

From: Holley, Amy
To: [Kim Tong](#)
Subject: Re: Email Lists
Date: Sunday, January 22, 2017 9:45:01 AM

Thank you! These seem to be very incomplete lists, so let me give you what I think they should be if that's okay.

For OS_PMB_Senior Staff:

Olivia Ferriter
Mary Pletcher
Harry Humbert
Elena Gonzalez
Steve Glomb
Greg Gould
Amy Holley

There may be additions in the next couple of weeks, but this should be the core group

For OS_PMB_OfficeHeads:

Michaela Noble
Karen Senhadji
Kaiini Kaloi
Stanton Enomoto (the ios.doi.gov address)
Steve Glomb
Joel Clement
Jamie Reaser
Denise Flanagan
Douglas Glenn
Rich Beck
Martin Quinlan
Debra Sonderman
Megan Olsen
Raymond Limon
Jim Anderton
Alesia Pierre-Louis
John Burden
William E Hall
John Ross
Michele Singer
Shayla Simmons
Joe Nassar
Sylvia Burns
Greg Gould
Lisa Branum
Tim Lynn
Bryan Rice

Mark Bathrick
Jon Andrew

Thank you so much! And of course, if you have questions, please do not hesitate to let me know!

On Fri, Jan 20, 2017 at 12:22 PM, Kim, Tong <tong_kim@ios.doi.gov> wrote:

Hello Ms Holley,

I've attached an excel spreadsheet for members of both distribution groups you requested.

Thanks

On Fri, Jan 20, 2017 at 8:08 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Good morning! I know you may not be working today, but as soon as you can next week could you send the current lists for OS_PMB_Senior_Staff and OS_PMB_OfficeHeads? I anticipate needing to make some changes. Thank you!

--

Tong Kim

Email Administrator

Valdez (Contractor)

End User Services- Desktop & Peripherals Support

Office of the Chief Information Officer

U.S. Department of the Interior

Office Phone: 202-513-0876

Mobile phone: 202-746-4772

email: tong_kim@ios.doi.gov

www.DOI.gov/OCIO

Our mission is your mission

From: Holley, Amy
To: [Olsen, Megan](#)
Cc: [Olivia Ferriter](#); [Summers, Christina](#)
Subject: Re: Org Chart
Date: Sunday, January 22, 2017 10:07:35 AM
Attachments: [PMB Org Chart with names 1 22 17.pptx](#)

Here is one to work with. We still need to add a box under the DAS-PIA for NISC (Jamie Reaser) and fix the Native Hawaiian box to get both names in.

On Sun, Jan 22, 2017 at 10:02 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

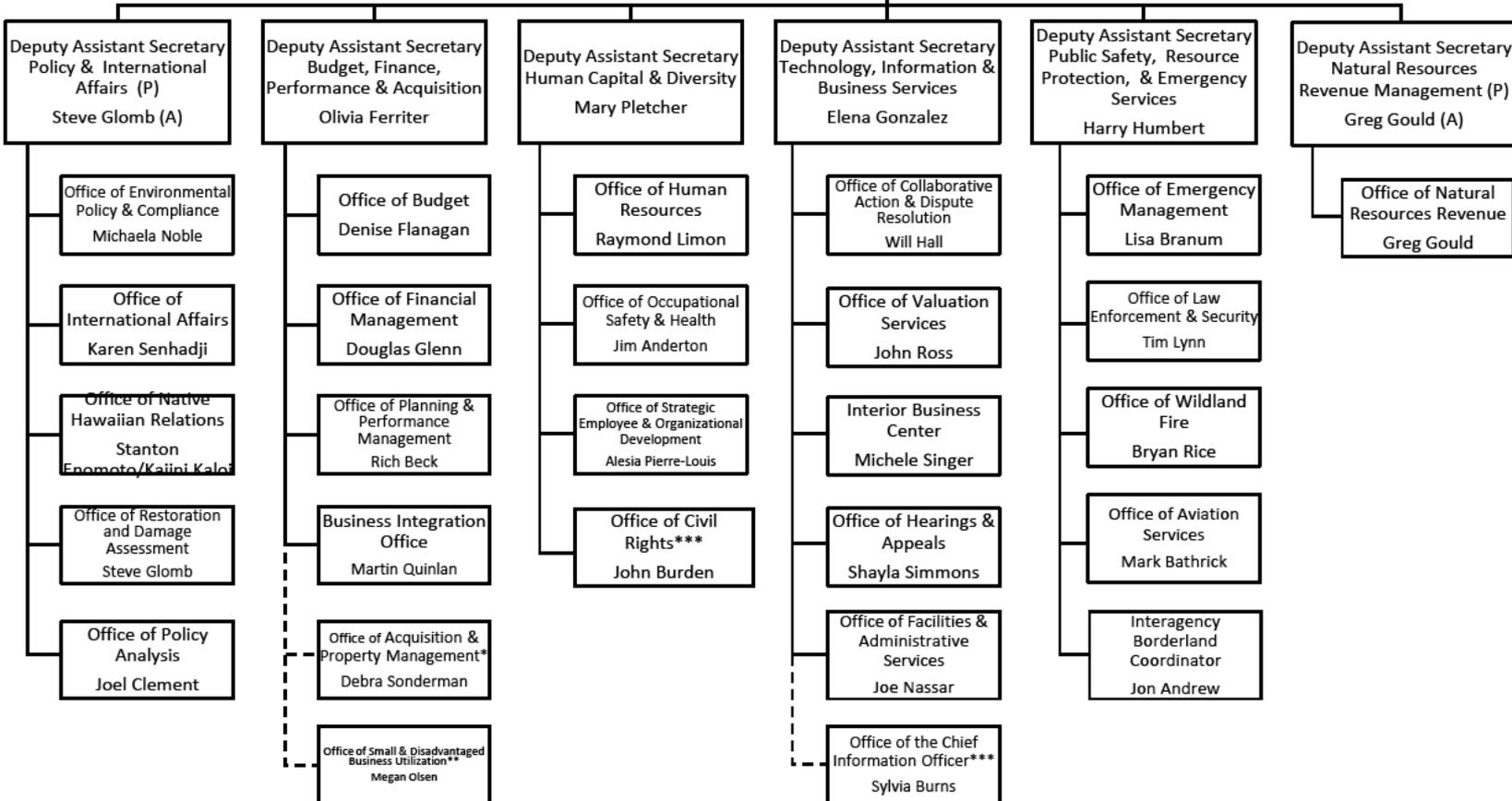
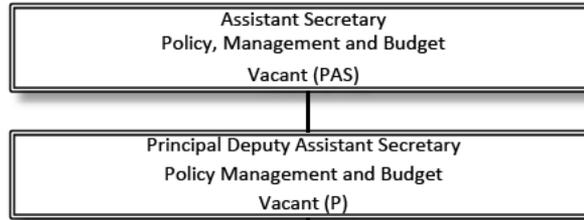
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Assistant Secretary – Policy, Management and Budget



*The Senior Procurement Executive reports to the Assistant Secretary - PMB who is the Chief Acquisition Officer and receives administrative support and guidance from the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

**Reports to the Deputy Secretary with administrative support provided by the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

***Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - PMB and Deputy Assistant Secretary - Human Capital and Diversity (Director, Office of Civil Rights); and Deputy Assistant Secretary – Technology, Information and Business Services (Chief Information Officer).

From: Kim, Tong
To: [Holley, Amy](#)
Subject: Re: Email Lists
Date: Monday, January 23, 2017 8:17:01 AM

Hello Ms Holley,

I've added/removed the users that were listed on the list you provided to both distribution groups.

Thanks

On Sun, Jan 22, 2017 at 9:44 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

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Michele Singer
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U.S. Department of the Interior
Office Phone: 202-513-0876
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Our mission is your mission

From: Holley, Amy
To: [Summers, Christina](mailto:Summers.Christina)
Subject: Fwd: Org Chart
Date: Monday, January 23, 2017 9:08:39 AM
Attachments: [PMB Org Chart with names 1 22 17.pptx](#)

This is the latest. If we could just add a box under DAS-PIA which will be National Invasive Species Council and Jamie Reaser....

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Sun, Jan 22, 2017 at 10:07 AM
Subject: Re: Org Chart
To: "Olsen, Megan" <megan_olsen@ios.doi.gov>
Cc: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, "Summers, Christina" <christina_summers@ibc.doi.gov>

Here is one to work with. We still need to add a box under the DAS-PIA for NISC (Jamie Reaser) and fix the Native Hawaiian box to get both names in.

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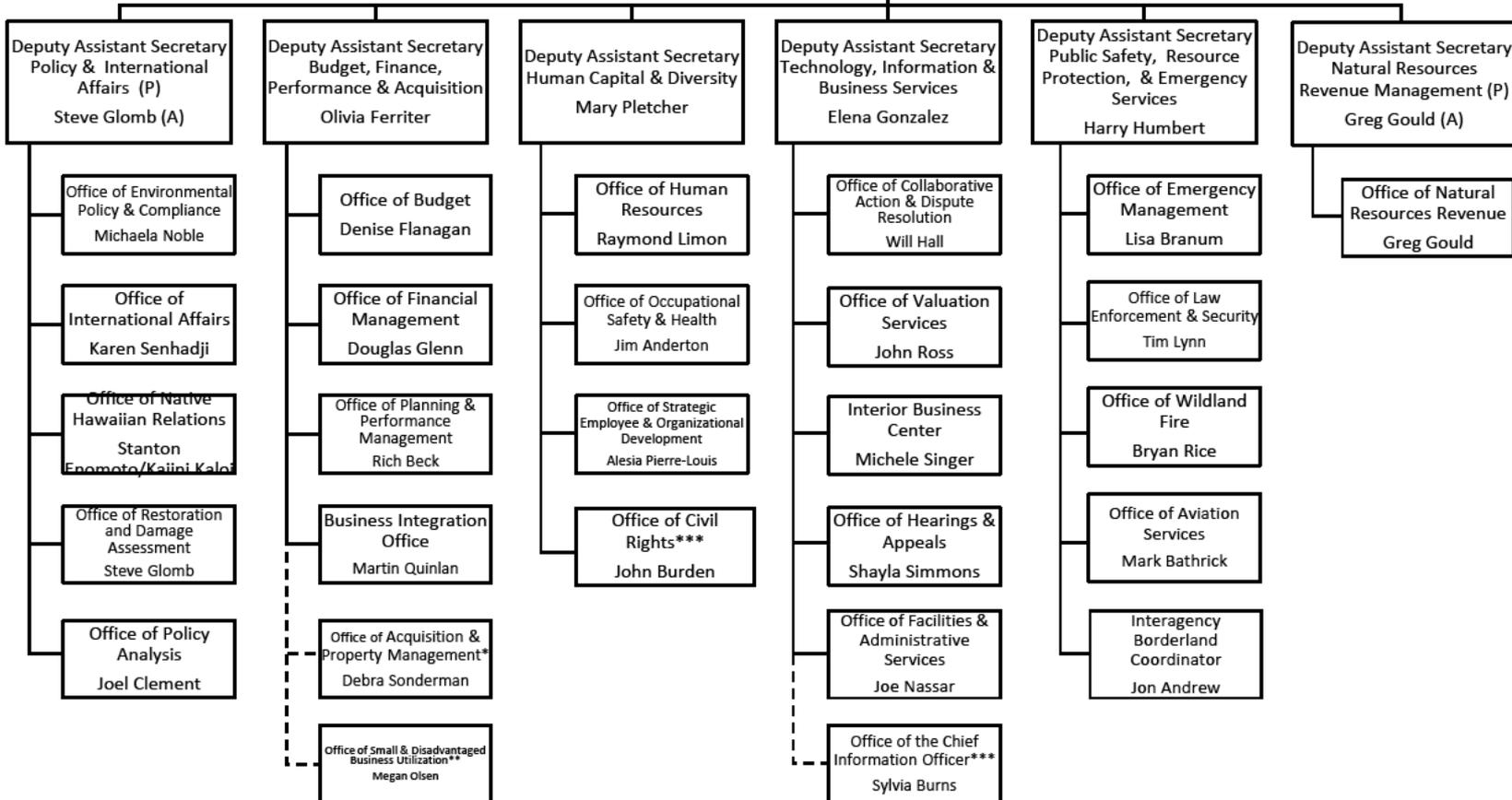
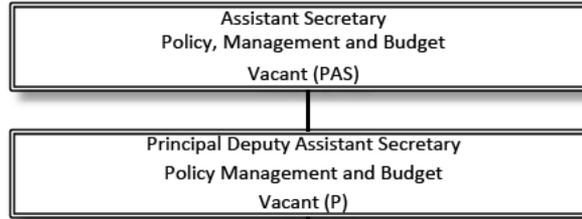
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Assistant Secretary – Policy, Management and Budget



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***Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - PMB and Deputy Assistant Secretary - Human Capital and Diversity (Director, Office of Civil Rights); and Deputy Assistant Secretary – Technology, Information and Business Services (Chief Information Officer).

From: Summers, Christina
To: [Holley, Amy](mailto:Amy.Holley@ios.doi.gov)
Subject: Re: Org Chart
Date: Monday, January 23, 2017 9:51:36 AM
Attachments: [PMB Org Chart with names 1 22 17 - rev 2.0.pptx](#)

Hi Amy,

Here is the final for your review before I submit to Deron. As discussed, I also added your position and title.

Christina

On Mon, Jan 23, 2017 at 9:04 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:
This is the latest. If we could just add a box under DAS-PIA which will be National Invasive Species Council and Jamie Reaser....

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Sun, Jan 22, 2017 at 10:07 AM
Subject: Re: Org Chart
To: "Olsen, Megan" <megan_olsen@ios.doi.gov>
Cc: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, "Summers, Christina" <christina_summers@ibc.doi.gov>

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--

Christina Summers, FAC P/PM
Program Analyst

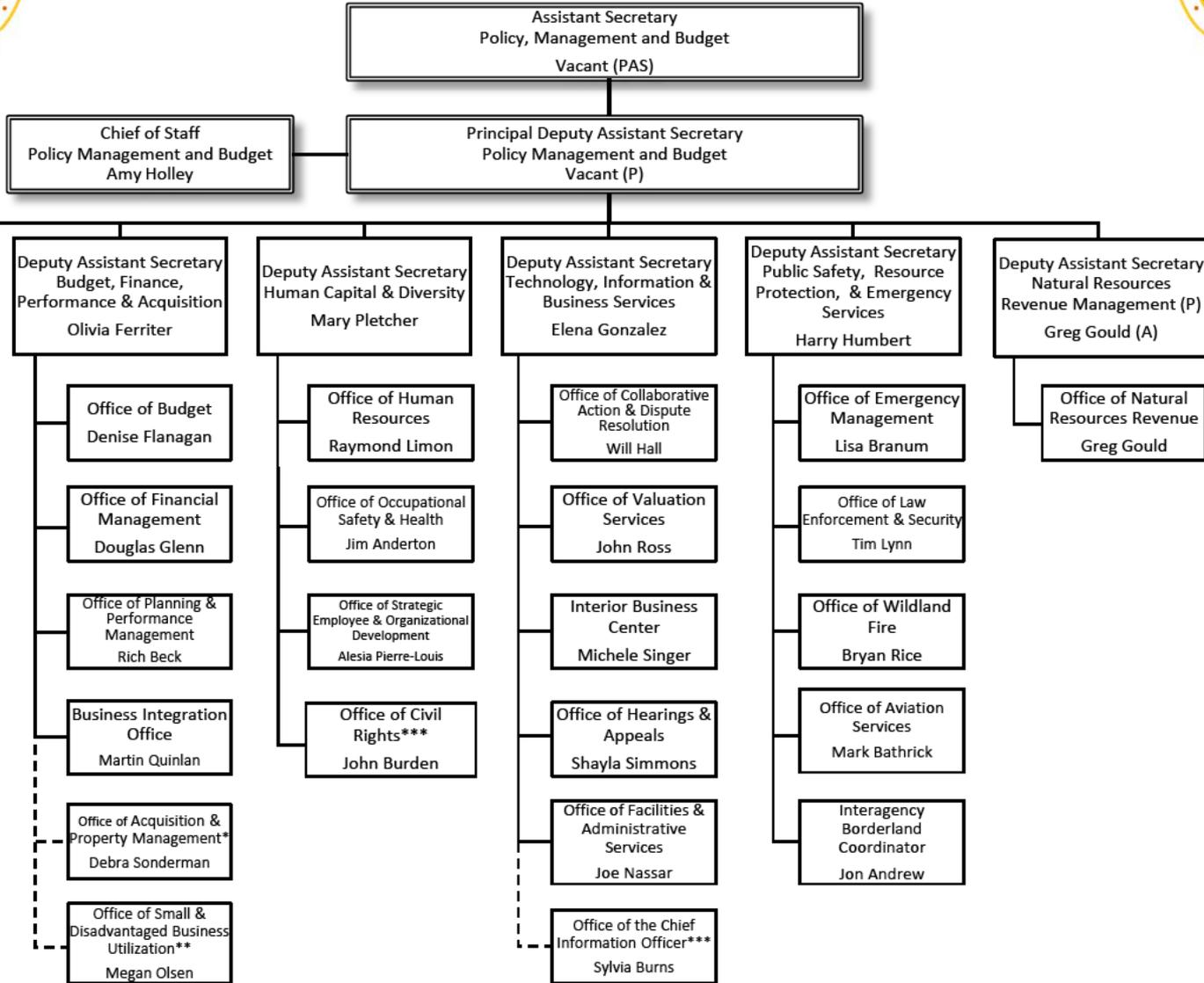
Office of the Director
Interior Business Center

202-208-5003 (Work) 202-802-6174 (Cell) christina_summers@ibc.doi.gov
US Department of the Interior
Office of the Secretary
www.ibc.doi.gov

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Our Focus: You



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From: Summers, Christina
To: [Holley, Amy](mailto:Amy.Holley@ios.doi.gov)
Subject: Re: Org Chart
Date: Monday, January 23, 2017 10:31:26 AM
Attachments: [PMB Org Chart with names 1 22 17 - rev 2.0 - for publishing.pptx](#)

Ok, attached is the pending version for DeRon. I'll be on standby to send, awaiting your sign off.

On Mon, Jan 23, 2017 at 10:15 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:
This is great thank you! For DeRon's purposes, we should take off the (P) and (PAS) designations--I don't think that should be on the website. Also, before we send to him, let me go over it with Jim Cason.

On Mon, Jan 23, 2017 at 9:51 AM, Summers, Christina <christina_summers@ibc.doi.gov> wrote:

Hi Amy,

Here is the final for your review before I submit to Deron. As discussed, I also added your position and title.

Christina

On Mon, Jan 23, 2017 at 9:04 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:
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To: "Olsen, Megan" <megan_olsen@ios.doi.gov>
Cc: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, "Summers, Christina" <christina_summers@ibc.doi.gov>

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Christina Summers, FAC P/PM
Program Analyst

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Our Focus: You

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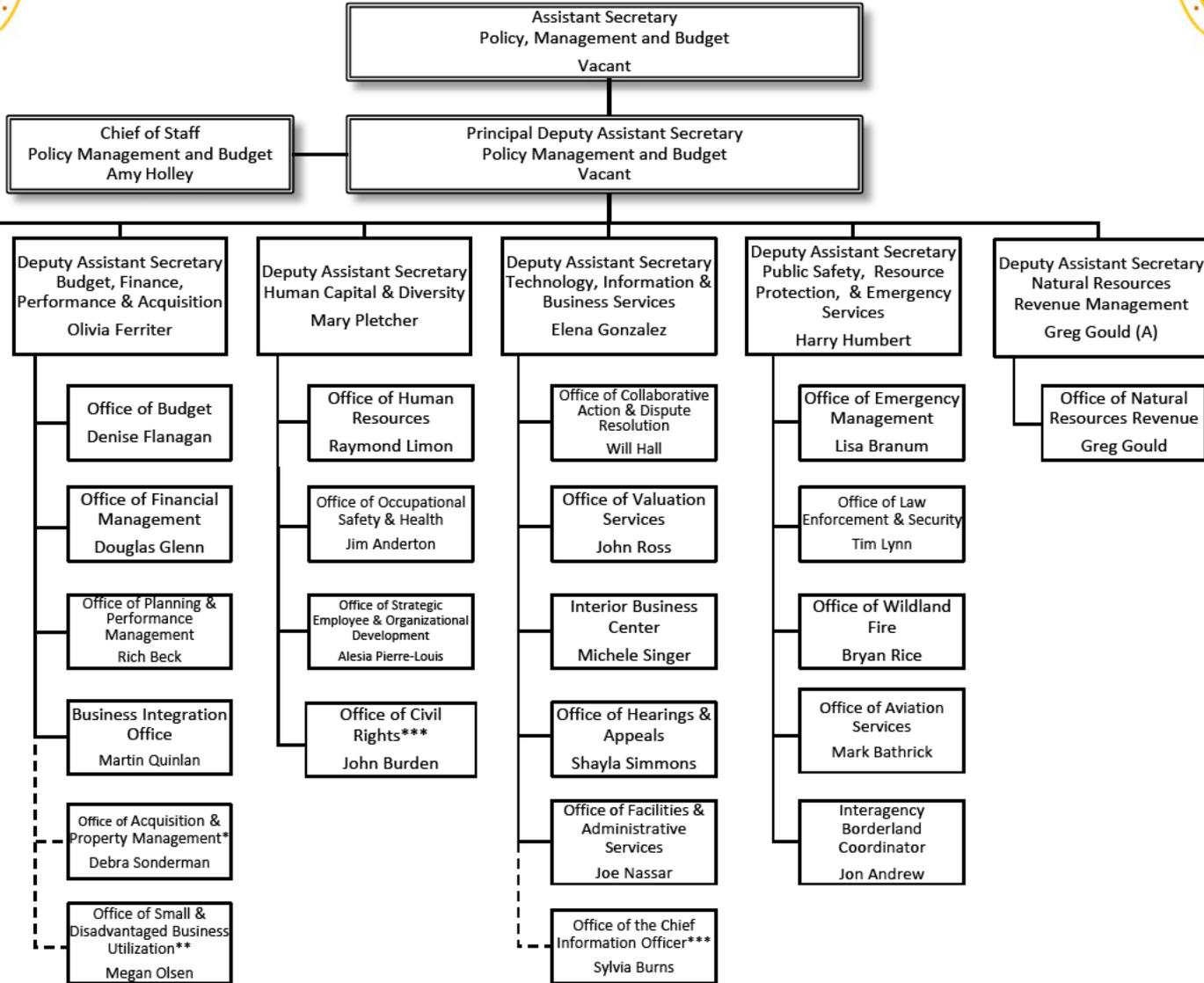
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Assistant Secretary – Policy, Management and Budget



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From: Holley, Amy
To: [Olivia Ferriter](#); [Harry Humbert](#); [Mary Pletcher](#); [Elena Gonzalez](#); [Greg Gould](#); [Steve Glomb](#)
Subject: Fwd: Org Chart
Date: Monday, January 23, 2017 11:40:35 AM
Attachments: [PMB Org Chart with names 1 22 17 - rev 2.0.pptx](#)

All:

See attached for the latest version of the PMB Org Chart. Let me know if you have questions or edits.



