES	0.4%	0.9%	0.4%	1.3%	0.9%	2.2%	1.3%	2.7%	0.9%	1.8%	4.0%	5.4%	9.4%	7.1%	4.9%	11.2%	16.5%	20.1%	8.5%	1
	<b>Cumulative</b>													<b>22.3%</b>	<b>31.7%</b>					

All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF LAND MANAGEMENT	ALLEN, MATTHEW R	0340	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	10/16/16	10/16/17	(b) (6)
BUREAU OF LAND MANAGEMENT	MCALEAR, CHRISTOPHER J	0340	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF OCEAN ENERGY MANAGEMENT	ANDERSON, JAMES G.	0340	PROGRAM MANAGER, OFFICE OF BUDGET AND PROGRAM COORDINATION	WASHINGTON,DC	02/10/17	02/10/18	
GEOLOGICAL SURVEY	HITZMAN, MURRAY WALTER	1350	ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	09/11/16	09/11/17	
GEOLOGICAL SURVEY	WEYERS, HOLLY S.	0401	REGIONAL DIRECTOR - SOUTHEAST	NORCROSS,GEORGIA	10/16/16	10/16/17	
GEOLOGICAL SURVEY	NOWAKOWSKI, JUDY JENNIFER	0301	SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	01/08/17	Limited Term	
NATIONAL PARK SERVICE	COMPTON, JEFFREY S.	2210	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	09/18/16	09/18/17	
NATIONAL PARK SERVICE	BENGE, SHAWN T.	0340	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	10/02/16	10/02/17	
NATIONAL PARK SERVICE	AUSTIN, TERESA MADEYA	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/30/16	10/30/17	
NATIONAL PARK SERVICE	BOWRON, JESSICA L.	0501	COMPTROLLER	WASHINGTON,DC	01/08/17	01/08/18	
OFC OF SURFACE MINING, RECLAMATION & ENF	CLAYBORNE, ALFRED L	0340	REGIONAL DIRECTOR-MCRO	ALTON,ILLINOIS	02/19/17	02/19/18	
OFFICE OF THE SECRETARY OF THE INTERIOR	LILLIE, JULIETTE ANNE FAL	0301	DIRECTOR, OFFICE OF THE EXECUTIVE SEC	WASHINGTON,DC	08/07/16	08/07/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LAKE, TIMOTHY CHARLES	0340	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	08/07/16	08/07/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	DUMONTIER, DEBRA L.	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	01/08/17	01/08/18	
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	HOLMES, TROY EDWARD	0340	PROGRAM MANAGER FOR DHS	WASHINGTON,DC	09/04/16	09/04/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BUCKNER, SHAWN M	0340	DEPUTY DIRECTOR-OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	09/04/16	09/04/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BAGLEY, TAMMY L.	0340	ASSOCIATE DIRECTOR, OFFRICE OF ACQUISITION & PROP MGT	WASHINGTON,DC	01/22/17	01/22/18	

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
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Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
(b) (5)									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
(b) (5)									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
(b) (5)									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
<b>(b) (5)</b>									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
<b>(b) (5)</b>									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
(b) (5)									
PROPERTY MGMT									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
<b>(b) (5)</b>									

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	N/A - Reassignment will not move forward.	-After accepting reassignment, Mr. Speaks reconsidered his decision. - He has decided to retire at the end of calendar year 2017.
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - (b) (6), (b) (7)(C) [REDACTED] - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office (b) (6) [REDACTED]
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16	TBD					(b) (5)
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	02/09/14	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment (b) (6), (b) (5) [REDACTED].
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to (b) (6) [REDACTED] BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	11/02/03	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	09/17/06	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months (b) (6) This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward.	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	07/01/12	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNLC	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	11/17/13	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	03/21/04	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	12/28/14	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	09/17/15	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	09/20/15	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	08/21/16	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON,DC	10/11/98	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC	WASHINGTON,DC	10/06/02	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	01/02/11	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	05/31/15	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	07/12/15	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/02/16	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	12/13/15	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	N/A - Reassignment will not move forward.	
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - (b) (6), (b) (7)(C) - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office (b) (6)
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16	TBD					(b) (5)
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	02/09/14	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment. (b) (6), (b) (5)
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to (b) (6). BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's request.
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR, NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	11/02/03	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE, NEW MEXICO	09/17/06	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months (b) (6). This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA, GEORGIA	11/08/09	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward.	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON, DC	07/01/12	PMB - DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON, DC	11/17/13	USGS - ASSOCIATE DIRECTOR FOR COMMUNICATIONS	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMMUNICATIONS	RESTON, VIRGINIA	03/21/04	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE, NEW MEXICO	12/28/14	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY, LOUISIANA	09/17/15	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON, DC	09/20/15	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON, DC	08/21/16	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC	10/11/98	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE	WASHINGTON, DC	10/06/02	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON, DC	01/02/11	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	05/31/15	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	07/12/15	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/02/16	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	12/13/15	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

Indian Affairs and OST SES

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility	Indian Preference Indicator
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04	<b>(b)</b>	<b>(6)</b>
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05		
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC	04/26/09		
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO	12/20/09		
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA	07/04/10		
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA	10/10/10		
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP,NEW MEXICO	10/09/11		
BUREAU OF INDIAN AFFAIRS	ORTIZ, HANKIE P.	0340	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	03/25/12		
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	0301	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14		
BUREAU OF INDIAN AFFAIRS	LAPOINTE, TIMOTHY L.	0340	REGIONAL DIRECTOR, GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	11/02/14		
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	0340	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14		
BUREAU OF INDIAN AFFAIRS	LA COUNTE, DARRYL D. II	0340	REGIONAL DIRECTOR, ROCKY MTN	BILLINGS,MONTANA	03/08/15		
BUREAU OF INDIAN AFFAIRS	PFEIFFER, TAMARAH NMN	1701	ASSOC DEPUTY DIRECTOR-NAVAJO	WINDOW ROCK,ARIZONA	06/29/15		
BUREAU OF INDIAN AFFAIRS	STREATER, EDDIE R.	0340	REGIONAL DIRECTOR, EASTERN OKLA	MUSKOGEE,OKLAHOMA	07/12/15		
BUREAU OF INDIAN AFFAIRS	MAYTUBBY, BRUCE W.	0340	REGIONAL DIRECTOR, EASTERN	NASHVILLE,TENNESSEE	09/06/15		
BUREAU OF INDIAN AFFAIRS	DAVIS, ROSE MARIE	1701	ADD-TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	02/21/16		
BUREAU OF INDIAN AFFAIRS	DEARMAN, TONY L.	1710	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	10/30/16		
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	0301	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16		
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	0340	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16		
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	0340	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17		
BUREAU OF INDIAN AFFAIRS	STEVENS, BARTHOLOMEW S.	0340	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	01/22/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	03/07/04		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	05/24/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	05/28/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WILLIAMS, MARGARET C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	08/31/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	JAMES, JAMES D. JR.	0340	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LORDS, DOUGLAS A.	0340	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WHITE, JOHN ETHAN	0340	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	01/13/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LAKE, TIMOTHY CHARLES	0340	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	08/07/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	DUMONTIER, DEBRA L.	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	01/08/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON,DC	01/21/07		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	01/31/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	SCHOCK, JAMES H.	0501	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	12/29/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BEARPAW, GEORGE WATIE	0560	BUDGET OFFICER	WASHINGTON,DC	02/09/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	LAROCHE, DARRELL WILLIAM	0340	DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	06/01/14		

Note: Two other DOI SES (Gidner, Rice) have Indian Preference. Both are located within PMB.

SES in positions prior to 2012

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
OFFICE OF THE SOLICITOR	PETERSON, PENNY LYNN	0905	REGIONAL SOLICITOR	PORTLAND, OREGON	(b) (6)	(6)
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS, VIRGI		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	SONDERMAN, DEBRA E.	1102	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC		
OFC OF SURFACE MINING, RECLAMATION & ENF	OWENS, GLENDA HUDSON	0340	DEPUTY DIRECTOR - OSM	WASHINGTON, DC		
BUREAU OF RECLAMATION	WOLF, ROBERT W	0340	DIR, PROGRAM & BUDGET	WASHINGTON, DC		
OFFICE OF THE SOLICITOR	CLARK, HORACE G.	0905	REGIONAL SOLICITOR	ATLANTA, GEORGIA		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BLANCHARD, MARY JOSIE	0340	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNC	WASHINGTON, DC		
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS, VIRGI		
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	0340	DIRECTOR, POLICY AND ADMINISTRATION	LAKEWOOD, COLORADO		
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR, NORTHWEST REGION	PORTLAND, OREGON		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE, NEW MEXICO		
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	0340	ASSOCIATE DIRECTOR FOR COMM	RESTON, VIRGINIA		
OFC OF SURFACE MINING, RECLAMATION & ENF	WORONKA, THEODORE	0340	ASST DIR-FOR FINANCE & ADMIN.	WASHINGTON, DC		
OFC OF SURFACE MINING, RECLAMATION & ENF	RIDEOUT, STERLING J. JR	0340	ASST DIRECTOR-PROGRAM SUPPORT	WASHINGTON, DC		
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR, SOUTHERN PLAINS	ANADARKO, OKLAHOMA		
BUREAU OF RECLAMATION	RYAN, MICHAEL J.	0340	REGIONAL DIRECTOR, GREAT PLAINS	BILLINGS, MONTANA		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BATHRICK, MARK L.	0340	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE, IDAHO		
BUREAU OF RECLAMATION	CORDOVA-HARRISON, ELIZABE	0340	DIR, MISSION SUPPORT ORGANIZATION	LAKEWOOD, COLORADO		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE, NEW MEXICO		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE, NEW MEXICO		
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE, NEW MEXICO		
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON, DC		
OFFICE OF THE SOLICITOR	LOFTIN, MELINDA J.	0905	DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON, DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON, DC		
OFC OF SURFACE MINING, RECLAMATION & ENF	SHOPE, THOMAS D.	0340	REGIONAL DIRECTOR	GREEN TREE, PENNSYLVANIA		
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON, DC		
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN, WEST VIRGI		
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND, OREGON		
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS, MINNESOTA		
OFFICE OF THE SOLICITOR	BROWN, LAURA B.	0905	ASSOCIATE SOLICITOR	WASHINGTON, DC		
OFFICE OF THE SOLICITOR	MCKEOWN, MATTHEW J.	0905	REGIONAL SOLICITOR	LAKEWOOD, COLORADO		
OFFICE OF THE SECRETARY OF THE INTERIOR	SALOTTI, CHRISTOPHER P.	0905	LEGISLATIVE COUNSEL	WASHINGTON, DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON, DC		

**SES in positions prior to 2012**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	MOSS, ADRIANNE L.	0560	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	<b>(b)</b>	<b>(6)</b>
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC		
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC		
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA		
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BECK, RICHARD T.	0340	DIRECTOR, OFFICE OF PLANNING & PERFORMANCE MGMT	WASHINGTON,DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	WILLIAMS, LC	0340	ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	FLANAGAN, DENISE A.	0560	DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular	PULA, NIKOLAO IULI	0301	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC		
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA		
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC		
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA		
BUREAU OF RECLAMATION	PAYNE, GRAYFORD F.	0340	DEPUTY COMMISSIONER, PAB	WASHINGTON,DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	GOULD, GREGORY J.	0340	DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO		
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA		
OFFICE OF THE SOLICITOR	HAUGRUD, KEVIN JACK	0905	DEPUTY SOLICITOR	WASHINGTON,DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	CLEMENT, JOEL P.	0340	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC		
OFFICE OF THE SOLICITOR	HAWBECKER, KAREN S.	0905	ASSOCIATE SOLICITOR	WASHINGTON,DC		
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ROSS, JOHN W	0340	DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC		
GEOLOGICAL SURVEY	CARL, LEON M.	0401	REGIONAL EXECUTIVE - EASTERN REGION	ANN ARBOR,MICHIGAN		
GEOLOGICAL SURVEY	KINSINGER, ANNE E.	0401	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA		
GEOLOGICAL SURVEY	GALLAGHER, KEVIN T	0340	ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLENN, DOUGLAS A	0505	DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC		
GEOLOGICAL SURVEY	APPLEGATE, JAMES D. R.	1301	ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA		
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLOMB, STEPHEN J.	0340	DIRECTOR, OFFICE OF NATURAL RESOURCE RESTORATION	WASHINGTON,DC		
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI		
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ANDREW, JONATHAN M.	0301	INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC		

SES in positions prior to 2012

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY, MASSACHUSETTS	(b) (6)	(6)
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP, NEW MEXICO		
BUREAU OF OCEAN ENERGY MANAGEMENT	ORR, L. RENEE	0340	STRATEGIC RESOURCES CHIEF	WASHINGTON, DC		
BUREAU OF OCEAN ENERGY MANAGEMENT	KENDALL, JAMES J. JR.	0340	ALASKA REGIONAL DIRECTOR	ANCHORAGE, ALASKA		
BUREAU OF OCEAN ENERGY MANAGEMENT	CRUICKSHANK, WALTER D.	0340	DEPUTY DIRECTOR	WASHINGTON, DC		
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	HERBST, LARS T.	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON, LOUISIANA		
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	MORRIS, DOUGLAS W.	0340	REGULATORY PROGRAMS CHIEF	WASHINGTON, DC		
GEOLOGICAL SURVEY	KELLY, FRANCIS P.	1301	DIR (EROS) CENTER & POLICY ADVISOR	SIOUX FALLS, SOUTH DAKOTA		

**Land Management SES**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06		(b) (6)
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON,DC	09/14/08		
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10		
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11		
BUREAU OF LAND MANAGEMENT	SUAZO, RAYMOND	0340	STATE DIRECTOR, ARIZONA	PHOENIX,ARIZONA	01/01/12		
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	0340	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14		
BUREAU OF LAND MANAGEMENT	MURPHY, TIMOTHY M.	0340	STATE DIRECTOR, IDAHO	BOISE,IDAHO	09/07/14		
BUREAU OF LAND MANAGEMENT	DUNTON, RONALD L	0340	ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	06/14/15		
BUREAU OF LAND MANAGEMENT	RUHS, JOHN F	0340	STATE DIRECTOR, NEVADA	RENO,NEVADA	11/29/15		
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	0340	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15		
BUREAU OF LAND MANAGEMENT	PEREZ, JEROME E	0340	STATE DIRECTOR, CALIFORNIA	SACRAMENTO,CALIFORNIA	01/10/16		
BUREAU OF LAND MANAGEMENT	RUGWELL, MARY J.	0340	STATE DIRECTOR, WYOMING	CHEYENNE,WYOMING	04/17/16		
BUREAU OF LAND MANAGEMENT	MOURITSEN, KAREN E.	0340	STATE DIRECTOR, EASTERN STATES	WASHINGTON,DC	05/29/16	05/29/17	
BUREAU OF LAND MANAGEMENT	BAIL, KRISTIN MARA	0340	ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	08/07/16		
BUREAU OF LAND MANAGEMENT	ROBERSON, EDWIN L	0340	STATE DIRECTOR, UTAH	SALT LAKE CITY,UTAH	10/02/16		
BUREAU OF LAND MANAGEMENT	ALLEN, MATTHEW R	0340	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	10/16/16	10/16/17	
BUREAU OF LAND MANAGEMENT	CANTOR, HOWARD M	0340	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	01/08/17		
BUREAU OF LAND MANAGEMENT	HUDSON, JODY LEE	0340	ASSISTANT DIRECTOR, HUMAN CAPITAL MGMT	WASHINGTON,DC	01/15/17		
BUREAU OF LAND MANAGEMENT	MCLEAR, CHRISTOPHER J	0340	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF LAND MANAGEMENT	CONNELL, JAMIE E.	0340	STATE DIRECTOR, OREGON	PORTLAND,OREGON	02/10/17		
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	06/21/98		
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03		
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	09/17/06		
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI	09/21/08		
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND,OREGON	10/12/08		
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS,MINNESOTA	10/12/08		
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	07/31/09		
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09		
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI	06/29/11		
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY,MASSACHUSETTS	10/05/11		
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	0480	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	07/01/12		
FISH AND WILDLIFE SERVICE	GUERTIN, STEPHEN D.	0480	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	11/04/12		
FISH AND WILDLIFE SERVICE	WALSH, NOREEN E.	0480	REGIONAL DIRECTOR - DENVER, CO.	LAKEWOOD,COLORADO	11/29/12		
FISH AND WILDLIFE SERVICE	HOSKINS, DAVID WILLIAM	0480	AD-FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	11/03/13		
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	0340	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	11/17/13		
FISH AND WILDLIFE SERVICE	KURTH, JAMES W.	0480	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	01/11/15		

**Land Management SES**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
FISH AND WILDLIFE SERVICE	MARTINEZ, CYNTHIA T	0480	AD-NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	05/11/15		(b) (6)
FISH AND WILDLIFE SERVICE	SIEKANIEC, GREGORY EUGENE	0480	REGIONAL DIRECTOR - ANCHORAGE	ANCHORAGE,ALASKA	08/01/16		
FISH AND WILDLIFE SERVICE	SOUZA, PAUL	0480	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	08/07/16		
FISH AND WILDLIFE SERVICE	RAUCH, PAUL A.	0340	AD-WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	09/04/16		
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	07/04/10		
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	02/27/11		
NATIONAL PARK SERVICE	LAIRD, JOSHUA RADBILL	0301	EXECUTIVE DIRECTOR - NATIONAL PARKS OF NY HARBOR	NEW YORK, NEW YORK	06/16/13		
NATIONAL PARK SERVICE	AUSTIN, STANLEY J.	0340	REGIONAL DIRECTOR	ATLANTA,GEORGIA	07/14/13		
NATIONAL PARK SERVICE	MASICA, SUE E.	0340	REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	01/12/14		
NATIONAL PARK SERVICE	CALDWELL, MICHAEL A.	0340	REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	02/09/14		
NATIONAL PARK SERVICE	VELA, RAYMOND DAVID	0025	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	03/09/14		
NATIONAL PARK SERVICE	FROST, HERBERT C.	0340	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	04/20/14		
NATIONAL PARK SERVICE	SAUVAJOT, RAYMOND MARC	0401	AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	VOGEL, ROBERT A.	0340	REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	MCDOWALL, LENA E	0340	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	01/11/15		
NATIONAL PARK SERVICE	RAMOS, PEDRO M	0025	PARK MANAGER (SUPERINTENDENT)	MIAMI-DADE,FLORIDA	01/25/15		
NATIONAL PARK SERVICE	CASH, CASSIUS M	0025	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	02/08/15		
NATIONAL PARK SERVICE	SHOLLY, CAMERON H	0340	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	03/08/15		
NATIONAL PARK SERVICE	VIETZKE, GAY E.	0340	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	09/20/15		
NATIONAL PARK SERVICE	OBERNESSE, RICHARD	0340	ASSOCIATE DIRECTOR, VISITOR & RESOURCE PROTECTION	WASHINGTON,DC	10/04/15		
NATIONAL PARK SERVICE	RICHARDSON, LIZETTE	0340	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	10/04/15		
NATIONAL PARK SERVICE	TODD, RAYMOND K.	0340	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	03/06/16		
NATIONAL PARK SERVICE	JOSS, LAURA	0340	REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	03/06/16		
NATIONAL PARK SERVICE	REYNOLDS, MICHAEL T.	0340	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	07/31/16		
NATIONAL PARK SERVICE	LEHNERTZ, CHRISTINE S.	0340	PARK MANAGER	GRAND CANYON,ARIZONA	08/21/16		
NATIONAL PARK SERVICE	COMPTON, JEFFREY S.	2210	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	09/18/16	09/18/17	
NATIONAL PARK SERVICE	BENGE, SHAWN T.	0340	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	10/02/16	10/02/17	
NATIONAL PARK SERVICE	AUSTIN, TERESA MADEYA	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/30/16	10/30/17	
NATIONAL PARK SERVICE	BOWRON, JESSICA L.	0501	COMPTRROLLER	WASHINGTON,DC	01/08/17	01/08/18	

**From:** Pletcher, Mary  
**To:** [Michelle Oxyer](#)  
**Subject:** file  
**Date:** Monday, August 14, 2017 1:19:13 PM  
**Attachments:** [SES Roster 071317.xlsx](#)

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Michelle,

Per our conversation, see attached for the spreadsheet. Please update the "original" tab. Can you color code any dates that change based upon your research?

Thanks,  
Mary

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

(b) (6)

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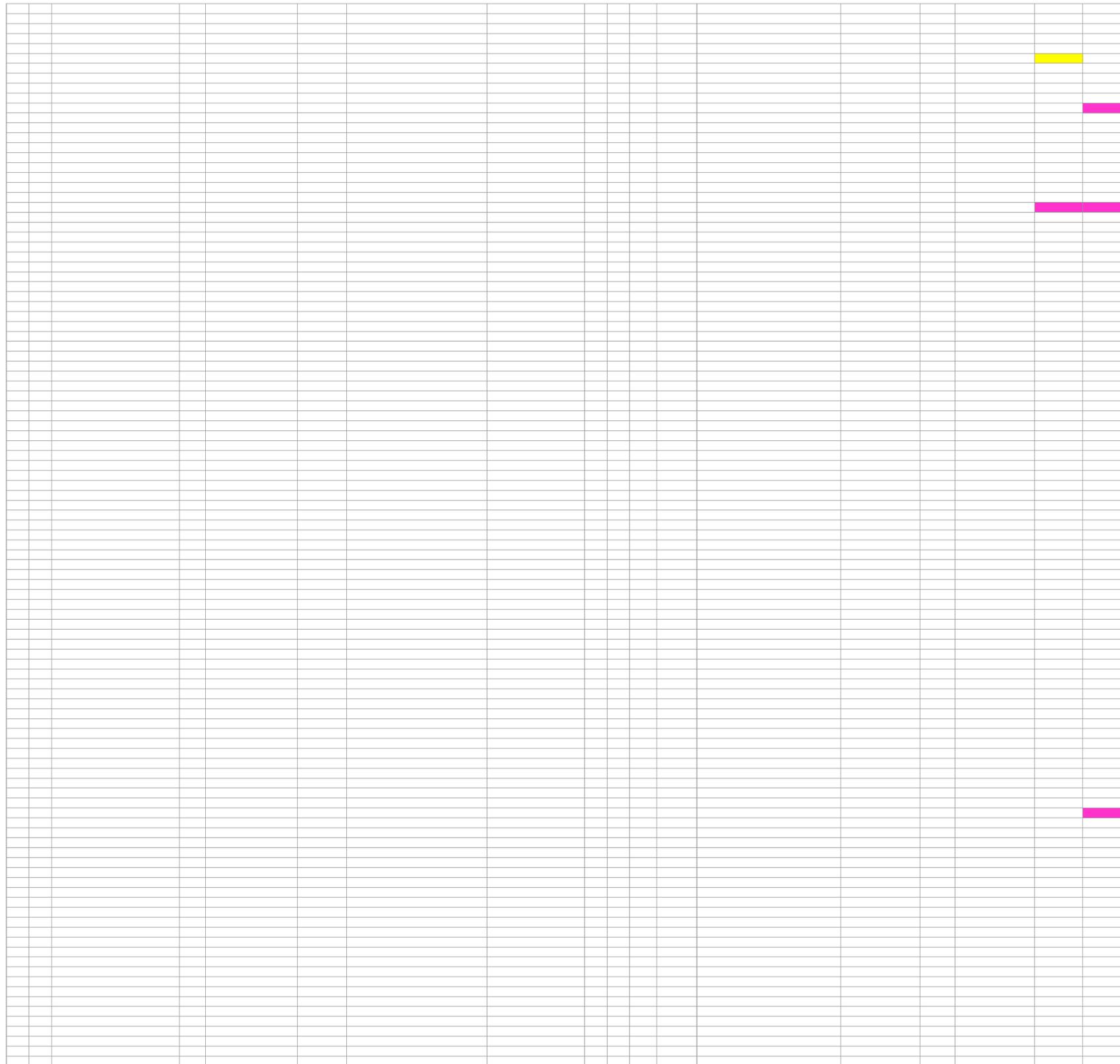
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(b) (6)



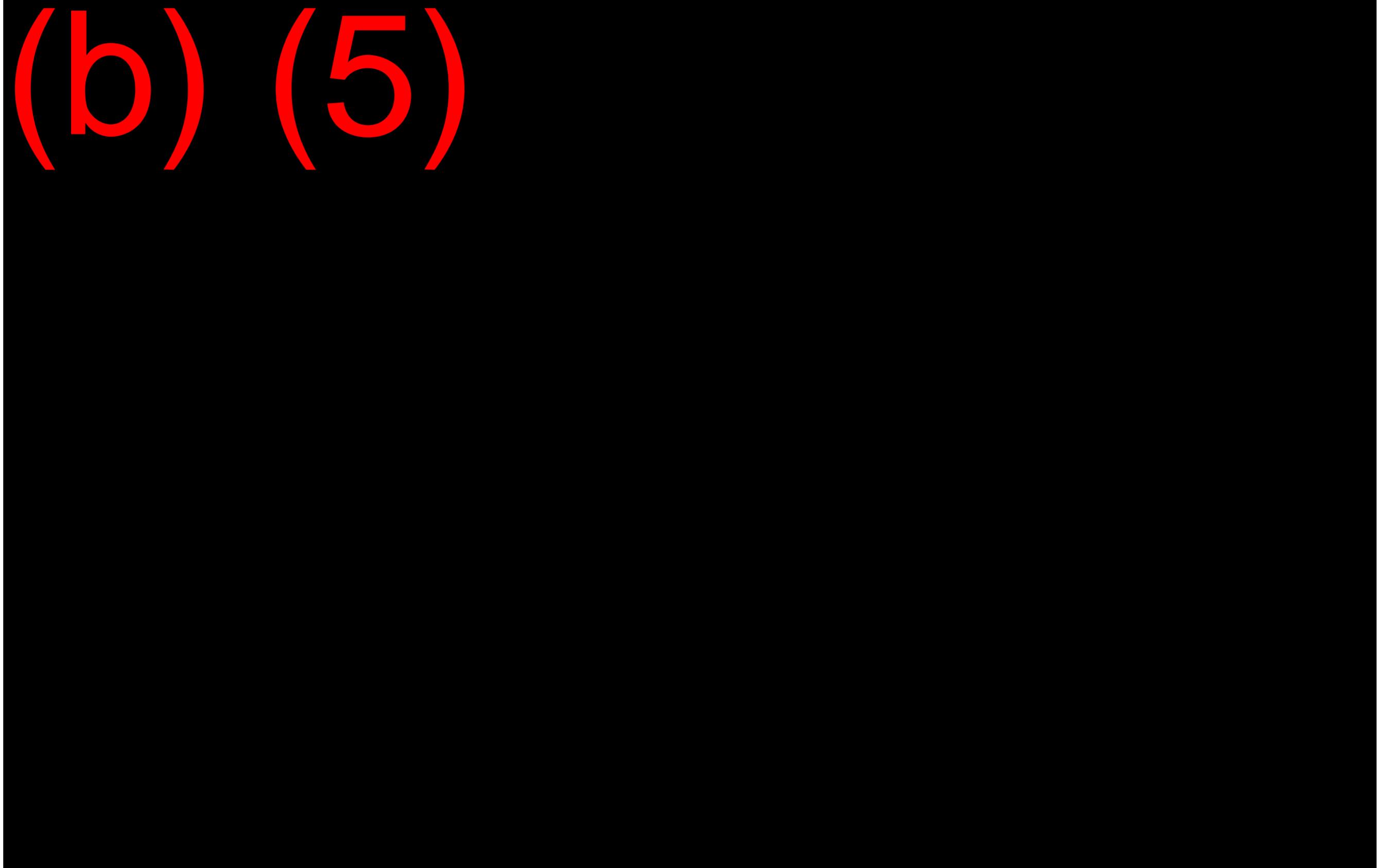
Bureau	Year Entered Current Job																			Grand Total
	1997	1998	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	
BUREAU OF INDIAN AFFAIRS						1	1				2	2	1	1		3	4	4	2	21
BUREAU OF LAND MANAGEMENT								1		1		1	1	1		2	3	6	4	20
BUREAU OF OCEAN ENERGY MANAGEMENT													3		1		1		1	6
BUREAU OF RECLAMATION				1	1		1	1				1		3		2	2	1	1	14
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR													2	2						4
FISH AND WILDLIFE SERVICE		1			1			1		3	2		2	3	2		2	3		20
GEOLOGICAL SURVEY						1							5		1	2	5	4	1	19
NATIONAL PARK SERVICE												1	1		2	6	7	7	1	25
OFC OF SURFACE MINING, RECLAMATION & ENF			1			2			1								1		1	6
OFFICE OF THE SECRETARY OF THE INTERIOR											1					1	1	1	5	9
OFFICE OF THE SECRETARY OF THE INTERIOR - OST						1		2						3	1			1	1	9
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA									1		1	1			1	2				6
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC												1		1		1		3		6
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular												1								1
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR												1				1	2	2		6
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB		1		1			1				1	2	5	1	2	4	7	9	1	35
OFFICE OF THE SOLICITOR	1			1				1			2	1	1	1	1	1	2	4	1	17
<b>Grand Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>12</b>	<b>21</b>	<b>16</b>	<b>11</b>	<b>25</b>	<b>37</b>	<b>45</b>	<b>19</b>	<b>224</b>
% of SES	0.4%	0.9%	0.4%	1.3%	0.9%	2.2%	1.3%	2.7%	0.9%	1.8%	4.0%	5.4%	9.4%	7.1%	4.9%	11.2%	16.5%	20.1%	8.5%	1
	<b>Cumulative</b>													<b>22.3%</b>	<b>31.7%</b>					

All SES - Sorted by Bureau, Date Entered Current Position

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF LAND MANAGEMENT	ALLEN, MATTHEW R	0340	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	10/16/16	10/16/17	(b) (6)
BUREAU OF LAND MANAGEMENT	MCLEAR, CHRISTOPHER J	0340	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF OCEAN ENERGY MANAGEMENT	ANDERSON, JAMES G.	0340	PROGRAM MANAGER, OFFICE OF BUDGET AND PROGRAM COORDINATION	WASHINGTON,DC	02/10/17	02/10/18	
GEOLOGICAL SURVEY	HITZMAN, MURRAY WALTER	1350	ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	09/11/16	09/11/17	
GEOLOGICAL SURVEY	WEYERS, HOLLY S.	0401	REGIONAL DIRECTOR - SOUTHEAST	NORCROSS,GEORGIA	10/16/16	10/16/17	
GEOLOGICAL SURVEY	NOWAKOWSKI, JUDY JENNIFER	0301	SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	01/08/17	Limited Term	
NATIONAL PARK SERVICE	COMPTON, JEFFREY S.	2210	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	09/18/16	09/18/17	
NATIONAL PARK SERVICE	BENGE, SHAWN T.	0340	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	10/02/16	10/02/17	
NATIONAL PARK SERVICE	AUSTIN, TERESA MADEYA	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/30/16	10/30/17	
NATIONAL PARK SERVICE	BOWRON, JESSICA L.	0501	COMPTROLLER	WASHINGTON,DC	01/08/17	01/08/18	
OFC OF SURFACE MINING, RECLAMATION & ENF	CLAYBORNE, ALFRED L	0340	REGIONAL DIRECTOR-MCRO	ALTON,ILLINOIS	02/19/17	02/19/18	
OFFICE OF THE SECRETARY OF THE INTERIOR	LILLIE, JULIETTE ANNE FAL	0301	DIRECTOR, OFFICE OF THE EXECUTIVE SEC	WASHINGTON,DC	08/07/16	08/07/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LAKE, TIMOTHY CHARLES	0340	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	08/07/16	08/07/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	DUMONTIER, DEBRA L.	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	01/08/17	01/08/18	
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	HOLMES, TROY EDWARD	0340	PROGRAM MANAGER FOR DHS	WASHINGTON,DC	09/04/16	09/04/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BUCKNER, SHAWN M	0340	DEPUTY DIRECTOR-OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	09/04/16	09/04/17	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BAGLEY, TAMMY L.	0340	ASSOCIATE DIRECTOR, OFFRICE OF ACQUISITION & PROP MGT	WASHINGTON,DC	01/22/17	01/22/18	

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
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Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
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(b) (5)

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
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(b) (5)

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
(b) (5)									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
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(b) (5)

Proposed Reassignments

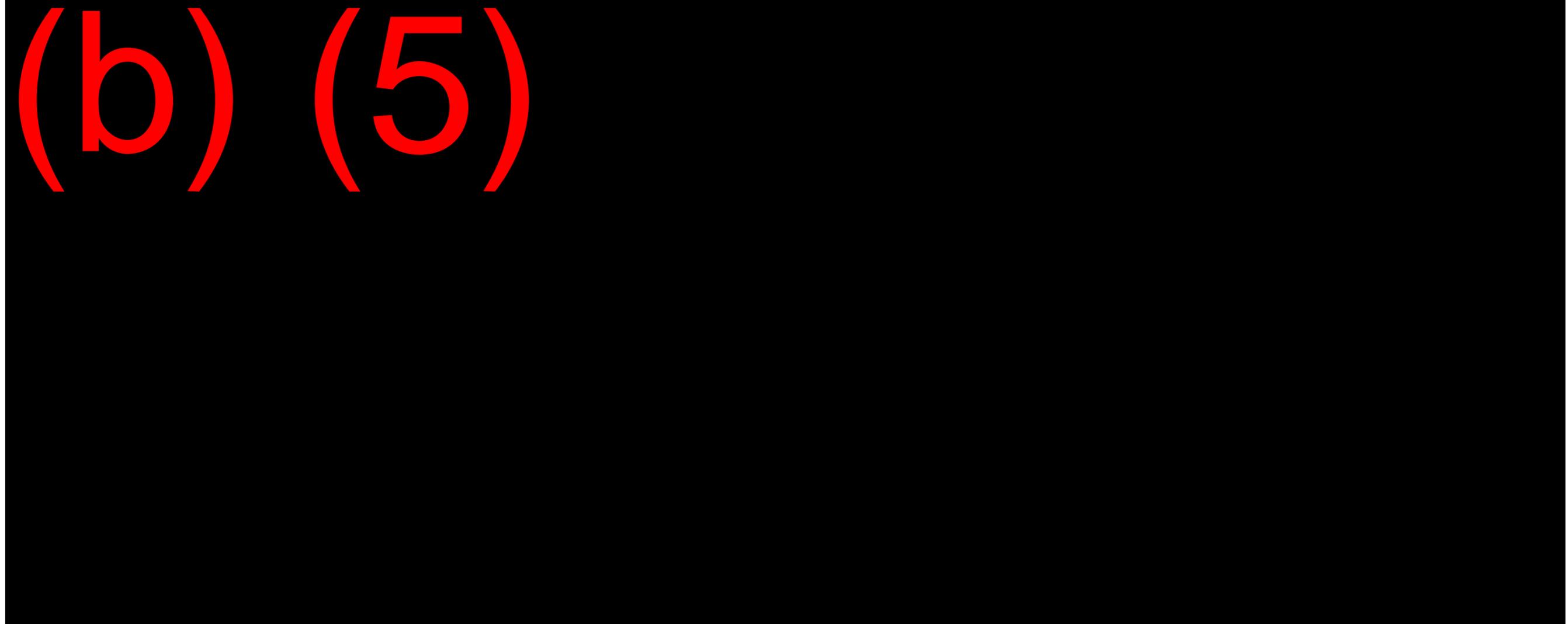
Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
<b>(b) (5)</b>									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
<b>(b) (5)</b>									

Proposed Reassignments

Bureau or Office	Position	Location	Current Incumbent	Current Incumbent - Date Entered Position	Reassignment	Current Bureau	Current Duty Location	Move Required (Yes/No)	Effective Date
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OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	N/A - Reassignment will not move forward.	-After accepting reassignment, Mr. Speaks reconsidered his decision. - He has decided to retire at the end of calendar year 2017.
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - (b) (6), (b) (7)(C) [REDACTED] - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office (b) (6) [REDACTED]
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16	TBD					(b) (5)
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	02/09/14	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment. (b) (6), (b) (5)
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to (b) (6) BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	11/02/03	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	09/17/06	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months (b) (6). This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward.	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	07/01/12	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNLC	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	11/17/13	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	03/21/04	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	12/28/14	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	09/17/15	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	09/20/15	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	08/21/16	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON,DC	10/11/98	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC	WASHINGTON,DC	10/06/02	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	01/02/11	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	05/31/15	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	07/12/15	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/02/16	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	12/13/15	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	N/A - Reassignment will not move forward.	
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - (b) (6), (b) (7)(C) - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office (b) (6)
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16	TBD					(b) (5)
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	02/09/14	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment (b) (6), (b) (5)
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to (b) (6). BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's request.
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR, NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	11/02/03	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE, NEW MEXICO	09/17/06	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months (b) (6). This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA, GEORGIA	11/08/09	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward.	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON, DC	07/01/12	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON, DC	11/17/13	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON, VIRGINIA	03/21/04	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE, NEW MEXICO	12/28/14	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY, LOUISIANA	09/17/15	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON, DC	09/20/15	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON, DC	08/21/16	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC	10/11/98	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC	WASHINGTON, DC	10/06/02	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON, DC	01/02/11	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Date Entered Position	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	05/31/15	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	07/12/15	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/02/16	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	12/13/15	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

Indian Affairs and OST SES

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility	Indian Preference Indicator
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	02/22/04	(b) (6)	(6)
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	06/26/05		
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC	04/26/09		
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO	12/20/09		
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA	07/04/10		
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA	10/10/10		
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP,NEW MEXICO	10/09/11		
BUREAU OF INDIAN AFFAIRS	ORTIZ, HANKIE P.	0340	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	03/25/12		
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	0301	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	07/13/14		
BUREAU OF INDIAN AFFAIRS	LAPOINTE, TIMOTHY L.	0340	REGIONAL DIRECTOR, GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	11/02/14		
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	0340	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	12/14/14		
BUREAU OF INDIAN AFFAIRS	LA COUNTE, DARRYL D. II	0340	REGIONAL DIRECTOR, ROCKY MTN	BILLINGS,MONTANA	03/08/15		
BUREAU OF INDIAN AFFAIRS	PFEIFFER, TAMARAH NMN	1701	ASSOC DEPUTY DIRECTOR-NAVAJO	WINDOW ROCK,ARIZONA	06/29/15		
BUREAU OF INDIAN AFFAIRS	STREATER, EDDIE R.	0340	REGIONAL DIRECTOR, EASTERN OKLA	MUSKOGEE,OKLAHOMA	07/12/15		
BUREAU OF INDIAN AFFAIRS	MAYTUBBY, BRUCE W.	0340	REGIONAL DIRECTOR, EASTERN	NASHVILLE,TENNESSEE	09/06/15		
BUREAU OF INDIAN AFFAIRS	DAVIS, ROSE MARIE	1701	ADD-TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	02/21/16		
BUREAU OF INDIAN AFFAIRS	DEARMAN, TONY L.	1710	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	10/30/16		
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	0301	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	11/02/16		
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	0340	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	11/02/16		
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	0340	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	01/08/17		
BUREAU OF INDIAN AFFAIRS	STEVENS, BARTHOLOMEW S.	0340	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	01/22/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	03/07/04		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	05/24/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	05/28/06		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WILLIAMS, MARGARET C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	08/31/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	JAMES, JAMES D. JR.	0340	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LORDS, DOUGLAS A.	0340	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	12/02/12		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	WHITE, JOHN ETHAN	0340	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	01/13/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	LAKE, TIMOTHY CHARLES	0340	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	08/07/16		
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	DUMONTIER, DEBRA L.	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	01/08/17		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON,DC	01/21/07		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	02/01/09		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	01/31/10		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	SCHOCK, JAMES H.	0501	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	12/29/13		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BEARPAW, GEORGE WATIE	0560	BUDGET OFFICER	WASHINGTON,DC	02/09/14		
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	LAROCHE, DARRELL WILLIAM	0340	DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	06/01/14		

Note: Two other DOI SES (Gidner, Rice) have Indian Preference. Both are located within PMB.

**SES in positions prior to 2012**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
OFFICE OF THE SOLICITOR	PETERSON, PENNY LYNN	0905	REGIONAL SOLICITOR	PORTLAND, OREGON	07/06/97	<b>(b) (6)</b>
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS, VIRGI	06/21/98	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	SONDERMAN, DEBRA E.	1102	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON, DC	10/11/98	
OFC OF SURFACE MINING, RECLAMATION & ENF	OWENS, GLENDA HUDSON	0340	DEPUTY DIRECTOR - OSM	WASHINGTON, DC	01/14/01	
BUREAU OF RECLAMATION	WOLF, ROBERT W	0340	DIR, PROGRAM & BUDGET	WASHINGTON, DC	01/27/02	
OFFICE OF THE SOLICITOR	CLARK, HORACE G.	0905	REGIONAL SOLICITOR	ATLANTA, GEORGIA	03/28/02	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BLANCHARD, MARY JOSIE	0340	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC	WASHINGTON, DC	10/06/02	
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS, VIRGI	09/08/03	
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	0340	DIRECTOR, POLICY AND ADMINISTRATION	LAKEWOOD, COLORADO	11/02/03	
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	0340	REGIONAL DIRECTOR, NORTHWEST REGION	PORTLAND, OREGON	02/22/04	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	BURCH, MELVIN E.	0340	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE, NEW MEXICO	03/07/04	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	0340	ASSOCIATE DIRECTOR FOR COMM	RESTON, VIRGINIA	03/21/04	
OFC OF SURFACE MINING, RECLAMATION & ENF	WORONKA, THEODORE	0340	ASST DIR-FOR FINANCE & ADMIN.	WASHINGTON, DC	04/04/04	
OFC OF SURFACE MINING, RECLAMATION & ENF	RIDEOUT, STERLING J. JR	0340	ASST DIRECTOR-PROGRAM SUPPORT	WASHINGTON, DC	10/03/04	
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	0340	REGIONAL DIRECTOR, SOUTHERN PLAINS	ANADARKO, OKLAHOMA	06/26/05	
BUREAU OF RECLAMATION	RYAN, MICHAEL J.	0340	REGIONAL DIRECTOR, GREAT PLAINS	BILLINGS, MONTANA	06/26/05	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BATHRICK, MARK L.	0340	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE, IDAHO	11/01/05	
BUREAU OF RECLAMATION	CORDOVA-HARRISON, ELIZABE	0340	DIR, MISSION SUPPORT ORGANIZATION	LAKEWOOD, COLORADO	04/16/06	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	REYNOLDS, THOMAS G.	0340	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE, NEW MEXICO	05/24/06	
OFFICE OF THE SECRETARY OF THE INTERIOR - OST	CRAFF, ROBERT C.	0340	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE, NEW MEXICO	05/28/06	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE, NEW MEXICO	09/17/06	
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON, DC	09/24/06	
OFFICE OF THE SOLICITOR	LOFTIN, MELINDA J.	0905	DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON, DC	10/01/06	
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	FREEMAN, SHAREE M.	0340	DIRECTOR, OFC OF SELF-GOV	WASHINGTON, DC	01/21/07	
OFC OF SURFACE MINING, RECLAMATION & ENF	SHOPE, THOMAS D.	0340	REGIONAL DIRECTOR	GREEN TREE, PENNSYLVANIA	10/14/07	
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON, DC	09/14/08	
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN, WEST VIRGI	09/21/08	
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND, OREGON	10/12/08	
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS, MINNESOTA	10/12/08	
OFFICE OF THE SOLICITOR	BROWN, LAURA B.	0905	ASSOCIATE SOLICITOR	WASHINGTON, DC	01/04/09	
OFFICE OF THE SOLICITOR	MCKEOWN, MATTHEW J.	0905	REGIONAL SOLICITOR	LAKEWOOD, COLORADO	01/12/09	
OFFICE OF THE SECRETARY OF THE INTERIOR	SALOTTI, CHRISTOPHER P.	0905	LEGISLATIVE COUNSEL	WASHINGTON, DC	01/18/09	
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	BURCKMAN, JAMES N.	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON, DC	02/01/09	