Assistant Secretary – Policy, Management and Budget



Assistant Secretary
Policy, Management and Budget
Vacant (PAS)

Chief of Staff
Policy Management and Budget
Amy Holley

Principal Deputy Assistant Secretary
Policy Management and Budget
Vacant (P)

Deputy Assistant Secretary
Policy & International
Affairs (P)
Steve Glomb (A)

Deputy Assistant Secretary
Budget, Finance,
Performance & Acquisition
Olivia Ferriter

Deputy Assistant Secretary
Human Capital & Diversity
Mary Pletcher

Deputy Assistant Secretary
Technology, Information &
Business Services
Elena Gonzalez

Deputy Assistant Secretary
Public Safety, Resource
Protection, & Emergency
Services
Harry Humbert

Deputy Assistant Secretary
Natural Resources
Revenue Management (P)
Greg Gould (A)

Office of Environmental
Policy & Compliance
Michaela Noble

Office of
International Affairs
Karen Senhadji

Office of Native
Hawaiian Relations
Stanton Enomoto/Kaiini
Kaloi

Office of Restoration
and Damage
Assessment
Steve Glomb

Office of Policy
Analysis
Joel Clement

National Invasive
Species Council
Jamie Reaser

Office of Budget
Denise Flanagan

Office of Financial
Management
Douglas Glenn

Office of Planning &
Performance
Management
Rich Beck

Business Integration
Office
Martin Quinlan

Office of Acquisition &
Property Management*
Debra Sonderman

Office of Small &
Disadvantaged Business
Utilization**
Megan Olsen

Office of Human
Resources
Raymond Limon

Office of Occupational
Safety & Health
Jim Anderton

Office of Strategic
Employee & Organizational
Development
Alesia Pierre-Louis

Office of Civil
Rights***
John Burden

Office of Collaborative
Action & Dispute
Resolution
Will Hall

Office of Valuation
Services
John Ross

Interior Business
Center
Michele Singer

Office of Hearings &
Appeals
Shayla Simmons

Office of Facilities &
Administrative
Services
Joe Nassar

Office of the Chief
Information Officer***
Sylvia Burns

Office of Emergency
Management
Lisa Branum

Office of Law
Enforcement & Security
Tim Lynn

Office of Wildland
Fire
Bryan Rice

Office of Aviation
Services
Mark Bathrick

Interagency
Borderland
Coordinator
Jon Andrew

Office of Natural
Resources Revenue
Greg Gould

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From: Glomb, Steve
To: [Amy Holley](mailto:Amy.Holley)
Subject: Fwd: FYI DOI Career Actings (from DOI website)
Date: Monday, January 23, 2017 1:38:08 PM

Is there a corresponding list for the new political folks ? Too many names this morning to write down and keep track of who's where.

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Mon, Jan 23, 2017 at 1:31 PM
Subject: Re: FYI DOI Career Actings (from DOI website)
To: "Senhadji, Karen" <karen_senhadji@ios.doi.gov>
Cc: Steve Glomb <steve_glomb@ios.doi.gov>, Mark Huston <mark_huston@ios.doi.gov>, Michaela Noble <michaela_noble@ios.doi.gov>, "Blanchard, Mary Josie" <maryjosie_blanchard@ios.doi.gov>, Shawn Buckner <shawn_buckner@ios.doi.gov>, Kimo Kaloi <Kaiini_Kaloi@ios.doi.gov>, David Downes <David_Downes@ios.doi.gov>, Barbara Pitkin <barbara_pitkin@ios.doi.gov>

we were just going to look for this, thanks for saving Shawn the time!

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Mon, Jan 23, 2017 at 1:24 PM, Senhadji, Karen <karen_senhadji@ios.doi.gov> wrote:
<https://www.doi.gov/howeare/keyofficials/>

Karen Senhadji
Director, Office of International Affairs
Office of the Secretary
U.S. Department of the Interior
karen_senhadji@ios.doi.gov
Office 202-208-5479 , Cell 202-510-0651

From: Holley, Amy
To: Glomb, Steve
Subject: Re: FYI DOI Career Actings (from DOI website)
Date: Monday, January 23, 2017 1:59:07 PM

I'm afraid not. I'll see what I can get, but I think it is still somewhat flexible....

On Mon, Jan 23, 2017 at 1:38 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

Is there a corresponding list for the new political folks ? Too many names this morning to write down and keep track of who's where.

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Date: Mon, Jan 23, 2017 at 1:31 PM
Subject: Re: FYI DOI Career Actings (from DOI website)
To: "Senhadji, Karen" <karen_senhadji@ios.doi.gov>
Cc: Steve Glomb <steve_glomb@ios.doi.gov>, Mark Huston <mark_huston@ios.doi.gov>, Michaela Noble <michaela_noble@ios.doi.gov>, "Blanchard, Mary Josie" <maryjosie_blanchard@ios.doi.gov>, Shawn Buckner <shawn_buckner@ios.doi.gov>, Kimo Kaloi <Kaiini_Kaloi@ios.doi.gov>, David Downes <David_Downes@ios.doi.gov>, Barbara Pitkin <barbara_pitkin@ios.doi.gov>

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<https://www.doi.gov/whoweare/keyofficials/>

Karen Senhadji
Director, Office of International Affairs
Office of the Secretary
U.S. Department of the Interior
karen_senhadji@ios.doi.gov
Office 202-208-5479 , Cell 202-510-0651

From: Holley, Amy
To: [Glomb, Steve](#)
Subject: Re:
Date: Monday, January 23, 2017 7:27:17 PM

Just catching up on emails. Let's touch base tomorrow morning?

On Mon, Jan 23, 2017 at 3:35 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

If I see it I can share it, but I haven't seen it.

On Mon, Jan 23, 2017 at 3:32 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

From the E& E article. Is this list something you can forward to us Steve or Mary Josie?

Edward Keable, Interior's deputy solicitor for general law, distributed the list of 30 names via an internal email to Interior officials late yesterday under the subject line "Political Officials' First-cut Office Assignments."

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Steve Glomb
To: Holley, Amy
Subject: RE:
Date: Monday, January 23, 2017 7:40:35 PM

OK. I know things are fluid but inquiring minds are asking.

I'm guessing we'll get word soon on how 'vacant on Jan 22' is defined for the freeze. Several people have tentative offers made pending security clearance .

See you tomorrow.

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Holley, Amy" <amy_holley@ios.doi.gov>
Date: 1/23/17 7:27 PM (GMT-05:00)
To: "Glomb, Steve" <steve_glomb@ios.doi.gov>
Subject: Re:

----- Original message -----

From: "Holley, Amy" <amy_holley@ios.doi.gov>
Date: 1/23/17 7:27 PM (GMT-05:00)
To: "Glomb, Steve" <steve_glomb@ios.doi.gov>
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Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Glomb, Steve
To: [Amy Holley](mailto:Amy.Holley)
Subject: Fwd: Federal Register Documents and Correspondence
Date: Tuesday, January 24, 2017 3:53:25 PM
Attachments: [Julie Memo jan 20.pdf](#)

Amy -

Does this directive include email correspondence? The memo has **all** in bold several times, leading me to think we're better off over reporting than under reporting until we get more clarity. What's your take?

Steve

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

From: Reaser, Jamie <jamie_reaser@ios.doi.gov>
Date: Tue, Jan 24, 2017 at 2:15 PM
Subject: Fwd: Federal Register Documents and Correspondence
To: "Glomb, Steve" <steve_glomb@ios.doi.gov>

Steve:

Are you able to ascertain how the term "correspondence" is being viewed? Does "correspondence" mean letters arriving on institutional letterhead, or all emails, or something in that big grey area in-between? The directive also makes reference to non-governmental organizations, recreational groups, and industry. We run an Advisory Committee that is comprised of senior-level representatives of every group on the list...at the Committee and subcommittee levels. We want to be supportive of the directive...but are hoping that we are not going to need to run every communication with our ISAC members and project partners through Exec Sec. That would end up creating quite the work load for them and likely create substantial delays in process - among other impacts - for us. If "correspondence" is interpreted to be of the letterhead variety, that is readily workable.

Best,

Jamie

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

From: Glomb, Steve <steve_glomb@ios.doi.gov>
Date: Tue, Jan 24, 2017 at 11:17 AM
Subject: Fwd: Federal Register Documents and Correspondence
To: Michaela Noble <michaela_noble@ios.doi.gov>, Joel Clement <joel_clement@ios.doi.gov>, Karen Senhadji <karen_senhadji@ios.doi.gov>, Jamie Reaser <jamie_reaser@ios.doi.gov>, Kaiini Kaloi <kaiini_kaloi@ios.doi.gov>, Stanton Enomoto <stanton_enomoto@ios.doi.gov>, Mary Josie Blanchard <maryjosie_blanchard@ios.doi.gov>, Shawn Buckner <shawn_buckner@ios.doi.gov>, Barbara Pitkin

<barbara_pitkin@ios.doi.gov>, David Downes <david_downes@ios.doi.gov>

New directive that **all** FR notices, regardless of signature level, go to Exec Sec for review/clearance before they go over to Federal Register. Same for Congressional and Tribal correspondence.

Steve

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Tue, Jan 24, 2017 at 10:51 AM
Subject: Fwd: Federal Register Documents and Correspondence
To: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, Mary Pletcher <Mary_Pletcher@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Elena Gonzalez <maria_gonzalez@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Greg Gould <greg.gould@onrr.gov>
Cc: "Summers, Christina" <christina_summers@ibc.doi.gov>, "Minor, Kashieka" <kashieka_minor@ios.doi.gov>

All:

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"We can do this...."



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

JAN 20 2017

Memorandum

To: Chiefs of Staff, Bureaus and Offices

From: Julie Lillie, Director, Office of Executive Secretariat and Regulatory Affairs *Julie Lillie*

Subject: Federal Register Documents and Correspondence Clearance Procedures

As we begin a new administration, it is important that the incoming policy team has an opportunity to review documents. Effective immediately, and in addition to your internal clearance processes, **all** Federal Register documents, including all notices, and **all** correspondence to or from the Secretary must be forwarded to the Office of the Executive Secretariat and Regulatory Affairs (OES) for review 5 days prior to any deadline for Departmental clearance, regardless of signature level. For Federal Register notices this includes, but is not limited to:

- any proposed or final regulation or policy action,
- notices of all meetings, including tribal consultation meetings,
- all notices related to NEPA documents
- information collection notices,
- FWS notices of low effect applications for permits,
- BLM notices of plat surveys, and
- BOEM quarterly notices of environmental documents prepared for the Gulf of Mexico Outer Continental Shelf.

In addition to the above, **all** incoming congressional and gubernatorial correspondence as well as correspondence from Indian or Alaska tribal leaders and leaders from national level environment/recreational and industry organizations must be forwarded to OES prior to responding, regardless of addressee or signature level. No correspondence should be cleared to go to Congress or to any Governor until it has been reviewed by the Acting Chief of Staff and/or Senior White House Advisor. The OES will be responsible for tasking these letters for response.

The incoming leadership team will decide whether to continue or modify these instructions.

cc: Correspondence Contacts Bureaus and Offices
Regulatory Contacts Bureaus and Offices

From: Amy Holley
To: Glomb, Steve
Subject: Re: Federal Register Documents and Correspondence
Date: Tuesday, January 24, 2017 3:55:04 PM

I'll give you a call when I get back to my desk...

Sent from my iPhone

On Jan 24, 2017, at 3:53 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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Does this directive include email correspondence? The memo has **all** in bold several times, leading me to think we're better off over reporting than under reporting until we get more clarity. What's your take?

Steve

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"We can do this...."

<Julie Memo jan 20.pdf>

From: Glomb, Steve
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Cc: Kevin Haugrud <jack.haugrud@sol.doi.gov>, Juliette Lillie

<juliette_lillie@ios.doi.gov>

Hello all. Attached is a Memorandum concerning new instructions, effective immediately, for processing and clearing Federal Register documents and correspondence as well as a requirement that any incoming correspondence must be forwarded to the the Office of Executive Secretariat prior to any response.

Regards, Rob

--

Robert Howarth

Deputy Director for Correspondence and FOIA Management

Office of the Executive Secretariat and Regulatory Affairs

Department of the Interior

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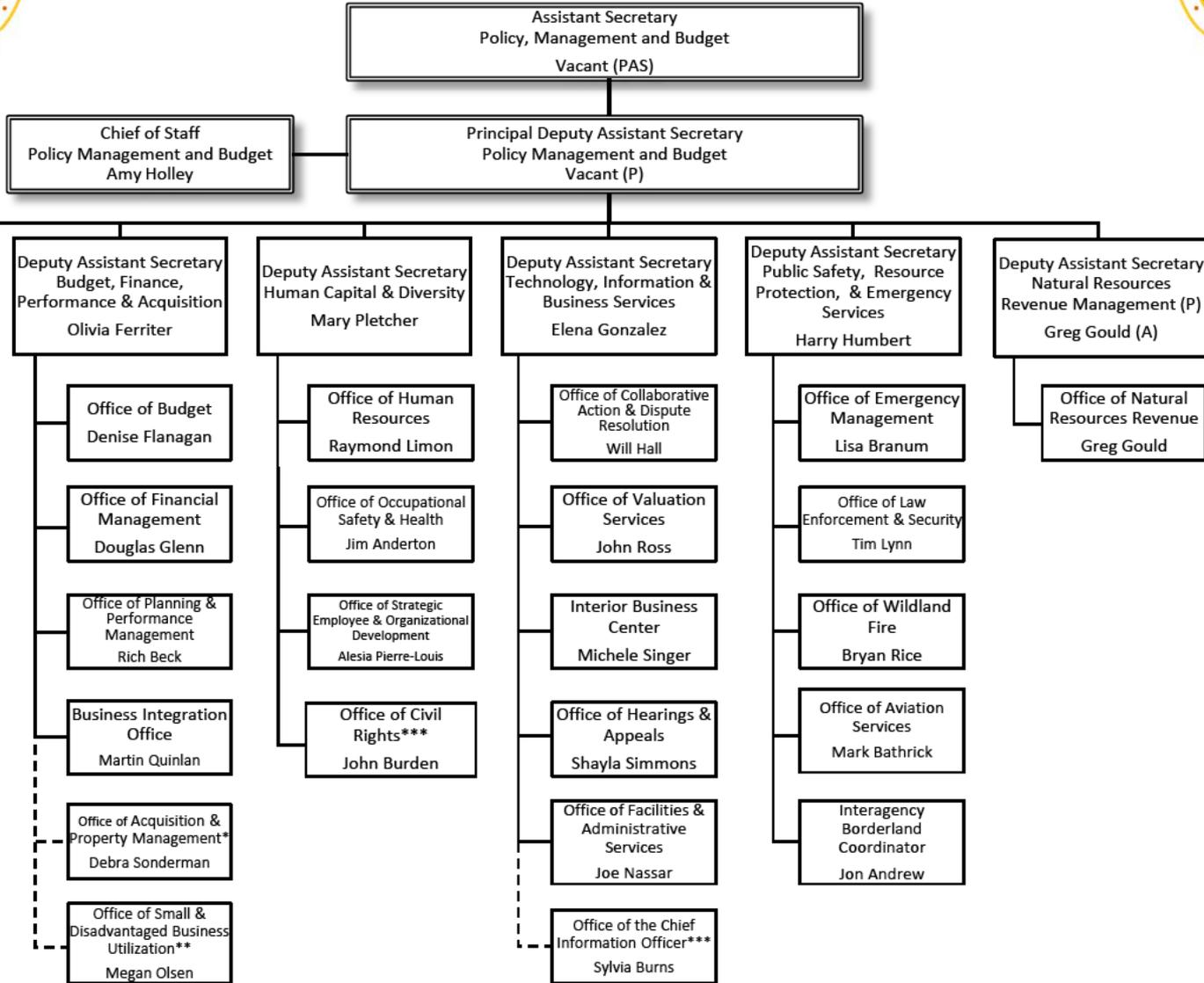
"We can do this...."

<Julie Memo jan 20.pdf>

From: Holley, Amy
To: [Margaret A Llitas](#)
Subject: Latest Org Chart
Date: Tuesday, January 24, 2017 4:16:41 PM
Attachments: [PMB Org Chart with names 1 22 17 - rev 2.0.pptx](#)



Assistant Secretary – Policy, Management and Budget



*The Senior Procurement Executive reports to the Assistant Secretary - PMB who is the Chief Acquisition Officer and receives administrative support and guidance from the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

**Reports to the Deputy Secretary with administrative support provided by the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

***Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - PMB and Deputy Assistant Secretary - Human Capital and Diversity (Director, Office of Civil Rights); and Deputy Assistant Secretary – Technology, Information and Business Services (Chief Information Officer).

From: Ferriter, Olivia
To: [Blake, Sharon](#); [Douglas Glenn](#); [Teresa Taber](#); [Allen Lawrence](#); [Holley, Amy](#)
Subject: Re: 01/26/2017 Weekly Reports
Date: Thursday, January 26, 2017 10:55:32 PM
Attachments: [FY 2017 Goal Base GAO & OIG Audit Recommendations 01-26-2017.pdf](#)
[List of Reviews as of January 26, 2017.pdf](#)
[Reports Awaiting Management Response \(DOI & OS\) as of January 26, 2017.pdf](#)

Sharon will need to update her list of who to send this to. We have acting Assistant Secretaries and acting Bureau Directors. I am copying Amy to help us with this list. Craig Dorsett, Lauren Bogard, Libby Marking are gone. Thanks!

Olivia Barton Ferriter
Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition
U.S. Department of the Interior
1849 C St. NW MS 7228, Washington, DC 20240
Desk: 202-208-4881 Cell: 202-251-4139 FAX: 202-208-1067
Olivia_Ferriter@ios.doi.gov

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

From: **Blake, Sharon** <sharon_j_blake@ios.doi.gov>
Date: Thu, Jan 26, 2017 at 3:13 PM
Subject: 01/26/2017 Weekly Reports
To: Elizabeth Klein <elizabeth_klein@ios.doi.gov>, Olivia Ferriter <olivia_ferriter@ios.doi.gov>, Douglas Glenn <douglas_glenn@ios.doi.gov>, Teresa Taber <teresa_taber@ios.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>, Craig Dorsett <craig_dorsett@ios.doi.gov>, Richard Myers <richard.myers@sol.doi.gov>
Cc: Lauren Bogard <lauren_bogard@ios.doi.gov>, Catherine Callaway <catherine_callaway@ios.doi.gov>, Alexandra Lampros <alexandra_lampros@ios.doi.gov>, Patrick McHugh <patrick_mchugh@ios.doi.gov>, Jonathan House <jonathan_house@ios.doi.gov>, Allen Lawrence <allen_lawrence@ios.doi.gov>, Libby Marking <libby_marking@ios.doi.gov>, Sharon Blake <sharon_j_blake@ios.doi.gov>, "Thomas, Nancy" <NANCY_THOMAS@ios.doi.gov>

Good afternoon:

The following weekly reports are attached:

- GAO and OIG Reports Awaiting Management Response - There are six GAO and two OIG report responses in process. Four responses are due within the next 30 days. The BIA response to the final GAO-17-43 report, Indian Energy Development: Additional Actions by Federal Agencies Are Needed to Overcome Factors Hindering Development (Job Code 100179) is late. The response was due to GAO by January 20, 2017.
- List of Ongoing GAO Reviews - There are 65 GAO reviews currently underway in various stages from pre-entrance conference to draft reports in process.
- FY 2017 Departmental & OS Goal Base - The Department has closed 45 of 294 total recommendations (15%) currently and needs to close a total of 250 of 294 to achieve the 85% performance goal.

Please contact Nancy or me if you have any questions.

Thank you.