**SES in positions prior to 2012**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	MOSS, ADRIANNE L.	0560	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	02/01/09	<b>(b) (6)</b>
BUREAU OF INDIAN AFFAIRS	HAMLEY, JEFFREY L.	1720	ASSOC DEP DIR - PERFORMANCE & ACCTBY	WASHINGTON,DC	04/26/09	
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	07/31/09	
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09	
BUREAU OF INDIAN AFFAIRS	WALKER, WILLIAM T.	0340	REGIONAL DIRECTOR, SOUTHWEST REGION	ALBUQUERQUE,NEW MEXICO	12/20/09	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	BECK, RICHARD T.	0340	DIRECTOR, OFFICE OF PLANNING & PERFORMANCE MGMT	WASHINGTON,DC	01/17/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA	HART, PAULA L.	0301	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - IBC	WILLIAMS, LC	0340	ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	FLANAGAN, DENISE A.	0560	DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - Insular	PULA, NIKOLAO IULI	0301	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	03/28/10	
BUREAU OF INDIAN AFFAIRS	BOWKER, BRYAN L.	0340	REGIONAL DIRECTOR, WESTERN	PHOENIX,ARIZONA	07/04/10	
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	07/04/10	
BUREAU OF INDIAN AFFAIRS	DUTSCHKE, AMY L.	0340	REGIONAL DIRECTOR, PACIFIC	SACRAMENTO,CALIFORNIA	10/10/10	
BUREAU OF RECLAMATION	PAYNE, GRAYFORD F.	0340	DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	10/10/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR	GOULD, GREGORY J.	0340	DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	10/10/10	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10	
OFFICE OF THE SOLICITOR	HAUGRUD, KEVIN JACK	0905	DEPUTY SOLICITOR	WASHINGTON,DC	11/07/10	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	CLEMENT, JOEL P.	0340	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	01/02/11	
OFFICE OF THE SOLICITOR	HAWBECKER, KAREN S.	0905	ASSOCIATE SOLICITOR	WASHINGTON,DC	01/16/11	
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	02/27/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ROSS, JOHN W	0340	DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC	02/27/11	
GEOLOGICAL SURVEY	CARL, LEON M.	0401	REGIONAL EXECUTIVE - EASTERN REGION	ANN ARBOR,MICHIGAN	03/13/11	
GEOLOGICAL SURVEY	KINSINGER, ANNE E.	0401	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	04/19/11	
GEOLOGICAL SURVEY	GALLAGHER, KEVIN T	0340	ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	04/21/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLENN, DOUGLAS A	0505	DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC	05/08/11	
GEOLOGICAL SURVEY	APPLEGATE, JAMES D. R.	1301	ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	05/22/11	
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	GLOMB, STEPHEN J.	0340	DIRECTOR, OFFICE OF NATURAL RESOURCE RESTORATION	WASHINGTON,DC	06/19/11	
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI	06/29/11	
OFFICE OF THE SECRETARY OF THE INTERIOR - PMB	ANDREW, JONATHAN M.	0301	INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC	07/17/11	

SES in positions prior to 2012

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	Retirement Eligibility
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY, MASSACHUSETTS	10/05/11	(b) (6)
BUREAU OF INDIAN AFFAIRS	PINTO, SHARON ANN	0340	REGIONAL DIRECTOR, NAVAJO	GALLUP, NEW MEXICO	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	ORR, L. RENEE	0340	STRATEGIC RESOURCES CHIEF	WASHINGTON, DC	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	KENDALL, JAMES J. JR.	0340	ALASKA REGIONAL DIRECTOR	ANCHORAGE, ALASKA	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	CRUICKSHANK, WALTER D.	0340	DEPUTY DIRECTOR	WASHINGTON, DC	10/09/11	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	HERBST, LARS T.	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON, LOUISIANA	10/09/11	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	MORRIS, DOUGLAS W.	0340	REGULATORY PROGRAMS CHIEF	WASHINGTON, DC	11/06/11	
GEOLOGICAL SURVEY	KELLY, FRANCIS P.	1301	DIR (EROS) CENTER & POLICY ADVISOR	SIOUX FALLS, SOUTH DAKOTA	12/04/11	

**Land Management SES**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	0340	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	09/24/06		<b>(b) (6)</b>
BUREAU OF LAND MANAGEMENT	NEDD, MICHAEL D.	0340	AD, MINS, REAL, & RES PRO	WASHINGTON,DC	09/14/08		
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	0340	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	11/07/10		
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	1811	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	06/19/11		
BUREAU OF LAND MANAGEMENT	SUAZO, RAYMOND	0340	STATE DIRECTOR, ARIZONA	PHOENIX,ARIZONA	01/01/12		
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	0340	STATE DIRECTOR, COLORADO	DENVER,COLORADO	05/18/14		
BUREAU OF LAND MANAGEMENT	MURPHY, TIMOTHY M.	0340	STATE DIRECTOR, IDAHO	BOISE,IDAHO	09/07/14		
BUREAU OF LAND MANAGEMENT	DUNTON, RONALD L	0340	ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	06/14/15		
BUREAU OF LAND MANAGEMENT	RUHS, JOHN F	0340	STATE DIRECTOR, NEVADA	RENO,NEVADA	11/29/15		
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	0340	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	11/29/15		
BUREAU OF LAND MANAGEMENT	PEREZ, JEROME E	0340	STATE DIRECTOR, CALIFORNIA	SACRAMENTO,CALIFORNIA	01/10/16		
BUREAU OF LAND MANAGEMENT	RUGWELL, MARY J.	0340	STATE DIRECTOR, WYOMING	CHEYENNE,WYOMING	04/17/16		
BUREAU OF LAND MANAGEMENT	MOURITSEN, KAREN E.	0340	STATE DIRECTOR, EASTERN STATES	WASHINGTON,DC	05/29/16	05/29/17	
BUREAU OF LAND MANAGEMENT	BAIL, KRISTIN MARA	0340	ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	08/07/16		
BUREAU OF LAND MANAGEMENT	ROBERSON, EDWIN L	0340	STATE DIRECTOR, UTAH	SALT LAKE CITY,UTAH	10/02/16		
BUREAU OF LAND MANAGEMENT	ALLEN, MATTHEW R	0340	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	10/16/16	10/16/17	
BUREAU OF LAND MANAGEMENT	CANTOR, HOWARD M	0340	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	01/08/17		
BUREAU OF LAND MANAGEMENT	HUDSON, JODY LEE	0340	ASSISTANT DIRECTOR, HUMAN CAPITAL MGMT	WASHINGTON,DC	01/15/17		
BUREAU OF LAND MANAGEMENT	MCLEAR, CHRISTOPHER J	0340	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	02/10/17	02/10/18	
BUREAU OF LAND MANAGEMENT	CONNELL, JAMIE E.	0340	STATE DIRECTOR, OREGON	PORTLAND,OREGON	02/10/17		
FISH AND WILDLIFE SERVICE	SHEEHAN, DENISE E.	0341	ASST-DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	06/21/98		
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	1811	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	09/08/03		
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	09/17/06		
FISH AND WILDLIFE SERVICE	SLACK, JAMES J.	0340	DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI	09/21/08		
FISH AND WILDLIFE SERVICE	THORSON, ROBYN	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND,OREGON	10/12/08		
FISH AND WILDLIFE SERVICE	MELIUS, THOMAS O	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS,MINNESOTA	10/12/08		
FISH AND WILDLIFE SERVICE	FRAZER, GARY D.	0480	ASST DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	07/31/09		
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	11/08/09		
FISH AND WILDLIFE SERVICE	FORD, JEROME E.	0480	ASST DIRECTOR - MIGRATORY BIRDS & STATE	BAILEYS CROSSROADS,VIRGI	06/29/11		
FISH AND WILDLIFE SERVICE	WEBER, WENDI	0480	REGIONAL DIRECTOR - HADLEY MA	HADLEY,MASSACHUSETTS	10/05/11		
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	0480	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	07/01/12		
FISH AND WILDLIFE SERVICE	GUERTIN, STEPHEN D.	0480	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	11/04/12		
FISH AND WILDLIFE SERVICE	WALSH, NOREEN E.	0480	REGIONAL DIRECTOR - DENVER, CO.	LAKEWOOD,COLORADO	11/29/12		
FISH AND WILDLIFE SERVICE	HOSKINS, DAVID WILLIAM	0480	AD-FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	11/03/13		
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	0340	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	11/17/13		
FISH AND WILDLIFE SERVICE	KURTH, JAMES W.	0480	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	01/11/15		

**Land Management SES**

Bureau or Office	Name	Occ Ser	Position	Location	Date Entered Current Position	SES Probationary Period End Date	Retirement Eligibility
FISH AND WILDLIFE SERVICE	MARTINEZ, CYNTHIA T	0480	AD-NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	05/11/15		<b>(b) (6)</b>
FISH AND WILDLIFE SERVICE	SIEKANIEC, GREGORY EUGENE	0480	REGIONAL DIRECTOR - ANCHORAGE	ANCHORAGE,ALASKA	08/01/16		
FISH AND WILDLIFE SERVICE	SOUZA, PAUL	0480	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	08/07/16		
FISH AND WILDLIFE SERVICE	RAUCH, PAUL A.	0340	AD-WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	09/04/16		
NATIONAL PARK SERVICE	TOOTHMAN, STEPHANIE S.	0340	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	07/04/10		
NATIONAL PARK SERVICE	WENK, DANIEL N.	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	02/27/11		
NATIONAL PARK SERVICE	LAIRD, JOSHUA RADBILL	0301	EXECUTIVE DIRECTOR - NATIONAL PARKS OF NY HARBOR	NEW YORK, NEW YORK	06/16/13		
NATIONAL PARK SERVICE	AUSTIN, STANLEY J.	0340	REGIONAL DIRECTOR	ATLANTA,GEORGIA	07/14/13		
NATIONAL PARK SERVICE	MASICA, SUE E.	0340	REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	01/12/14		
NATIONAL PARK SERVICE	CALDWELL, MICHAEL A.	0340	REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	02/09/14		
NATIONAL PARK SERVICE	VELA, RAYMOND DAVID	0025	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	03/09/14		
NATIONAL PARK SERVICE	FROST, HERBERT C.	0340	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	04/20/14		
NATIONAL PARK SERVICE	SAUVAJOT, RAYMOND MARC	0401	AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	VOGEL, ROBERT A.	0340	REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	12/14/14		
NATIONAL PARK SERVICE	MCDOWALL, LENA E	0340	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	01/11/15		
NATIONAL PARK SERVICE	RAMOS, PEDRO M	0025	PARK MANAGER (SUPERINTENDENT)	MIAMI-DADE,FLORIDA	01/25/15		
NATIONAL PARK SERVICE	CASH, CASSIUS M	0025	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	02/08/15		
NATIONAL PARK SERVICE	SHOLLY, CAMERON H	0340	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	03/08/15		
NATIONAL PARK SERVICE	VIETZKE, GAY E.	0340	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	09/20/15		
NATIONAL PARK SERVICE	OBERNESSE, RICHARD	0340	ASSOCIATE DIRECTOR, VISITOR & RESOURCE PROTECTION	WASHINGTON,DC	10/04/15		
NATIONAL PARK SERVICE	RICHARDSON, LIZETTE	0340	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	10/04/15		
NATIONAL PARK SERVICE	TODD, RAYMOND K.	0340	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	03/06/16		
NATIONAL PARK SERVICE	JOSS, LAURA	0340	REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	03/06/16		
NATIONAL PARK SERVICE	REYNOLDS, MICHAEL T.	0340	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	07/31/16		
NATIONAL PARK SERVICE	LEHNERTZ, CHRISTINE S.	0340	PARK MANAGER	GRAND CANYON,ARIZONA	08/21/16		
NATIONAL PARK SERVICE	COMPTON, JEFFREY S.	2210	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	09/18/16	09/18/17	
NATIONAL PARK SERVICE	BENGE, SHAWN T.	0340	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	10/02/16	10/02/17	
NATIONAL PARK SERVICE	AUSTIN, TERESA MADEYA	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	10/30/16	10/30/17	
NATIONAL PARK SERVICE	BOWRON, JESSICA L.	0501	COMPTRROLLER	WASHINGTON,DC	01/08/17	01/08/18	

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)  
**Subject:** OIG SES Reassignment Request # 5 - ERB memo  
**Date:** Monday, August 14, 2017 11:20:57 AM  
**Attachments:** [Signed ERB 2017.pdf](#)

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Attached is the ERB memo.

Thanks,  
Mary

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

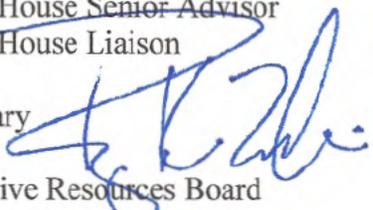


THE SECRETARY OF THE INTERIOR  
WASHINGTON

MAY 19 2017

**Memorandum**

**To:** Associate Deputy Secretary  
Chief of Staff  
Principal Deputy Solicitor  
Principal Deputy Assistant Secretary – Policy, Management and Budget  
White House Senior Advisor  
White House Liaison

**From:** Secretary 

**Subject:** Executive Resources Board

Effective the date of this memorandum, I hereby establish the Executive Resources Board (ERB) for the Department of the Interior (Department) and constitute the membership as follows:

- Associate Deputy Secretary, *Chairperson*  
(Mr. James Cason)
- Chief of Staff, *Member*  
(Mr. Scott Hommel)
- Principal Deputy Solicitor, *Member*  
(Mr. Daniel Jorjani)
- Principal Deputy Assistant Secretary – Policy, Management and Budget, *Member*  
(Mr. Scott Cameron)
- White House Senior Advisor, *Member*  
(Mr. Douglas Domenech)
- White House Liaison, *Member*  
(Ms. Lori Mashburn)

The Deputy Assistant Secretary – Human Capital and Diversity/Chief Human Capital Officer (Ms. Mary Pletcher) will serve as an advisor to the ERB. The ERB will continue to play a prominent role in determining the executive resources needs of the Department's bureaus and offices. The ERB will oversee all aspects of the management of executive resources to include Senior Executive Service, Senior Level, and scientific and professional resources. In addition, the ERB will retain final approval of other aspects of these programs, including position establishment, recruitment, qualification requirements, selection, pay setting, performance appraisals, performance awards, executive development, Presidential Rank Awards and all other recognition, and the establishment of the Department's Performance Review Boards.

cc: Deputy Secretary  
Solicitor  
Inspector General  
Assistant Secretaries  
Heads of Bureaus and Offices

**From:** Pletcher, Mary  
**To:** [Richardson, Karen](#)  
**Subject:** Fwd: Request for Information  
**Date:** Thursday, July 27, 2017 5:57:30 PM  
**Attachments:** [Information Request\\_072717.xlsx](#)

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\*\*\*\*\*Attorney/Client Privilege\*\*\*\*\*

Karen,

Please see the email below (b) (5), (b) (6), (b) (7)(C)

[REDACTED]

I scheduled time with you on Tuesday morning at 9:30am to discuss.

I am out of the office tomorrow and Monday and will have limited access to email. Please call me on my cell phone if you need to talk before Tuesday morning. (703) 629-8149

Thanks,  
Mary

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

**From:** (b) (6), (b) (7)(C) <[REDACTED]@doioig.gov>  
**Date:** Mon, Jul 24, 2017 at 3:32 PM  
**Subject:** Request for Information  
**To:** Mary Pletcher <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>

Mary, please provide me a list of all SES who have received transfer assignments to date.

Please indicate:

- 1) previous position and title (where they were moved from)
- 2) New position and title (where they were reassigned)
- 3) Old duty location
- 4) New duty location
- 5) Accepted reassignment or Not
- 6) Any special consideration or info on reassignment (such as requested by SES, temporary detail, etc)

Let me know if you have any questions, I would like to receive the information as soon as practical but no later than Friday.

thanks,

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

Chief of Staff

(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

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF INDIAN AFFAIRS	SPEAKS, STANLEY M.	REGIONAL DIRECTOR,NORTHWEST REGION	PORTLAND,OREGON	BIA - REGIONAL DIRECTOR, SOUTHERN PLAINS	Andarko, Oklahoma	Yes	Yes	Not yet effective - 9/18/2017	
BUREAU OF INDIAN AFFAIRS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR,SOUTHERN PLAINS	ANADARKO,OKLAHOMA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR INDIAN AFFAIRS	Anadarko, Oklahoma	No	Non-geographic move reassignment	Not yet effective - 8/6/17	- Deerinwater received proposed notice of reassignment to Regional Director, Northwest Region. - (b) (6), (b) (7)(C) - A Senior Advisor to the Assistant Secretary for Indian Affairs position has been created with a duty station of Anadarko, Oklahoma. Deerinwater received notification of the reassignment on 7/11/2017. August 6, 2017 is the start of the next pay period following the conclusion of the notice period. - Deerinwater is currently out of the office on (b) (6)
BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR-BIA	WASHINGTON,DC	BLM - SENIOR ADVISOR FOR TRIBAL ENERGY DEVELOPMENT	Washington, DC	No	Non-geographic move reassignment	07/09/17	
BUREAU OF INDIAN AFFAIRS	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR-TRUST SVS.	WASHINGTON,DC	OST - DEPUTY DIRECTOR, TRUST SERVICES	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 8/20/17.	
BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	OST - DEPUTY DIRECTOR, FIELD OPERATIONS	Albuquerque, New Mexico	Yes	Yes	Not yet effective - will be effective on 9/3/17.	-Loudermilk has requested physical start in Albuquerque be delayed until October 1st. This is being accommodated.
BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR-BIA	BILLINGS,MONTANA	TBD					(b) (5)
BUREAU OF INDIAN AFFAIRS	CRUZAN, DARREN A.	SENIOR ADVISOR-LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	PMB - DIRECTOR, OFFICE OF LAW ENFORCEMENT & SAFETY	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Cruzan was already on detail to the position (voluntary).
OS - ASIA	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	PMB - DIRECTOR, BUSINESS SERVICES, OFFICE OF THE CHIEF INFORMATION OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Burckman reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise. -Burckman has requested to be reassigned into BLM ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT position (vice-Velasco). No decision has been made.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - ASIA	BEARPAW, GEORGE WATIE	BUDGET OFFICER	WASHINGTON,DC	BIA - REGIONAL DIRECTOR, MIDWEST REGION	Minneapolis, MN	Yes	Received proposed notice and received opportunity to provide preferences. No formal notice was provided.	N/A - Reassignment will not move forward.	-ERB decided not to move forward with formal notice of reassignment.
OST	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE-FIELD OPS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY DIRECTOR FOR FIELD OPS	Albuquerque, New Mexico	No	Non-geographic move reassignment	07/10/17	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
OST	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	BIA - DEPUTY BUREAU DIRECTOR-TRUST SVS.	Albuquerque, New Mexico	No	Non-geographic move reassignment	Not yet effective - 8/20/17 (Linked to Helen Riggs reassignment)	-BIA position duty station moved to Albuquerque in light of Secretary's priority to shift positions from DC when possible and in consideration of large concentration of Indian Affairs and OST employees in Albuquerque.
BUREAU OF LAND MANAGEMENT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	WASHINGTON,DC	FWS - AD-BUSINESS MANAGEMENT OPERATIONS	Baileys Crossroads, VA	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	CRIBLEY, BUD C	STATE DIRECTOR, ALASKA	ANCHORAGE,ALASKA	FWS - Senior Advisor for Energy	Washington, DC	Yes	In process	TBD	In process - Cribley has indicated that he would like to return to Washington, DC and that he intends to accept the reassignment. (b) (6), (b) (5)
BUREAU OF LAND MANAGEMENT	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	BLM - Senior Advisor to the Associate Director for Law Enforcement	Washington, DC	No	Non-geographic move reassignment	07/09/17	-Lauro received a formal notice of reassignment to FWS CHIEF, OFFICE OF LAW ENFORCEMENT. After receiving the notice, Lauro requested that he be reassigned to a Senior Advisor for Law Enforcement position within BLM due to (b) (6) BLM leadership (Nedd and Ruhs) supported his request. The ERB granted Lauro's request.
BUREAU OF LAND MANAGEMENT	WELCH, RUTH L.	STATE DIRECTOR, COLORADO	DENVER,COLORADO	BOR - DIRECTOR,POLICY AND ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	
BUREAU OF LAND MANAGEMENT	LUEDERS, AMY L.	STATE DIRECTOR. NEW MEXICO	SANTA FE,NEW MEXICO	FWS - REGIONAL DIRECTOR, ALBUQUERQUE	Albuquerque, New Mexico	Yes	Yes	09/03/17	-Lueders initially received a formal notice of reassignment for a non-geographic reassignment. After Lueders provided her home address, it was determined that Lueders was entitled to receive relocation. She subsequently received the proposed notice of reassignment and an opportunity to express her preferences and then the formal notice of reassignment.

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
BUREAU OF RECLAMATION	GONZALES-SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	USGS - ASSOCIATE DIRECTOR FOR ADMINISTRATION	Lakewood, Colorado	No	Non-geographic move reassignment	07/09/17	-USGS incumbent (Aragon) was performing the duties of position remotely from Albuquerque, NM. Aragon had previously performed the duties in Reston, VA. - In basing Gonzales-Schreiner in Lakewood, the Secretary's priority to shift positions from DC when possible and the location of USGS administration employees was considered.
FISH AND WILDLIFE SERVICE	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	BLM - DIRECTOR, LAW ENFORCEMENT	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
FISH AND WILDLIFE SERVICE	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	FWS - Associate Director for Science Applications	Washington, DC	Yes	Yes	Not yet effective - will be effective 9/3/17	Tuggle requested to perform the position from Albuquerque for a period of up to 9 months (b) (6). This request was accommodated.
FISH AND WILDLIFE SERVICE	DOHNER, CYNTHIA	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	FWS - Associate Director for International Affairs	Washington, DC	Yes	No	N/A - Reassignment will not move forward	Dohner has declined reassignment and is applying for discontinued service retirement with assistance from the Department.
FISH AND WILDLIFE SERVICE	ARROYO, BRYAN	ASST DIRECTOR - INTERNATIONAL AFFAIRS	WASHINGTON,DC	PMB - DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLNLC	Washington, DC	No	Non-geographic move reassignment	07/09/2017	
FISH AND WILDLIFE SERVICE	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	USGS - ASSOCIATE DIRECTOR FOR COMM	Reston, VA	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR COMM	RESTON,VIRGINIA	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	Washington, DC	No	Non-geographic move reassignment	07/09/17	
GEOLOGICAL SURVEY	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	PMB - SENIOR ADVISOR	Albuquerque, New Mexico	No	Non-geographic move reassignment	7/9/2017	'Earlier in FY 2017, Aragon and USGS leadership had requested assistance in identifying alternate positions for Aragon where he could perform the work from Albuquerque, NM. Aragon expressed interest in assisting Indian Affairs (BIA/BIE). ' Aragon will be detailed to support Indian Affairs on a variety of administrative operations initiatives - benefitting both Indian Affairs and the Department.
GEOLOGICAL SURVEY	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	SENIOR ADVISOR TO THE ASSISTANT SECRETARY FOR WATER AND SCIENCE	Washington, DC	Yes	N/A - Voluntarily took downgrade to GS 15 before formal notice provided.	N/A	Burkett was performing her position remotely from Many, Louisiana. After receiving her proposed notice of reassignment, Burkett voluntarily took a downgrade to a GS 15 Ecologist position and her duty station remains Many, Louisiana.
NATIONAL PARK SERVICE	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	NPS - REGIONAL DIRECTOR, NORTHEAST REGION	Philadelphia, PA	Yes	Yes	Not yet effective - will be effective 9/3/17.	Vietzke is a former Deputy Regional Director in the Northeast Region. Vietzke receives a pay increase with the reassignment in accordance with the Department's SES pay policy since she is moving from a Tier 4 position to a Tier 2 position.
OS - ONRR	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	OST - PRINCIPAL DEPUTY SPECIAL TRUSTEE	Washington, DC	No	Non-geographic move reassignment	7/9/17	

OIG Request - SES Reassignments

Bureau or Office	Name of SES	Position	Location	Name of New Position	Location of New Position	Relocation Required	Accepted?	Effective Date	Special Considerations
OS - PMB	SONDERMAN, DEBRA E.	DIR, OFFICE OF ACQUISITION & PROP. MGMT.	WASHINGTON,DC	BLM - ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT	Washington, DC	No	Retired	Retired	
OS - PMB	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMPLNC	WASHINGTON,DC	Director, Gulf of Mexico Restoration - ASFWP	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	ONRR - SENIOR PROGRAM ADVISOR	Washington, DC	No	Non-geographic move reassignment	07/09/17	
OS - PMB	PIERRE-LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	ASIA - DIRECTOR OF HUMAN CAPITAL MGMT	Washington, DC	No	Non-geographic move reassignment	On Hold	-Pierre-Louise reassignment was linked to three other reassignments (Bearpaw, Davis, Burckman). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OS - PMB	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL	WASHINGTON,DC	PMB - DIR, OFFICE OF ACQUISITION & PROP. MGMT.	Washington, DC	No	Non-geographic move reassignment	7/9/2017	
OS - PMB	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	ASIA - BUDGET OFFICER	Washington, DC	No	Non-geographic move reassignment	N/A - Reassignment will not move forward.	-Davis reassignment was linked to three other reassignments (Bearpaw, Davis, Pierre-Louise). Bearpaw received a proposed notice of reassignment. ERB decided not to move forward with formal notice for Bearpaw. This impacted the reassignments for Davis, Burckman and Pierre-Louise.
OFFICE OF THE SOLICITOR	ROMANIK, PEG A.	REGIONAL SOLICITOR - NORTHEAST	WASHINGTON,DC	ASSOCIATE SOLICITOR - PARKS AND WILDLIFE	Washington, DC	NO	Non-geographic move reassignment	07/09/17	-SES requested reassignment

**From:** Mack, Jonathan  
**To:** [Pletcher, Mary](#)  
**Cc:** [Caroline \(Carrie\) Soave](#)  
**Subject:** Fwd: IG Records Check - SES/SL/ST Performance  
**Date:** Friday, October 20, 2017 4:25:33 PM  
**Attachments:** [No derogatory information 12-15-16.pdf](#)  
[Identified information 12-15-16.pdf](#)

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Mary, reminder to send this again for this year.

Thanks!

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

**From:** **Pletcher, Mary** <[mary\\_pletcher@ios.doi.gov](mailto: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](mailto:jonathan_mack@ios.doi.gov)>, Michelle Oxyer <[michelle\\_oxyer@ios.doi.gov](mailto:michelle_oxyer@ios.doi.gov)>, "Caroline (Carrie) Soave" <[caroline\\_soave@ios.doi.gov](mailto: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) <[REDACTED]@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](mailto:mary_pletcher@ios.doi.gov)>  
**Cc:** (b) (6), (b) (7)(C) <[REDACTED]@doioig.gov>, (b) (6), (b) (7)(C) <[REDACTED]@doioig.gov>, (b) (6), (b) (7)(C) <[REDACTED]@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: [REDACTED]

Begin forwarded message:

**From:** "Pletcher, Mary" <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)>  
**Date:** November 30, 2016 at 12:02:28 PM EST  
**To:** (b) (6), (b) (7)(C) <[REDACTED]@doioig.gov>, (b) (6), (b) (7)(C) <[REDACTED]@doioig.gov>  
**Cc:** Jonathan Mack <[jonathan\\_mack@ios.doi.gov](mailto:jonathan_mack@ios.doi.gov)>, Michelle Oxyer <[michelle\\_oxyer@ios.doi.gov](mailto:michelle_oxyer@ios.doi.gov)>  
**Subject:** IG Records Check - SES/SL/ST Performance

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

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

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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



OFFICE OF  
**INSPECTOR GENERAL**  
U.S. DEPARTMENT OF THE INTERIOR

DEC 15 2016

Memorandum

To: Elizabeth Klein  
Principal Deputy Assistant Secretary  
Policy Management and Budget

From: (b) (6), (b) (7)(C)  
Investigative Support Division – Intake Management Unit

Subject: Records Review of SES, SL and ST employees

In response to your November 30, 2016, request, we have queried the names of Senior Executive Service (SES), Senior Level (SL), and Scientific and Professional (ST) employees through our Case Management System between October 1, 2015 and December 7, 2016. As a result of our search, we determined that we have no derogatory information to report on the following SES, SL and ST employees:

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

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

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

This information is being released to you solely for the purpose stated in your correspondence. You should make no further release of the information contained within this document. Members of your staff required to review the information should be informed of the confidentiality of the records. Care should be taken in the storage of these records. We ask that you seek prior written approval from our office prior to release of the information for any other purpose.

If you need additional information, please contact me at (b) (6), (b) (7)(C) or email: (b) (6), (b) (7)(C)@doioig.gov.



**OFFICE OF  
INSPECTOR GENERAL**  
U.S. DEPARTMENT OF THE INTERIOR

DEC 15 2016

Memorandum

To: Elizabeth Klein  
Principal Deputy Assistant Secretary  
Policy Management and Budget

From: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)  
Investigative Support Division – Intake Management Unit

Subject: Records Review of SES, SL or ST Employees

In response to your November 30, 2016, request, we have queried the names of Senior Executive Service (SES), Senior Level (SL), and Scientific and Professional (ST) employees, provided by your office, through our Case Management System. As a result of our search we identified 28 employees who were subjects of OIG investigations or OIG referrals between October 1, 2015 and December 7, 2016, see the following list and summaries:

Official	Case Number(s)	Case Title
(b) (6), (b) (7)(C)	OI-PI-15-0047-I	OS Travel Violations
(b) (6), (b) (7)(C)	OI-PI-16-0114-I	Alleged Improper Award of FWS Grant to Partner Impact
(b) (6), (b) (7)(C)	OI-PI-16-0435-I	Potential Mismanagement by FWS (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	OI-HQ-16-0016-R	Alleged Recusal Violation, BIA
(b) (6), (b) (7)(C)	OI-PI-16-0029-I	Retaliation by (b) (6), (b) (7)(C) For Whistleblower Complaint
(b) (6), (b) (7)(C)	OI-PI-16-0300-I	Allegation of Travel Fraud by NPS (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	OI-PI-15-0369-I	Reprisal – Southern Plains Region - BIA
(b) (6), (b) (7)(C)	OI-PI-16-0251-I	Allegations of Impropriety and Harassment at FWS Southeast
(b) (6), (b) (7)(C)	OI-PI-14-0624-I	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	OI-PI-14-0525-I	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	OI-HQ-16-0275-R	Alleged Violation of Federal Travel Regulations by OST Senior Managers
(b) (6), (b) (7)(C)	OI-PI-17-0017-I	Alleged Hostile Work Environment and Gender Discrimination at Hoover Dam
(b) (6), (b) (7)(C)	OI-GA-17-0012-I	Falsification of Records in BSEE's TIMS Database System
(b) (6), (b) (7)(C)	OI-PI-15-0535-I	Inappropriate Hiring of Office of the Secretary Employee
(b) (6), (b) (7)(C)	OI-HQ-15-0181-R	Destruction of Indian Family Graves
(b) (6), (b) (7)(C)	OI-PI-15-0768-I	Ethical Violations & Misconduct by BLM (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	OI-PI-16-0806-I	Alleged Inappropriate Behavior by the (b) (6), (b) (7)(C) Law Enforcement and Security
(b) (6), (b) (7)(C)	OI-PI-16-0529-I	Falsification of Employment Records by the (b) (6), (b) (7)(C) Office of Acquisition and Property Management
(b) (6), (b) (7)(C)	OI-PI-17-0017-I	Alleged Hostile Work Environment and Gender Discrimination at Hoover Dam
(b) (6), (b) (7)(C)	OI-PI-16-0929-I	Allegations of Hostile Work Environment at Yosemite National Park

(b) (6), (b) (7)(C)	OI-HQ-16-0733-R	BLM CA State Office Training Waste
	OI-PI-14-0422-I	Improper Hiring at BIE
	OI-PI-16-0052-I	BIE Reorganization alleged Grant Fraud
	OI-HQ-17-0092-R	Alleged Falsification of time at OS Office of Valuation Services
	OI-PI-16-0529-I	Falsification of Employment Records by the (b) (6), (b) (7)(C) Office of Acquisition and Property Management
	OI-PI-15-0087-I	Political Favors for AZ (b) (6), (b) (7)(C)
	OI-PI-14-0244-I	(b) (6), (b) (7)(C)
	OI-CO-12-0387-I	(b) (6), (b) (7)(C)
	OI-PI-14-0695-I	Grand Canyon River District Sexual Harassment and Retaliation
	PI-PI-13-0541-I	(b) (6), (b) (7)(C) Yellowstone National Park
	OI-PI-14-0673-I	Alleged Contract Steering by the NPS Denver Service Center

This information is being released to you solely for the purpose stated in your correspondence. You should make no further release of the information contained within this document. Members of your staff required to review the information should be informed of the confidentiality of the records. Care should be taken in the storage of these records. We ask that you seek prior written approval from our office prior to release of the information for any other purpose.

If you need additional information, please contact me at (b) (6), (b) (7)(C) or email: (b) (6), (b) (7)(C)@doioig.gov.

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

**OI-PI-15-0047-I**

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

**Bryan Arroyo, Assistant Director – International Affairs (IA), Fish and Wildlife Service (FWS)**

**OI-PI-16-0114-I**

We initiated an investigation on November 17, 2015, into a \$256,100 single-source cooperative agreement that the FWS, IA program awarded to a private company, Partner-Impact, LLC, to build a partnership strategy and marketing communication plan to reduce demand for illegal wildlife and wildlife products. Bryan Arroyo, Assistant Director, IA, FWS, acknowledged that he preselected Partner-Impact to receive the funds and influenced his staff to disregard procurement policy and award a single-source cooperative agreement to the company. We also found that Partner-Impact did not complete most of the agreement's requirements because Arroyo directed the company to assist another anti-wildlife-trafficking initiative instead.

We referred this case to the U.S. Attorney's Office for the Eastern District of Virginia, which declined to prosecute. We referred our investigative findings to the FWS on September 13, 2016 for action. Response is pending.

**Hannibal Bolton, Regional Director, National Park Service (NPS)**

**OI-PI-16-0435-I**

On April 1, 2016, an investigation into potential mismanagement by Hannibal Bolton, Regional Director, NPS was initiated after an investigation of Stephen M. Barton (OI-VA-15-0379-I).

This is a current open investigation with our office.

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

**OI-HQ-16-0016-R**

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

**(b) (6), (b) (7)(C)** IOS

**OI-PI-16-0029-I**

OIG investigated an allegation that **(b) (6), (b) (7)(C)** IOS, retaliated against an **(b) (6), (b) (7)(C)** employee by removing the employee from **(b) (6), (b) (7)(C)** and placing the employee on a detail outside DOI.

Our investigation did not reveal evidence of retaliation. According to the (b) (6), (b) (7)(C) he placed the employee on detail for disruptive behavior in the workplace, for undermining his authority, and not supporting his management decisions. We did find that the (b) (6), (b) (7)(C) placed the employee on detail in an effort to expedite the employee's departure from (b) (6), (b) (7)(C) instead of using the appropriate progressive discipline. In addition, he did not document the employee's misconduct, and had rated the employee as "superior" during the most recent end-of-year evaluation.

We referred this investigation to the (b) (6), (b) (7)(C) on October 17, 2016, with a response due on January 17, 2017.

### **Michael A. Caldwell, Regional Director Northeast Region NPS**

#### **OI-PI-16-0300-I**

We received a complaint on January 28, 2016 that alleged that Michael A. Caldwell, Regional Director, Northeast Region, NPS, had traveled to Cape Cod National Seashore (CACO) under the guise of official business when in fact he went there to vacation (b) (6), (b) (7)(C) While investigating this complaint, we learned that Caldwell may have violated ethics rules prohibiting U.S. Government employees from receiving gifts from subordinates. We also received another complaint alleging that he continued to live in NPS housing at Valley Forge National Historic Park (VAFO) after his June 2011 promotion from VAFO superintendent to deputy regional director, at which point he was reassigned to the NPS regional office in Philadelphia, PA, and even after he was promoted to regional director in February 2014.

Caldwell admitted that he violated Federal travel regulations on at least eight trips he took between 2011 and 2015, and we found he also should have used annual leave for 88 hours he did not work during these trips. The total cost to the Government for the trips was \$17,480.91. We also confirmed that in August 2011, Caldwell received a gift in the form of vacation housing from the (b) (6), (b) (7)(C) who allowed him to stay in her NPS rental cottage for 5 days at no cost while he was vacationing (b) (6), (b) (7)(C) We learned that NPS had authorized Caldwell to live in VAFO's park housing in the interest of preserving the historic structure.

We referred this case to the U.S. Attorney's Office (USAO) for the Eastern District of Pennsylvania, which declined to prosecute. We referred our investigative findings to the National Park Service on November 22, 2016 for action. Response is pending.

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

#### **OI-PI-15-0369-I**

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

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

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

**OI-PI-16-0251-I**

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

This is a current open investigation with our office.

**OI-PI-14-0624-I**

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

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

We referred out investigative findings to FWS on July 16, 2015, with no response required.

**OI-PI-14-0525-I**

On July 2, 2014, we received a complaint that (b) (6), (b) (7)(C) FWS, and (b) (6), (b) (7)(C) FWS, inappropriately reorganized (b) (6), (b) (7)(C) three Ecological Services field offices to fall under (b) (6), (b) (7)(C). The complaint also alleged (b) (6), (b) (7)(C) engaged in several unfair and illegal personnel action involving employees in the three (b) (6), (b) (7)(C) offices.

Our investigation found (b) (6), (b) (7)(C) was involved in planning the reorganization, but another FWS official made the final decision to implement it. (b) (6), (b) (7)(C) was not directly involved in the reorganization, nor was (b) (6), (b) (7)(C) aware of the personnel actions referenced in the complaint.

We examined 11 lateral reassignments and transfers that occurred in the 3 field offices and found that all of these personnel actions were conducted in accordance with Federal regulations and U.S. Department of the Interior policy. FWS managers explained to us that they sometimes laterally reassigned current employees into open positions instead of advertising the openings because such reassignments were excluded from the often-lengthy competition process for new positions, and because they gave the managers the flexibility to use existing workforce more effectively.

We referred our investigative findings to FWS on September 8, 2015, for action. On April 28, 2016, FWS responded to our office stating, after review of our report and actions of the Service in this particular case, they found their personnel processes and procedures regarding reassignments and noncompetitive promotions to be in line with all policies and regulations regarding the subject reorganization and any future ones.

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

**OI-HQ-16-0275-R**

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

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

**OI-PI-17-0017-I**

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

This is a current open investigation with our office.

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

**OI-GA-17-0012-I**

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

This is a current open investigation with our office.

**Fay S. Iudicello, former Director, Office of Executive Secretariat and Regulatory Affairs (ES), IOS**

**OI-PI-15-0535-I**

We received a complaint on May 27, 2015, that alleged Fay Iudicello, former Director, ES, IOS, committed prohibited personnel practices and violated merit system principles by hiring a close family friend into a position over more qualified applicants. It was also alleged that Iudicello improperly promoted ES employees based on personal relationships.

Our investigation substantiated the allegations that Iudicello improperly intervened in the Federal hiring process by hiring a relative of her ex-husband as a management analyst in ES over qualified applicants. However, it did not corroborate the allegations of improperly promoting employees based on a personal relationship.

We referred our investigative findings to the Chief of Staff on June 6, 2016, for a response. On

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

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

**OI-HQ-15-0181-R**

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

**Salvatore Lauro, Director of Law Enforcement and Security, BLM**

**OI-PI-15-0768-I**

We initiated an investigation in October 2015, after receiving complaints that a BLM law enforcement (LE) supervisor misused Government property (BLM leased vehicles & lodging accommodations) and improperly directed BLM LE personnel under his supervision to act as escorts for his family members during the 2015 Burning Man event in Nevada.

Our investigation confirmed these allegations and determined that Salvatore Lauro, Director, Office of Law Enforcement & Security, BLM, who supervised the subject of the investigation, was aware of these violations and gave tacit approval to the subject during the event.

This is a current open investigation with our office.

**Tim K. Lynn, Director of Law Enforcement and Security (OLES), IOS**

**OI-PI-16-0806-I**

We received a complaint on August 5, 2016, that alleged Tim Lynn, Director, OLES, IOS

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

This is a current open investigation with our office.

**James G. McCaffery, Deputy Director, Office of Acquisition and Property Management (PAM), IOS**

**OI-PI-16-0529-I**

We received a complaint on April 29, 2016, that alleged that James McCaffery, Deputy Director, PAM, Office of the Secretary falsified his initial employment records by submitting a DoD Form DD-214 (Certificate of Release or Discharge from Active Duty) with his employment application, which disclosed that he was honorably discharged from active duty service in the U.S. Army. The complaint further alleged that McCaffery later received a less than honorable discharge from the U.S. Army Reserves when he was involuntarily discharged for inappropriately wearing and displaying military awards and decorations that he did not earn. The complaint alleged McCaffery did not disclose that he had received a less than honorable discharge with his application packet.

This is a current open investigation with our office.

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

**OI-PI-17-0017-I**

We received a complaint on October 4, 2016, that alleged various senior and mid-level managers from USBR, BLM and BIA, were creating a hostile work environment and discriminating against female managers. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) was listed as one of the subjects.

This is a current open investigation with our office.

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

**OI-PI-16-0929-I**

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

This is a current open investigation with our office.

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

**OI-HQ-16-0733-R**

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

**Charles M. Roessel, former Director, Bureau of Indian Education (BIE), (Resigned 08/15/2016)**

**OI-PI-14-0422-I**

We initiated an investigation in June 2014, based on a complaint from an official with BIE, alleging Charles Roessel, former Director, BIE, abused his position to inappropriately hire two individuals: a BIE program analyst with whom Roessel was rumored to be having a romantic relationship, and a relative of Roessel's who worked in the Navajo Nation school system.

Our investigation found that Roessel was involved in both hires. He acknowledged that he hired the program analyst and also admitted to having an ongoing romantic relationship with her that began before he became the BIE Director and before she came to work at BIE. This appears to violate 5 U.S.C. § 2302(b)(6), "Prohibited personnel practices," which generally prohibits Federal employees from granting any preference or advantage to another employee or a job applicant with the intent of improving that person's prospects for employment. Roessel's actions also appear to have violated ethics prohibitions against preferential treatment and using official

position for the private gain of others, found in 5 C.F.R. § 2635.101, “Basic obligation of public service,” and 5 C.F.R. § 2635.702, “Use of public office for private gain.” Moreover, their relationship has, according to interviews, created an uncomfortable working environment for Roessel’s staff.

Roessel also said that he intervened in his relative’s hiring process to make sure she got a position she had applied for in the Navajo school system, which appears to violate 5 U.S.C. § 3110, “Employment of relatives; restrictions” and the aforementioned ethics and personnel practice prohibitions, as well as 5 C.F.R. § 2635.502, the ethics regulation on impartiality.

In addition, Roessel and the BIE program analyst provided inconsistent statements in their responses to our questions and caused us to doubt their overall truthfulness and candor.

This matter was investigated by the OIG and on February 25, 2016, was forwarded to the Acting AS-IA for action. (b) (6), (b) (7)(C)

#### **OI-PI-16-0052-I**

Pursuant to a complaint from a BIE official, we investigated allegations that Charles Roessel, former Director, BIE, was using Sovereignty in Indian Education (SIE) and Tribal Education Department (TED) educational grants to induce Indian tribes and tribal organizations to lobby Congress in support of a proposed BIE reorganization. We also investigated whether Roessel and his staff violated anti-lobbying restrictions while allegedly seeking support from tribes.

Our investigation revealed no evidence that Roessel and his staff were using SIE and TED educational grants as inducements to have tribes and tribal organizations lobby Congress in support of the BIE reorganization proposal. We found, however, that Roessel instructed one of his staff members to draft letters of support on behalf of tribal governors and to send the letters to the tribes for them to revise and sign. The U.S. Department of Justice’s Public Integrity Section declined to pursue anti-lobbying violations under 18 U.S.C. § 1913, but we concluded that Roessel used questionable judgment when he instructed his staff member to draft the letters for the tribes.

The OIG referred the results of this investigation to AS-IA for action with a response required.

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

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

#### **OI-HQ-17-0092-R**

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

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

**Debra E. Sonderman, Director, PAM, IOS**

**OI-PI-16-0529-I**

We received a complaint on April 29, 2016, that alleged James McCaffery, Deputy Director, PAM, IOS, falsified his initial employment records by submitting a DoD Form DD-214 (Certificate of Release or Discharge from Active Duty) with his employment application, which disclosed that he was honorably discharged from active duty service in the U.S. Army. The complaint further alleged that McCaffery later received a less than honorable discharge from the U.S. Army Reserves when he was involuntarily discharged for inappropriately wearing and displaying military awards and decorations that he did not earn. The complaint alleged McCaffery did not disclose that he had received a less than honorable discharge with his application packet. (b) (6), (b) (7)(C)

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

This is a current open investigation with our office.

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

**OI-PI-15-0087-I**

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

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

**OI-PI-14-0244-I**

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

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

FWS

**OI-CO-12-0387-I**

On May 14, 2012, we received a complaint that (b) (6), (b) (7)(C) FWS and a subordinate employee approved a conservation agreement that was legally insufficient.

A subsequent investigation by the OIG failed to identify any culpability by (b) (6), (b) (7)(C) and no action was taken as a result by FWS.

**David Uberuaga, Superintendent, Grand Canyon National Park (GRCA), NPS**

**OI-PI-14-0695-I**

At the request of the Secretary of the Interior, we investigated allegations from 13 former and current NPS employees who had at various times worked in the GRCA River District. The 13

complainants submitted declarations describing incidents they had experienced or witnessed over approximately 15 years. They believed that these incidents, which they alleged were committed by River District employees during GRCA river trips, demonstrated evidence of “discrimination, retaliation, and a sexually hostile work environment.” Many of the incidents, they said, were reported to GRCA supervisors, but the supervisors did not properly investigate them or report them to NPS human resource (HR) or Equal Employment Opportunity (EEO) representatives. In addition, two of the complainants, both former GRCA employees, had been disciplined by GRCA supervisors; the former employees believed that other employees had asked that they be disciplined because they had filed sexual harassment complaints in the past.