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*Sharon J. Blake, Staff Accountant
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(202) 208-5789
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Friday - AWS day off

**OIG AND GAO AUDIT RECOMMENDATIONS
FY 2017 DEPARTMENTAL PERFORMANCE GOAL**

As of January 26, 2017

| Bureau | Beginning Balance OIG | Additions OIG | Beginning Balance GAO | Additions GAO | Total | Implemented | Open Recommendation Balance | % Implemented |
|---------------|------------------------------|----------------------|------------------------------|----------------------|--------------|--------------------|------------------------------------|----------------------|
| AS-IA | 1 | 12 | 5 | 0 | 18 | 0 | 18 | 0% |
| BIA | 15 | 5 | 7 | 0 | 27 | 0 | 27 | 0% |
| BIE | 4 | 3 | 6 | 0 | 13 | 0 | 13 | 0% |
| BLM | 25 | 2 | 13 | 0 | 40 | 3 | 37 | 8% |
| BOEM | 0 | 0 | 2 | 0 | 2 | 0 | 2 | 0% |
| BOR | 4 | 7 | 0 | 0 | 11 | 0 | 11 | 0% |
| BSEE | 1 | 0 | 9 | 1 | 11 | 1 | 10 | 9% |
| FWS | 12 | 5 | 2 | 0 | 19 | 14 | 5 | 74% |
| NPS | 2 | 8 | 0 | 1 | 11 | 2 | 9 | 18% |
| OS | 72 | 23 | 21 | 8 | 124 | 22 | 102 | 18% |
| OSMRE | 0 | 7 | 0 | 0 | 7 | 1 | 6 | 14% |
| USGS | 6 | 0 | 4 | 1 | 11 | 2 | 9 | 18% |
| Total | 142 | 72 | 69 | 11 | 294 | 45 | 249 | 15% |

Departmental Annual Performance Goal = 85%

*Suggested intermediate goals to facilitate the annual closure goal are 25% by 12/31/16; 40% by 03/31/17; 60% by 06/30/17; and 75% by 08/31/17.

OIG AND GAO AUDIT RECOMMENDATIONS
FY 2017 OFFICE OF THE SECRETARY (OS) PERFORMANCE GOAL

As of January 26, 2017

| OS Office | Beginning Balance OIG | Additions OIG | Beginning Balance GAO | Additions GAO | Total | Implemented | Open Recommendation Balance | % Implemented |
|------------------|------------------------------|----------------------|------------------------------|----------------------|--------------|--------------------|------------------------------------|----------------------|
| OCIO | 29 | 12 | 14 | 4 | 59 | 9 | 50 | 15% |
| OHR | 3 | 0 | 2 | 3 | 8 | 1 | 7 | 12% |
| OHS | 3 | 0 | 0 | 0 | 3 | 0 | 3 | 0% |
| OLES | 2 | 0 | 0 | 0 | 2 | 0 | 2 | 0% |
| ONRR | 16 | 0 | 0 | 0 | 16 | 0 | 16 | 0% |
| OSDBU | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0% |
| OST | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0% |
| OWF | 0 | 0 | 2 | 1 | 3 | 2 | 1 | 67% |
| PAM | 6 | 9 | 0 | 0 | 15 | 8 | 7 | 53% |
| PFM | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 0% |
| PPP | 0 | 0 | 2 | 0 | 2 | 2 | 0 | 100% |
| SOL | 13 | 0 | 0 | 0 | 13 | 0 | 13 | 0% |
| Total | 72 | 23 | 21 | 8 | 124 | 22 | 102 | 18% |

Departmental Annual Performance Goal = 85%

*Suggested intermediate goals to facilitate the annual closure goal are 25% by 12/31/16; 40% by 03/31/17; 60% by 06/30/17; and 75% by 08/31/17.

ONGOING GAO REVIEWS (In Job Code Order)

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|--|---|---------|--|-----------------------|-----------|---------------|---------------------------------|--|
| 100172 | BLM Oil and Gas Environmental Mitigation | Ranking Member Grijalva of the House Committee on Natural Resources | Ongoing | Review the extent and reason BLM waive implementation of stipulations and conditions of approval placed on leases and drilling permits and how involved the public is for development of leases and permits that contain stipulations and conditions for mitigating the environmental impacts of oil and gas development. | 7/10/2015 | 12/8/2016 | BLM | LaVanna Stevenson | |
| 100357 | Wildland Fire Collaboration | Congressman Peter DeFazio, Ranking Member Raul Grijalva of the House Committee on Natural Resources, and Ranking Member Alan Lowenthal of the Subcommittee on Energy and Mineral Resources, House Committee on Natural Resources. | Ongoing | 1. Do you agree that aircraft may have reported no use in FY2015 due to a need for repairs or a change in mission? 2. Are there other reasons that aircraft may not have reported use in FY2015? | 10/29/2015 | 1/25/2017 | OWF | Jesse Duhnkrack | |
| 100367 | Issues related to risks associated with small unmanned aerial systems (UAS) | Chairs and Ranking Members of the House Committee on Transportation and Infrastructure and its Subcommittee on Aviation, as well as the Chair and Ranking Member of the Senate Committee on Commerce, Science, and Transportation. | Ongoing | (1) What is known about the safety and security risks associated with the use of small UAS in the national airspace, and how have these risks been assessed by FAA and selected federal agencies? (2) What is FAA's approach to mitigating the safety risks associated with the use of small UAS, and how does it compare with the approaches of selected foreign countries? (3) To what extent does FAA process for managing the safety risks associated with the use of small UAS follow leading practices for risk management? (4) What other policies and technologies are available or in development to mitigate the safety and security risks associated with the use of small UAS, and what are key challenges? | 5/25/2016 | | OAS | Mark Bathrick | |
| 100407 | U.S. Fish & Wildlife Service's Internal Controls over the American Burying Beetle Conservation Fund, and Fund Activity | Chairman Lankford, Senate Committee on Homeland Security and Governmental Affairs, Subcommittee on Regulatory Affairs and Federal Management. | Ongoing | Examine the Memorandum of Agreement FWS entered with the Oklahoma Chapter of The Nature Conservancy to establish the American Burying Beetle Conservation Fund. GAO plans to review the internal controls around it to ensure the funds are spent for the purpose intended and in accordance with established agreements. | 12/2/2015 | 9/15/2016 | FWS/BLM | Kathy Garrity/LaVanna Stevenson | Draft briefing slides received for agency comments, comments submitted to GAO on Aug 25, 2016. |
| 100412 | Management and Accountability for BIE School Construction | Chair and Ranking Member of the House Committee on Appropriations Subcommittee on Interior, Environment, and Related Agencies. | Ongoing | 1. What process does the Office of the Assistant Secretary for Indian Affairs use to determine when and which schools are to be improved or replaced? 2. What mechanisms, if any, are in place to ensure accountability for school construction, replacement, and repair and maintenance funds, including fiscal accountability? | 1/21/2016 & 2/11/2016 | | BIA, BIE | Michael Oliva/Jackie Cheek | Draft report issued with two recommendations on November 17, 2016. Informal comments submitted to GAO on December 14, 2016. Awaiting final report. |
| 100516 | Road Conditions on Tribal Lands | Ranking Member DeFazio of the Committee on Transportation and Infrastructure and Representative Ann Kirkpatrick | Ongoing | What are the roles of the federal and tribal governments in funding, constructing, and improving roads on tribal lands? What do the National Tribal Transportation Facility Inventory (NTTFI) and other data indicate about road conditions on tribal lands? What is known about the connection between road conditions on tribal lands and school attendance? | 1/20/2016 | 1/9/2017 | BIA, BIE | Michael Oliva/LeRoy Gishi | Awaiting draft report. |
| 100559 | OPM Information Security | Congressional Mandate (P.L. 114-113 Consolidated Appropriations Act, 2016. S. Rpt. 114-97 to accompany S. 1910, Financial Services And General Government Appropriations Bill, 2016. Office of Personnel Management. Data Security) | Ongoing | This audit includes a review of OPM systems which may rely on services provided by the Department of the Interior. GAO will evaluate: (1) OPM's response to the recent breach of sensitive personnel records and information, and any actions taken to improve its ability to prevent, mitigate and respond to such breaches in the future; (2) The extent to which OPM has implemented an information security program, including the program's compliance with government-wide initiatives to improve cybersecurity; and (3) OPM's oversight of contractors providing IT services. | 8/9/2016 | | OCIO | Peter Brownell | |
| 100565 | Independent Disposal Authority | Chairman and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs, and the Chairman and Ranking Member of the Subcommittee on Regulatory Affairs and Federal Management | Ongoing | (1) Which CFO Act agencies have independent disposal authority and how have they and the US Postal Service used their authority over the last 5 years, (2) How do CFO Act agencies with independent disposal authority and USPS prioritize real property assets for disposal, and what factors influence these priorities, and (3) What do agencies report as the results of their building disposals, and how, if at all, were these results influenced by the disposal process. | Questionnaire | | PAM | Kathy Bender | |
| 100573 | Federal Managers Survey | Congressional Mandate | Ongoing | Assess the federal managers' reported experiences regarding selected performance and management issues. | 3/16/2016 | | PPP | Rich Beck | Web-based survey to be administered by GAO. |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|--|--|---------|---|--|------------|-------------------------|---|----------|
| 100578 | DOD's Excess Controlled Property | Congressional Mandate | Ongoing | (1) What is DOD's process for transferring and monitoring controlled property to Federal and State agencies? (2) For what purpose(s) do Federal and State agencies use the controlled property that is transferred to them under DOD's Excess Property program? (3) To what extent has DOD made progress, if any, in developing an internet website that provides transparency to the public on the transfer of controlled property? (4) To what extent have federal and state agencies identified how property transferred to them under the program enhanced their ability to carry out counter-drug, counter-terrorism, and border security activities, in accordance with 10 USC 2576a. | 5/9/2016 | | PAM, BIA, BLM, FWS, NPS | Al Green | |
| 100590 | Human Trafficking of American Indians and Alaska Natives. | Chairman and Ranking Member of the Senate Committee on Indian Affairs. | Ongoing | Review and examine the extent of human trafficking in Indian country and the federal efforts to combat human trafficking and assist American Indian and Alaska Native victims. | 3/2/2016 | 12/15/2016 | BIA/OJS | Charlie Addington/Michael Oliva | |
| 100654 | Geomagnetic Event Mitigation Technologies | Chair of the Senate Committee on Homeland Security and Governmental Affairs | Ongoing | 1) What is known about the potential effects of geomagnetic disturbances on the U.S. electric grid? 2) What technologies are available or in development that could help prevent or mitigate the effects of geomagnetic disturbances on the U.S. electric grid, and how effective are they? and 3) What factors could affect the development and implementation of these technologies? | 12/7/2016 USGS & 01/10/2017 BOR | | USGS/BOR | Becky Bageant/Ashley Hartman | |
| 100668 | Highly Pathogenic Avian Influenza | Chair and Ranking Member of the House Committee on Energy and Commerce and the Chair and Ranking Member of the House Subcommittee on Oversight and Investigations. | Ongoing | 1. What threats do highly pathogenic avian influenza viruses pose to public health, agriculture, and the economy in the United States? 2. What steps is the federal government taking to address these threats? 3. What gaps, if any, remain for addressing future threats posed by highly pathogenic avian influenza? | 4/18/2016 | 1/10/2017 | FWS, USGS, OEM | Kathy Garrity, Becky Bageant, Elaine Bond | |
| 100679 | Department of Homeland Security (DHS) Financial Management System Modernization | Congressional Mandate | Ongoing | The following Issues will be reviewed: 1. The risks of DHS utilizing the Interior Business Center (IBC) in connection with its financial management system modernization efforts. 2. IBC's capabilities for expanding its services to additional federal agencies. 3. The services and capabilities of federal and commercial shared service providers. | 4/7/2016 | | IBC | Martin Quinlan/Dean Martin | |
| 100736 | General Management Review of Interior's Oversight of Offshore Oil and Gas Activities | Pursuant to GAO's authority under 31 U.S.C. 717 | Ongoing | 1) To what extent does BSEE's organizational structure present challenges for the bureau to conduct effective oversight of offshore oil and gas activities? 2) To what extent do BSEE's management decision-making processes enable the bureau to effectively adapt to evolving conditions or emerging challenges? 3) To what extent have BOEM and BSEE established and implemented procedures and processes to ensure effective cross-bureau coordination in completing their respective missions? | 4/4/2016 | 11/8/2016 | BSEE | Andrea Nygren/Linh Luu | |
| 100758 | Drinking Water and Wastewater Infrastructure Coordination | Ranking Member Grace Napolitano, Subcommittee on Water Resources and Environment, Committee on Transportation and Infrastructure, U.S. House of Representatives; Jared Huffman, Ranking Member, Subcommittee on Water, Power and Oceans, Committee on Natural Resources, U.S. House of Representatives; and Paul Tonko, Ranking Member, Subcommittee on Environment and the Economy, Committee on Energy and Commerce, U.S. House of Representatives | Ongoing | 1. Which agencies provide funding for drinking water and wastewater infrastructure and what role do they play in meeting drinking water and wastewater infrastructure needs? 2. How do federal agencies identify drinking water and wastewater infrastructure needs? 3. How do federal agencies coordinate their efforts to address drinking water and wastewater infrastructure needs? | 5/11/2016 | | BOR, OSMRE | Ashley Hartman/Towanna Thompson | |
| 100800 | Security on the National Mall | Ranking Member Bennie Thompson of the House Committee on Homeland Security | Ongoing | 1. What are the facility security protection responsibilities of the federal agencies with responsibility for protecting federal employees and the visiting public on the National Mall? 2. To what extent do these agencies follow Interagency Security Committee standards, such as undertaking risk assessments to develop baseline facility protection countermeasures? 3. To what extent are these agencies implementing the necessary countermeasures that result from any such risk assessments, and what challenges, if any, do they face in doing so? | 5/23/2016 | | OLES/USPP | Tim Lynn/Robert Maclean | |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|---|--|---------|---|-------------|-----------|---------------|---------------------------------|----------------------------|
| 100807 | Federal Real Property Disposals Data Reliability | Chairman and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs, the Chairman and Ranking Member of the Subcommittee on Regulatory Affairs and Federal Management, and the Chairman of the Permanent Subcommittee on Investigations. | Ongoing | 1.To what extent did OMB's fiscal year 2014 calculations—for building disposals, square footage reduction, and savings in annual operations and maintenance costs for federal agencies—align with OMB guidance and internal control standards? 2. What limitations in the Federal Real Property Profile, if any, might affect use of the data to calculate select costs and benefits of building disposal, and what are the causes of these limitations for selected civilian agencies? 3. What recent steps have OMB, GSA, and selected civilian agencies taken to assure that they are reporting accurate and reliable data and what steps, if any, do they plan to take? | 8/10/2016 | 12/8/2016 | PAM | Kathy Bender | |
| 100813 | Early Learning and Child Care Programs | Chair of the Education and the Workforce Committee of the U.S. House of Representatives. | Ongoing | 1. What federal programs currently provide or may support early learning and child care for children from birth to age five? 2. Which of these programs have an explicit purpose of providing early learning and child care? 3. What are the federal obligations for these programs in total and individually? | 9/1/2016 | | BIA/BIE | Michael Oliva | |
| 100820 | Offices of Small and Disadvantaged Business Utilization (OSDBU) Reforms | Chair of the House Committee on Small Business | Ongoing | (1) examine the OSDBU director's supervisory authority duties and assess whether the OSDBU director reports to the head or deputy of the head of the agency as defined in the National Defense Authorization Act revisions; and (2) determine the functions conducted by the OSDBUs at selected federal agencies. | No entrance | | OSDBU | Megan Olsen | Awaiting web-based survey. |
| 100830 | Federal Government Efforts to Reduce the Use of Social Security Numbers | Chair of the House Committee on Oversight and Government Reform and the Chair of the Subcommittee on Social Security from the House Committee on Ways and Means. | Ongoing | To what extent have agencies developed and executed plans to eliminate the use and display of SSNs? (2) What government-wide initiatives have been undertaken to assist agencies in eliminating their unnecessary use of SSNs and what have been their results? (3) What remaining challenges have agencies identified to reducing the continued use of SSNs as personal identifiers? | 6/16/2016 | | OCIO | Pete Brownell | |
| 100888 | Policies and Practices for Allocating Indirect Costs at the National Science Foundation | Chairman of the House Committee on Science, Space, and Technology. | Ongoing | Assess NSF's policies and practices for allocating indirect costs for awards. Specifically, GAO plans to assess NSF's (1) information about indirect costs, (2) controls for setting ICRs, and (3) policies and procedures to ensure that awardees meet requirements for indirect costs. | 11/18/2016 | | IBC | Dean Martin | |
| 100894 | Safety Accountability of Bureau of Indian Education Schools | Chair and Ranking Member, House Committee on Appropriations Subcommittee on Interior, Environment, and Related Agencies. | Ongoing | 1. What is the Bureau of Indian Affairs' system for evaluating and managing the performance of its regional safety personnel? 2. To what extent does BIA hold its regional office personnel accountable for the results of Indian Affairs' safety and health program for Bureau of Indian Education schools? | 6/16/2016 | 1/24/2017 | DASHO/BIA/BIE | Michael Oliva/Jackie Cheek | |
| 100927 | BSEE's Practices Related to Obtaining Access to Helicopter Fuel | Chair of the Senate Committee on Small Business | Ongoing | 1. What policies and procedures does BSEE have to address refueling of helicopters in the Gulf of Mexico? 2. How are the prices that BSEE pays for helicopter fuel established and how has that changed over the last 10 years? 3. To what extent does BSEE plan its inspections of offshore facilities in the Gulf to facilitate its ability to obtain needed fuel for helicopters | 7/6/2016 | | BSEE | Linh Luu | |
| 100936 | Perspectives of Human Trafficking of Native Americans | Chairman and Ranking Member of the Senate Committee on Indian Affairs. (split from job code 100590) | Ongoing | 1. To what extent have tribal and selected local law enforcement agencies investigated and prosecuted Native American Human Trafficking (NAHT)? 2. What are selected tribal and local law enforcement agencies' and service providers' perspectives on the types of services that NAHT victims need and on the accessibility of those services? | No entrance | | BIA/OJS | Charlie Addington/Michael Oliva | |
| 100948 | Fiscal Year 2015 Compliance with the Improper Payments and Elimination and Recovery Act of 2010 (IPERA) | GAO's own initiative of evaluating programs and activities of the U.S. Government pursuant to its authority under 31 U.S.C 717 | Ongoing | to update their June 2016 report entitled <i>Improper Payments: CFO Act Agencies Need to Improve Efforts to Address Compliance Issues (GAO-16-554)</i> to include fiscal year 2015 data. | 10/3/2016 | | PFM | Paul Battan | |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|---|---|---------|--|-------------|------|---------------|-----------------------------------|---|
| 100960 | Royalty Rates and Competitiveness of Oil, Gas, and Coal Development on Federal Lands | Congressional mandate requiring GAO to conduct a Royalty Rate Study and report the results to the Senate and House Appropriations Committees no later than one year after enactment of the Consolidated Appropriations Act of 2016, which was enacted on December 18, 2015. | Ongoing | Review the relationship between increasing royalty rates on oil, gas, and coal production on Federal lands and the relative competitiveness of Federal lands for exploration and production versus State and private lands, as well as any resulting effect on the Federal Treasury. | 8/10/2016 | | BLM,ONRR | LaVanna Stevenson/Gwenna Zachinni | |
| 100978 | Agency Reporting of Improper Payments Risk Assessments | Ranking Member Carper of the Senate Committee on Homeland Security and Governmental Affairs. | Ongoing | How many 24 CFO Act Agencies' programs and activities underwent an improper payments risk assessment for fiscal years 2014 through 2016? To what extent are the 24 CFO Act agencies reporting on improper payments risk assessments in compliance with OMB guidance? To what extent are selected 24 CFO Act agencies ensuring that all of their programs and/or activities are undergoing a risk assessment at least once every 3 years? To what extent is OMB conducting oversight of federal agencies' improper payment risk assessments? | 8/30/2016 | | OS/PFM | Paul Batlan | |
| 100984 | Data Center Consolidation Planning and Progress | Congressional mandate | Ongoing | 1) review agencies' data center closures to date and plans for further closures; (2) evaluate agencies' progress in achieving data center consolidation savings and describe plans for future savings; and (3) evaluate the extent to which agencies' annual strategic plans for data center consolidation and optimization are complete. | No entrance | | OCIO | Pete Brownell | Data request and documentation submitted to GAO on September 1, 2016. |
| 101000 | IT Contracting (FITARA) | Government-wide review done at the request of the Chairmen and Ranking Members of the House Committee on Oversight and Government Reform and its Subcommittees on Information Technology and Government Operations. | Ongoing | Implementation of Federal Information Technology Acquisition Reform Act's (FITARA) requirements for Federal IT Contracting | No entrance | | OCIO | Pete Brownell | Submitted documentation per GAO data call. |
| 101004 | Compliance with Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) Spending and Certain Requirements for FY 2015 | Congressional mandate in Section 5136 (a) of Public Law 112-81, Dec. 31, 2011, National Defense Authorization Act for Fiscal Year 2012, requiring the submission of a report regarding compliance with Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) to the Committee on Small Business and Entrepreneurship of the Senate and the Committee on Small Business and the Committee on Science, Space, and Technology of the House of Representatives. | New | 1) To what extent did the participating agencies comply with the SBIR and STTR spending requirements for fiscal year 2015? 2) To what extent did the participating agencies and the Small Business Administration (SBA) comply with certain reporting requirements in fiscal year 2015? 3) What are the potential effects of basing the fiscal year 2015 spending requirements for the SBIR and STTR programs on an agency's total research or research and development (R&D) budget instead of its extramural R&D budget? 4) How much did the participating agencies spend to administer the SBIR and STTR programs in fiscal year 2015? | | | OSDBU | Megan Olsen | |
| 101014 | Data Center Optimization Progress | Chairmen and Ranking Members of the House Committee on Oversight and Government Reform and its Subcommittees on Information Technology and Government Operations | Ongoing | (1) assess agencies' progress against OMB's data center optimization targets; (2) identify agencies' notable optimization successes and challenges; and (3) evaluate the extent to which selected agencies are able to effectively measure server utilization. | No entrance | | OCIO | Pete Brownell | Answers to GAO's list of questions and documentation submitted to GAO on August 17, 2016. |
| 101027 | Interior's Seismic Permitting Process | House Committee on Natural Resources | Ongoing | Since 2011, for each outer continental shelf (OCS) region, how many applications for seismic testing have been submitted, withdrawn, and are pending? How many applications have been approved or disapproved and what was the basis for the Bureau of Ocean Energy Management's (BOEM) decision? | 8/9/2016 | | BOEM | Andrea Nygren | |
| 101036 | FITARA's requirement for CIO certification of incremental development | Chairmen and Ranking Members of the House Committee on Oversight and Government Reform and its Subcommittees on Information Technology and Government Operations | Ongoing | (1) analyze agencies' reported use of incremental development and the factors affecting delivery rates; and (2) evaluate agencies' policies and procedures for CIO certification of incremental development in accordance with FITARA. | No entrance | | OCIO | Pete Brownell | Submitted documentation per GAO data call. |
| 101043 | Updated DATA Act Implementation Plans | OMB's June 15, 2016 memorandum Request for Updated DATA Act Implementation Plans by August 12, 2016 | Ongoing | To report on the completeness, timeliness, quality and accuracy of federal agency data submitted under the DATA Act and the implementation and use of data standards by federal agencies. | No entrance | | BIO | Martin Quinlan | Submitted documentation per GAO data call. |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|---|--|---------|--|-------------|------|---------------------|--|--|
| 101052 | Appraised Value Offer (AVO) and Buyer Value Option (BVO) programs | House Committee on Veterans' Affairs | Ongoing | GAO is focusing their work on the Department of Veterans Affairs (VA) and the General Services Administration. GAO will be sending a questionnaire to the federal agencies that use the Appraised Value Offer program via the General Service Administration's contracts. The information gathered in this questionnaire will be reported in aggregate form and will help to inform VA's administration of the Appraised Value Offer program. | No entrance | | PFM | Robert Smith | GAO will be sending a questionnaire to the federal agencies that use the Appraised Value Offer program via the General Service Administration's contracts to be responded by January 27, 2017. |
| 101056 | Chief Information Officer (CIO) Authorities | Chairman and Ranking Member of the House Committee on Oversight and Government Reform as well as the Chairmen and Ranking Members of the Information Technology and Government Operations Subcommittees | Ongoing | Determine the extent to which agencies have defined the role of the CIO in accordance with federal law and guidance and compare those results with agency self-assessments and implementation plans. Describe key challenges of federal agency CIOs in fulfilling their responsibilities to carry out federal law and guidance. | No entrance | | OCIO | Pete Brownell | Submitted documentation per GAO data call. |
| 101071 | Mariana Islands Immigration and Minimum Wage | Statutory requirement and a request made by Congressman Sablan and the Chair and Ranking Member of the Senate Committee on Energy and Natural Resources. | Ongoing | Review (1) How have the Commonwealth of the Northern Mariana Islands (CNMI) economy and labor market changed since the implementation of federal minimum wage increases and immigration control? (2) How will future increases in the minimum wage and reductions of temporary foreign worker permits affect the CNMI economy and labor market? (3) How have federal and CNMI government programs relevant to the labor market and the transitional work permit program promoted U.S. citizen training and employment? | 10/13/2016 | | OIA | Marina Tinitali | |
| 101077 | Indian Water Rights | Ranking Member Grace Napolitano, Subcommittee on Water Resources and Environment, Committee on Transportation and Infrastructure, U.S. House of Representatives; Ranking Member Jared Huffman, Subcommittee on Water, Power and Oceans, Committee on Natural Resources, U.S. House of Representatives; Ranking Member Paul Tonko, Subcommittee on Environment and the Economy, Committee on Energy and Commerce, U.S. House of Representatives | Ongoing | 1. Explore the extent to which Indian water rights settlements authorize funding for water and wastewater infrastructure. 2. Describe the coordination of existing federal water and wastewater assistance programs that serve tribal lands in meeting identified needs of tribal communities. 3. Are the identified needs of tribal communities adequately addressed by federal assistance in a proportion equal to the needs of non-tribal communities? | 10/13/2016 | | OS/BOR/BIA | Fain Gildea/Ashley Hartman/Michael Oliva | |
| 101081 | Accelerating Project Delivery and Environmental Streamlining | Congressional mandates in Moving Ahead for Progress in the 21st Century Act (MAP-21; Sec. 1323) and Fixing America's Surface Transportation Act (FAST Act; Sec. 1318) | Ongoing | 1) To what extent have the provisions contained in Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (SAFETEA-LU), MAP-21, and the FAST Act accelerate the delivery of highway and transit projects been used by states and others? 2) What is known about the results of the use of project delivery provisions in accelerating project timelines and achieving other benefits? 3) What is known about how efforts to improve coordination between agencies (including states and federal agencies outside DOT) have accelerated the process for environmental permitting? | 11/17/2016 | | FWS | Kathy Garrity | |
| 101085 | U.S. Agency Collaboration and Import Restrictions on Iraqi and Syrian Cultural Property | Chairman Edward Royce and Ranking Member Eliot L. Engel of the House Committee on Foreign Affairs; Chairman Chris Smith of the Subcommittee on Africa, Global Health, Global Human Rights, and International Organizations of the Committee on Foreign Affairs; and Ranking Member William Keating of the Subcommittee on Terrorism, Nonproliferation, and Trade of the Committee on Foreign Affairs. | New | 1. What collaborative activities have U.S. agencies undertaken to protect Iraqi and Syrian cultural property since 2011? 2. To what extent do these collaborative activities demonstrate key practices of interagency collaboration? 3. What plans, if any, do the Departments of State and Homeland Security have to implement the import restriction for Syrian cultural property directed by section 3 of Public Law 114-151? | TBD | | NPS | Vera Washington | |
| 101103 | BLM's Management of Oil and Gas Lease Suspensions | House Committee on Natural Resources and Subcommittee on Energy and Mineral Resources. | Ongoing | Examine the number and extent of lease suspensions, and assess how BLM determines when to grant or approve oil and gas lease suspensions, and after suspensions are approved, extent to which BLM monitors, reassesses, and reports on lease suspensions. | 10/4/2016 | | BLM | Lavanna Stevens | |
| 101124 | Columbia River Basin Ecosystem Restoration Efforts | Chair and Ranking Member of the Committee on Transportation and Infrastructure. | Ongoing | What ecosystem restoration efforts are currently underway in the Columbia River Basin, and what are the broad goals of these efforts? What stakeholders are involved with these efforts at the federal, state, local, and tribal level, and how, if at all, are these stakeholders coordinating within and among efforts? What is known about the funding of these efforts? | 10/25/2016 | | BOR/BIA/FWS/NPS/BLM | Ashley Hartman/Michael Oliva/Kathy Garrity/Vera Washington/Lavanna Stevens | |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|--|--|---------|---|--|------|------------------|---|----------|
| 101144 | Border Patrol's Use of Other Federal, State, Local, Tribal, and Private Roads and Land | Chair of the Senate Homeland Security and Governmental Affairs. | Ongoing | (1) To what extent is information available on the U.S. Border Patrol's use of other federal, state, local, tribal, and private roads and land? (2) To what extent does the U.S. Border Patrol address maintenance of other federal, state, local, tribal, and private roads and land it uses for its border security operations? (3) To what extent are select federal agencies addressing maintenance of other federal, state, local, tribal, and private roads and land they use for federal activities, and what processes and funding are used to identify and assess the costs incurred? | 1/18/2017 | | FWS/BLM | Kathy Garrity/LaVanna Stevenson | |
| 101146 | Territorial Debt | As required by Pub. L. 114-187, the Puerto Rico Oversight, Management, and Economic Stability Act | Ongoing | (1) Historical public debt levels, current public debt amount and composition, and future public debt projections for each territory, (2) Historical revenue levels, current revenue amount and composition, and future revenue projections for each territory, (3) The drivers and composition of each territory's public debt, (4) The effect of federal laws, mandates, rules, and regulations on each territory's public debt, and (5) The ability of each territory to repay its public debt. | 11/15/2016 | | OIA | Marina Tinitali | |
| 101167 | Combating Wildlife Trafficking | Chair and Ranking Member of the Subcommittee on Terrorism, Nonproliferation, and Trade of the House Committee on Foreign Affairs; and Senator Coons, Ranking Member, Subcommittee on Financial Services and General Government Committee on Appropriations | Ongoing | <ul style="list-style-type: none"> • What is known about the demand for illegal wildlife products in the United States and in Asia? • What actions are agencies taking to reduce demand for illegal wildlife products in the United States and Asia? • To what extent are agencies assessing effectiveness of their illegal wildlife demand reduction efforts? | 11/18/2016 | | FWS | Kathy Garrity | |
| 101178 | Science, Technology, Engineering, and Mathematics (STEM) Education Programs | Chairman and Ranking Member of the Committee of Oversight and Government Reform, House of Representatives | Ongoing | GAO will review (1) changes in the Federal Portfolio of STEM Education Programs from 2010 to 2016 and (2) the effectiveness of the Government-wide Strategy of Managing Federal STEM Education Programs. This engagement is primarily focused on the Office of Science and Technology Policy and the National Science Foundation, which play key roles in the government-wide strategy of managing Federal STEM education programs. However, given the many Federal agencies that operate STEM Education programs, GAO anticipates limiting the Department's role in the engagement to providing descriptive information on the STEM education programs the Department operates. | Due to the nature and scope of this engagement, an entrance conference is not necessary. | | N/A | N/A | |
| 101181 | Disaster Declarations for Indian Tribes | Chairman and Ranking Member of the U.S. House of Representatives, Committee on Transportation and Infrastructure. | Ongoing | <ul style="list-style-type: none"> • What factors influence an Indian tribe's decision to use the Sandy Recovery Improvement Act's (SRIA) authorities versus asking a state to make a request for a Major Disaster Declaration on its behalf? • To what extent do tribes have capacity to directly request disaster or emergency assistance under SRIA and to administer any assistance provided? • What federal funding sources are made available to help Indian tribes develop their capacity to request and administer disaster assistance? • What challenges, if any, have tribes faced requesting and administering disaster assistance? • How much funding have tribes received for designated programs authorized in the Homeland Security Act and how has it been used? | 11/2/2016 | | BIA | Michael Oliva | |
| 101196 | Puget Sound Restoration Efforts | Chair and Ranking Member of the House Committee on Transportation and Infrastructure | Ongoing | 1) the efforts that are underway to restore the Puget Sound under the National Estuary Program and the coordination of the participating entities' efforts, 2) the extent to which federal agreements and plans for these efforts include measurable goals and objectives, and how their progress is assessed, 3) the funding of these efforts through federal versus nonfederal dollars, and 4) federal and nonfederal stakeholders' views on factors affecting restoration efforts in the Puget Sound estuary and additional actions needed, if any, to achieve restoration goals and objectives. | 12/14/2016 | | BIA/NPS/FWS/USGS | Michael Oliva/Vera Washington/Kathy Garrity/Becky Bagaent | |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
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| 101203 | BLM's Oil and Gas Inspection and Enforcement Program | Ranking Member Raul Grijalva of the House Committee on Natural Resources. | Ongoing | <ul style="list-style-type: none"> • How have BLM's inspection and enforcement funding and staffing levels changed over time in relation to its oversight responsibility? • How have the types and frequencies of violations BLM inspectors issued changed over time? • To what extent has BLM ensured that violations were corrected? • How does BLM's allocation of funding, enforcement authority and enforcement actions compare to other federal and state energy-related inspection and enforcement programs? | 11/7/2016 | | BLM | Lavanna Stevens | |
| 101218 | Natural Gas Storage Environmental and Safety Oversight | Ranking Member Eddie Bernice Johnson of the Committee on Science, Space, and Technology, House of Representatives and Representative Suzanne Bonamici, Representative Donald S. Beyer, Jr., and Representative Alan Grayson. | Ongoing | <ol style="list-style-type: none"> 1) Status of federal efforts to prevent leaks from natural gas storage facilities, 2) if there are any risks posed to public health and the environment by leaks from natural gas storage facilities, and 3) the tools, best practices, and industry standards that experts and stakeholders identify to prevent leaks from natural gas storage facilities. | 1/12/2017 | | BSEE/BLM | Linh Luu/LaVanna Stevenson | |
| 101228 | BLM Oil and Gas Well Liability | Representative Grijalva, Ranking Member, House Committee on Natural Resources; Representative Lowenthal, Ranking Member, Subcommittee on Energy and Mineral Resources; and Representative Polis. | Ongoing | Review BLM's policies for managing potential federal oil and gas well liability, the extent to which they are implemented and the challenges, if any, that BLM face to manage potential oil and gas well liability. | 1/11/2017 | | BLM | Lavanna Stevenson | |
| 101232 | Indian Youth and the Juvenile Justice System | Chairman of the Senate Committee on Indian Affairs | Ongoing | <ol style="list-style-type: none"> 1) What are the number and proportion of Indian youth in federal, state and tribal custody, and the primary reasons for their detention? 2) What programs and initiatives do federal agencies fund to help prevent and treat juvenile delinquency among Indian youth, and to what extent have agencies assessed the effectiveness of these programs and initiatives? and 3) To what extent have federal agencies implemented the juvenile justice-related recommendations from the Indian Law and Order Commission and the Attorney General's Task Force on American Indian/Alaska Native Children Exposed to Violence? | 12/9/2016 | | BIA | Michael Oliva | |
| 101277 | Tribal Control over Energy Delivery, Management, and Resource Development | Pursuant to its authority under 31 U.S.C. 717 | Ongoing | Review the extent to which tribal nations have assumed greater control and decision-making authority over the management and development of their energy resources, the factors that have hindered tribal nations from pursuing greater self-governance under existing authorities and the actions that federal agencies have taken to help tribal nations build the capacity needed to assume greater self-governance. | 12/7/2016 | | BIA/BLM/ONRR | Michael Oliva/Lavanna Stevens/Gwenna Zacchini | |
| 101290 | Trafficking of Native American Cultural Artifacts | Chairman of the House Judiciary Committee; the Chairman of the House Subcommittee on Crime, Terrorism, Homeland Security, and Investigations; and Congressman Pearce | Pre-entrance | Evaluate the actions the Federal Government has taken or could it take to help prevent the excavation and removal of Native American cultural items from Federal and Tribal land and illegal trafficking of Native American cultural items; The status of agency efforts to repatriate Native American cultural items under the Native American Graves Protection and Repatriation Act, and the actions the Federal Government has taken to secure the return of Native American cultural items; The results of enforcement actions over the past 10 years taken under the Archeological Resources and Protection Act and Native American Graves Protection and Repatriation Act involving crimes related to the illegal possession, sale, excavation and removal and trafficking of Native American cultural items; and where cultural items have been illegally obtained, how they were marketed for sale, and who the primary customers were. | 2/1/2017 | | BIA/BLM/NPS/FWS | Michael Oliva/Lavanna Stevens/ Vera Washington/Kathy Garrity | |