We found evidence of a long-term pattern of sexual harassment and hostile work environment in the River District. In addition to the 13 original complainants, we identified another 22 individuals who reported experiencing or witnessing sexual harassment and hostile work environment while working in the River District. We also confirmed that some of the incidents were reported to GRCA supervisors and managers but were not properly investigated or reported to HR and EEO. Although we did not discover evidence of prohibited personnel practices in the disciplinary and administrative actions taken against the two former GRCA employees, we found that some GRCA officials felt that the discipline they received was too harsh.

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

On November 16, 2015, our office referred the matter to IOS and NPS with a response required. On February 16, 2016, our office received a proposed outline of actions NPS planned to take to address the issues described in our report. To date we have not received notification that these actions were addressed.

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

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

**PI-PI-13-0541-I**

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

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

**Samuel Q. Whittington, Director, DSC, NPS**

**OI-PI-14-0673-I**

We investigated an allegation that Samuel Whittington, Director, DSC, NPS, steered a contract to the engineering and construction firm McDonough Bolyard Peck, Inc. (MBP), in an effort to employ the services of an MBP senior construction manager. We found that the integrity of the procurement process for this contract was compromised because Whittington had expressed a preference for the MBP construction manager and because a DSC contracting employee had given the construction manager insight into evaluation criteria and pricing that other bidders did not receive.

During our investigation, we learned that the chief of DSC's contracting division had asked one of her staff members to remove information from the file for this contract before we visited the division's offices and that she asked her staff if they knew who might have filed the complaint about Whittington. The contracting chief acknowledged asking a staff member to remove information from the contract file because she thought it might reflect poorly on her office; she also acknowledged asking her staff if they knew who had complained to us but said she realized later that doing so was not appropriate.

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

**From:** Pletcher, Mary  
**To:** (b) (6), (b) (7)(C); (b) (6), (b) (7)(C)  
**Subject:** ERB materials  
**Date:** Tuesday, September 12, 2017 8:44:49 AM  
**Attachments:** [Reassignments status.pdf](#)  
[Request to Recruit Form.docx](#)  
[Revised DOI SES Performance Appraisal System Description March 2017.pdf](#)  
[Revised DOI SES Performance Appraisal Template March 2017.pdf](#)  
[SES Roster 082217 \(1\).xlsx](#)  
[Current Vacancies.pdf](#)  
[ERB Overview August 2017.docx](#)  
[Performance Appraisal & Recognition Overview.pptx](#)

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Attached are the ERB materials from the 8/24 meeting.

Overview of ERB operations:

ERB Overview

Performance Appraisal and Recognition Overview

Revised DOI SES Appraisal System Description

Revised DOI SES Performance Appraisal Template

Senior Executive Service data:

SES Roster

Reassignment Status

Current Vacancies

Request to Recruit form

Please let me know if you have any questions.

Thanks,

Mary

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

**PENDING REASSIGNMENTS**

<b>Name</b>	<b>Effective Date</b>	<b>From Bureau/Office</b>	<b>From Position</b>	<b>From Duty Location</b>	<b>To Bureau/Office</b>	<b>To Position</b>	<b>To Duty Station</b>	<b>NOTES</b>
<b>Loudermilk, Bruce</b>	09/03/17	BIA	Director, Bureau of Indian Affairs	Washington, DC	OST	Deputy Special Trustee - Field Operations	Albuquerque, NM	
<b>Vietzke, Gay</b>	09/03/17	NPS	Superintendent, National Mall and Memorial Parks	Washington, DC	NPS	Regional Director, Northeast Region	Philadelphia, PA	
<b>Lueders, Amy</b>	09/03/17	BLM	State Director, New Mexico	Santa Fe, NM	FWS	Regional Director, Albuquerque	Albuquerque, NM	
<b>Cribley, Bud</b>	09/03/17	BLM	State Director - Alaska	Anchorage, AK	FWS	Senior Advisor for Energy	Washington, DC	<b>Will be working out of Anchorage for first 30 days.</b>
<b>Tuggle, Benjamin</b>	09/03/17	FWS	Regional Director - Albuquerque	Albuquerque, NM	FWS	Assistant Director - Science Applications	Washington, DC	<b>Will be working out of Albuquerque for 9 months</b>

**REASSIGNMENTS ON HOLD**

<b>Burckman, James</b>		ASIA	Director of Human Capital Management	Washington, DC	PMB	Director, Business Services	Washington, DC	
<b>Pierre-Louis, Alesia</b>		PMB	Director, Office of Strategic Employee and Organizational Development/Chief Learning Officer	Washington, DC	ASIA	Director, Human Capital Management	Washington, DC	



**Department of the Interior**  
**Request to Recruit for Senior Executive Service or Senior Level Positions**

<b>Position Title</b>	
<b>Pay Plan-Series</b>	
<b>Duty Station</b>	
<b>Is this a new position?</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Name of Current or Former Incumbent</b>	
<b>Brief Description of Duties:</b>	
<b>Area of Consideration</b>	<input type="checkbox"/> Federal Government Wide <input type="checkbox"/> All Sources
<b>Length of Announcement</b>	<input type="checkbox"/> 14 days <input type="checkbox"/> 30 days <input type="checkbox"/> Other: _____
<b>Announcement Format</b>	<input type="checkbox"/> Resume only <input type="checkbox"/> Narrative ECQs/Tech Quals  <input type="checkbox"/> Resume only for ECQs/Narrative for Tech Quals

<b>Primary Rating Panel Members</b>	<b>Bureau</b>	<b>Alternate Rating Panel Members</b>	<b>Bureau</b>
1.		1.	
2.		2.	
3.		3.	
<b>Will an Interview Panel be used?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No			
<b>Primary Interview Panel Members</b>	<b>Bureau</b>	<b>Alternate Interview Panel Members</b>	<b>Bureau</b>
1.		1.	
2.		2.	
3.		3.	

<b>Requesting Official</b>	<b>Signature</b>	<b>Date</b>
<b>Bureau/Deputy Assistant Secretary</b>		
<b>Assistant Secretary</b>		

<b>Executive Resources Board Decision</b>		
<input type="checkbox"/> APPROVED <input type="checkbox"/> DISAPPROVED		
<b>For the Executive Resources Board</b>	<b>Signature</b>	<b>Date</b>



## Senior Executive Service Performance Management System Department of the Interior

### 1. System Coverage

The Department of the Interior (hereafter referred to as the agency) Senior Executive Service (SES) performance management system applies to all career, noncareer, limited term and limited emergency Department of the Interior senior executives covered by subchapter II of chapter 43 of title 5, United States Code.

### 2. Definitions

- *Annual summary rating* means the overall rating level that an appointing authority assigns at the end of the appraisal period after considering (1) the initial summary rating, (2) any input from the executive or a higher level review, and (3) the applicable Performance Review Board's (PRB) recommendations. This is the official final rating for the appraisal period.
- *Appointing authority* means the department or agency head, or other official with authority to make appointments in the Senior Executive Service.
- *Appraisal period* means the established period of time for which a senior executive's performance will be appraised and rated.
- *Critical element* means a key component of an executive's work that contributes to organizational goals and results and is so important that unsatisfactory performance of the element would make the executive's overall job performance unsatisfactory. Critical elements may include the possession and demonstration of competencies critical to success in the position. Such elements shall be used to measure performance only at the individual level.
- *Initial summary rating* means an overall rating level the rating official derives from appraising the senior executive's performance during the appraisal period in relation to the critical elements and performance standards and requirements and forwards to the PRB.
- *Oversight official* means the agency head, or the individual specifically designated by the agency head, who provides oversight of the performance management system and issues performance appraisal guidelines.
- *Performance* means the accomplishment of the work described in the senior executive's performance plan.
- *Performance appraisal* means the review and evaluation of a senior executive's performance against critical elements and performance standards and requirements.
- *Performance management system* means the framework of policies and practices that an agency establishes under subchapter II of chapter 43 of title 5, United States Code, for planning, monitoring, developing, evaluating, and rewarding both individual and organizational performance and for using resulting performance information in making personnel decisions.
- *Performance requirement* means a description of what a senior executive must accomplish, or the competencies to be demonstrated, to be rated at a specific level of performance. Performance requirements must include quality indicators and generally include other performance measures such as quantity, timeliness, cost savings, manner of performance, or other factors.
- *Performance standard* means a normative description of a single level of performance and also provides the benchmark for developing performance requirements against which actual performance will be assessed.
- *Progress review* means a review of the senior executive's progress in meeting the performance requirements. A progress review is not a performance rating.

- *Quality indicator* means descriptive language that explains how the rating official will determine the work product is acceptable. These indicators often are expressed as smaller, verifiable accomplishments (“mini-results”) that must be completed successfully to produce the principal result identified in the performance objective.
- *Senior executive performance plan* means the written critical elements and performance requirements against which performance will be evaluated during the appraisal period by applying the established performance standards. The plan includes all critical elements, performance standards, and performance requirements, including any specific goals, targets, or other measures established for the senior executive. The performance plan template, included in this performance management system, is the senior executive performance plan.
- *Strategic planning initiatives* means agency strategic plans as required by the GPRA Modernization Act of 2010, annual performance plans, organizational work plans, and other related initiatives.

### 3. Appraisal Period

- **Appraisal Period.** Executives must be appraised at least annually on their performance against their critical elements and performance standards and requirements and an annual summary rating must be assigned for the relevant period of performance for each year (e.g., October 1 through September 30). The agency appraisal period is October 1<sup>st</sup> through September 30<sup>th</sup>.
- **Minimum Period.** The minimum period of performance that must be completed before a performance rating can be given is 90 days.
- **Adjusting Appraisal Period.** The agency may end an appraisal period at any time after the minimum appraisal period is completed, but only if the agency determines there is an adequate basis on which to appraise and rate the performance of senior executive(s) and the shortened appraisal period promotes the effectiveness of the administration of the appraisal system.
- **Transition Period.** The agency may not appraise and rate any career executive within 120 days after the beginning of a new Presidential administration.

### 4. Summary Performance Levels

- The system includes five summary performance levels:
  - Level 5 - Outstanding
  - Level 4 - Exceeds Fully Successful
  - Level 3 - Fully Successful
  - Level 2 - Minimally Satisfactory
  - Level 1 - Unsatisfactory

### 5. Planning Performance: Critical Elements

- Supervisors must develop performance plans in consultation with the senior executives and communicate the plans to them in writing, including through the use of automated systems, on or before the beginning of the appraisal period or upon appointment to a new senior executive position.
- Each senior executive performance plan shall include, as a minimum, the following critical elements and performance requirements:
  - **Critical Element 1 - Leading Change**  
Develops and implements an organizational vision that integrates key organizational and program goals, priorities, values, and other factors. Assesses and adjusts to changing situations, implementing innovative solutions to make organizational improvements, ranging from incremental improvements to major shifts in direction or approach, as appropriate. Balances change and continuity; continually strives to improve service and program performance; creates a work environment that encourages creative thinking, collaboration, and transparency; and maintains program focus, even under adversity.

○ **Critical Element 2 - Leading People**

Designs and implements strategies that maximize employee potential, connects the organization horizontally and vertically, and fosters high ethical standards in meeting the organization's vision, mission, and goals. Provides an inclusive workplace that fosters the development of others to their full potential; allows for full participation by all employees; facilitates collaboration, cooperation, and teamwork, and supports constructive resolution of conflicts. Ensures employee performance plans are aligned with the organization's mission and goals, that employees receive constructive feedback, and that employees are realistically appraised against clearly defined and communicated performance standards. Holds employees accountable for appropriate levels of performance and conduct. Seeks and considers employee input. Recruits, retains, and develops the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace inclusion, and equal employment policies and programs.

○ **Critical Element 3 - Business Acumen**

Assesses, analyzes, acquires, and administers human, financial, material, and information resources in a manner that instills public trust and accomplishes the organization's mission. Uses technology to enhance processes and decision making. Executes the operating budget; prepares budget requests with justifications; and manages resources.

○ **Critical Element 4 - Building Coalitions**

Solicits and considers feedback from internal and external stakeholders or customers. Coordinates with appropriate parties to maximize input from the widest range of appropriate stakeholders to facilitate an open exchange of opinion from diverse groups and strengthen internal and external support. Explains, advocates, and expresses facts and ideas in a convincing manner and negotiates with individuals and groups internally and externally, as appropriate. Develops a professional network with other organizations and identifies the internal and external politics that affect the work of the organization.

○ **Critical Element 5 - Results Driven**

This critical element includes specific performance results expected from the executive during the appraisal period, focusing on measurable outcomes from the strategic plan or other measurable outputs and outcomes clearly aligned to organizational goals and objectives. At a minimum, the performance plan will include performance requirements that contain measurable results and their quality indicators describing the range of performance at Level 3 for each result specified. It is recommended to also establish the threshold indicators for Levels 5 and 2. Indicators must reflect the same level of performance as the respective performance standard contained in section 6. In addition to the quality indicators, applicable measures of quantity, timeliness, and/or cost-effectiveness may be included to describe the appropriate level of outcome(s) expected.

The Results-Driven critical element must also identify clear, transparent alignment to agency strategic planning initiatives (e.g., relevant agency or organizational goals/objectives with cited page numbers from the Strategic Plan, Congressional Budget Justification/Annual Performance Plan, or other organizational planning document) in the designated section for each performance requirement in the Results Driven critical element.

- Executive performance plans must include the Governmentwide SES performance requirements in critical elements 1 through 4 as written and may include additional agency-specific performance requirements written as competencies or specific results/commitments/measurable activities associated with the critical element.

- Senior executive performance plans must include specific results focused performance requirements (e.g., outcomes and outputs) that align to agency goal(s) and objective(s) listed under the Results-Driven element. Performance requirements for the Results Driven element must include quality indicators that identify how well work must be performed and describe how the rating official will know the work is acceptable. Other measures, targets, and timelines may be included, as appropriate
- The performance requirements in the executive performance plan describe performance at the Fully Successful level, as established in the Fully Successful performance standard contained in section 6 of this document.
- Each critical element must be assigned a weight, with the total weights adding to 100 points.
  - The minimum weight that may be assigned to the Results Driven critical element is 20 points.
  - The minimum weight that may be assigned to any of the other four critical elements is 5 points.
  - No single performance element may be assigned a greater weight than the Results Driven element.

The individual Bureaus or equivalent offices will assign standard or variable weights based on the challenges anticipated for the upcoming performance cycle. The assigned weights will be reviewed annually and changes will be made as appropriate. The assigned weights must adhere to the minimum weight assignment outlined above and total 100%. Within the first 90 days of the rating cycle each year, Bureaus and offices must provide a summary to the Executive Resources Board describing how their executives will be weighted.

- The gaining organization must set performance goals and requirements for any detail or temporary assignment of 120 days or longer and appraise the performance in writing, including through an automated system. The executive's rating official will factor this appraisal into the initial summary rating.

## 6. *Planning Performance: Performance Standards for Critical Elements*

The performance standard for each critical element is specified below.

- **Level 5:** The executive demonstrates exceptional performance, fostering a climate that sustains excellence and optimizes results in the executive's organization, agency, department or Governmentwide. This represents the highest level of executive performance, as evidenced by the extraordinary impact on the achievement of the organization's mission. The executive is an inspirational leader and is considered a role model by agency leadership, peers, and employees. The executive continually contributes materially to or spearheads agency efforts that address or accomplish important agency goals, consistently achieves expectations at the highest level of quality possible, and consistently handles challenges, exceeds targets, and completes assignments ahead of schedule at every step along the way.

Performance at this level may be demonstrated in such ways as the following examples:

- Overcomes unanticipated barriers or intractable problems by developing creative solutions that address program concerns that could adversely affect the organization, agency, or Government.
- Through leadership by example, creates a work environment that fosters creative thinking and innovation; fosters core process re-engineering; and accomplishment of established organizational performance targets.
- Takes the initiative to identify new opportunities for program and policy development and implementation or seeks more opportunities to contribute to optimizing results; takes calculated risks to accomplish organizational objectives with positive results.
- Accomplishes objectives even under demands and time pressure beyond those typically found in the executive environment.
- Achieves results of significant value to the organization, agency, or Government.
- Achieves significant efficiencies or cost-savings in program delivery or in daily operational costs of the organization.

- **Level 4:** The executive demonstrates a very high level of performance beyond that required for successful performance in the executive's position and scope of responsibilities. The executive is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and employees. The executive consistently exceeds established performance expectations, timelines, or targets, as applicable.

Performance at this level may be demonstrated in such ways as the following:

- Advances progress significantly toward achieving one or more strategic goals.
- Demonstrates unusual resourcefulness in dealing with program operations or policy challenges.
- Achieves unexpected results that advance the goals and objectives of the organization, agency, or Government.

- **Level 3:** The executive demonstrates the high level of performance expected and the executive's actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. The executive is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness, within agreed upon timelines. The executive meets and sometimes exceeds challenging performance expectations established for the position.

Performance at this level may be demonstrated in such ways as the following:

- Seizes opportunities to address issues and effects change when needed.
- Finds solutions to serious problems and champions their adoption.
- Designs strategies leading to improvements.

- **Level 2:** The executive's contributions to the organization are acceptable in the short term but do not appreciably advance the organization towards achievement of its goals and objectives. While the executive generally meets established performance expectations, timelines and targets, there are occasional lapses that impair operations and/or cause concern from management. While showing basic ability to accomplish work through others, the executive may demonstrate limited ability to inspire subordinates to give their best efforts or to marshal those efforts effectively to address problems characteristic of the organization and its work.
- **Level 1:** In repeated instances, the executive demonstrates performance deficiencies that detract from mission goals and objectives. The executive generally is viewed as ineffectual by agency leadership, peers, or employees. The executive routinely does not meet established performance expectations/timelines/targets and fails to produce – or produces unacceptable – work products, services, or outcomes.

## 7. *Monitoring Performance*

- **Monitor and Provide Feedback.** Throughout the appraisal period, a supervisor must monitor senior executive performance in accomplishing elements and requirements and provide feedback, including advice and assistance on improving performance, when needed and encouragement and positive reinforcement as appropriate. Supervisors and senior executives should engage in frequent two-way conversations regarding progress toward meeting the critical elements in the senior executive's performance plan. Such conversations should include the following: status updates; identification of obstacles that impede progress in attaining milestones; indicators of success or needs for improvement; and a need to revise the senior executive's performance plan to account for changing objectives, priorities and any other factors affecting the senior executive's performance toward work assignments or responsibilities.
- **Progress Review.** Each senior executive must receive at least one progress review during the appraisal period. At a minimum, the executive must be informed how well he or she is performing against performance requirements.

## 8. *Rating Critical Elements*

The Rating Official will assign a rating level for critical elements 1 through 4 based on his/her judgment as to the extent the executive's performance meets the defined requirements and standards as specified in the Executive Performance Agreement and the DOI SES Performance Appraisal System. Any agency specific requirements or components added to these critical elements will not be scored separately but will be taken into consideration when assigning a rating level.

The rating official will determine a rating for the Results Driven critical element by assessing the executive's accomplishments in three to five performance requirements, which demonstrate direct linkage with the Department of the Interior Strategic Plan or other relative considerations for which the executive will be held accountable.

To determine the rating level for the Results Driven element, each individual performance requirement will be rated against the performance standard definitions in Section 6 above, and any other defined performance indicators, measures, or standards for that particular performance requirement. Rating Officials will determine the overall rating for the Results Driven element as follows:

- Outstanding – A majority of the performance requirements for the Results Driven element are rated Outstanding.
- Exceeds Fully Successful – A majority of the performance requirements for the Results Driven element are rated at least Exceeds Fully Successful with none below Fully Successful.
- Fully Successful – A majority of the performance requirements for the Results Driven element are rated at Fully Successful with none below Fully Successful.
- Minimally Satisfactory – One or more performance requirements for the Results Driven element are rated at Minimally Satisfactory with none below Minimally Satisfactory.
- Unsatisfactory – One or more performance requirements for the Results Driven element are rated at Unsatisfactory.

If the performance requirements are equally divided between Outstanding and Exceeds Fully Successful, then the overall rating will be at the Exceeds Fully Successful level. If the performance requirements are equally divided between Exceeds Fully Successful and Fully Successful, the overall rating will be at the Fully Successful level.

## 9. *Deriving the Summary Rating*

- **Critical Element Point Values.** Once the rating for each critical element is determined, the following point values will be assigned to the element ratings:
  - Level 5 = 5 points
  - Level 4 = 4 points
  - Level 3 = 3 points
  - Level 2 = 2 points
  - Level 1 = 0 points
- **Derivation Formula.** The derivation formula is calculated as follows:
  - If any critical element is rated Level 1 (Unsatisfactory), the overall summary rating is Unsatisfactory. If no critical element is rated Level 1 (Unsatisfactory), continue to the next step.
  - For each critical element, multiply the element rating level point value by the weight assigned to that element.
  - Add the results from the previous step for each of the five critical elements to come to a total score.
  - Assign the initial summary rating using the ranges below:
    - 475-500 = Level 5
    - 400-474 = Level 4

- 300-399 = Level 3
- 200-299 = Level 2
- Any critical element rated Level 1 = Level 1
- Example, with the initial summary rating determined to be Level 4 (Exceeds Fully Successful):

Critical Element	Rating Level	Weight	Score	Summary Level Range
	Initial Element Score		Initial Point Score	
1. Leading Change	4	15	4 x 15 = 60	475-500 = Level 5 400-474 = Level 4 300-399 = Level 3 200-299 = Level 2 Any CE rated Level 1 = Level 1
2. Leading People	5	15	5 x 15 = 75	
3. Business Acumen	3	15	3 x 15 = 45	
4. Building Coalitions	4	15	4 x 15 = 60	
5. Results Driven	4	40	4 x 40 = 160	
Total		100%	400	

- **Initial Summary Rating.** The rating official will develop an initial summary rating in writing, including through the use of automated systems, and share the rating with the senior executive.
- **Opportunity for Written Response.** A senior executive may respond in writing, including through the use of automated systems, to the initial summary rating.
- **Opportunity for Higher Level Review (HLR).** Upon a senior executive's request, the agency must provide an opportunity for review of the initial rating before the rating is presented to the PRB. The agency may designate who will provide HLR for its executives, except that a review may not be provided by a member of the PRB or an official who participated in determining the initial summary rating.
  - When an agency cannot provide a review by a higher-level official because no such higher-level official exists in the agency (e.g., the agency head provided the initial summary rating, the higher-level reviewer position is vacant, etc.), the agency must offer an alternative review by an official the agency deems appropriate.