| Job code | Subject | Requesting Source | Status | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------|--|---|---------|---|-----------|------|---------------|------------------|----------|
| 101326 | The Office of Surface Mining Reclamation and Enforcement's (OSMRE) role in implementing and overseeing the Surface Mining Control and Reclamation Act's (SMCRA) requirements related to financial assurances | Senator Cantwell, Ranking Member, Senate Committee on Energy and Natural Resources; Senator Durbin; Representative Grijalva, Ranking Member of the House Committee on Natural Resources; Representative Lowenthal, Ranking Member, Subcommittee on Energy and Mineral Resources; Representative Dingell, Ranking Member, Subcommittee on Oversight and Investigations; and Representative Cartwright. | Ongoing | <ol style="list-style-type: none"> 1. What is the amount and type of financial assurances held for surface coal mines, and how does the amount held compare to the estimated costs of reclaiming those mines? 2. To what extent has the federal government or an authorized state agency called upon a financial assurance to reclaim a surface coal mine (under Title V of SMCRA) and were financial assurances provided by operators sufficient to cover reclamation costs? 3. How does the Office of Surface Mining Reclamation and Enforcement manage and oversee financial assurances for coal mine reclamation? 4. What challenges do the Federal government and authorized state agencies face in managing financial assurances for coal mine reclamation? | 1/26/2017 | | OSMRE | Towanna Thompson | |

GAO DRAFT REPORTS (In Report Number order)

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------------------------|---|--|----------|--|---------------|-----------|-----------------|----------------|--|
| Draft Report GAO-16-667 | Freedom of Information Act: Litigation Costs for Justice and Agencies Could Not Be Fully Determined | Ranking Member Grijalva of the House Committee on Natural Resources | 100329 | Determine the FOIA litigation-related costs incurred by federal agencies for lawsuits which the complainant prevailed. | No entrance | No exit | Exec sec | Cindy Cafaro | Draft report issued without recommendations to the Department on July 8th late. Informed GAO of no comments. Awaiting final report. |
| Draft Report GAO-16-768 | Foreign Assistance: Actions Needed to Improve Transparency and Quality of Data on ForeignAssistance.gov | Chair of the Senate Foreign Relations Committee | 100180 | Review what data has been collected and reported to the Foreign Assistance Dashboard, the process and infrastructure the agencies have in place for collecting and reporting, and the barriers if any that exist. | 9/3/2015 | No exit | ITAP | Barbara Pitkin | Draft report issued without recommendations to the Department, for agency comments. Informed GAO of no comments, now awaiting final report. |
| Draft Report GAO-17-63 | Enterprise Risk Management: Selected Agencies' Experiences Illustrate Good Practices in Managing Risk | GAO's own initiative of evaluating programs and activities of the U.S. Government pursuant to its authority under 31 U.S.C 717 | 451159 | Review risk management framework and identify leading ERM practices and assess the extent to which federal agencies use ERM practices. | Questionnaire | No exit | PPP | Rich Beck | Draft report issued without recommendations on October 6, 2016. General comments submitted informally on October 28, 2016. |
| Draft Report GAO-17-83 | American Samoa: Alternatives for Raising Minimum Wages to Keep Pace with the Cost Of Living and Reach the Federal Level | Statutory Mandate requiring GAO to report on alternative ways of increasing the minimum in American Samoa to keep pace with the cost of living and to eventually equal the minimum wage that applies in the U.S. | 100441 | P.L. 114-61 amended the Fair Minimum Wage Act of 2007 to increase the minimum wage in American Samoa – and to require GAO to report within one year on “alternative ways of increasing the minimum wage in American Samoa to keep pace with the cost of living” and to “eventually equal” the minimum wage that applies in the United States. In response to an earlier mandate (in PL 111-5, the American Recovery and Reinvestment Act of 2009), GAO has issued several reports on the economic impact of increases in the American Samoa minimum wage. The most recent of these was published in March of 2014: GAO-14-381. | 12/14/2015 | 8/1/2016 | Insular Affairs | Marina Tinali | Draft report issued without recommendations on October 5, 2016. Comments are due by November 4, 2016. The Department's comment letter finalized and submitted to GAO on November 3, 2016. Awaiting final report. |
| Draft Report GAO-17-86 | Defense Infrastructure: DOD Efforts to Prevent and Mitigate Encroachment at Its Installations | Congressional Mandate | 352025 | Review the 1) extent DOD considers the risks of encroachment, including urban, when making decisions related to stationing units and assets and 2) risks of encroachment when designing, managing, or expanding facilities, systems and networks needed to support joint and to what extent DOD takes action and collaborates to manage and mitigate effects of encroachment. | 5/27/2015 | 3/24/2016 | FWS | Kathy Garrity | Draft report issued without recommendations on September 22. Minor general comments submitted to GAO on October 18, 2016. Awaiting final report. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|----------------------------|--|---|----------|--|------------|------------|---------------|--|---|
| Draft Report GAO-17-227 | Contractor Whistleblower Protections Pilot Program: Improvement Needed to Ensure Effective Implementation | Congressional mandate in the National Defense Authorization Act for Fiscal Year 2013 | 100693 | GAO reviewed a pilot program on the protection of Federal contractor employees from reprisal for disclosure of certain information (i.e., "whistleblowers"). The pilot program applies to 14 executive departments, including the Department. | 5/24/2016 | | OIG/PAM | Laurie Larson-Jackson/ Ka hy Bender | Draft report issued on December 21, 2016. GAO issued the (1) Department's Inspector General one recommendation to clarify guidance on the implementation of the Whistleblower pilot program and (2) the Office of Acquisition and Property Management (PAM) one recommendation to enhance policy to include insertion of whistleblower Federal Acquisition Regulation clauses in contracts and enhance communication with contractors to help ensure that contractor personnel are informed about the requirements of and protections provided by the whistleblower protection pilot program. The Department's comments are due to GAO by January 31, 2017. |
| Draft Report GAO-17-276 | Government Purchase Cards: Little Evidence of Potential Fraud Found in Small Purchases, but Documentation Issues Exist | Chair and Ranking Member of the House Oversight and Government Reform Subcommittee on Government Operations | 192455 | What actions, if any, have OMB and GSA taken to enhance program controls? To what extent, if any, do control weaknesses identified by GAO persist? What examples, if any, exist of fraud, waste and abuse or loss of assets in micro-purchase transactions? | 3/10/2016 | 11/1/2016 | PAM | Ka hy Bender/ David Carter | Draft report issued on December 22, 2016, with one recommendation to the Department. Comments are due by January 19, 2017. Response submitted to GAO informally via email. |
| Draft Report GAO-17-302 | National Park Service: Concessions Program Has Made Changes in Several Areas, but Challenges Remain | Pursuant to its authority under 31 USC 717 upon receiving a request from Senator Murkowski and Senator Enzi | 100525 | GAO reviewed (1) changes in the National Park Service's (NPS) concessions program since its 2000 report and (2) any ongoing challenges in the concessions program. | 1/21/2016 | 11/17/2016 | NPS | Vera Washington | Draft report issued on January 3, 2017. GAO issued the NPS three recommendation to (1) enhance the timely reporting of financial data from concessioners, (2) finalize and publicize guidance on maintenance and capital improvements, and (3) develop performance goals with targets and timeframes in the NPS' commercial services strategic plan. Department. Comments are due by January 27, 2017. |
| Draft Report GAO-17-304 | Environmental Litigation: Information on Endangered Species Act Deadline Suits | Ranking Member Grijalva of the House Committee on Natural Resources | 100480 | Review: 1) What provisions of the Endangered Species Act allow for deadline litigation suits to be brought against the U.S. Fish and Wildlife Service and National Marine Fisheries Service? 2) Within the last five years, how many deadline suits have been filed under these provisions? 3) Do the terms of any settlements within this time affect or pre-determine an agency decision with respect to a particular species? 4) To what extent do settlements limit or preclude the ability of the public or interested stakeholders to participate in a listing determination, critical habitat designation, or other action subject to a legal deadline under the Act? | 12/17/2015 | 12/6/2016 | FWS | Ka hy Garrity | Draft report issued on January 19, 2017 without recommendations. Comments are due by February 9, 2017. |

GAO FINAL REPORTS (In Report Number Order)

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|--------------------------|---|---|----------|--|------------|--------------|--------------------|---|---|
| Final Report GAO-17-207R | Financial Assurances for Reclamation: Federal Regulations and Policies for Selected Mining and Energy Development Activities | Senator Cantwell, Ranking Member, Senate Committee on Energy and Natural Resources; Senator Durbin; Representative Grijalva, Ranking Member of the House Committee on Natural Resources; Representative Lowenthal, Ranking Member, Subcommittee on Energy and Mineral Resources; Representative Dingell, Ranking Member, Subcommittee on Oversight and Investigations; and Representative Cartwright. | 100866 | Describes federal requirements regarding the financial assurances companies provide for reclaiming lands disturbed by selected mining and energy development activities, specifically surface coal mining, hardrock mining, onshore oil and gas extraction, and wind and solar energy development. | 7/7/2016 | No exit | OSMRE/BLM | Towanna Thompson/Tiya Samuels | Final report issued without recommendations on January 17, 2017. No further action required. |
| Final Report GAO-17-154 | Endangered Species Act: U.S. Fish and Wildlife Service's American Burying Beetle Conservation Efforts | Chairman Lankford, Senate Committee on Homeland Security and Governmental Affairs, Subcommittee on Regulatory Affairs and Federal Management. | 100402 | Review the number of agreements FWS has entered into with non-profits establishing funds for habitat conservation, recovery activities, and other related efforts for endangered or threatened species? What is the FWS' legal authority to enter into agreements for such purposes? And under what circumstances does the FWS enter into these agreements to establish such funds and what other options are available to the agency to achieve the funds' goals? | 12/2/2015 | 9/15/2016 | FWS | Kathy Garrity | Final report issued on January 23, 2017, with one recommendation to FWS. The Department's 60-day letter is due by March 31, 2017. |
| Final Report GAO-17-136 | National Park Service: Process Exists for Prioritizing Asset Maintenance Decisions, but Evaluation Could Improve Efforts, | Senators Murkowski, Coburn and Enzi. | 100251 | 1. How does NPS identify maintenance needs and what is the current maintenance backlog? 2. How does NPS prioritize and manage maintenance needs? 3. What options are there for reducing the maintenance backlog? | 11/10/2015 | No exit | NPS | Vera Washington | Final report issued on January 12, 2017, with one recommendation to NPS. Department's 60-day letter due by March 13, 2017. |
| Final Report GAO-17-119 | Environmental Protection: Information on Federal Agencies' Expenditures and Coordination Related to Harmful Algae (Draft 16-8350) | Ranking Member Grijalva of the House Committee on Natural Resources | 100340 | 1. How does NPS identify maintenance needs and what is the current maintenance backlog? 2. How does NPS prioritize and manage maintenance needs? 3. What options are there for reducing the maintenance backlog? | 1/13/2016 | virtual exit | USGS,FWS,BOEM, NPS | Becky Bageant/Kathy Garrity/Andrea Nygren/Vera Washington | Final report issued on October 14, 2016 without any recommendations to the Department. No further action required. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|-------------------------|--|--|----------|--|-------------|------------|---------------|---|---|
| Final Report GAO-17-113 | Grants Management: Selected Agencies Should Clarify Merit-Based Award Criteria and Provide Guidance for Reviewing Potentially Duplicative Awards | Chairman Johnson and Ranking Member Carper of the Committee on Homeland Security and Governmental Affairs, Chairman Lankford, Subcommittee on Regulatory Affairs and Federal Management, Committee on Homeland Security and Governmental Affairs and the Senator Kirsten Gillibrand. | 100244 | 1. Determine the progress made by the Council on Financial Assistance Reform (COFAR) in implementing its publicly stated priority goals for fiscal years 2013 to 2015 and identify its plans for the next two years; 2. identify actions taken by selected agencies to design and implement a merit-based review process for competitive grant and cooperative agreement applications; and identify merit-based criteria used by selected agencies to evaluate and award competitive grants and cooperative agreements since the effective date of the Uniform Administrative Requirements, Cost Principles, and Audit Requirement for Federal Awards (Uniform Guidance), and how agencies document the application of these criteria. | 11/5/2015 | 10/18/2016 | NPS/FWS | Vera Washington/ Kathy Garrity | Final report issued on January 12, 2017, with one recommendation to the NPS and two recommendations to FWS. Department's 60-day letter due by March 13, 2017. |
| Final Report GAO-17-73R | Federally Owned Aircraft | Chairman and Ranking Member of the House Committee on Oversight and Government Reform and the Chairman of the House Subcommittee on Transportation and Public Assets. | 100849 | 1. Do you agree that aircraft may have reported no use in FY2015 due to a need for repairs or a change in mission? 2. Are there other reasons that aircraft may not have reported use in FY2015? | No entrance | No exit | OAS | Mark Bathrick/Craig Walker | Final report issued without recommendations on October 31, 2016. No further action is required. |
| Final Report GAO-17-44 | U.S. Capital Grounds Concerts: Improvements Needed in Management Approval Controls over Certain Payments | Chair of the Committee on House Administration and by the Chair of the Committee on Transportation & Infrastructure | 100501 | Review Capital Concerts, Inc. (CCI) that hosts the Memorial Day and July 4th concerts held on Capitol Grounds every year. These concerts are partially funded by a federal grant that originates from a U.S. Army appropriation that is transferred to the National Park Service. GAO will audit the funding and expenditures of the concerts hosted by CCI for the years 2012, 2013, and 2014 to determine whether these are properly supported by adequate documentation and consistent with the applicable grant agreement(s). | 1/7/2016 | No exit | NPS | Vera Washington | Final report issued without recommendations to the Department on October 28, 2016. No further action required. |
| Final Report GAO-17-43 | Indian Energy Programs and management of Indian energy development | Chairman Senate Committee on Indian Affairs | 100179 | (1) To what extent has BIA assessed key skills and workforce needed to manage the development of Indian energy resources and what actions, if any, has BIA taken to develop a strategy to address any shortfalls? (2) What is the status of Interior's efforts to develop an interagency Indian energy service center and how, if at all, do Interior's plans for the service center provide for tribal capacity building opportunities? (3) What financial and technical assistance has DOE provided for utility- and community-scale tribal energy development since 2005, and how does DOE measure the effectiveness of the assistance? | 7/21/2015 | 8/18/2016 | BIA/BLM/ONRR | Michael Oliva/Lavanna Stevens/Gwenna Zacchini | Final report issued on November 17, 2016 with several recommendations to BIA. Department's 60-day letter due by January 20, 2017. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|--------------------------|---|---|----------|---|-------------|-----------|-------------------|------------------------------|--|
| Final Report GAO-17-15 | Improper Payments: Strategy and Additional Actions Needed to Help Ensure Agencies Use the Do Not Pay Working System as Intended | Ranking Member Thomas R. Carper of Homeland Security and Governmental Affairs committee | 197248 | Assess the extent to which DNP and agencies have access to relevant data, including the six databases required by law, and the extent to which agencies have used DNP and developed policies and procedures to help identify ineligible recipients before or after payments are made. | 6/29/2015 | 6/30/2016 | PAM/Bureaus | Debra Sonderman | Final report issued without recommendations to the Department on November 14, 2016. No further action is required. |
| Final Report GAO-17-12 | Emergency Communications: Improved Procurement of Land Mobile Radios Could Enhance Interoperability and Cut Costs | Ranking Member Bill Nelson of the Senate Committee on Commerce, Science and Transportation and Senators Rubio, Warner, and Kaine. | 100220 | 1. What is known about the current state of LMR technology, as it relates to interoperability? 2. To what extent are selected federal departments and component agencies using LMR devices that meet their interoperable communication needs? 3. To what extent are non-technology factors—such as governance structures, standard operating procedures, procurement practices, and training and exercises—affecting selected federal agencies' LMR interoperable communications? | No entrance | No exit | OCIO | Russ Sveda/Pete Brownell | Draft report issued with two recommendations on November 17, 2016. Informal comments submitted to GAO on December 14, 2016. Awaiting final report. |
| Final Report GAO-16-797 | Federal Disaster Assistance: Federal Departments and Agencies Obligated at Least \$277.6 Billion during Fiscal Years 2005 through 2014 | Congressional mandate under the Joint Explanatory Statement Accompanying the Consolidated and Further Continuing Appropriations Act, 2015 requires GAO to report on disaster assistance expenditures by the federal government. | 441286 | Assess key federal disaster assistance programs across all relevant federal departments and agencies and the related appropriations for assistance. Describe laws, regulations, and guidance underpinning these varied programs and how federal departments budget for disasters. | 6/24/2015 | no exit | OEM | Lisa Branum | Draft report issued with one recommendation to NPS. Comments are due by December 9, 2016. Informal comments submitted to GAO on December 5, 2016. Awaiting final report. |
| Final Report GAO-16-742 | Oil and Gas Oversight: Interior Has Taken Steps to Address Staff Hiring, Retention, and Training but Needs a More Evaluative and Collaborative Approach | Ranking Member Raul Grijalva of the Committee on Natural Resources | 361632 | Follow up on GAO-14-205 and the extent to which DOI bureaus addressed their hiring, training and retention challenges. | 4/10/2015 | 6/21/2016 | PHR/BLM/BOEM/BSEE | Mary Pletcher/Tiya Samuels | Final report issued with five recommendations to the Department on October 31, 2016. Department's 60-day letter due to GAO and the congressional requesters by December 31, 2016. Response submitted to GAO on January 10, 2017. |
| Final Report GAO-16-717 | Combating Wildlife Trafficking: Agencies Are Taking a Range of Actions, but the Task Force Lacks Performance Targets for Assessing Progress | Chair and Ranking member of the House Subcommittee on Terrorism, Nonproliferation, and Trade in the House Foreign Affairs Committee | 100249 | Review the level of funding dedicated to combating wildlife trafficking and the actions taken by the Task Force agencies in addressing global illicit wildlife trafficking. They will also review the extent to which the Task Force agencies coordinate, measure and evaluate those actions. | 8/25/2015 | 7/8/2016 | FWS/ITAP | William Woody/Barbara Pi kin | Draft report issued without recommendations on November 21, 2016. Comments are due by December 9, 2016. Informal comments submitted to GAO on December 5, 2016. Awaiting final report. |
| Final Report GAO-16-716R | Delegated Leasing Authority: Review of Selected Leases and Information on GSA's Changes to Delegation Procedures | Chairs and Ranking Members of the Committee on Oversight and Government Reform and its Subcommittee on Transportation and Public Assets, House of Representatives. | 100195 | 1. How does NPS identify maintenance needs and what is the current maintenance backlog? 2. How does NPS prioritize and manage maintenance needs? 3. What options are there for reducing the maintenance backlog? | 12/16/2015 | no exit | PAM/FWS | Kathy Bender/Kathy Garrity | Final report issued without recommendation on September 27, 2016. No further action required. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
|-------------------------|---|---|-----------|--|------------|-----------|-----------------|----------------|---|
| Final Report GAO-16-709 | LEVEE SAFETY Army Corps and FEMA Have Made Little Progress in Carrying Out Required Activities | Congressional Mandate | 7/20/2174 | Review whether the levee safety initiative has been aligned with the federal flood risk management programs and to what extent have agencies' levee-related programs provided incentives to state, tribal and local governments and private entities in order to develop levee safety programs which promote a shared responsibility for levee safety. | 10/14/2015 | No Exit | IA | Michael Oliva | Final report issued without recommendations to the Department on July 26, 2016. No further action required. |
| Final Report GAO-16-699 | Advanced Technologies: Strengthened Federal Approach Needed to Help Identify and Mitigate Supply Risks for Critical Raw Materials | Chair of the Senate Committee on Energy and Natural Resources | 361624 | Review how federal agencies define critical materials (certain materials, metals, and other critical raw materials) and strategic priorities to address critical materials supply issues. | 3/11/2015 | 5/5/2016 | USGS | Becky Bageant | Final report issued with no recommendations on October 3, 2016. No further action required. |
| Final Report GAO-16-686 | Federal Information Security Officers: Opportunities Exist to Improve Roles and Address Challenges to Authority | Chair of the Committee on Energy and Commerce, House of Representatives, and the Chair of the Subcommittee on Oversight and Investigations, Committee on Energy and Commerce, House of Representatives. | 100105 | 1. Do you agree that aircraft may have reported no use in FY2015 due to a need for repairs or a change in mission? 2. Are there other reasons that aircraft may not have reported use in FY2015? | 7/14/2015 | 3/14/2016 | OCIO | Peter Brownell | Final report issued with four recommendations on September 15, 2016. 60-day letter due November 15, 2016. Finalized 60-day letters signed and submitted on November 1, 2016. |
| Final Report GAO-16-680 | Earthquakes: Additional Actions Needed to Identify and Mitigate Risks to Federal Buildings and Implement an Early Warning System | Chair of the Senate Committee on Homeland Security and Governmental Affairs, and the Chair of the Senate Subcommittee on Emergency Management, Intergovernmental Relations, and the District of Columbia | 441267 | Determine the extent to which the Federal government has developed and implemented a strategy to mitigate the seismic risk of its existing facilities and infrastructure located in earthquake hazard zones. | 1/8/2015 | 5/4/2016 | USGS | William Leith | Final report with one recommendation to USGS on September 22 2016. Department's 60-day letters due by November 22, 2016. Finalized 60-day letters submitted on November 21, 2016. |
| Final Report GAO-16-669 | U.S.-China Cooperation: Bilateral Clean Energy Programs Show Some Results but Should Enhance Their Performance Monitoring | Chair of the House Committee on Foreign Affairs' Subcommittee on Europe, Eurasia, and Emerging Threats. | 100123 | Examine the initiatives through which the U.S. government cooperates with China on clean energy, the results of select initiatives and how the agencies report on these results; and the benefits and risks of participation in select initiatives for U.S. researchers and companies, including intellectual property implications. | 10/28/2015 | N/A | ITAP/USGS | Barbara Pitkin | Final report issued without recommendations on July 5, 2016. No further action required. |
| Final Report GAO-16-648 | Federal Real Property: Actions Needed to Enhance Information on and Coordination among Federal Entities with Leasing Authority | Chair and Ranking Member of the House Committee on Transportation and Infrastructure; and the Chair and Ranking Member of the Subcommittee on Economic Development, Public Buildings, and Emergency Management. | 542248 | (1) what is known about Federal entities that use independent leasing authorities, (2) how selected federal entities with independent leasing authorities make leasing decisions, and (3) to what extent selected leases align with leading practices and with GSA and private sector leases in their respected metropolitan areas. | Survey | No exit | PAM/BLM/FWS/NPS | Kathy Bender | Final report issued without recommendations on July 6, 2016. No further action required. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
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| Final Report GAO-16-642 | High-Containment Laboratories: Improved Oversight of Dangerous Pathogens Needed to Mitigate Risk | Chair of the House Committee on Energy and Commerce and its Subcommittee on Oversight and Investigations | 460640 | 1) What are the strengths and limitations of the different methods of inactivation used in high-containment laboratories? 2) How is inactivation at high-containment laboratories overseen and to what extent do standards and guidance exist for validating inactivation protocols? 3) How many reportable incidents of insufficient inactivation have occurred since the creation of the Select Agent Program and how were they addressed? 4) What lessons can be learned from these incidents of insufficient inactivation? | 1/28/2016 | No exit | OEM, FWS, USGS | Becky Bageant | Final report issued without any recommendations to the Department on September 21, 2016. No further action required. |
| Final Report GAO-16-622 | Tax Expenditures: Opportunities Exist to Use Budgeting and Agency Performance Processes to Increase Oversight | Ranking Members of the Senate Budget and Senate Health, Education, Labor, and Pensions Committees. | 451160 | Review the extent to which agencies have identified and evaluated the contributions of tax expenditures towards progress made on agency goals. | No entrance | No exit | PPP/PAM | Rich Beck | Final report issued on July 7, 2016 with no recommendations to the Department. No further action required. |
| Final Report GAO-16-607 | Oil and Gas: Interior Could Do More to Account for and Manage Natural Gas Emissions | Ranking Member Peter A DeFazio of the House Committee on Natural Resources; Representative Carol Shear-Porter, Member of Congress; and Ranking Member Diana DeGette of the House Energy and Commerce Subcommittee on Oversight and Investigations | 361596 | Identify the amounts and sources of fugitive emissions from oil and natural gas infrastructure, and whether they are accurately detected and measured. | 10/8/2014 | 4/28/2016 | BLM/ONRR | | Final report issued on July 21, 2016 with three recommendations to BLM and three recommendations to ONRR. 60-day letters sent on September 22, 2016. |
| Final Report GAO-16-602 | Digital Service Programs: Assessing Results and Coordinating with Chief Information Officers Can Improve Delivery of Federal Projects | Chairman of the Senate Committee on Homeland Security and Governmental Affairs and the Chairman of the House Committee on Oversight and Government Reform. | 100216 | 1) Describe and assess U.S. Digital Service (USDS) and 18F programs' efforts to improve IT projects. 2) Determine the extent to which USDS and 18F engage in overlapping activities. 3) Describe and assess agency plans to establish digital service teams. | No entrance | No exit | OCIO | Pete Brownell | Final report issued with recommendations to GSA and OMB on September 14, 2016. No further action required. |
| Final Report GAO-16-559 | Unauthorized Grazing: Actions Needed to Improve Tracking and Deterrence Efforts | Ranking Member Grijalva of the House Committee on Natural Resources | 361645 | Determine the frequency and extent of unauthorized grazing and how effective the agencies' policies and practices to detect and deter unauthorized grazing. | 5/28/2015 | 4/15/2016 | BLM | LaVanna Stevenson | Final report with 3 recs to BLM issued on July 7, 2016. Statement of Actions submitted on September 1, 2016. |
| Final Report GAO-16-553 | Indian Energy Development: Interior Could Do More to Improve Its Process for Approving Revenue-Sharing Agreements | Senator Barrasso. Limited investment engagement or review focusing on questions 3 and in GAO's notification memo on 361563/GAO-15-502. | 361653 | Review what is the time frame for reviewing and approving revenue sharing and other agreements applying to oil and gas development on tribal and Indian lands. Also how does Interior ensure the full and fair return of monies owed to the federal government, Indian tribes, and individual Indian mineral owners. | No entrance | 3/17/2016 | BIA, BLM | Michael Oliva, LaVanna | Final report issued with three recommendations to the Department. 60-day letters submitted on August 15, 2016. |
| Final Report GAO-16-526 | Government Purchase Cards: Opportunities Exist to Leverage Buying Power | Chair and Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs and the Ranking Member of the Permanent Subcommittee on Investigations | 121268 | Review the extent to which selected agencies analyze purchase card data to identify opportunities to leverage buying power agency-wide and local offices and purchase cardholders take advantage of opportunities to achieve cost savings when using purchase cards. | 9/17/2015 | 3/9/2016 | PAM/PFM | David Carter/PAM | Final report issued with one recommendation to the Department on June 20th. 60-day letters submitted on August 22, 2016. |