An official providing HLR or an alternative review may not change the initial rating but may recommend a different rating to the PRB. Copies of findings and recommendations by the HLR official or the official performing an alternative review must be given to the senior executive, the rating official, and the PRB.

- **Forced Distribution.** A forced distribution of rating levels is prohibited.
- **Job Changes or Transfers.** When a senior executive who has completed the minimum appraisal period changes jobs or transfers to another agency, the supervisor must appraise the executive's performance in writing, including through the use of automated systems, before the executive leaves; the appraisal will be given to the executive and forwarded to the gaining agency.
- **Transferred Ratings.** When developing an initial summary rating for an executive who transfers from another agency, a supervisor must consider any applicable ratings and appraisals of the executive's performance received from the former agency.
- **Extending the Appraisal Period.** If the agency cannot prepare an executive's rating at the end of the appraisal period because the executive has not completed the minimum appraisal period or for other reasons, the agency must extend the executive's appraisal period. Once the appropriate conditions are met, the agency will then prepare the annual summary rating.
- **Annual Summary Rating.** The annual summary rating must be assigned by the appointing authority (and may not be delegated to an official who does not have authority to make SES appointments) only after considering the recommendations of the PRB. The annual summary rating must be communicated to the executive in writing, including through the use of automated systems, normally within 3 months of the end of the appraisal period.

## 10. Performance Review Boards

- **PRB.** The agency shall establish one or more PRBs to make written recommendations on each executive's annual summary rating, performance-based pay adjustment, and performance award to the appointing authority.
- **Membership.** Each PRB must have 3 or more members selected by the agency head or designee(s) in a manner that ensures consistency, stability, and objectivity in SES performance appraisal. PRB appointments must be published in the Federal Register before service begins.
- **Career Membership.** More than one-half of the PRB's members must be career appointees when considering a career appointee's appraisal, performance-based pay adjustment, or performance award.
- **Review Ratings.** The PRB must review and evaluate the initial performance appraisal and summary rating, any senior executive's response, and any higher-level official's findings and recommendations on the initial summary rating or the results of an alternative review. The PRB may conduct any additional review needed to make written recommendations to the appointing authority on annual summary ratings, performance awards, and performance-based pay adjustments for each senior executive. PRB members may not be involved in deliberations involving their own appraisals, performance-based pay adjustments, and performance awards.
- **Executive Response.** The PRB may not review an initial summary rating to which the executive has not been given the opportunity to respond in writing, including through the use of automated systems.
- **Agency/Organizational Performance.** The PRB must be provided and take into account appropriate assessments of the agency/organization's performance, as communicated by the oversight official through performance appraisal guidelines, when making recommendations.

## 11. Dealing with Poor Performance

- **Performance Actions.** The agency must: 1) reassign, transfer or remove from the Senior Executive Service a career senior executive who has been assigned a Level 1 (Unsatisfactory) final summary rating; 2) remove from the Senior Executive Service an executive who has been assigned two final summary ratings at less than Level 3 (i.e., Level 2 or a combination of Levels 2 and 1) within a three year period; and 3) remove from the Senior Executive Service an executive who receives two Level 1 (Unsatisfactory) final summary ratings within five years. Non-probationary career appointees are removed under procedures in 5 CFR 359 subpart E. Probationary career appointees are removed under procedures in 5 CFR 359 subpart D. (Nothing here shall be interpreted to limit removal of probationary SES employees as permitted by current regulations.) Guaranteed placement in a non-SES position will be provided under 5 CFR 359 subpart G when applicable.
- **Appeal Rights.** Senior executive performance appraisals and ratings may not be appealed. The executive may file a complaint about any aspect of the rating process the executive believes to involve unlawful discrimination (EEOC) or a prohibited personnel practice (Office of Special Counsel). A career appointee being removed from the SES under 5 U.S.C. 3592(a)(2) shall, at least 15 days preceding the date of removal, be entitled, upon request, to an informal hearing before an official designated by the Merit Systems Protection Board.

## 12. Other System Requirements

- **Appraisal Results.** Performance appraisals will be used as a basis for adjusting pay, granting awards, retaining and removing senior executives, and making other personnel decisions. Performance appraisals also will be a factor in assessing a senior executive's continuing development needs.
- **Organizational Assessment and Guidelines.** The agency must assess organizational performance (overall and with respect to each of its particular missions, components, programs, policy areas, and support functions). The agency also must ensure its assessment results and evaluation guidelines based upon them are communicated by the oversight official to senior executives, rating officials, higher level review officials, PRB members, and appointing authorities at the conclusion of the appraisal period and before completion of the initial summary ratings so that they may be considered in preparing performance appraisals, ratings and recommendations.

- **Oversight.** The agency head or the official designated by the agency head provides organizational assessments and evaluation guidelines and is responsible to oversee the system and to certify: 1) the appraisal process makes meaningful distinctions based on relative performance; 2) executive ratings take into account assessments of organizational performance; and 3) pay adjustments, awards and pay levels based on the results of the appraisal process accurately reflect individual performance and/or contribution to agency performance. The responsible official designated to provide evaluation guidelines and oversee the appraisal system must do so for the entire executive agency.
  - **Performance Distinctions.** Rating officials and PRBs will make meaningful distinctions based on relative performance that take into account assessment of the agency’s performance against relevant program performance measures.
- Differences in Pay Based on Performance.** Differentiation will be evident in the pay adjustments, performance awards, and rates of pay separately. Senior executives who have demonstrated the highest levels of performance will receive the highest annual summary ratings and the largest corresponding performance awards, pay adjustments, and rates of pay. Pay adjustments and performance awards will be made within 5 months following the end of the applicable appraisal period.

### 13. Training and Evaluation

- **Training.** The agency will provide information and training to agency leadership, supervisors, and senior executives on the requirements and operation of the agency’s performance management and pay-for-performance systems.
- **Communication of Results.** The agency will communicate annually the distribution of ratings from the previous appraisal period and the average pay increases and awards associated with each rating level. Agencies must protect the privacy of the ratings received by individual senior executives.
- **Evaluation.** The agency will periodically evaluate the effectiveness of the performance management system(s) and implement improvements as needed.

### 14. Additional Agency-Specific Policies

NONE



**SES Performance Management System  
Department of the Interior Executive Performance Plan**



**Part 1. Consultation. I have reviewed this plan and have been consulted on its development.**

Executive's Name (Last, First, MI):	Appraisal Pd. -
Executive's Signature:	Date:
Title:	Organization:
Rating Official's Name (Last, First, MI):	CA <input type="checkbox"/> NC <input type="checkbox"/> LT/LE <input type="checkbox"/>
Rating Official's Signature:	Date:

**Part 2. Progress Review**

Executive's Signature:	Date:
Rating Official's Signature:	Date:
Reviewing Official's Signature (Optional):	Date:

**Part 3. Summary Rating**

<b>Initial Summary Rating</b>	<input type="checkbox"/> Level 5 Outstanding	<input type="checkbox"/> Level 4 Exceeds Fully Successful	<input type="checkbox"/> Level 3 Fully Successful	<input type="checkbox"/> Level 2 Minimally Satisfactory	<input type="checkbox"/> Level 1 Unsatisfactory
Rating Official's Name (Last, First, MI):					
Rating Official's Signature:				Date:	
Executive's Signature:				Date:	
Reviewing Official's Signature (Optional):				Date:	

**Higher Level Review (if applicable)**

<input type="checkbox"/> I request a higher level review. Executive's Initials:	Date:
Higher Level Review Completed <input type="checkbox"/>	Date:
Higher Level Reviewer Signature:	

**Performance Review Board Recommendation**

<b>Performance Review Board Recommendation</b>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
PRB Chair Signature:	Date:				
<b>Annual Summary Rating</b>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
Appointing Authority Signature:	Date:				

**Part 4. Derivation Formula and Calculation of Annual Summary Rating**

Critical Element	Element Rating		Weight	Score		Summary Level Ranges
	Initial	Final (if changed)		Initial	Final (if changed)	
1. Leading Change						475-500 = Level 5 400-474 = Level 4 300-399 = Level 3 200-299 = Level 2 Any CE rated Level 1 = Level 1
2. Leading People						
3. Business Acumen						
4. Building Coalitions						
5. Results Driven						
<b>Total</b>			100%			

Executive Name and ID:

Appraisal Period:

**Part 5. Performance Standards and Critical Elements**

**Performance Standards for Critical Elements** (The performance standard for each critical element is specified below; examples for the top three performance levels can be found in the system description)

- **Level 5:** The executive demonstrates exceptional performance, fostering a climate that sustains excellence and optimizes results in the executive’s organization, agency, department or Governmentwide. This represents the highest level of executive performance, as evidenced by the extraordinary impact on the achievement of the organization’s mission. The executive is an inspirational leader and is considered a role model by agency leadership, peers, and employees. The executive continually contributes materially to or spearheads agency efforts that address or accomplish important agency goals, consistently achieves expectations at the highest level of quality possible, and consistently handles challenges, exceeds targets, and completes assignments ahead of schedule at every step along the way.
  
- **Level 4:** The executive demonstrates a very high level of performance beyond that required for successful performance in the executive’s position and scope of responsibilities. The executive is a proven, highly effective leader who builds trust and instills confidence in agency leadership, peers, and employees. The executive consistently exceeds established performance expectations, timelines, or targets, as applicable.
  
- **Level 3:** The executive demonstrates the high level of performance expected and the executive’s actions and leadership contribute positively toward the achievement of strategic goals and meaningful results. The executive is an effective, solid, and dependable leader who delivers high-quality results based on measures of quality, quantity, efficiency, and/or effectiveness within agreed upon timelines. The executive meets and sometimes exceeds challenging performance expectations established for the position.
  
- **Level 2:** The executive’s contributions to the organization are acceptable in the short term but do not appreciably advance the organization towards achievement of its goals and objectives. While the executive generally meets established performance expectations, timelines and targets, there are occasional lapses that impair operations and/or cause concern from management. While showing basic ability to accomplish work through others, the executive may demonstrate limited ability to inspire subordinates to give their best efforts or to marshal those efforts effectively to address problems characteristic of the organization and its work.
  
- **Level 1:** In repeated instances, the executive demonstrates performance deficiencies that detract from mission goals and objectives. The executive generally is viewed as ineffectual by agency leadership, peers, or employees. The executive routinely does not meet established performance expectations/timelines/targets and fails to produce – or produces unacceptable – work products, services, or outcomes.

**Element Rating Level Points**

**Level 5 = 5 points**  
**Level 4 = 4 points**  
**Level 3 = 3 points**  
**Level 2 = 2 points**  
**Level 1 = 0 points**

Executive Name and ID:

Appraisal Period:

<b>Critical Element 1. Leading Change</b>	<b>(Minimum weight 5%)</b>	Weight
<p><b>Mandatory Performance Requirement:</b> Develops and implements an organizational vision that integrates key organizational and program goals, priorities, values, and other factors. Assesses and adjusts to changing situations, implementing innovative solutions to make organizational improvements, ranging from incremental improvements to major shifts in direction or approach, as appropriate. Balances change and continuity; continually strives to improve service and program performance; creates a work environment that encourages creative thinking, collaboration, and transparency; and maintains program focus, even under adversity.</p>		
Agency-Specific Performance Requirements		
Rating Official Narrative: <i>(Optional)</i>		
<i>Critical Element Rating – Leading Change</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4
	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2
		<input type="checkbox"/> Level 1
<b>Critical Element 2. Leading People</b>	<b>(Minimum weight 5%)</b>	Weight
<p><b>Mandatory Performance Requirement:</b> Designs and implements strategies that maximize employee potential, connects the organization horizontally and vertically, and fosters high ethical standards in meeting the organization's vision, mission, and goals. Provides an inclusive workplace that fosters the development of others to their full potential; allows for full participation by all employees; facilitates collaboration, cooperation, and teamwork, and supports constructive resolution of conflicts. Ensures employee performance plans are aligned with the organization's mission and goals, that employees receive constructive feedback, and that employees are realistically appraised against clearly defined and communicated performance standards. Holds employees accountable for appropriate levels of performance and conduct. Seeks and considers employee input. Recruits, retains, and develops the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace inclusion, and equal employment policies and programs.</p>		
Agency-Specific Performance Requirements		
Rating Official Narrative: <i>(Optional)</i>		
<i>Critical Element Rating – Leading People</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4
	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2
		<input type="checkbox"/> Level 1

Executive Name and ID:

Appraisal Period:

<b>Critical Element 3. Business Acumen</b>	<b>(Minimum weight 5%)</b>	Weight
<p><b>Mandatory Performance Requirement:</b> Assesses, analyzes, acquires, and administers human, financial, material, and information resources in a manner that instills public trust and accomplishes the organization's mission. Uses technology to enhance processes and decision making. Executes the operating budget; prepares budget requests with justifications; and manages resources.</p>		
Agency-Specific Performance Requirements		
Rating Official Narrative: <i>(Optional)</i>		
<i>Critical Element Rating – Business Acumen</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4
	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2
		<input type="checkbox"/> Level 1

<b>Critical Element 4. Building Coalitions</b>	<b>(Minimum weight 5%)</b>	Weight
<p><b>Mandatory Performance Requirement:</b> Solicits and considers feedback from internal and external stakeholders or customers. Coordinates with appropriate parties to maximize input from the widest range of appropriate stakeholders to facilitate an open exchange of opinion from diverse groups and strengthen internal and external support. Explains, advocates, and expresses facts and ideas in a convincing manner and negotiates with individuals and groups internally and externally, as appropriate. Develops a professional network with other organizations and identifies the internal and external politics that affect the work of the organization.</p>		
Agency-Specific Performance Requirements		
Rating Official Narrative: <i>(Optional)</i>		
<i>Critical Element Rating – Building Coalitions</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4
	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2
		<input type="checkbox"/> Level 1

Executive Name and ID:

Appraisal Period:

Critical Element 5. Results Driven			(Minimum Weight 20%)			Weight	
<p><b>Agency Goals/Objectives for current FY: Must have at least 3 results and not more than 5</b></p> <p>This critical element includes specific performance requirements expected of the executive during the appraisal period, focusing on measurable results from the strategic plan or other measurable outputs and outcomes clearly aligned to organizational goals and objectives. At a minimum, the performance requirements must contain measurable results and their quality indicators describing the range of performance at Level 3 for each result specified. In addition to the quality indicators, applicable measures of quantity, timelines, and/or cost-effectiveness may be included as appropriate. It is recommended to also establish the threshold quality indicators and measures for Levels 5 and 2. Indicators must reflect the same level of performance as the respective performance standard contained in Part 5.</p> <p>Strategic Alignment—identify clear, transparent alignment to agency strategic planning initiatives (e.g., relevant agency or organizational goals/objectives with cited page numbers from the Strategic Plan, Congressional Budget Justification/Annual Performance Plan, or other organizational planning document) in the designated section for each performance requirement.</p> <p><b>Note:</b> Performance requirements must contain results and quality indicators that are clearly and differentially identified (e.g., highlighted, bold, underlined) so that it is readily evident on what the senior executive will be rated and what is expected for success.</p>							
Performance Requirement 1:			Strategic Alignment:				
<i>Performance Requirement 1 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1		
Performance Requirement 2:			Strategic Alignment:				
<i>Performance Requirement 2 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1		
Performance Requirement 3:			Strategic Alignment:				
<i>Performance Requirement 3 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1		
Performance Requirement 4:			Strategic Alignment:				
<i>Performance Requirement 4 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1		
Performance Requirement 5:			Strategic Alignment:				
<i>Performance Requirement 5 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1		
Rating Official Narrative: <i>(Optional)</i>							
<i>Critical Element Rating – Results Driven</i>			<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1

Executive Name and ID:

Appraisal Period:

**Part 6: Summary Rating Narrative** *(Mandatory)*

**Part 7: Executive's Accomplishment Narrative** *(Optional)*

**Part 8: Agency Use**

**Current SES Roster  
As of August 24, 2017**

Bur Or Ofc Desc	Sub Bur Desc	Name Compressed	Pay Plan	Occ Ser	Position Title Opm	Location	Type Of Appt	Type Of Appointment Desc	Date Entered Current Position	SES Probationary Period Ends
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	BEARPAW, GEORGE WATIE	ES	0560	BUDGET OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	02/09/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	BURCKMAN, JAMES N.	ES	0301	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	DEERINWATER, DANIEL J.	ES	301	SENIOR ADVISOR TO THE ASSISTANT SECRETARY - INDIAN AFFAIRS	ANADARKO,OKLAHOMA	50	CAREER (SES PERM)	08/20/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	FREEMAN, SHAREE M.	ES	0340	DIRECTOR, OFC OF SELF-GOVERNANCE	WASHINGTON,DC	50	CAREER (SES PERM)	01/21/07	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	HART, PAULA L.	ES	0301	DIRECTOR, OFFICE OF INDIAN GAMING MGT	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	LAROCHE, DARRELL WILLIAM	ES	0340	DIRECTOR, FACILITIES, SAFETY & PROPERTY MANAGEMENT	RESTON,VIRGINIA	50	CAREER (SES PERM)	06/01/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	SCHOCK, JAMES H.	ES	0501	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	12/29/13	
BUREAU OF INDIAN AFFAIRS	CENTRAL OFFICE HDQTRS.	BLACK, MICHAEL S.	ES	0301	SENIOR ADVISOR TO THE DIRECTOR-BUREAU OF INDIAN AFFAIRS	BILLINGS,MONTANA	50	CAREER (SES PERM)	11/02/16	
BUREAU OF INDIAN AFFAIRS	WESTERN REGION	BOWKER, BRYAN L.	ES	0340	REGIONAL DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)	07/04/10	
BUREAU OF INDIAN AFFAIRS	PACIFIC REGION	DUTSCHKE, AMY L.	ES	0340	REGIONAL DIRECTOR-PACIFIC	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	10/10/10	
BUREAU OF INDIAN AFFAIRS	CENTRAL OFFICE HDQTRS.	JAMES, JAMES D. JR.	ES	0340	DEPUTY DIRECTOR, FIELD OPERATIONS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	07/09/17	
BUREAU OF INDIAN AFFAIRS	ROCKY MOUNTAIN REGION	LA COUNTE, DARRYL D. II	ES	0340	REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)	03/08/15	
BUREAU OF INDIAN AFFAIRS	GREAT PLAINS REGION	LAPOINTE, TIMOTHY L.	ES	0340	REGIONAL DIRECTOR-GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	11/02/14	
BUREAU OF INDIAN AFFAIRS	CENTRAL OFFICE HDQTRS.	LORDS, DOUGLAS A.	ES	0340	DEPUTY BUREAU DIRECTOR-FIELD OPERATIONS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	08/20/17	
BUREAU OF INDIAN AFFAIRS	CENTRAL OFFICE HDQTRS.	LOUDERMILK, WELDON B.	ES	0340	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	11/02/16	
BUREAU OF INDIAN AFFAIRS	EASTERN REGION	MAYTUBBY, BRUCE W.	ES	0340	REGIONAL DIRECTOR	NASHVILLE,TENNESSEE	50	CAREER (SES PERM)	09/06/15	
BUREAU OF INDIAN AFFAIRS	CENTRAL OFFICE HDQTRS.	ORTIZ, HANKIE P.	ES	0340	DEPUTY BUREAU DIRECTOR, INDIAN SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12	
BUREAU OF INDIAN AFFAIRS	NAVAJO REGION	PINTO, SHARON ANN	ES	0340	REGIONAL DIRECTOR	GALLUP,NEW MEXICO	50	CAREER (SES PERM)	10/09/11	
BUREAU OF INDIAN AFFAIRS	NORTHWEST REGION	SPEAKS, STANLEY M.	ES	0340	REGIONAL DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)	02/22/04	
BUREAU OF INDIAN AFFAIRS	EASTERN OKLAHOMA REGION	STREATER, EDDIE R.	ES	0340	REGIONAL DIRECTOR	MUSKOGEE,OKLAHOMA	50	CAREER (SES PERM)	07/12/15	
BUREAU OF INDIAN AFFAIRS	SOUTHWEST REGION	WALKER, WILLIAM T.	ES	0340	REGIONAL DIRECTOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/20/09	
BUREAU OF INDIAN EDUCATION	OFC OF INDIAN ED PROGMS	DAVIS, ROSE MARIE	ES	1701	ASSOCIATE DEPUTY DIRECTOR-TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	50	CAREER (SES PERM)	02/21/16	
BUREAU OF INDIAN EDUCATION	OFC OF INDIAN ED PROGMS	DEARMAN, TONY L.	ES	1710	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16	
BUREAU OF INDIAN EDUCATION	OFC OF INDIAN ED PROGMS	HAMLEY, JEFFREY L.	ES	1720	ASSOCIATE DEPUTY DIRECTOR - PERFORMANCE & ACCOUNTABILITY	WASHINGTON,DC	50	CAREER (SES PERM)	04/26/09	