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| Final Report GAO-16-511 | Information Technology: Agencies Need to Improve Their Application Inventories to Achieve Additional Savings | Ranking Member of the Senate Committee on Homeland Security and Governmental Affairs. | 100090 | Assess whether agencies have established complete and current application inventories and developed plans for assessing, rationalizing, and eventually consolidating their portfolio of applications. | No entrance | 5/11/2016 | OCIO | Peter Brownell | Final report issued on September 29, 2016 with two recommendations to the Department. 60-day letters finalized and sent on November 22, 2016. |
| Final Report GAO-16-510 | Managing for Results: Agencies Need to Fully Identify and Report Major Management Challenges and Actions to Resolve them in their Agency Performance Plans | Congressional Mandate (PL 111-352) | 451138 | Determine the extent agency performance plans and reports address major management challenges that include GAO High-Risk issues and to assess the progress agencies have made in identifying planned actions. | 4/9/2015 | 3/3/2016 | PPP | Rich Beck | Final report issued with one recommendation to the Department on June 15th. The Department's 60-day letters submitted timely. |
| Final Report GAO-16-501 | Information Security: Agencies Need to Improve Controls over Selected High-Impact Systems | Senate Committee on Homeland Security and Governmental Affairs | 100064 | Identify cyber threats and reported incidents related to high-impact systems. Identify guidance to protect these systems. | 3/19/2015 | Exit waived | OCIO | Larry Ruffin | Final report issued without recommendations to the Department on June 21st. No further action required. |
| Final Report GAO-16-494 | IT DASHBOARD: Agencies Need to Fully Consider Risks When Rating Their Major Investments | Chair of the Committee on Homeland Security and Government | 100086 | Review the accuracy of Dashboard risk assessments for major Fed IT investments primarily in development and identify root causes of inaccuracies. | 5/29/2015 | 1/28/2016 | OCIO | Peter Brownell | Final report issued with one recommendation to the Department on June 2, 2016. The Department's 60-day letters submitted timely. |
| Final Report GAO-16-476 | Disaster Recovery: FEMA Needs to Assess Its Effectiveness in Implementing the National Disaster Recovery Framework | Chairman and Ranking Member of the House Committee on Homeland Security, the Chairman of the Subcommittee on Emergency Preparedness, Response, and Communications and the Chairman of the Senate committee on Homeland Security and Governmental Affairs | 451148 | Review the roles and responsibilities of FEMA, state and local entities in implementing the National Disaster Recovery Framework (NDRF), assess the extent to which FEMA has implemented it and the challenges it faces in the implementation. | 8/6/2015 | No exit | OEM/OEPC | Lisa Branum | Final report issued without recommendations to the Dept. No further action required. |
| Final Report GAO-16-474 | Municipal Freshwater Scarcity: Improving distribution system efficiency and tapping nontraditional water sources | Ranking Member Peter DeFazio of the House Committee on Natural Resources and Senator Edward Markey | 460635 | Assess the technologies available to improve the efficiency of drinking water and water processes. | 8/14/2014 | Exit waived | BOR/USGS | Eric Evenson/Katie Guerra | Final technological assessment report issued without recommendations on April 29th. No further action required. |
| Final Report GAO-16-453 | Coast Guard: Implementation of Arctic Strategy is Underway, but Assessment of Arctic Capability Gaps is Insufficient | Representative Duncan Hunter, Chair of the Subcommittee on Coast Guard and Maritime Transportation (House Committee on Transportation and Infrastructure); Representative John Garamendi, Ranking Minority Member of the Subcommittee; Representative Rick Larsen; and Representative Don Young. | 441266 | Review Coast Guard's Arctic responsibilities, trends, assessments and other relevant information when determining its Arctic plans and what challenges have been encountered in developing these plans. | 7/23/2015 | 3/7/2016 | BSEE/BOEM | Linh Luu/Andrea Nygren | Final report issued without recommendations to the Department. No further action is required. |
| Final Report GAO-16-392 | NIH Chimpanzee Management Program: Consolidation Should Achieve Cost Savings, but a Clear Implementation Plan Is Needed | Congressional Mandate | 100083 | (1) the research and retirement status of chimpanzees owned or supported by NIH; (2) the costs for their care and transfers; and (3) potential cost savings associated with NIH's goal to transfer chimpanzees to Chimp Haven. | 10/8/2015 | N/A | FWS | Kathy Garrity | Final report issued on April 14, 2016 with recommendations to HHS/NIH only. No further action required. |
| Final Report GAO-16-382 | Midway Atoll: U.S. Fish and Wildlife Service Faces Many Competing Priorities | Chair of the House Subcommittee on Fisheries, Wildlife, Oceans and Insular Affairs of the Committee on Natural Resources | Pre-entrance | Assess FWS's management of financial and historic aspects of Midway Atoll. | 2/3/2015 | 2/16/2016 | FWS | Kathy Garrity | Final report issued on June 2, 2016 with one recommendation to FWS. The Department's 60-day letters submitted timely. |

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| Final Report GAO-16-375SP | 2016 ANNUAL REPORT Additional Opportunities to Reduce Fragmentation, Overlap, and Duplication and Achieve Other Financial Benefits | Congressional Mandate | 100127 | Updating information on: 1. Federal Mobile Telecommunications 2. National Park Service Fees And Tracker Update on 6 items related to OCIO, FGDC, ASLM, and Office of Civil Rights | N/A | N/A | OCIO/NPS/ASLM | Pete Brownell & Vera Washington | Final report released on April 13, 2016. No further action required. |
| Final Report GAO-16-335 | Critical Defense Materials: Government Collected Data Are Sufficiently Reliable to Assess Tantalum Availability | Congressional Mandate | 100268 | Review the extent to which global tantalum production from primary raw materials and other materials has been assessed. GAO also will determine how the data available from industry compare to the data generated during the preparation of the biennial National Defense Stockpile's requirements report. | 9/14/2015 | 1/7/2016 | USGS | Becky Bageant | Final report issued on March 17, 2016 without recs to the Department. No further action required. |
| Final Report GAO-16-324 | MEDICAID AND CHIP: Increased Funding in U.S. Territories Merits Improved Program Integrity Efforts | House Energy and Commerce Committee; the Senate Committee on Finance, and the Senate Committee on Health, Education, Labor, and Pensions | 291278 | Determine how Medicaid and CHIP currently operate in five insular areas of American Samoa, the Commonwealth of Northern Mariana Islands, Guam, Puerto Rico, and Virgin Islands. | 5/11/2015 | No exit | OIA | Marina Tinali | Final report issued on May 9th with recommendations to the Centers for Medicare and Medicaid Services (CMS) only. No further action required. |
| Final Report GAO-16-323 | Data Center Consolidation: Agencies Making Progress, but Planned Savings Goals Need to Be Established | Congressional Mandate | 100514/ 100254 | Review agencies' progress and cost savings from the Office and Management and Budget's (OMB) initiative to consolidate federal data centers | No entrance | No exit | OCIO | Pete Brownell | Final report issued with two recommendations to the Department. Statement of Actions submitted timely. |
| Final Report GAO-16-313 | Indian Affairs: Key Actions Needed to Ensure Safety and Health at Indian School Facilities | Chair and Ranking Member of the Subcommittee on Interior, Environment, and Related Agencies, House Committee on Appropriations | 131310 | Assess 1) the current condition of BIE school facilities, including dormitories and staff housing and 2) mechanisms in place to ensure accountability for school construction, repair or replacement. | 6/12/2014 | 11/13/2015 | BIA/BIE | Darrell LaRoche | Final report issued on March 11th with 4 recs to IA. 60-day letters finalized and sent out. |
| Final Report GAO-16-305 | High-Containment Laboratories: Comprehensive and Up-to-Date Policies and Stronger Oversight Mechanisms Needed to Improve Safety | House Committee on Energy and Commerce and its Subcommittee on Health and Subcommittee on Oversight and Investigations | 291264 | Determine how Federal agencies 1) update their policies and procedures for managing biological agents in high containment laboratories in response to recent safety lapses and 2) monitor compliance with and evaluate effectiveness of policies and procedures. | 2/11/2015 | 12/9/2015 | OS/OEM & USGS | Elaine Bond & Patti Bright | Final report with 4 recs issued to the Dept on 4/19/2016. 60-day letters finalized and sent out. |
| Final Report GAO-16-275 | Federal Real Property: Improving Data Transparency and Expanding the National Strategy Could Help Address Long-standing Challenges | Senator Thomas R. Carper, Ranking Member of the Committee on Homeland Security and Governmental Affairs | 542244 | Review what is known about the progress federal agencies have made in addressing challenges with excess and underutilized property, repair backlogs and data quality; capital planning; lessons learned. | 3/24/2015 | 1/7/2016 | PAM & Bureaus with Property Management | Kathy Bender | Final report issued without recommendations to the Department on April 12th. No further action required. |
| Final Report GAO-16-249 | Actions Needed to Better Coordinate Federal Efforts in the National Capital Region | Chairman and Ranking Member of the House Committee on Oversight and Government Reform as well as the Chairmen and Ranking Members of the Information Technology and Government Operations Subcommittees | 543357 | Review to identify with NPS the extent to which select emergency communications systems are used by Federal, state, and local agencies in the National Capital Region. | 3/31/2015 | no exit | NPS | Robert Maclean | Final report issued on March 10, 2016 without recommendations to the Department. No further action required. |

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| Final Report GAO-16-245 | Oil and Gas Management: Interior's Bureau of Safety and Environmental Enforcement Restructuring Has Not Addressed Long-standing Oversight Deficiencies | GAO's initiative pursuant to its authority under 31 U.S.C. 717 | 361627 | 1) What is the extent of Bureau of Safety and Environmental Enforcement (BSEE) authority to oversee offshore oil and gas operations and enforce safety and environmental compliance in federal waters? 2) What is BSEE's process for taking enforcement actions—including violations and civil penalties—against oil and gas companies? How do BSEE's enforcement actions compare in frequency and severity to those of other federal regulatory agencies as well as state and foreign energy-related inspection and enforcement programs? 3) What challenges, if any, does BSEE's Investigation and Review Unit face to conduct investigations, pursue allegations of misconduct, and help assure that the bureau is able to respond swiftly to emerging issues and crises? | 2/25/2015 | 12/7/2015 | BSEE | Linh Luu | Final report issued on 3/14/2016 with nine recommendations to BSEE. 60-day letters submitted on May 17, 2016. |
| Final Report GAO-16-222 | Telecommunications: Additional Coordination and Performance Measurement Needed for High-speed Internet Access Programs on Tribal Lands | Ranking Member Anna Eschoo of the U.S. House of Representatives Energy and Commerce Committee, Subcommittee on Communications and Technology, Representatives Ben Ray Lujan, Don Young, Tom Cole, Derek Kilmer, and Susan Delbene | 543356 | 1. Explore the extent to which Indian water rights settlements authorize funding for water and wastewater infrastructure. 2. Describe the coordination of existing federal water and wastewater assistance programs that serve tribal lands in meeting identified needs of tribal communities. 3. Are the identified needs of tribal communities adequately addressed by federal assistance in a proportion equal to the needs of non-tribal communities? | 3/16/2015 | No exit | BIA | Michael Oliva | Final report issued on Feb 3, 2016 without recommendations to the Department. No further action required. |
| Final Report GAO-16-166 | National Park Service: Revenues from Fees and Donations Increased, but Some Enhancements Are Needed to Continue This Trend | Congressional mandates in Moving Ahead for Progress in the 21st Century Act (MAP-21; Sec. 1323) and Fixing America's Surface Transportation Act (FAST Act; Sec. 1318) | 361608 | 1) To what extent have the provisions contained in Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (SAFETEA-LU), MAP-21, and the FAST Act accelerate the delivery of highway and transit projects been used by states and others? 2) What is known about the results of the use of project delivery provisions in accelerating project timelines and achieving other benefits? 3) What is known about how efforts to improve coordination between agencies (including states and federal agencies outside DOT) have accelerated the process for environmental permitting? | 11/19/2014 | 10/7/2015 | NPS | Brenda Pierce/Stephanie Toohman | Final report issued on with one recommendation to NPS. Statement of Actions submitted on March 4th. |
| Final Report GAO-16-165 | Hardrock Mining: BLM and Forest Service Have Taken Some Actions to Expedite the Mine Plan Review Process, but Could Do More | Chairman of the Committee on Natural Resources, U.S. House of Representatives | 361586 | Assess the processes federal agencies use to review and approve hardrock mines; plans of operations; and the steps associated with permitting and approvals. | 8/26/2014 | 11/2/2015 | BLM | LaVanna Stevenson | Final report issued with three recommendations to BLM. Final letters sent on May 4th. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
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| Final Report GAO-16-161 | Rare Earth Materials: Developing a Comprehensive Approach Could Help DOD Better Manage National Security Risks in the Supply Chain | Congressional Mandate | 100072 | Review the extent DOD identified its use of rare earth material as national security risks, and plans in place to mitigate these risks. Multiagency. | 3/13/2015 | No exit | USGS/BLM | Becky Bageant | Final report issued on Feb 11, 2016 without recommendations to the Dept. No further action required. |
| Final Report GAO-16-136 | Federally Leased Vehicles: Agencies Should Strengthen Assessment Processes to Reduce Underutilized Vehicles | Ranking Member of the House Committee on Oversight and Government Reform and the Chair of the Subcommittee on Transportation and Public Assets. | 545103 | Review the process by which GSA ensures the accuracy and integrity of leased vehicle data and steps to fulfill roles and responsibilities of identification of underutilized leased vehicles and processes used to identify these vehicles. | 5/21/2015 | 10/7/2015 | NPS/IA/PAM | Vera Washington/Michael Oliva/Debra Sonderman | Final report issued with one recommendation to NPS. Statement of actions submitted on March 10th. |
| Final Report GAO-16-122/Draft GAO-15-729 | Climate Change: HHS Could Take Further Steps to Enhance Understanding of Public Health Risks | Chair of the Senate Committee on Environment and Public Works and the Chair of the Senate Committee on Health, Education, Labor and Pensions | 361569 | Assess the impacts of climate change on public health. Describe the key federal implementation and the efforts to understand, communicate, and address the risks of climate change to public health. | 8/6/2014 | No exit | MOA | Doug Beard/Robin O'Malley | No recommendations to the Dept. Technical comments submitted to GAO. Final report issued with recommendation to CDC. No further action required. |
| Final Report GAO-16-110 | Territorial Debt | Senator Rob Portman, Chairman, Permanent Subcommittee on Investigations, Senate Committee on Homeland Security and Government Affairs; Senator John Cornyn, Subcommittee on International Trade, Customs, and Global Competitiveness, Senate Finance Committee | 451121 | Identify the number, type, source and final disposition of correction requests received under IQA for fiscal years 2010-2014. | TBD | 10/15/2015 | USGS | Becky Bageant | Final report issued with recs to OMB only. No further action required. |
| Final Report GAO-16-49 | Aquatic Invasive Species: Additional Steps Could Help Measure Federal Progress in Achieving Strategic Goals | Congressional Mandate | 361617 | Assess the federal costs of and spending on Aquatic invasive species. | 12/9/2014 | 7/20/2015 | MOA | Kathy Garrity | Final report issued on November 30th with recommendations. 60-day letters submitted on February 1st. |
| Final Report GAO-16-40 | Offshore Oil and Gas Resources: Actions Needed to Better Protect Against Billions of Dollars in Federal Exposure to Decommissioning Liabilities | Ranking Member Peter A. DeFazio of the House Committee on Natural Resources and Representative Joe Garcia | 361609 | Identify the types, amount, and coverage of bonds in place to ensure decommissioning of oil and gas wells in the Gulf of Mexico. | 10/23/2014 | 8/12/2015 | BOEM/BSEE | Donna Dixon/Margaret Schneider | Final Report issued with recs to BOEM & BSEE. 60-day letters submitted on March 22, 2016. |

| Status | Subject | Requesting Source | Job code | Objectives | Entrance | Exit | Bureau/Office | POC | Comments |
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| Final Report GAO-16-39 | Federal Real Property: Additional Authorities and Accountability Would Enhance the Implementation of the Federal Buildings Personnel Training Act of 2010 | Senate Committee on Homeland Security and Governmental Affairs | 542243 | 1) the efforts that are underway to restore the Puget Sound under the National Estuary Program and the coordination of the participating entities' efforts, 2) the extent to which federal agreements and plans for these efforts include measurable goals and objectives, and how their progress is assessed, 3) the funding of these efforts through federal versus nonfederal dollars, and 4) federal and nonfederal stakeholders' views on factors affecting restoration efforts in the Puget Sound estuary and additional actions needed, if any, to achieve restoration goals and objectives. | 4/21/2015 | No exit | OHR | Chris Lawson | Final report issued without recommendations to the Department. No further action required. |
| Final Report GAO-16-1 | State Marijuana Legalization: DOJ Should Document Its Approach to Monitoring the Effects of Legalization | Ranking Member Chuck Grassley of the Committee on the Judiciary, United States Senate | 441235 | Review the extent of DOI's actions to monitor the effects of the marijuana legalization laws in Colorado and Washington. The focus of this review is the Department of Justice. | 10/15/2014 | No exit | OLES/NPS/BLM | Tim Lynn/Dan Fowler/Charles Cuvelier | Final report issued without recommendations to the Department. No further action required. |
| 100039 | Coastal Habitat and Climate Change | Senate Subcommittee on Oceans, Atmosphere, Fisheries and Coast Guard; Senate Committee on Commerce, Science, and Transportation and Senator Menendez, Senator Merkley, and Senator Whitehouse | GAO focus shifted to NOAA | 1) Status of federal efforts to prevent leaks from natural gas storage facilities, 2) if there are any risks posed to public health and the environment by leaks from natural gas storage facilities, and 3) the tools, best practices, and industry standards that experts and stakeholders identify to prevent | 11/20/2014 | N/A | USGS/FWS | Climate Change Working Group/Sarah Greenberger, Joel Clement | Per GAO's email dated August 16, 2016 the focus of this review has changed exclusively to NOAA. Therefore we will not be included in the exit or the draft report. |
| 100605 | BOR's Technical Evaluation of the Gold King Mine incident | Chair of the House Committee on Natural Resources | 100605 | Review BLM's policies for managing potential federal oil and gas well liability, the extent to which they are implemented and the challenges, if any, that BLM face to manage potential oil and gas well liability. | 1/11/2016 | No exit | BOR | Ashley Hartman | GAO delivered an oral briefing to the Congressional requestors in September 2016. |

Department-wide - GAO Reports Awaiting Management Response

January 26, 2017

| Report Number | Report Title | Requesting Source | OS | Lead Bureau/ Office | Status | Response Due Date | Exten- sion | Contact | Current Location/Comments |
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| Final GAO-17-43 | Indian Energy Development: Additional Actions by Federal Agencies Are Needed to Overcome Factors Hindering Development (Job Code 100179) | Chairman Senate Committee on Indian Affairs | | BIA | Late | 1/20/2017 | | Michael Oliva | Final report issued on November 17, 2016, with several recommendations to BIA. Finalized letters awaiting Mr. Black's signature. |
| Final GAO-17-113 | Grants Management: Selected Agencies Should Clarify Merit-Based Award Criteria and Provide Guidance for Reviewing Potentially Duplicative Awards (Job Code 100244) | Chairman Johnson and Ranking Member Carper of the Committee on Homeland Security and Governmental Affairs, Chairman Lankford, Subcommittee on Regulatory Affairs and Federal Management, Committee on Homeland Security and Governmental Affairs and the Senator Kirsten Gillibrand | | NPS/FWS | Due | 3/13/2017 | | Vera Washington/ Kathy Garrity | Final report issued on January 12, 2017, with one recommendation to the NPS and two recommendations to FWS. |
| Final GAO-17-136 | National Park Service: Process Exists for Prioritizing Asset Maintenance Decisions, but Evaluation Could Improve Efforts (Job Code 100251) | Senators Murkowski, Coburn and Enzi | | NPS | Due | 3/13/2017 | | Vera Washington | Final report issued on January 12, 2017, with one recommendation to the Department. |
| Final GAO-17-154 | Endangered Species Act: U.S. Fish and Wildlife Service's American Burying Beetle Conservation Efforts (Job Code 100402) | Chairman Lankford, Senate Committee on Homeland Security and Governmental Affairs, Subcommittee on Regulatory Affairs and Federal Management | | FWS | Due | 3/31/2017 | | Kathy Garrity | Final report issued on January 23, 2017, with one recommendation to the FWS. |
| Draft GAO-17-227 | Contractor Whistleblower Protections Pilot Program: Improvement Needed to Ensure Effective Implementation (Job Code 100693) | Congressional mandate in the National Defense Authorization Act for Fiscal Year 2013 | | OIG/PAM | Due | 1/31/2017 | | Laurie Larson-Jackson/ Kathy Bender | Draft report issued on December 21, 2016, with two recommendations to the Department. |
| Draft GAO-17-302 | National Park Service: Concessions Program Has Made Changes in Several Areas, but Challenges Remain (Job code 100525) | Senators Murkowski and Enzi | | NPS | Complete | 1/27/2017 | | Vera Washington | Draft report issued on January 3, 2017, with three recommendations to the Department. Technical comments emailed to GAO on January 25, 2017. |
| Draft GAO-17-304 | Environmental Litigation: Information on Endangered Species Act Deadline Suits (Job code 100480) | Congressman Grijalva, the Ranking Member of the House Committee on Natural Resources | | FWS | Due | 2/9/2017 | | Kathy Garrity | Draft report issued on January 3, 2017, without recommendations to the Department. |

| Status Legend | |
|---------------|---|
| | Due - Due within 10 business days or less of the response due date |
| | Late - After the response due date |
| | Complete - Response sent to GAO |

Department-wide - OIG Reports Awaiting Management Response

As of January 26, 2017

| Report Number | Report Title | OS | Lead Bureau/ Office | Status | Response Due Date | Exten- sion | Contact | Current Location/Comments |
|---------------------------|--|----|------------------------|----------|----------------------|----------------|------------------|--|
| Final 2015-EXT-009 | U S Fish and Wildlife Service Wildlife and Sport Fish Restoration Program Grants Awarded to the State of Utah, Department of Natural Resources, Division of Wildlife Resources, From July 1, 2012, Through June 30, 2014 | | FWS | Complete | 1/23/2017 | √ | Kathy Garrity | 13 recommendations to FWS Original response was due to the OIG on December 19, 2016 The OIG granted an extension to January 23, 2017 Response submitted to the OIG on January 23, 2017 |
| Draft 2016-ITA-062 | FY 2016 FISMA Performance Audit | | OCIO | Due | 2/6/2017 | | Peter Brownell | 21 recommendations to the OCIO and Bureau IT community |
| Draft C-IN-OSM-0044-2014A | United Mine Workers of America Health and Retirement Funds | | OSM | Due | TBD | √ | Towanna Thompson | The OIG issued the draft report on November 17, 2016, with 16 recommendations to OSMRE OSMRE is working with the OIG for a revised due date The OIG, OSMRE and UMWA have agreed to meet in January to discuss the report Per OSM on January 24, 2017, a new due date has not been established for OSMRE's response yet |

| Status Legend | |
|---------------|--|
| | Due - Due within 10 business days or less of the response due date |
| | Late - After the response due date |
| | Complete - Response sent to OIG |

From: Holley, Amy
To: [Olivia Ferriter](mailto:Olivia.Ferriter)
Subject: Fwd: questions from PMB Sr. Staff meeting
Date: Thursday, February 02, 2017 10:19:32 AM
Attachments: [PPA memo Cason 2.1.17.docx](#)

Joel, Steve and I are going to discuss this at 3:00 today. You are welcome to join us.