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BUREAU OF INDIAN EDUCATION	OFC OF INDIAN ED PROGMS	PFEIFFER, TAMARAH NMN	ES	1701	ASSOCIATE DEPUTY DIRECTOR-NAVAJO	WINDOW ROCK,ARIZONA	50	CAREER (SES PERM)	06/29/15	
BUREAU OF INDIAN EDUCATION	OFC OF INDIAN ED PROGMS	STEVENS, BARTHOLOMEW S.	ES	0340	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17	
BUREAU OF RECLAMATION	DENVER	CORDOVA-HARRISON, ELIZABE	ES	0340	DIRECTOR, MISSION SUPPORT ORGANIZATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/16/06	
BUREAU OF RECLAMATION	LOWER COLORADO REGION	FULP, TERRANCE J	ES	0340	REGIONAL DIRECTOR	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	09/23/12	
BUREAU OF RECLAMATION	PACIFIC NORTHWEST REGIO	GRAY, LORRI J	ES	0340	REGIONAL DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)	01/01/12	
BUREAU OF RECLAMATION	DENVER	LUEBKE, THOMAS A	ES	0340	DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	06/01/14	
BUREAU OF RECLAMATION	DENVER	MULLER, BRUCE C JR	ES	0340	DIRECTOR, SECURITY, SAFETY & LAW ENFORCEMENT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/21/14	
BUREAU OF RECLAMATION	MID PACIFIC REGION	MURILLO, DAVID G.	ES	0340	REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNI A	50	CAREER (SES PERM)	12/16/12	
BUREAU OF RECLAMATION	WASHINGTON DC	PALUMBO, DAVID M.	ES	0340	DEPUTY COMMISSIONER- OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15	
BUREAU OF RECLAMATION	WASHINGTON DC	PAYNE, GRAYFORD F.	ES	0340	DEPUTY COMMISSIONER, PROGRAM, ADMINISTRATION AND BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	10/10/10	
BUREAU OF RECLAMATION	UPPER COLORADO REGION	RHEES, BRENT B.	ES	0340	REGIONAL DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	04/05/15	
BUREAU OF RECLAMATION	GREAT PLAINS REGION	RYAN, MICHAEL J.	ES	0340	REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)	06/26/05	
BUREAU OF RECLAMATION	DENVER	SMILEY, KARLA J.	ES	2210	ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/13/16	
BUREAU OF RECLAMATION	DENVER	WELCH, RUTH L.	ES	0340	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	07/09/17	
BUREAU OF RECLAMATION	WASHINGTON DC	WOLF, ROBERT W	ES	0340	DIRECTOR, PROGRAM & BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	01/27/02	
GEOLOGICAL SURVEY	NATURAL HAZARDS	APPLEGATE, JAMES D. R.	ES	1301	ASSOCIATE DIRECTOR FOR NATURAL HAZARDS	RESTON,VIRGINIA	50	CAREER (SES PERM)	05/22/11	
GEOLOGICAL SURVEY	MIDWEST REGION	CARL, LEON M.	ES	0401	REGIONAL DIRECTOR - MIDWEST	ANN ARBOR,MICHIGAN	50	CAREER (SES PERM)	10/12/12	
GEOLOGICAL SURVEY	WATER	CLINE, DONALD WALTER	ES	1301	ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA	50	CAREER (SES PERM)	01/10/16	
GEOLOGICAL SURVEY	ALASKA REGION	DEVARIS, AIMEE MARIE	ES	1301	REGIONAL DIRECTOR - ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/29/15	
GEOLOGICAL SURVEY	SOUTHWEST REGION	ETHRIDGE, MAX M.	ES	1301	REGIONAL DIRECTOR - SOUTHWEST REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/30/14	
GEOLOGICAL SURVEY	NORTHWEST REGION	FERRERO, RICHARD C.	ES	0401	REGIONAL DIRECTOR - NORTHWEST REGION	SEATTLE,WASHINGTON	50	CAREER (SES PERM)	05/31/15	
GEOLOGICAL SURVEY	CORE SCIENCE SYSTEMS	GALLAGHER, KEVIN T	ES	0340	ASSOCIATE DIRECTOR FOR CORE SCIENCE SYSTEMS	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/21/11	
GEOLOGICAL SURVEY	ADMINISTRATION	GONZALES-SCHREINER, ROSEA	ES	0340	ASSOCIATE DIRECTOR FOR ADMINISTRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	07/09/17	

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GEOLOGICAL SURVEY	DIRECTORS OFFICE	HILDEBRANDT, BETSY J.	ES	0340	ASSOCIATE DIRECTOR FOR COMMUNICATIONS AND PUBLISHING	RESTON,VIRGINIA	50	CAREER (SES PERM)	07/09/17	
GEOLOGICAL SURVEY	ENERGY & MINERALS	HITZMAN, MURRAY WALTER	ES	1350	ASSOCIATE DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	50	CAREER (SES PERM)	09/11/16	09/11/17
GEOLOGICAL SURVEY	CLIMATE & LAND-USE	KELLY, FRANCIS P.	ES	1301	DIRECTOR, EARTH RESOURCES OBSERVATION AND SCIENCE CENTER & POLICY ADVISOR	SIOUX FALLS,SOUTH DAKOTA	50	CAREER (SES PERM)	12/04/11	
GEOLOGICAL SURVEY	ECOSYSTEMS	KINSINGER, ANNE E.	ES	0401	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/19/11	
GEOLOGICAL SURVEY	DIRECTORS OFFICE	LODGE, CYNTHIA LOUISE	ES	0501	ASSOCIATE DIRECTOR FOR BUDGET,	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/05/15	
GEOLOGICAL SURVEY	PACIFIC REGION	SOGGE, MARK K.	ES	0401	REGIONAL EXECUTIVE - PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	06/30/13	
GEOLOGICAL SURVEY	NORTHEAST REGION	TUPPER, MICHAEL H.	ES	0340	REGIONAL DIRECTOR-NORTHEAST	RESTON,VIRGINIA	50	CAREER (SES PERM)	03/06/16	
GEOLOGICAL SURVEY	DIRECTORS OFFICE	WERKHEISER, WILLIAM H.	ES	1301	DEPUTY DIRECTOR	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/27/15	
GEOLOGICAL SURVEY	SOUTHEAST REGION	WEYERS, HOLLY S.	ES	0401	REGIONAL DIRECTOR - SOUTHEAST	NORCROSS,GEORGIA	50	CAREER (SES PERM)	10/16/16	10/16/17
NATIONAL PARK SERVICE	NATL PK SVC, SOUTHEAST	AUSTIN, STANLEY J.	ES	0340	REGIONAL DIRECTOR, SOUTHEAST	ATLANTA,GEORGIA	50	CAREER (SES PERM)	07/14/13	
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	AUSTIN, TERESA MADEYA	ES	0340	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16	10/30/17
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	BENGE, SHAWN T.	ES	0340	ASSOCIATE DIRECTOR, PARK, PLANNING, FACILITIES & LANDS	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16	10/02/17
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	BOWRON, JESSICA L.	ES	0501	COMPTROLLER	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	01/08/18
NATIONAL PARK SERVICE	NATL PK SVC, SOUTHEAST	CASH, CASSIUS M	ES	0025	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	50	CAREER (SES PERM)	02/08/15	
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	COMPTON, JEFFREY S.	ES	2210	ASSOCIATE CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	09/18/16	09/18/17
NATIONAL PARK SERVICE	NATL PK SVC, ALASKA FIE	FROST, HERBERT C.	ES	0340	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	04/20/14	
NATIONAL PARK SERVICE	NATL PK SVC, PACIFIC WE	JOSS, LAURA	ES	0340	REGIONAL DIRECTOR, PACIFIC WEST	OAKLAND,CALIFORNIA	50	CAREER (SES PERM)	03/06/16	
NATIONAL PARK SERVICE	NATL PK SVC, NORTH EAST	LAIRD, JOSHUA RADBILL	ES	0301	EXECUTIVE DIRECTOR, NATIONAL PARKS OF NEW YORK HARBOR	NEW YORK, NEW YORK	50	CAREER (SES PERM)	06/16/13	
NATIONAL PARK SERVICE	NATL PK SVC, INTERMOUNT	LEHNERTZ, CHRISTINE S.	ES	0340	PARK MANAGER	GRAND CANYON,ARIZONA	50	CAREER (SES PERM)	08/21/16	
NATIONAL PARK SERVICE	NATL PK SVC, INTERMOUNT	MASICA, SUE E.	ES	0340	REGIONAL DIRECTOR, INTERMOUNTAIN REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/14	
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	MCDOWALL, LENA E	ES	0340	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15	
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	NGUYEN, NHIE TONY	ES	0340	ASSOCIATE DIRECTOR, WORKFORCE MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	OBERNESSER, RICHARD	ES	0340	ASSOCIATE DIRECTOR, VISITOR RESOURCE AND PROTECTION	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15	
NATIONAL PARK SERVICE	NATL PK SVC, SOUTHEAST	RAMOS, PEDRO M	ES	0025	PARK MANAGER (SUPERINTENDENT)	HOMESTEAD,FLORIDA	50	CAREER (SES PERM)	01/25/15	

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NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	REYNOLDS, MICHAEL T.	ES	0340	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	07/31/16	
NATIONAL PARK SERVICE	NATL PK SVC, PACIFIC WE	RICHARDSON, LIZETTE	ES	0340	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	10/04/15	
NATIONAL PARK SERVICE	NATL PK SVC, WASH OFFIC	SAUVAJOT, RAYMOND MARC	ES	0401	ASSOCIATE DIRECTOR,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	
NATIONAL PARK SERVICE	NATL PK SVC, MIDWEST RE	SHOLLY, CAMERON H	ES	0340	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	50	CAREER (SES PERM)	03/08/15	
NATIONAL PARK SERVICE	NAT PK SVC,DENVR SVC CN	TODD, RAYMOND K.	ES	0340	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	03/06/16	
NATIONAL PARK SERVICE	NATL PK SVC, INTERMOUNT	VELA, RAYMOND DAVID	ES	0025	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	50	CAREER (SES PERM)	03/09/14	
NATIONAL PARK SERVICE	NATL PK SVC, NATL CAPIT	VIETZKE, GAY E.	ES	0340	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	50	CAREER (SES PERM)	09/20/15	
NATIONAL PARK SERVICE	NATL PK SVC, NATL CAPIT	VOGEL, ROBERT A.	ES	0340	REGIONAL DIRECTOR, NATL CAPITOL REGION	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	
NATIONAL PARK SERVICE	NATL PK SVC, INTERMOUNT	WENK, DANIEL N.	ES	0025	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	50	CAREER (SES PERM)	02/27/11	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 4	DOHNER, CYNTHIA	ES	0480	REGIONAL DIRECTOR - ATLANTA	ATLANTA,GEORGIA	50	CAREER (SES PERM)	10/21/12	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	FORD, JEROME E.	ES	0480	FISH & WILDLIFE ADMINISTRATOR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	FRAZER, GARY D.	ES	0480	ASSISTANTT DIRECTOR - ENDANGERED SPECIES	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	GUERTIN, STEPHEN D.	ES	0480	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	11/04/12	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	HOSKINS, DAVID WILLIAM	ES	0480	ASSISTANT DIRECTOR-FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	KURTH, JAMES W.	ES	0480	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	MARTINEZ, CYNTHIA T	ES	0480	ASSISTANT DIRECTOR-NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)	05/11/15	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 3	MELIUS, THOMAS O	ES	0480	REGIONAL DIRECTOR - TWIN CITIES	MINNEAPOLIS,MINNESOT A	50	CAREER (SES PERM)	09/23/12	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	RAUCH, PAUL A.	ES	0340	ASSISTANT DIRECTOR-WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	SHEEHAN, DENISE E.	ES	0341	ASSISTANT DIRECTOR-BUDGET, PLANNING & HUMAN RESOURCES	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 7	SIEKANIEC, GREGORY EUGENE	ES	0480	REGIONAL DIRECTOR - ANCHORAGE	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	08/01/16	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	SLACK, JAMES J.	ES	0340	DIRECTOR, NATIONAL CONSERVATION TRAINING CENTER	SHEPHERDSTOWN,WEST VIRGI	50	CAREER (SES PERM)	11/17/13	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 8	SOUZA, PAUL	ES	0480	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNI A	50	CAREER (SES PERM)	08/07/16	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 1	THORSON, ROBYN	ES	0480	REGIONAL DIRECTOR-PORTLAND	PORTLAND,OREGON	50	CAREER (SES PERM)	03/23/14	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 2	TUGGLE, BENJAMIN N.	ES	0480	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/09/15	

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FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	VELASCO, JANINE M.	ES	0341	ASSISTANT DIRECTOR - BUSINESS MANAGEMENT & OEPRATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	WAINMAN, BARBARA W.	ES	0340	ASSISTANT DIRECTOR - EXTERNAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 6	WALSH, NOREEN E.	ES	0480	REGIONAL DIRECTOR - DENVER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/29/12	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 5	WEBER, WENDI	ES	0480	FISH & WILDLIFE ADMINISTRATOR	HADLEY,MASSACHUSETTS	50	CAREER (SES PERM)	09/23/12	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	ALLEN, MATTHEW R	ES	0340	ASSISTANT DIRECTOR, COMMUNICATION & PUBLIC RELATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16	10/16/17
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	BAIL, KRISTIN MARA	ES	0340	ASSISTANT DIRECTOR, RESOURCES & PLANNING	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16	
BUREAU OF LAND MANAGEMENT	NOC	CANTOR, HOWARD M	ES	0340	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/08/17	
BUREAU OF LAND MANAGEMENT	OREGON STATE OFFICE	CONNELL, JAMIE E.	ES	0340	STATE DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)	02/10/17	
BUREAU OF LAND MANAGEMENT	ALASKA STATE OFFICE	CRIBLEY, BUD C	ES	0340	STATE DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/07/10	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	HANNA, JEANETTE D.	ES	0301	SENIOR ADVISOR FOR TRIBAL ENERGY DEVEVELOPMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	HUDSON, JODY LEE	ES	0340	ASSISTANT DIRECTOR, HUMAN CAPITAL MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	LAURO, SALVATORE R.	ES	1811	SENIOR ADVISOR TO THE DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
BUREAU OF LAND MANAGEMENT	NEW MEXICO STATE OFFICE	LUEDERS, AMY L.	ES	0340	STATE DIRECTOR	SANTA FE,NEW MEXICO	50	CAREER (SES PERM)	11/29/15	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	MCALEAR, CHRISTOPHER J	ES	0340	ASSISTANT DIRECTOR, NATIONAL LANDSCAPE CONSERVATION SYSTEM AND COMMUNITY PARTNERSHIPS	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17	02/10/18
BUREAU OF LAND MANAGEMENT	EASTERN STATES OFFICE	MOURITSEN, KAREN E.	ES	0340	STATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	05/29/16	
BUREAU OF LAND MANAGEMENT	IDAHO STATE OFFICE	MURPHY, TIMOTHY M.	ES	0340	STATE DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)	09/07/14	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	NEDD, MICHAEL D.	ES	0340	ASSISTANT DIRECTOR, MINERALS, REALTY AND RESOURCE PROTECTION	WASHINGTON,DC	50	CAREER (SES PERM)	09/14/08	
BUREAU OF LAND MANAGEMENT	CALIFORNIA STATE OFFICE	PEREZ, JEROME E	ES	0340	STATE DIRECTOR	SACRAMENTO,CALIFORNI A	50	CAREER (SES PERM)	01/10/16	
BUREAU OF LAND MANAGEMENT	UTAH STATE OFFICE	ROBERSON, EDWIN L	ES	0340	STATE DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	10/02/16	
BUREAU OF LAND MANAGEMENT	WYOMING STATE OFFICE	RUGWELL, MARY J.	ES	0340	STATE DIRECTOR	CHEYENNE,WYOMING	50	CAREER (SES PERM)	04/17/16	
BUREAU OF LAND MANAGEMENT	NEVADA STATE OFFICE	RUHS, JOHN F	ES	0340	STATE DIRECTOR	RENO,NEVADA	50	CAREER (SES PERM)	11/29/15	
BUREAU OF LAND MANAGEMENT	ARIZONA STATE OFFICE	SUAZO, RAYMOND	ES	0340	STATE DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)	01/01/12	
BUREAU OF LAND MANAGEMENT	WASHINGTON OFFICE-BLM	WOODY, WILLIAM C.	ES	1811	DIRECTOR, LAW ENFORCEMENT AND SECURITY	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFC OF SURFACE MINING, RECLAMATION & ENF	OFFICE OF SURFACE MININ	BERRY, DAVID A	ES	0340	REGIONAL DIRECTOR-WESTERN REGION	DENVER,COLORADO	50	CAREER (SES PERM)	03/08/15	

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OFC OF SURFACE MINING, RECLAMATION & ENF	OFFICE OF SURFACE MININ	CLAYBORNE, ALFRED L	ES	0340	REGIONAL DIRECTOR-MID-CONTINENT REGION	ALTON,ILLINOIS	50	CAREER (SES PERM)	02/19/17	02/19/18
OFC OF SURFACE MINING, RECLAMATION & ENF	OFFICE OF SURFACE MININ	OWENS, GLENDA HUDSON	ES	0340	DEPUTY DIRECTOR - OSM	WASHINGTON,DC	50	CAREER (SES PERM)	01/14/01	
OFC OF SURFACE MINING, RECLAMATION & ENF	OFFICE OF SURFACE MININ	RIDEOUT, STERLING J. JR	ES	0340	ASST DIRECTOR-PROGRAM SUPPORT	WASHINGTON,DC	50	CAREER (SES PERM)	10/03/04	
OFC OF SURFACE MINING, RECLAMATION & ENF	OFFICE OF SURFACE MININ	SHOPE, THOMAS D.	ES	0340	REGIONAL DIRECTOR-APPALACHIAN REGION	GREEN TREE,PENNSYLVANIA	50	CAREER (SES PERM)	10/14/07	
OFC OF SURFACE MINING, RECLAMATION & ENF	OFFICE OF SURFACE MININ	WORONKA, THEODORE	ES	0340	ASSISTANT DIRECTOR FOR FINANCE AND ADMINISTRATION	WASHINGTON,DC	50	CAREER (SES PERM)	04/04/04	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	BSEE GOM REG DIR	HERBST, LARS T.	ES	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	10/09/11	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	ASSOC DIR FOR ADMIN	MABRY, SCOTT L.	ES	0340	ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC	50	CAREER (SES PERM)	11/04/12	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	OFFSHORE REG PROG	MORRIS, DOUGLAS W.	ES	0340	REGULATORY PROGRAMS CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)	11/06/11	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	BSEE DIRECTOR	SCHNEIDER, MARGARET N.	ES	0340	DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/01/12	
BUREAU OF OCEAN ENERGY MANAGEMENT	BOEM DIRECTOR	ANDERSON, JAMES G.	ES	0340	PROGRAM MANAGER, OFFICE OF BUDGET AND	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17	02/10/18
BUREAU OF OCEAN ENERGY MANAGEMENT	OFC OF ENVIRON PROG	BROWN, WILLIAM Y	ES	0340	CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13	
BUREAU OF OCEAN ENERGY MANAGEMENT	BOEM GOM REG DIR	CELATA, MICHAEL A.	ES	0340	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	11/15/15	
BUREAU OF OCEAN ENERGY MANAGEMENT	BOEM DIRECTOR	CRUICKSHANK, WALTER D.	ES	0340	DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	BOEM AOCS REG DIR	KENDALL, JAMES J. JR.	ES	0340	ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	10/09/11	
BUREAU OF OCEAN ENERGY MANAGEMENT	OFC OF STRATEGIC RES	ORR, L. RENEE	ES	0340	STRATEGIC RESOURCES CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	LILLIE, JULIETTE ANNE FAL	ES	0301	DIRECTOR, OFFICE OF THE EXECUTIVE SECRETARIAT AND RGULATORY AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	SALOTTI, CHRISTOPHER P.	ES	0905	LEGISLATIVE COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)	01/18/09	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY-INSULAR AREAS	PULA, NIKOLAO IULI	ES	0301	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	03/28/10	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY-LAND & MIN	CARDINALE, RICHARD T.	ES	0301	SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)	10/18/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SECY FISH,WILDL	BLANCHARD, MARY JOSIE	ES	0340	DIRECTOR, GULF OD MEXICO RESTORATION	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SECY FISH,WILDL	ESTENOZ, SHANNON A.	ES	0340	DIRECTOR, EVERGLADES RESTORATION INITIATIVES/EXECUTIVE DIRECTOR, SOUTH FLORIDA ECOSYSTEM RESTORATION TASK FORCE	MIAMI,FLORIDA	50	CAREER (SES PERM)	08/24/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	ANDREW, JONATHAN M.	ES	0301	INTERAGENCY BORDERLAND COORDINATOR	SARASOTA,FLORIDA	50	CAREER (SES PERM)	07/17/11	

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OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	ARAGON, JOSE RAMON	ES	0301	SENIOR ADVISOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	ARROYO, BRYAN	ES	0340	DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BAGLEY, TAMMY L.	ES	0340	ASSOCIATE DIRECTOR, FACILITY AND PROPERTY MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17	01/22/18
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BATHRICK, MARK L.	ES	0340	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO	50	CAREER (SES PERM)	02/24/13	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BECK, RICHARD T.	ES	0340	DIRECTOR, OFFICE OF PLANNING & PERFORMANCE MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	01/17/10	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BRANUM, LISA A.	ES	0089	DIRECTOR, OFFICE OF EMERGENCY MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	08/09/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BUCKNER, SHAWN M	ES	0340	DEPUTY DIRECTOR-OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	09/04/17
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BURDEN, JOHN W.	ES	0340	CHIEF DIVERSITY OFFICER/DIRECTOR, OFFICE OF CIVIL RIGHTS	WASHINGTON,DC	50	CAREER (SES PERM)	06/15/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	BURNS, SYLVIA W.	ES	2210	CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	08/24/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	CRUZAN, DARREN A.	ES	1811	DIRECTOR, OFFICE OF LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	DAVIS, MARK H	ES	0340	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	DOWNES, BRUCE M	ES	2210	DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	FERRITER, OLIVIA B.	ES	0501	DEPUTY ASSISTANT SECRETARY - BUDGET, FINANCE, PERFORMANCE AND ACQUISITION	WASHINGTON,DC	50	CAREER (SES PERM)	11/30/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	FLANAGAN, DENISE A.	ES	0560	DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	FREIHAGE, JASON E.	ES	0560	CHIEF, DIVISION OF BUDGET & PROGRAM REVIEW	WASHINGTON,DC	50	CAREER (SES PERM)	10/05/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	GLENN, DOUGLAS A	ES	0505	DIRECTOR, OFFICE OF FINANCIAL MANAGEMENT & DEPUTY CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	05/08/11	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	GLOMB, STEPHEN J.	ES	0340	DIRECTOR, OFFICE OF RESTORATION AND DAMAGE ASSESSMENT	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	GOKLANY, INDUR M.	ES	0301	SENIOR ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)	07/29/12	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	GONZALEZ, MARIA E	ES	0340	DEPUTY ASSISTANT SECRETARY-TECHNOLOGY, INFORMATION AND BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	02/28/16	

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OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	HUMBERT, HARRY L	ES	0340	DEPUTY ASSISTANT SECRETARY-PUBLIC SAFETY, RESOURCE PROTECTION AND EMERGENCY SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	01/10/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	HUNTER, TERESA R	ES	0505	DEPUTY DIRECTOR, OFFICE OF FINANCIAL MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	LIMON, RAYMOND A	ES	0201	DEPUTY CHIEF HUMAN CAPITAL OFFICER/DIRECTOR, OFFICE OF HUMAN RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	08/09/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	MOSS, ADRIANNE L.	ES	0560	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	NASSAR, JOSEPH W	ES	0340	DIRECTOR, OFFICE OF FACILITIES MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	11/29/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	NOBLE, MICHAELA E	ES	0340	DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE	WASHINGTON,DC	50	CAREER (SES PERM)	07/24/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	OLSEN, MEGAN C.	ES	1102	DIRECTOR, OFFICE OF ACQUISITION AND PROPERTY MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	PIERRE-LOUIS, ALESIA J.	ES	0340	CHIEF LEARNING OFFICER/DIRECTOR, OFFICE OF STRATEGIC EMPLOYEE AND ORGANIZATIONAL DEVELOPMENT	WASHINGTON,DC	50	CAREER (SES PERM)	05/31/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	PLETCHER, MARY F.	ES	0340	DEPUTY ASSISTANT SECRETARY - HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC	50	CAREER (SES PERM)	12/15/13	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	QUINLAN, MARTIN J.	ES	0340	DIRECTOR, BUSINESS INTEGRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	05/01/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	RICE, BRYAN C	ES	0340	DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC	50	CAREER (SES PERM)	05/01/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	ROSS, JOHN W	ES	0340	DIRECTOR, OFFICE OF VALUATION SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	02/27/11	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	SIMMONS, SHAYLA F.	ES	0905	DIRECTOR, OFFICE OF HEARINGS AND APPEALS	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	08/09/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	WAYSON, THOMAS C.	ES	0560	CHIEF, BUDGET ADMINISTRATION AND DEPARTMENTAL MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/26/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	BURCH, MELVIN E.	ES	0340	REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/07/04	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	CRAFF, ROBERT C.	ES	0340	REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	DUMONTIER, DEBRA L.	ES	0340	DEPUTY SPECIAL TRUSTEE FOR BUSINESS MANAGEMENT	ARLEE,MONTANA	50	CAREER (SES PERM)	01/08/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	GIDNER, JEROLD L.	ES	0340	PRINCIPAL DEPUTY SPECIAL TRUSTEE	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	LAKE, TIMOTHY CHARLES	ES	0340	REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	08/07/16	

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OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	REYNOLDS, THOMAS G.	ES	0340	REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	05/24/04	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	RIGGS, HELEN	ES	0340	DEPUTY SPECIAL TRUSTEE-TRUST SERVICES	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	08/20/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	WHITE, JOHN ETHAN	ES	0340	DEPUTY SPECIAL TRUSTEE FOR PROGRAM MANAGEMENT	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SPEC TRUSTEE	WILLIAMS, MARGARET C.	ES	0340	REGIONAL FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFF NATRL RES REVENUE	CLEMENT, JOEL P.	ES	0301	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFF NATRL RES REVENUE	DAVIS, KIMBRA G	ES	0340	PROGRAM DIRECTOR FOR FINANCIAL AND PRODUCTION MANAGEMENT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/17/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFF NATRL RES REVENUE	GOULD, GREGORY J.	ES	0340	DIRECTOR, OFFICE OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/10/10	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFF NATRL RES REVENUE	MEHLHOFF, JOHN J.	ES	0340	PROGRAM DIRECTOR, COORDINATION, ENFORCEMENT, VALUATION AND APPEALS	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	02/09/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFF NATRL RES REVENUE	STEWART, JAMES D.	ES	0340	DEPUTY DIRECTOR, OFFICE OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/06/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFF NATRL RES REVENUE	TYLER, PAUL GRAHAM	ES	0340	PROGRAM DIRECTOR FOR AUDIT & COMPLIANCE MANAGEMENT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	12/13/15	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFFC OF THE SEC, IBC	BEALL, JAMES W	ES	0340	ASSOCIATE DIRECTOR, ENTERPRISE MANAGEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFFC OF THE SEC, IBC	EDSALL, DONNA LYNN	ES	0505	ASSOCIATE DIRECTOR, FINANCIAL MANAGEMENT DIRECTORATE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/19/14	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFFC OF THE SEC, IBC	HOLMES, TROY EDWARD	ES	0340	PROGRAM MANAGER FOR DEPARTMENT OF HOMELAND SECURITY FINANCIAL SYSTEMS MODERNIZATION	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	09/04/17
OFFICE OF THE SECRETARY OF THE INTERIOR	OFFC OF THE SEC, IBC	ONEILL, KEITH JAMES	ES	1102	ASSOCIATE DIRECTOR FOR ACQUISITION SERVICES	HERNDON,VIRGINIA	50	CAREER (SES PERM)	08/12/12	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFFC OF THE SEC, IBC	SINGER, MICHELE F.	ES	0340	DIRECTOR, INTERIOR BUSINESS CENTER	KINGS,NEW YORK	50	CAREER (SES PERM)	11/27/16	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFFC OF THE SEC, IBC	WILLIAMS, LC	ES	0340	ASSOCIATE DIRECTOR, HUMAN RESOURCES DIRECTORATE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/31/10	
OFFICE OF THE SOLICITOR	DIV LAND RESOURCES	BROWN, LAURA B.	ES	0905	ASSOCIATE SOLICITOR-LAND RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	01/04/09	
OFFICE OF THE SOLICITOR	SOUTHEAST REGION	CLARK, HORACE G.	ES	0905	REGIONAL SOLICITOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)	03/28/02	
OFFICE OF THE SOLICITOR	ALASKA REGION	DARNELL, JOSEPH D.	ES	0905	REGIONAL SOLICITOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	02/10/13	
OFFICE OF THE SOLICITOR	IMMED OFC OF SOLICITOR	HAUGRUD, KEVIN JACK	ES	0905	DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	11/07/10	
OFFICE OF THE SOLICITOR	DIV MINERAL RESOURCES	HAWBECKER, KAREN S.	ES	0905	ASSOCIATE SOLICITOR-MINERAL RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	01/16/11	
OFFICE OF THE SOLICITOR	PACIFIC SOUTHWEST REG	JOSEPHSON, CLEMENTINE	ES	0905	REGIONAL SOLICITOR	SACRAMENTO,CALIFORNI A	50	CAREER (SES PERM)	12/28/14	

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OFFICE OF THE SOLICITOR	IMMED OFC OF SOLICITOR	KEABLE, EDWARD T.	ES	0905	DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12	
OFFICE OF THE SOLICITOR	IMMED OFC OF SOLICITOR	LOFTIN, MELINDA J.	ES	0905	DESIGNATED AGENCY ETHICS OFFICIAL	WASHINGTON,DC	50	CAREER (SES PERM)	10/01/06	
OFFICE OF THE SOLICITOR	ROCKY MOUNTAIN REGION	MCKEOWN, MATTHEW J.	ES	0905	REGIONAL SOLICITOR	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/09	
OFFICE OF THE SOLICITOR	PACIFIC NORTHWEST REG	PETERSON, PENNY LYNN	ES	0905	REGIONAL SOLICITOR	PORTLAND,OREGON	50	CAREER (SES PERM)	07/06/97	
OFFICE OF THE SOLICITOR	DIV PARKS & WILDLIFE	ROMANIK, PEG A.	ES	0905	ASSOCIATE SOLICITOR-PARKS & WILDLIFE	WASHINGTON,DC	50	CAREER (SES PERM)	07/02/17	
OFFICE OF THE SOLICITOR	DIV OF WATER RESOURCES	SAXE, KEITH E	ES	0905	ASSOCIATE SOLICITOR - WATER RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16	
OFFICE OF THE SOLICITOR	DIV OF INDIAN AFFAIRS	SHEPARD, ERIC N.	ES	0905	ASSOCIATE SOLICITOR - INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	08/30/15	
OFFICE OF THE SOLICITOR	DIV OF ADMINISTRATION	SMITH, MARC ALAN	ES	0905	ASSOCIATE SOLICITOR FOR ADMINISTRATION	WASHINGTON,DC	50	CAREER (SES PERM)	01/24/16	
OFFICE OF THE SOLICITOR	INTERMOUNTAIN REGION	STEIGER, JOHN W.	ES	0905	REGIONAL SOLICITOR-INTERMOUNTAIN	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	02/21/16	
OFFICE OF THE SOLICITOR	DIVISION OF GENERAL LAW	TUCKER, KAPRICE LYNCH	ES	0905	ASSOCIATE SOLICITOR FOR GENERAL LAW	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17	
OFFICE OF THE SOLICITOR	SOUTHWEST REGION	WENGER, LANCE C.	ES	0905	REGIONAL SOLICITOR-SOUTHWEST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	02/24/16	
OFFICE OF THE INSPECTOR GENERAL	ASST. IG FOR MANAGEMENT	ANDERSON, RODERICK M.	ES	0301	ASSISTANT INSPECTOR GENERAL	HERNDON,VIRGINIA	50	CAREER (SES PERM)	11/21/10	
OFFICE OF THE INSPECTOR GENERAL	OIG IMMEDIATE OFFICE	DELAPLAINE, L. BRUCE	ES	0905	GENERAL COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)	10/01/12	
OFFICE OF THE INSPECTOR GENERAL	ASST IG, INVES	ELLIOTT, MATTHEW T	ES	1811	ASSISTANT INSPECTOR GENERAL FOR INVESTIGATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	11/15/15	
OFFICE OF THE INSPECTOR GENERAL	OIG IMMEDIATE OFFICE	HARDGROVE, STEPHEN A.	ES	0301	CHIEF OF STAFF	WASHINGTON,DC	50	CAREER (SES PERM)	05/10/09	
OFFICE OF THE INSPECTOR GENERAL	OIG IMMEDIATE OFFICE	KENDALL, MARY L.	ES	0905	DEPUTY INSPECTOR GENERAL	WASHINGTON,DC	50	CAREER (SES PERM)	10/01/11	
OFFICE OF THE INSPECTOR GENERAL	ASST IG FOR AUDITS, I&E	MCGOVERN, KIMBERLY ELMORE	ES	0511	ASSISTANT INSPECTOR GENERAL FOR AUDITS INSPEC. & EVAL.	WASHINGTON,DC	50	CAREER (SES PERM)	12/07/08	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	CASON, JAMES E	ES	0301	ASSOCIATE DEPUTY SECRETARY	WASHINGTON,DC	55	NONCAREER (SES PERM)	05/14/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	DEVITO, VINCENT NMN	ES	0301	COUNSELOR FOR ENERGY POLICY	WASHINGTON,DC	55	NONCAREER (SES PERM)	04/26/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	HOMMEL, SCOTT C	ES	0301	CHIEF OF STAFF	WASHINGTON,DC	55	NONCAREER (SES PERM)	03/19/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	MAGALLANES, DOWNEY P	ES	0301	SENIOR ADVISOR AND COUNSELOR	WASHINGTON,DC	55	NONCAREER (SES PERM)	05/28/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	MIHALIC, DAVID A	ES	0301	SENIOR ADVISOR TO THE SECRETARY	WASHINGTON,DC	55	NONCAREER (SES PERM)	04/24/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	RIGAS, LAURA C K	ES	0301	DIRECTPR, OFFICE OF COMMUNICATIONS	WASHINGTON,DC	55	NONCAREER (SES PERM)	04/16/17	

**Current SES Roster  
As of August 24, 2017**

Bur Or Ofc Desc	Sub Bur Desc	Name Compressed	Pay Plan	Occ Ser	Position Title Opm	Location	Type Of Appt	Type Of Appointment Desc	Date Entered Current Position	SES Probationary Period Ends
OFFICE OF THE SECRETARY OF THE INTERIOR	OFC OF SECY,SECY IMMED	WILLENS, TODD D	ES	0301	ASSISTANT DEPUTY SECRETARY	WASHINGTON,DC	55	NONCAREER (SES PERM)	07/05/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY-WATER & SCI	TRAVNICEK, ANDREA J	ES	0301	DEPUTY ASSISTANT SECRETARY - WATER AND SCIENCE	WASHINGTON,DC	55	NONCAREER (SES PERM)	07/09/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SECY FISH,WILDL	SKIPWITH, AURELIA NMN	ES	0301	DEPUTY ASSISTANT SECRETARY - FISH AND WILDLIFE AND PARKS	WASHINGTON,DC	55	NONCAREER (SES PERM)	04/19/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	OS,ASST SEC INDIAN AFFR	CLARKSON, GAVIN S	ES	0301	DEPUTY ASSISTANT SECRETARY - INDIAN AFFAIRS	WASHINGTON,DC	55	NONCAREER (SES PERM)	06/11/17	
OFFICE OF THE SECRETARY OF THE INTERIOR	ASST SECY,POL MGT & BUD	CAMERON, SCOTT J	ES	0301	PRINCIPAL DEPUTY ASSISTANT SECRETARY	WASHINGTON,DC	55	NONCAREER (SES PERM)	05/14/17	
BUREAU OF RECLAMATION	WASHINGTON DC	MIKKELSEN, ALAN WAYNE	ES	0301	DEPUTY COMMISSIONER	WASHINGTON,DC	55	NONCAREER (SES PERM)	04/16/17	
FISH AND WILDLIFE SERVICE	FISH & W/L SVC REGION 9	SHEEHAN, GREGORY JOHN	ES	0301	PRINCIPAL DEPUTY DIRECTOR, US FISH AND WILDLIFE SERVICE	WASHINGTON,DC	55	NONCAREER (SES PERM)	06/18/17	
OFFICE OF THE SOLICITOR	IMMED OFC OF SOLICITOR	GOEKEN, RICHARD WILLIAM	ES	0905	DEPUTY SOLICITOR FOR PARKS & WILDLIFE	WASHINGTON,DC	55	NONCAREER (SES PERM)	07/23/17	
OFFICE OF THE SOLICITOR	IMMED OFC OF SOLICITOR	JORJANI, DANIEL H	ES	0905	PRINCIPAL DEPUTY SOLICITOR	WASHINGTON,DC	55	NONCAREER (SES PERM)	05/14/17	
BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	BSEE DIRECTOR	ANGELLE, SCOTT A	ES	0301	DIRECTOR, BUREAU OF SAFETY & ENVIRONMENTAL ENFORCEMENT	WASHINGTON,DC	55	NONCAREER (SES PERM)	05/24/17	
GEOLOGICAL SURVEY	DIRECTORS OFFICE	NOWAKOWSKI, JUDY JENNIFER	ES	0301	SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	60	LIMITED TERM (SES NONPERM)	01/08/17	

Bureau	Upcoming/Known Vacancies	Duty Station	Previous Incumbent	Date Vacated	NOTES
NPS	Associate Director for Interpretation and Education	Washington, DC	Julia Washburn	1/16/2017	
NPS	Superintendent, Golden Gate National Recreation Area	San Francisco, CA	Christine Lehnertz	8/20/2016	Currently advertised; announcement closes 08/30/17.
NPS	Superintendent, Yosemite National Park	Yosemite Park, CA	Don Neubacher	10/20/2016	Currently advertised; announcement closes 08/31/17.
NPS	Superintendent, National Mall and Memorial Parks (pending reassignment effective 09/03/17)	Washington, DC	Gay Vietzke	9/3/2017	
NPS	Associate Director, Cultural Resources	Washington, DC	Stephanie Toothman	6/3/2017	
FWS	Associate Chief Information Officer	Baileys Crossroads, VA	New Position	NA	
FWS	Chief, Office of Law Enforcement	Washington, DC	William Woody	7/9/2017	
FWS	Regional Director, Atlanta (pending retirement effective 09/30/17)	Atlanta, GA	Cynthia Dohner	9/30/2017	Current incumbent expected to retire on 09/30/17.
FWS	Assistant Director - International Affairs	Baileys Crossroads, VA	Bryan Arroyo	7/9/2017	
SOL	Regional Solicitor, Northeast	Washington, DC	Peg Romanik	7/9/2017	
SOL	Regional Solicitor, Alaska (pending retirement effective 12/31/17)	Anchorage, AK	Joseph Darnell	12/31/2017	Current incumbent expected to retire in December 2017.
BLM	Deputy Director for Operations	Washington, DC	Steve Ellis	11/26/2016	
BLM	State Director – Montana/Dakotas	Billings, Montana	Jaime Connell	2/9/2017	
BLM	State Director - Alaska (pending reassignment effective 09/03/17)	Anchorage, AK	Bud Cribley	9/3/2017	
BLM	State Director - New Mexico (pending reassignment effective 09/03/17)	Santa Fe, NM	Amy Lueders	9/3/2017	
BLM	State Director - Colorado	Denver, CO	Ruth Welch	7/9/2017	
BLM	Assistant Director – Fire and Aviation	Boise, Idaho	Ron Dunton	5/13/2017	
BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC	Janine Velasco	7/9/2017	
PMB	Director, Office of Policy Analysis	Washington, DC	Joel Clement	7/9/2017	
PMB	Deputy Director – Office of Acquisition and Property Management	Washington, DC	James McCaffery	11/30/2016	
PMB	Director, Office of Small and Disadvantaged Business Utilization	Washington, DC	Megan Olsen	7/9/2017	
ASIA	Deputy Assistant Secretary – Management	Washington, DC	Tommy Thompson	12/31/2015	
BIA	Director, Bureau of Indian Affairs (pending reassignment effective 09/03/17)	Washington, DC	Bruce Loudermilk	9/3/2017	
BIA	Deputy Director – Justice Services	Washington, DC	Darren Cruzan	1/7/2017	
BIA	Regional Director – Midwest	Minneapolis, MN	Diane Rosen	9/30/2016	
BIA	Regional Director – Alaska	Anchorage, AK	Bruce Loudermilk	11/1/2016	
BIA	Regional Director - Northwest (pending retirement effective 12/31/17)	Portland, OR	Stanley Speaks	12/31/2017	Current incumbent expected to retire in December 2017.
BIA	Regional Director - Southern Plains	Anadarko, OK	Daniel Deerinwater	8/20/2017	
BIE	Associate Director – BIE Operated Schools	Albuquerque, NM	Tony Dearman	10/29/2016	
BIE	Chief Academic Officer	Washington, DC	New Position	NA	
USGS	Associate Director for Climate and Land Use Change	Reston, VA	Virginia Burkett	7/9/2017	
		<b>Total SES Slots</b>		<b>284</b>	
		Total Non Career Slots		44	
		Non-career onboard		16	
		Non-career approved		3	
		Non-career to be allocated		25	
		<b>Total Career SES Slots</b>		<b>240</b>	
		Career SES onboard		212	
		<b>Total available SES slots</b>		<b>28</b>	
		Expected SES departures		4	Dohner, Andrew, Speaks, Lauro
		<b>Remaining SES slots</b>		<b>32</b>	

**Executive Resources Board  
Roles and Responsibilities**

The Secretary of the Interior delegates the ERB general oversight responsibility for the management of the department's executive resources, which includes Senior Executive Service (SES), Senior Level (SL) and Scientific and Professional (ST) position.

**Recruitment/Staffing Management**

*Competitive and non-competitive recruitment and placement of selectees into vacant SES, SL and ST positions.*

- Approval of recruitment requests, including panel members.
- Approval of selections, including qualifications and pay setting.
- Ensuring that recruitments and selections meet merit systems principles.
- Reviews and approves other personnel requests, including reassignments, changes in duty station, and details beyond 120 days.

**Compensation Management**

*Agency process for setting and adjusting pay, as well as management of other forms of compensation.*

- Ensuring SES/SL/ST pay policies meets the needs of the Department.
- Ensuring SES/SL/ST are compensated equitably based on their level of responsibility and level of performance.
- Reviews and approves requests for relocation, recruitment and retention allowances.
- Reviews and approves requests for out-of-cycle awards (monetary and non-monetary).

**Performance Management**

*Performance management incorporates planning, monitoring, developing, evaluating, and rewarding both individual and organizational performance.*

- Ensures SES/SL/ST employees are rated in accordance with Departmental policy and is sufficient to retain OPM performance certification.
- Approve Performance Review Boards.
- Approves ratings, recognition and pay increases for SES/SL/ST employees.
- Ensures there are meaningful distinctions based on relative performance, and that the highest performers receive the highest levels of recognition and pay increases.

**SES/SL/ST Allocations**

*Management of executive resources within the levels set during the biennial allocation process.*

- Manages the pool of allocations provided to the Department from OPM.
- Approves requests for additional allocations through OPM's Biennial Allocation process.

**Presidential Rank Awards**

*The Presidential Rank Award (PRA) recognizes and rewards career Senior Executive Service (SES) members and Senior Career Employees (Senior-level (SL) and Scientific and Professional (ST)) who have demonstrated exceptional performance over an extended period of time.*

- Annually, reviews bureau/office recommendations and approves nominations to move forward for consideration.

**Presidential Management Fellows**

*The Presidential Management Fellows (PMF) Program is a highly selective, prestigious two-year training and development program designed to attract young people with exceptional management potential into government careers.*

- Review and approves PMF certifications.

**Senior Executive Service Candidate Development Program**

*The Senior Executive Service Candidate Development Program (SESCDP) is one succession management tool agencies may use to identify and prepare aspiring senior executive leaders and is designed to further develop SES candidates' competencies in each of the Executive Core Qualifications (ECQs).*

- Authorizes recruitment of new classes.
- Reviews and approves selections for the program.
- Reviews and approves Executive Development Plans.
- Reviews and approves Qualifications Review Board packages before submission to OPM.

**Executive Resources Policies**

- Reviews and approves policies governing Departmental executive resources programs.

**Chairperson/Member Role and Responsibilities**

The ERB Chairperson facilitates ERB meetings and serves as signature authority on executive resources requests for the Department. They also have the ability to delegate signature authority for routine requests (such as Presidential Management Fellow certifications, Senior Executive Service Candidate Development Program certification, etc.) or when the Chairperson is unavailable for signature.

ERB members review executive resources requests, participate in discussion related to those requests, and provide a vote in support or against requests.

**Assistant Secretary  
Role and Responsibilities**

All executive resources requests are to be reviewed by and concurred by the appropriate Assistant Secretary or equivalent official.

During the annual performance closeout process, the Assistant Secretary or equivalent official should be consulted prior to bureaus and offices submitting their ratings and recognition recommendations for review by Performance Review Boards (PRB). After the PRB review, the Assistant Secretary or equivalent official will review the PRB recommendations and provide their own recommendations for ratings and recognition.

# Performance Appraisal and Recognition Overview



# SES, SL and ST Performance

- \* Executive Resources Board is designated by the Secretary to make final decisions on SES and SL/ST pay-for-performance.
- \* Pay increases are based on performance
- \* All executives are required to have an annual performance appraisal
- \* Executives must be under a plan for 90 days in order to be rated

# SES, SL and ST Performance

- \* Annual Performance Cycle – October 1<sup>st</sup> – September 30<sup>th</sup> each year
- \* Plans are to be in place within 30 days –
  - \* Beginning of rating cycle
  - \* From date of appointment
- \* One progress review is required

# SES, SL and ST Performance Closeout

Appraisals are to be completed within 30 days of end of rating cycle

- \* Employees prepare accomplishments
- \* Rating Officials rate elements, prepare justifications, and determine overall rating
- \* Rating Officials present ratings to Executives and sign appraisal form
- \* Rating Officials determine recommendations for recognition (this is not shared with the executive)

# SES, SL and ST Performance Closeout

- \* Performance Review Board reviews ratings and recommendations for recognition
- \* Assistant Secretary reviews ratings and recommendations for recognition
- \* Executive Resources Board makes final decisions
- \* Final decisions are distributed to bureau Directors via Assistant Secretaries
- \* Recognition actions are processed typically the first pay period in January