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Wed, Feb 1, 2017 at 4:04 PM
Subject: Re: questions from PMB Sr. Staff meeting
To: "Glomb, Steve" <steve_glomb@ios.doi.gov>
Cc: Shawn Buckner <shawn_buckner@ios.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>

See attached for a draft - this is a pretty good comprehensive summary of our portfolio and our capacity going forward - I kept it to 3 pages hope that's ok. I look forward to discussing with you tomorrow.

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Tue, Jan 31, 2017 at 2:55 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

Joel -

Jim Cason had questions at the Sr Staff Meeting that turn into an assignment for PPA. He asked a series of questions about your office:

What policies and issues is the Office of Policy Analysis working on now?

What is the workload?

What resources are available that might be available to be re-deployed to work on other issues (i.e. that may be of higher priority to the new leadership team)?

My sense is that he wasn't looking for names, but for an accounting of FTE (2 people full time each, 3 people half time each, etc.)

He didn't specify any format, but we should probably keep this to a page or two. Maybe key off the topic areas you identified in your transition team/landing team briefing?

If those topics seem too broad and you want to get more specific, go ahead. Please include a sentence or two about each topic area

He'd like this later this week, so if you can get me something by the end of the day Wednesday we can try to find some time with Amy on Thursday to go over it and do any fine tuning.

Amy - please add any nuance or direction you may have picked up.

Thanks,
Steve

INFORMATION MEMORANDUM FOR THE ACTING DEPUTY SECRETARY

DATE: February 1, 2017
FROM: Joel Clement, Director, Office of Policy Analysis
THROUGH: Steve Glomb, Acting DAS-PIA
SUBJECT: Office of Policy Analysis Profile and Capacity

The **Office of Policy Analysis** (PPA) has the experience, skills, and objectivity to help decision makers identify policy issues, conduct economic analysis, evaluate policy options, and develop and launch feasible, cost-effective solutions that cut across bureau and agency jurisdictions. While some of the PPA workload is driven by bureau needs across DOI, the office also provides capacity to meet the needs of the Office of the Secretary (OS). **This memorandum provides a brief description of the current areas of focus for PPA and a summary of available capacity for emerging priorities.**

PPA PORTFOLIO

Located within PMB, PPA provides economic and program analysis for OS, coordinates cross-bureau activities and initiatives, assists bureaus with analysis, and serves as an honest broker when policy or mission conflicts arise between bureaus or offices. PPA is currently staffed by 22 FTE's (one vacant) who are supported by detailees, fellows, and interns. The office portfolio is constantly in flux as OS leadership and DOI bureaus request support and analysis within a variety of timeframes, but the following issue areas have remained relatively constant over the years:

Invasive Species. PPA houses the DOI Invasive Species Coordinator, who is responsible for managing DOI's Invasive Species Task Force, implementing the National Framework for Early Detection and Rapid Response, and serving as the Department's liaison to the National Invasive Species Council Secretariat, an interagency body that is housed at DOI. The PPA economic team also provides analysis and support for this function. The coordinator FTE is funded by the bureaus through the Working Capital Fund. Two part-time FTE's are providing economic analysis.

Oceans, Great Lakes, and Coastal. PPA is home to the Oceans, Great Lakes, and Coastal staff, a team dedicated to working across the Department to coordinate the many activities and initiatives of the bureaus as they relate to the marine and coastal environments as well as the Great Lakes. This team consists of two full-time and two part-time FTE's, one part-time detailee from USGS, and a Knauss Fellow. This function is partially supported by the bureaus via the Working Capital Fund.

Indian Affairs. PPA is providing data and analysis to improve the programs that support services and economic development to tribes and tribal organizations. Improved data and analytical capabilities enable tribal programs to deliver services more effectively and efficiently and are a key to understanding the economic impacts of BIA and other federal programs on American Indian and Alaska Native (AIAN) communities. Examples of PPA's Tribal efforts include: Working with BIA and the Census Bureau to improve the quality of, and access to,

AIAN data to support decision making (Federal Data Inventory released in 2016); undertaking evaluations of key programs that serve Native Americans; providing economic analysis to the Secretary's Indian Water Rights Office to support federal negotiations and settlements; providing economic analysis on cultural resource damage assessment to support federal litigation and settlements; and developing a more transparent and reproducible methodology needed for BIA's Bi-Annual Indian Labor Force Report to Congress. One full-time and four part-time FTE's work on these issues.

Arctic. DOI is an Arctic agency, managing 62% of all lands in the US Arctic. The region represents over 20% of the land DOI manages nationwide. For this reason DOI plays a lead role in both domestic and international issues as they relate to managing resources in the Arctic. PPA staff coordinates the Arctic activities of the Department and bureaus. Recent areas of focus include invasive species, energy permitting, vulnerable Alaska Native villages, and the work of the Arctic Council. Two full-time and three part-time FTE's are focused on Arctic issues, with other staff contributing as needed.

Economic Analysis. A substantial part of PPA's work involves analysis of the economic effects of natural resource policies and the relationship between the economy, environment, natural resource use, regulations, and management – especially on issues that cross bureau lines of responsibility. PPA economists develop, analyze, and evaluate options that make use of economic and other incentives to improve the efficiency and effectiveness of Interior policies, regulations, and programs. PPA also provides technical assistance to the Department and bureaus conducting economic and policy analysis in pursuit of their strategic plans. Current projects include the annual DOI Economic Contributions report; economic impacts of the Land Buy Back program; providing information on energy production from Federal lands; analysis of PILT options; habitat conservation banking; mineral royalty issues; review of Reclamation voluntary water transfer policies; natural resource damage assessments; hydropower relicensing; reviewing regulatory impact analyses; benefit-cost analysis of projects or activities; and recreation fees. PPA has 7 economists focused on this work (one vacancy).

Resilience and Climate Adaptation. PPA coordinates a wide range of activities associated with building the resilience of DOI operations, natural resources, and tribal resources in the face of rapid change. The goal of this work is to reduce redundancies and leverage existing efforts to help bureaus and partners manage their climate-related risks and opportunities. During the Obama administration this office helped coordinate the agency's required response to various White House orders and measures, although now our focus is limited largely to helping to build tribal capacity and resilience in the face of change. Two FTEs are dedicated to the wide range of resilience issues, with a focus on tribal resilience. This work is partially funded by BIA.

Landscape-level Mitigation. PPA coordinates DOI's efforts to address management issues at multiple scales. With a focus on good governance, these efforts reflect a series of building blocks begun during the early Bush Administration to consider appropriate scales and improve management and outcomes for both development and environmental goals. Most recently, these efforts have focused on the mitigation hierarchy, which provides a mechanism to avoid the worst impacts of projects, streamline permitting processes, and use compensatory mitigation offsets

more strategically to achieve more durable outcomes. Two part-time FTE's are working on these efforts.

Science Coordination. To reduce redundancies, maximize budgets, and leverage the success of the many science efforts taking place around the Department, PPA works with the Secretary's Science Advisor and the Office of Budget to coordinate and convene the Bureau Science Advisors. PPA also works closely with the Director of the USGS to ensure DOI review and clearance for scientific documents circulated by the Committee on Environment, Natural Resources, and Sustainability. One part-time FTE currently covers this file, though in the past it has been a full FTE.

Outreach. PPA conducts two ongoing outreach efforts – the monthly Policy Seminar Series and the NEWSWAVE newsletter. Hundreds of people each month now tune in to the seminar and earn professional training credit for doing so, while the award-winning NEWSWAVE showcases the Department's diverse stewardship roles for our nation's ocean, coastal, and Great Lakes resources, and is distributed online to over 5,000 subscribers. Two part-time FTE's manage these outreach efforts.

Technology Transfer and Prize Challenges. PPA serves as the agency point of contact for technology transfer issues. We coordinate a bureau working group to accelerate technology transfer at DOI to commercialize the research and innovation that takes place here. PPA also coordinates efforts to develop and improve innovative drivers such as prize challenges. One part-time FTE is dedicated to this work.

PPA CAPACITY

As described above, PPA has a broad portfolio that includes many cross-cutting policy issues. We have over 40 projects underway at this time. These projects are a mix of long, medium, and short-term efforts. Some projects are required reporting, such as the Triennial Recreation Fee Reports to Congress, others are not required but generally desired by DOI leadership, such as the annual Economic Contributions report or energy information reports for the Office of Budget, and many others are at the request of DOI bureaus or other partners such as the Budget Office or the Office of Restoration and Damage Assessment.

As we enter 2017 there is an opportunity, and an expectation, to re-purpose some of this capacity to accommodate new priorities and initiatives of the incoming administration. While there is a portion of our capacity that is responsible for required and ongoing efforts, we are accustomed to over-the-transom assignments and can be quite nimble. We have the experience and skills to help conceive, analyze, and launch policy solutions and, when necessary, help coordinate bureau efforts as a neutral broker. We also coordinate across the other agencies of the executive branch as necessary, as well as our international partners in the context of the Arctic Council.

For more information contact Joel Clement, PPA Director, at joel_clement@ios.doi.gov

From: Holley, Amy
To: [Jean Parrish](#)
Subject: Fwd: PPA memo for Cason and Arctic Council 1-pager
Date: Friday, February 03, 2017 4:54:50 PM
Attachments: [PPA memo Cason 2 3 17.docx](#)
[The Arctic Council at a Glance.pdf](#)

Can you print for Jim? Thanks!

He had asked for information about Policy Office activities.

INFORMATION MEMORANDUM FOR THE ACTING DEPUTY SECRETARY

DATE: February 3, 2017
FROM: Joel Clement, Director, Office of Policy Analysis
THROUGH: Steve Glomb, Acting DAS-PIA
SUBJECT: Office of Policy Analysis Profile and Capacity

The **Office of Policy Analysis** (PPA) has the experience, skills, and objectivity to help decision makers identify policy issues, conduct economic analysis, evaluate policy options, and develop and launch feasible, cost-effective solutions that cut across bureau and agency jurisdictions. While some of the PPA workload is driven by bureau needs across DOI, the office also provides capacity to meet the needs of the Office of the Secretary (OS). **This memorandum provides a brief description of the current areas of focus for PPA and a summary of available capacity for emerging priorities.**

PPA PORTFOLIO

Located within PMB, PPA provides economic and program analysis for OS and the bureaus, coordinates cross-bureau activities and initiatives, assists bureaus with analysis, and serves as an honest broker when policy or mission conflicts arise between bureaus or offices. PPA is currently staffed by 22 FTE's (one vacant) who are supported by details, fellows, and interns. In recent years the office has evolved into a coherent team of highly motivated and talented individuals and several program areas have been added to the PPA portfolio, including invasive species and oceans coordination roles. We have also acquired a strong reputation for conducting balanced and thoughtful program evaluations as requested. Historically, the office's portfolio has varied as OS leadership and DOI bureaus request support and analysis within a variety of timeframes, but the following issue areas represent our core work:

Invasive Species. PPA houses the DOI Invasive Species Coordinator, who is responsible for managing DOI's Invasive Species Task Force, implementing the National Framework for Early Detection and Rapid Response, and serving as the Department's liaison to the National Invasive Species Council Secretariat, an interagency body that is housed at DOI. The PPA economic team provides analysis and support for this function. The coordinator FTE is funded by the bureaus through the Working Capital Fund. Two part-time FTE's are providing economic analysis.

Oceans, Great Lakes, and Coastal. PPA is home to the Oceans, Great Lakes, and Coastal staff, a team working to coordinate the many activities and initiatives of the bureaus through the Senior Ocean Policy Team as they relate to the marine and coastal environments as well as the Great Lakes. They also provide the executive secretariat for the Coral Reef Task Force. This team consists of two full-time and two part-time FTE's, one part-time detail from USGS, and a Knauss Fellow. This function is partially supported by the bureaus via the Working Capital Fund.

Indian Affairs. PPA is providing data and analysis to improve the programs that support services and economic development to tribes and tribal organizations. Improved data and analytical capabilities enable tribal programs to deliver services more effectively and efficiently

and are a key to understanding the economic impacts of BIA and other federal programs on American Indian and Alaska Native (AIAN) communities. Examples of PPA's Tribal efforts include: Working with BIA and the Census Bureau to improve the quality of, and access to, AIAN data to support decision making (Federal Data Inventory released in 2016); undertaking evaluations of key programs that serve Native Americans; providing economic analysis to the Secretary's Indian Water Rights Office to support federal negotiations and settlements; providing economic analysis on cultural resource damage assessment to support federal litigation and settlements; and developing a more transparent and reproducible methodology needed for BIA's Bi-Annual Indian Labor Force Report to Congress. One full-time and four part-time FTE's work on these issues.

Arctic. DOI is an Arctic agency, managing 62% of all lands in the US Arctic. The region represents over 20% of the land DOI manages nationwide. For this reason DOI plays a lead role in both domestic and international issues as they relate to managing resources in the Arctic. PPA staff coordinates the interagency Arctic activities of the Department and bureaus. Recent areas of focus include invasive species, energy permitting, vulnerable Alaska Native villages, and the work of the Arctic Council (see attachment). Two full-time and two part-time FTE's are focused on Arctic issues, with other staff contributing as needed.

Economic Analysis. A substantial part of PPA's work involves analysis of the economic effects of natural resource policies and the relationship between the economy, environment, natural resource use, regulations, and management – especially on issues that cross bureau lines of responsibility. PPA economists develop, analyze, and evaluate options that make use of economic and other incentives to improve the efficiency and effectiveness of Interior policies, regulations, and programs. PPA also provides technical assistance to the Department and bureaus conducting economic and policy analysis in pursuit of their strategic plans. Current projects include the annual DOI Economic Contributions report; economic impacts of the Land Buy Back program; providing information on energy production from Federal lands; habitat conservation banking; mineral royalty issues; review of Reclamation voluntary water transfer policies; natural resource damage assessments; hydropower relicensing; reviewing regulatory impact analyses; benefit-cost analysis of projects or activities; and recreation fees. DOI's Chief Economist is located within PPA. PPA has 7 economists (one vacancy) focused on the work identified above.

Resilience and Climate Adaptation. PPA coordinates a wide range of activities associated with building the resilience of DOI operations, natural resources, and tribal resources in the face of rapid change. The goal of this work is to reduce redundancies and leverage existing efforts to help bureaus and partners manage their climate-related risks and opportunities. During the previous administration this office helped coordinate the agency's required response to various White House orders and measures, although now our focus is limited largely to helping to build tribal capacity and resilience in the face of change. Two FTEs are dedicated to the wide range of resilience issues, with a focus on tribal resilience. This work is partially funded by BIA.

Landscape-level Mitigation. PPA coordinates DOI's efforts to address management issues at multiple scales. With a focus on good governance, these efforts reflect a series of building blocks begun during the early Bush Administration to consider appropriate scales and improve

management and outcomes for both development and environmental goals. Most recently, these efforts have focused on the mitigation hierarchy, which provides a mechanism to avoid and minimize the adverse impacts of projects, streamline permitting processes, and use compensatory mitigation offsets more strategically to achieve more durable outcomes. Two part-time FTE's are currently working on these efforts.

Outreach. PPA conducts two ongoing outreach efforts – the monthly Policy Seminar Series and the NEWSWAVE newsletter. Hundreds of people each month now tune in to the seminar and earn professional training credit for doing so, while the award-winning NEWSWAVE showcases the Department's diverse stewardship roles for our nation's ocean, coastal, and Great Lakes resources, and is distributed online to over 5,000 subscribers. Two part-time FTE's manage these outreach efforts.

Technology Transfer and Prize Challenges. PPA serves as the agency point of contact for technology transfer issues. We coordinate a bureau working group to accelerate technology transfer at DOI to commercialize the research and innovation that takes place here. PPA also coordinates efforts to develop and improve innovative drivers such as prize challenges. One part-time FTE is dedicated to this work.

PPA CAPACITY

As described above, PPA has a broad portfolio that includes many cross-cutting policy issues. We have over 40 projects underway at this time. These projects are a mix of long, medium, and short-term efforts. Some projects are required reporting, such as the Triennial Recreation Fee Reports to Congress, Technology Transfer Activities Report to the Office of Management and Budget (OMB) and The National Institute of Standards and Technology (NIST), and the American Indian Population and Labor Force Report. The office also produces energy statistical reports and issue briefing papers for the Office of Budget, and many other documents at the request of DOI bureaus or other partners such as the Office of Restoration and Damage Assessment. PPA's Economic Contributions Report serves multiple federal and state stakeholders and is referenced in multiple other documents, including the annual budget submission.

As we enter 2017 there is an opportunity, and an expectation, to re-purpose some of this capacity to accommodate new priorities and initiatives of the incoming administration. While there is a portion of our capacity that is responsible for required and ongoing efforts, we are accustomed to over-the-transom assignments and can pivot as needed to new areas of effort appropriate to our role in the Department. If the area of effort does not match our skills or, more likely, our network of relationships and influence, we can identify the most appropriate alternative to PPA. We have the experience and skills to help conceive, analyze, and launch policy solutions and, when necessary, help coordinate bureau efforts as a neutral broker. We also coordinate across the other agencies of the executive branch as necessary, as well as our international partners in the context of the Arctic Council.

For more information contact Joel Clement, PPA Director, at joel_clement@ios.doi.gov

The Arctic Council at a Glance

The Arctic Council is the leading intergovernmental forum promoting cooperation, coordination and interaction among the Arctic States, Arctic indigenous communities and other Arctic inhabitants on common Arctic issues. In particular, the Arctic Council cooperates on issues of sustainable development and environmental protection in the Arctic.

The Arctic Council was established in 1996 through the Ottawa Declaration, which designates the following as Member States: **Canada, the Kingdom of Denmark, Finland, Iceland, Norway, the Russian Federation, Sweden and the United States**. Chairmanship of the Arctic Council rotates every two years among these eight Member States. Each Member State has a designated Senior Arctic Official, or primary representative, for day-to-day operations within the Arctic Council.

In addition to Member States, there are six Arctic indigenous peoples' organizations, or Permanent Participants, of the Arctic Council, which have full consultation rights with respect to Arctic Council negotiations and decisions. Permanent Participants include: **the Aleut International Association, the Arctic Athabaskan Council, Gwich'in Council International, the Inuit Circumpolar Council, Russian Association of Indigenous Peoples of the North and the Saami Council**.

The work of the Arctic Council is primarily carried out by six Working Groups.

- **The Arctic Contaminants Action Program (ACAP)** acts as a strengthening and supporting mechanism to encourage national actions to reduce emissions and other releases of pollutants.
- **The Arctic Monitoring and Assessment Programme (AMAP)** monitors the Arctic environment, ecosystems and human populations, and provides scientific advice to support governments as they tackle pollution and adverse effects of climate change.
- **The Conservation of Arctic Flora and Fauna Working Group (CAFF)** addresses the conservation of Arctic biodiversity, working to ensure the sustainability of the Arctic's living resources.
- **The Emergency Prevention, Preparedness and Response Working Group (EPPR)** works to protect the Arctic environment from the threat or impact of an accidental release of pollutants or radionuclides.
- **The Protection of the Arctic Marine Environment (PAME) Working Group** is the focal point of the Arctic Council's activities related to the protection and sustainable use of the Arctic marine environment.
- **The Sustainable Development Working Group (SDWG)** works to advance sustainable development in the Arctic and to improve the conditions of Arctic communities as a whole.

In addition to the Working Groups, temporary Task Forces and Expert Groups are sometimes created to work on a specific issue for a limited period of time. Recent examples include the Expert Group on Ecosystem-Based Management and the Task Force for Enhancing Scientific Cooperation in the Arctic.

Many non-Arctic states and inter-governmental or non-governmental organizations participate in the Arctic Council as Observers. They are invited to observe the work of the Arctic Council and are sometimes invited to make relevant contributions, primarily through engagement at the level of the Working Group.

From: Symmes, Peter
To: [Mary Pletcher](#)
Cc: [Lawson, Christopher B](#); [Ray Limon](#); [Oxyer, Michelle](#); [JONATHAN J. MACK](#); [Ellen Carpenter](#)
Subject: Re: List of employees in probationary status
Date: Tuesday, February 07, 2017 9:10:50 AM
Attachments: [DOI - Probationary Period \(PERM\) After 02062016.xlsx](#)

Mary,

The list of permanent federal employees still in the one year probationary period is attached. There are 2,604 employees:

- Permanent appointment types only
- Tenure is career conditional/serving probationary period or excepted appointment serving trial period
- Date Probation Period Begins field is filtered to after 2/6/2016
- Date Accession field shows the date on which a personnel action beginning an employee's federal service with a specific department or agency became effective
- Date Entered on Duty Bureau is the date from which an employee's continuous service in a specific bureau starts and/or is computed (**this date is entered only by the bureau's who want to maintain this element**)

This list would likely need to be verified by the individual bureaus, as we cannot be completely certain of the data integrity in FPPS (different usage/practice in SPO, and possible occasional data entry errors).

Please let us know if you need more information on this.

Thanks!

Peter H. Symmes
HR Information Systems
Department of the Interior
Office: 202-208-3172
Fax: 202-219-2184
Mobile: 202-738-2005

On Mon, Feb 6, 2017 at 8:22 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

I need two lists:

- 1) SES in probationary period (Michelle - do we have already have this? Is this on the latest SES list?)
- 2) Permanent federal employees still in one-year probationary period. Need bureaus, job locations, date of hire, occupations, etc.

Any questions about the request?

Thanks,
Mary

Sent from my iPhone

| Date Entered On | Date Probation | Type Of | Tenure | Name | Location | Total |
|-----------------|----------------|------------|--------|---|---|-------|
| 5/12/2015 | 5/12/2015 | 18/2017 | 2 | HAUSER, ALBERT S | NATIONAL PARK SERVICE | 1 |
| 10/5/2015 | 3/20/2016 | 15 | 2 | ATCOTY, DELANE JEFFREY | BUREAU OF LAND MANAGEMENT | 1 |
| 2/21/2016 | 2/21/2016 | 30 | 2 | ROWLAND, DORELLA F | OFFICE OF THE SECRETARY OF THE INTERIOR | 1 |
| 3/6/2016 | 3/6/2016 | 30 | 2 | REYNOLDS, CHRISTINA M | OFFICE OF THE SECRETARY OF THE INTERIOR | 1 |
| 3/20/2016 | 7/17/2006 | 15 | 2 | ROBINSON, DARBY NICHOLAS | NATIONAL PARK SERVICE | 1 |
| 4/17/2016 | 4/17/2016 | 15 | 2 | RUSH, KENNETH ALAN | OFFICE OF THE SECRETARY OF THE INTERIOR | 1 |
| 8/21/2016 | 8/21/2016 | 15 | 2 | TONTIGH, MICHAEL ANTHONY | BUREAU OF LAND MANAGEMENT | 1 |
| 9/18/2016 | 9/18/2016 | 15 | 2 | DAVIS, DAVID HOBART | BUREAU OF LAND MANAGEMENT | 1 |
| 9/18/2016 | 9/18/2016 | 15 | 2 | WENMAN, CHRISTOPHER PAUL | BUREAU OF LAND MANAGEMENT | 1 |
| 9/19/2016 | 9/19/2016 | 30 | 2 | PRINCE, SHELLEY A | BUREAU OF INDIAN AFFAIRS | 1 |
| 10/16/2016 | 10/16/2016 | 38 | 2 | PARADIS, SUSAN ANN | FISH AND WILDLIFE SERVICE | 1 |
| 10/20/2016 | 10/30/2016 | 15 | 2 | TRUSCHKE, STEFANO MICHAEL | BUREAU OF RECLAMATION | 1 |
| 11/3/2016 | 11/3/2016 | 15 | 2 | LEWIS, LEAH ROSELYN | BUREAU OF LAND MANAGEMENT | 1 |
| 12/11/2016 | 12/11/2016 | 15 | 2 | MCGRAW, CRAIG PHILIP | NATIONAL PARK SERVICE | 1 |
| 12/12/2016 | 12/12/2016 | 15 | 2 | KRUG, DAVID JOHN JR | OFF OF SURFACE MINING, RECLAMATION & EN | 1 |
| 12/12/2016 | 12/12/2016 | 15 | 2 | WELLS, NATALIE E | BUREAU OF INDIAN AFFAIRS | 1 |
| 12/12/2016 | 12/12/2016 | 15 | 2 | JOLLEY, DANIEL RALPH | NATIONAL PARK SERVICE | 1 |
| 12/27/2016 | 12/27/2016 | 30 | 2 | AKARAN, USULA M | BUREAU OF INDIAN AFFAIRS | 1 |
| 1/8/2017 | 1/8/2017 | 15 | 2 | TOEDTL, MATHIAS RYAN | BUREAU OF LAND MANAGEMENT | 1 |
| 10/28/1984 | 10/29/2011 | 10/16/2016 | 2 | LOURBAOS, LYDIA M | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | 1 |
| 6/30/1991 | (b)(6) | 6/26/2016 | 15 | PATE, DALE E | NATIONAL PARK SERVICE | 1 |
| 9/13/1994 | 7/24/2011 | 30 | 2 | AGENCY UNIQUE SOA A | AGENCY UNIQUE SOA A | 1 |
| 7/9/1995 | (b)(6) | 3/6/2016 | 15 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 8/7/1995 | 1/2/1992 | 6/26/2016 | 30 | AGENCY UNIQUE SOA A | AGENCY UNIQUE SOA A | 1 |
| 8/3/1997 | 8/3/1997 | 11/27/2016 | 10 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 5/5/2002 | 5/5/2002 | 9/18/2016 | 30 | AGENCY UNIQUE SOA A | AGENCY UNIQUE SOA A | 1 |
| 4/4/2002 | 4/23/2006 | 6/12/2016 | 15 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 5/2/2004 | 5/2/2004 | 5/15/2016 | 10 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 5/3/2004 | 5/3/2004 | 6/12/2016 | 10 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 5/16/2004 | 5/16/2004 | 1/8/2017 | 15 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 4/17/2005 | 4/17/2005 | 4/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CAREER-COND (COMP SVC PERM) | 1 |
| 4/17/2005 | 5/3/2016 | 5/13/2016 | 32 | CONV OF 30 PERCENT OR MORE DISABLED VET | CONV OF 30 PERCENT OR MORE DISABLED VET | 1 |
| 5/12/2005 | 3/20/2016 | 3/20/2016 | 15 | SEVERE PHYSICAL DISABILITIES UNDER SCH A | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 1 |
| 10/25/2005 | 10/25/2005 | 2/7/2016 | 15 | CS CERT OPM DELEGATION AUTH | CS CERT OPM DELEGATION AUTH | 1 |
| 6/25/2006 | 6/25/2006 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CAREER-COND (COMP SVC PERM) | 1 |
| 7/23/2006 | 7/23/2006 | 4/3/2016 | 38 | OTHER (EXC SVC PERM) | OTHER (EXC SVC PERM) | 1 |
| 4/29/2007 | 4/29/2007 | 9/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | CAREER-COND (COMP SVC PERM) | 1 |
| 6/4/2007 | 5/8/2007 | 2/21/2016 | 30 | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 6/10/2007 | 6/10/2007 | 12/25/2016 | 35 | RECENT GRADUATES PROGRAM | RECENT GRADUATES PATHWAYS PRGM SCH D | 1 |
| 8/6/2007 | 11/4/2013 | 9/18/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA A | 1 |
| 1/6/2008 | 1/6/2008 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 2/4/2008 | 2/21/2016 | 2/21/2016 | 10 | CAREER (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 4/15/2008 | 4/23/2008 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 5/11/2008 | 5/11/2008 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER (EXC SVC PERM) | 1 |
| 5/25/2008 | 5/25/2008 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 6/3/2008 | 6/3/2008 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 1 |
| 6/8/2008 | 6/8/2008 | 1/29/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 6/28/2008 | 6/28/2008 | 9/18/2016 | 30 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 12/22/2008 | 12/22/2008 | 5/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 1/4/2009 | 11/27/2016 | 11/27/2016 | 10 | CAREER-COND (COMP SVC PERM) | OTHER | 1 |
| 2/2/2009 | 2/2/2009 | 11/27/2016 | 10 | CAREER (COMP SVC PERM) | SVC UNDER RECENT GRADUATES PROGRAM | 1 |
| 2/4/2009 | 2/4/2009 | 12/25/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 3/1/2009 | 3/1/2009 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 3/1/2009 | 3/1/2009 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 3/29/2009 | 3/29/2009 | 12/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 4/26/2009 | 4/26/2009 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 5/10/2009 | 5/10/2009 | 7/24/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 5/24/2009 | 5/24/2009 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 1 |
| 9/25/2009 | 3/6/2016 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 9/27/2009 | 6/26/2016 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 12/9/2009 | 3/17/2006 | 10/2/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA A | 1 |
| 1/3/2010 | 1/3/2010 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 3/15/2010 | 3/15/2010 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 3/29/2010 | 3/29/2010 | 9/18/2016 | 30 | CAREER-COND (COMP SVC PERM) | CAREER-COND (COMP SVC PERM) | 1 |
| 4/11/2010 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 5/9/2010 | 5/9/2010 | 12/1/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 1 |
| 5/12/2010 | 5/12/2010 | 7/24/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 5/23/2010 | 9/4/2016 | 9/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 6/1/2010 | 6/1/2010 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 6/6/2010 | 6/6/2010 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 6/6/2010 | 6/6/2010 | 7/10/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 1 |
| 6/20/2010 | 6/20/2010 | 12/25/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 6/27/2010 | 6/27/2010 | 4/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 7/4/2010 | 7/4/2010 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 7/18/2010 | 7/18/2010 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 1 |
| 10/1/2010 | 10/1/2010 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 1 |
| 10/24/2010 | 10/24/2010 | 2/21/2016 | 10 | CAREER (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 11/7/2010 | 7/24/2016 | 7/24/2016 | 10 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 1 |
| 12/6/2010 | 10/7/2010 | 9/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 1 |
| 3/13/2011 | 3/13/2011 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 3/27/2011 | 3/27/2011 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 4/10/2011 | 4/10/2011 | 10/5/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 1 |
| 4/10/2011 | 5/29/2016 | 5/29/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 1 |
| 4/17/2011 | 9/8/2010 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 5/8/2011 | 5/8/2011 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 5/8/2011 | 5/8/2011 | 11/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 5/31/2011 | 5/31/2011 | 12/1/2016 | 10 | CAREER (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 6/5/2011 | 6/5/2011 | 2/21/2016 | 10 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 6/5/2011 | 6/5/2011 | 12/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 1 |
| 8/21/2011 | 8/21/2011 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER RECENT GRADUATES PROGRAM | 1 |
| 9/11/2011 | 9/11/2011 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 1 |
| 1/15/2012 | 1/15/2012 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 1/29/2012 | 1/29/2012 | 10/16/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 1 |
| 2/12/2012 | 2/12/2012 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 2/13/2012 | 2/13/2012 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 2/19/2012 | 2/19/2012 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 2/21/2012 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 2/26/2012 | 2/26/2012 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 3/11/2012 | 3/11/2012 | 9/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 1 |
| 3/25/2012 | 3/25/2012 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 3/25/2012 | 3/25/2012 | 9/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 3/25/2012 | 3/25/2012 | 11/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 1 |
| 3/27/2012 | 3/27/2012 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 4/8/2012 | 4/8/2012 | 11/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 4/15/2012 | 4/15/2012 | 4/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 4/29/2012 | 4/29/2012 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 5/6/2012 | 5/6/2012 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 1 |
| 5/6/2012 | 5/6/2012 | 7/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 5/6/2012 | 5/6/2012 | 8/7/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA A | 1 |
| 5/6/2012 | 5/6/2012 | 11/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CAREER-COND (COMP SVC PERM) | 1 |
| 5/20/2012 | 3/25/2012 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 1 |
| 5/20/2012 | 5/20/2012 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER RECENT GRADUATES PROGRAM | 1 |
| 6/3/2012 | 5/29/2016 | 5/29/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 6/17/2012 | 6/17/2012 | 7/10/2016 | 10 | CAREER (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 7/1/2012 | 7/1/2012 | 5/29/2016 | 38 | OTHER (EXC SVC PERM) | SVC UNDER RECENT GRADUATES PROGRAM | 1 |
| 7/1/2012 | 7/1/2012 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 7/1/2012 | 7/1/2012 | 8/21/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 1 |
| 7/1/2012 | 7/1/2012 | 1/19/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 1 |
| 7/15/2012 | 7/15/2012 | 12/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 1 |
| 7/15/2012 | 7/15/2012 | 7/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 1 |
| 7/29/2012 | 7/29/2012 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 8/27/2012 | 8/27/2012 | 5/29/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 1 |
| 9/1/2012 | 9/1/2012 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 9/9/2012 | 9/9/2012 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERM PATHWAY PRGM SERV ON TERM APPT | 1 |
| 9/9/2012 | 9/9/2012 | 9/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 1 |
| 9/30/2012 | 9/30/2012 | 6/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 10/7/2012 | 10/7/2012 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 1 |
| 10/9/2012 | 10/9/2012 | 5/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 1 |
| 10/21/2012 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 1 |
| 11/8/2012 | 11/8/2012 | 5/29/2016 | 15 | CAREER-COND (COMP SVC PERM) | | |

| | | | | | | | | | | | | | |
|------------|------------|------------|----|-----------------------------|---|---|---|------------------------------|---|---------------|---------------------------------------|----------------------------|---|
| 5/4/2014 | 5/4/2014 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KISSNER, FREDERICK JOHN | NATIONAL PARK SERVICE | GL-0025-05/02 | PARK RANGER (P) | GATLINBURG, TENNESSEE | 1 |
| 5/4/2014 | 5/4/2014 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PROVOST, BRICE J | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (PROTECTION) | ST GEORGE,UTAH | 1 |
| 5/4/2014 | 5/4/2014 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER PMF PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WINGBERG, PENNINGTON MARY | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0260-13/01 | EQUAL EMPLOYMENT SPECIALIST | WASHINGTON,DC | 1 |
| 5/4/2014 | 5/4/2014 | 12/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MENGSA, CHRISTOPHER THOMAS | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (PROTECTION) | INTERMOUNTAIN SOUTH DAKOTA | 1 |
| 5/4/2014 | 5/4/2014 | 12/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FLANAGAN, DANIEL MICHAEL | GEOLOGICAL SURVEY | GS-1301-09/01 | PHYSICAL SCIENTIST | RESTON,VIRGINIA | 1 |
| 5/4/2014 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PITTINGER, DAVID W | BUREAU OF RECLAMATION | GS-1316-07/02 | HYDROLOGIC TECHNICIAN | YAKIMA,WASHINGTON | 1 |
| 5/4/2014 | 10/2/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GANES, PAUL THOMAS | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0544-05/03 | CIVILIAN PAY TECHNICIAN | LAKEWOOD,COLORADO | 1 |
| 5/14/2014 | 7/5/2015 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THATCHER, ANDREW P | NATIONAL PARK SERVICE | WG-4742-08/01 | UTILITY SYS REPAIR-OPTR | KANE,UTAH | 1 |
| 5/18/2014 | 5/6/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RECENT GRADUATE PATHWAY PRGM SERV ON TERM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEMP, SHANE ROBERT | NATIONAL PARK SERVICE | GL-0025-07/01 | PARK RANGER (P) | TULE LAKE,CALIFORNIA | 1 |
| 5/18/2014 | 5/18/2014 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DOZIER, WILLIAM MICHAEL | NATIONAL PARK SERVICE | GS-0303-01/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | WILCOX,ARIZONA | 1 |
| 5/18/2014 | 5/18/2014 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RECENT GRADUATE PATHWAY PRGM SERV ON TERM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REGAN, SEAN PHILLIP | GEOLOGICAL SURVEY | GS-1350-12/01 | RESEARCH GEOLOGIST | MONTEPELIER,VERMONT | 1 |
| 5/18/2014 | 5/18/2014 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILLMAN, DEVON B | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0881-07/01 | PETROLEUM ENGINEER | HOUMA,LOUISIANA | 1 |
| 5/18/2014 | 5/18/2014 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HEFFERN, COLIN ROGER | NATIONAL PARK SERVICE | GS-0807-12/01 | LANDSCAPE ARCHITECT | LAKEWOOD,COLORADO | 1 |
| 5/18/2014 | 1/21/2017 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RODRIGUEZ, STEVE MNM | NATIONAL PARK SERVICE | GS-0500-05/01 | PARK GUIDE | PORTER,INDIANA | 1 |
| 6/1/2014 | 6/1/2014 | 2/14/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GLYER, NICHOLAS | NATIONAL PARK SERVICE | GL-0025-09/03 | PARK RANGER (PROTECTION) | SUNNIT,OHIO | 1 |
| 6/1/2014 | 6/1/2014 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GLASPER, LAQUENIA NICOLE | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR SERVICES ASSISTANT | GREAT FALLS,VIRGINIA | 1 |
| 6/15/2014 | 6/15/2014 | 7/24/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAYES, DAVID DANIEL | OFF OF SURFACE MINING, RECLAMATION & EN | GS-0343-07/01 | PROGRAM ANALYST | LEAKIN, KENTUCKY | 1 |
| 6/15/2014 | 6/15/2014 | 7/24/2016 | 15 | CAREER-COND (COMP SVC PERM) | PSN BROUGHT INTO COMP SV | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FLANDERS, RITA ANN | NATIONAL PARK SERVICE | WG-4749-05/05 | MAINTENANCE WORKER | SPRINGDALE,UTAH | 1 |
| 6/15/2014 | 10/2/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SWIFT, ALEXANDER NICHOLAS | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0544-05/01 | CIVILIAN PAY TECHNICIAN | LAKEWOOD,COLORADO | 1 |
| 6/15/2014 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WONG, RACHEL EM | BUREAU OF RECLAMATION | GS-0236-09/01 | OFFICE AUTOMATION CLERK | RESTON,VIRGINIA | 1 |
| 6/29/2014 | 6/29/2014 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GILBERT, ULVESEY LOVETT II | GEOLOGICAL SURVEY | GS-0260-09/03 | EQUAL EMPLOYMENT SPECIALIST | RESTON,VIRGINIA | 1 |
| 6/29/2014 | 6/29/2014 | 2/21/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | O'BRIEN, MATTHEW JOHN | BUREAU OF LAND MANAGEMENT | WG-5716-10/02 | ENGINEERING EQUIPMENT OPERATOR | MERLIN,OREGON | 1 |
| 6/29/2014 | 6/29/2014 | 7/24/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ZOVNITZA, ALEXANDRA NMN | NATIONAL PARK SERVICE | GS-0401-07/01 | BIOLOGIST | WASHINGTON,DC | 1 |
| 6/29/2014 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OLIVER, LEE WAYNE | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-1801-07/05 | INSPECTOR (OFFSHORE OPS & SAFETY) | HOUMA,LOUISIANA | 1 |
| 7/13/2014 | 5/3/2016 | 5/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF INTERN PATHWAY PRGM SERV ON TERM APPT | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COLEMAN, BRIAN M II | NATIONAL PARK SERVICE | GS-1316-09/01 | PHYSICAL SCIENTIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 7/13/2014 | 7/13/2014 | 7/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RETARDED OR HANDICAPPED EMPLOYEE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COHANE, BRIAN T | NATIONAL PARK SERVICE | GL-0025-09/02 | PARK RANGER (PROTECTION) | VAN HORN,TEXAS | 1 |
| 7/21/2014 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TULLY, THURMAN T | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0525-06/08 | ACCOUNTING TECHNICIAN (PROBATE) | ALBUQUERQUE,NEW MEXICO | 1 |
| 7/27/2014 | 7/27/2014 | 4/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADKINS, TODD MICHAEL | NATIONAL PARK SERVICE | GL-0025-07/01 | PARK RANGER (PROTECTION) | THURMONT,MARYLAND | 1 |
| 7/27/2014 | 7/27/2014 | 11/27/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FASTER, CONNIE L | FISH AND WILDLIFE SERVICE | GS-1109-09/01 | GRANTS MGMT SPLITC (AGREEMENTS) | PORTLAND,OREGON | 1 |
| 8/10/2014 | 8/10/2014 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CLAPP, RICHARD L | NATIONAL PARK SERVICE | GS-1018-09/01 | RESEARCHER (GENERAL) | PORTLAND,OREGON | 1 |
| 8/10/2014 | 8/10/2014 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DZIWULSKI, KARA E | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | PERMITS BIOLOGIST | BAILEY'S CROSSROADS,VIRGI | 1 |
| 8/10/2014 | 8/10/2014 | 12/15/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PIZZI, THOMAS MART | NATIONAL PARK SERVICE | WG-4749-08/05 | MAINTENANCE WORKER | MARBLEMOUNT, WASHINGTON | 1 |
| 8/24/2014 | 8/24/2014 | 12/25/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RECENT GRADUATE PATHWAY PRGM SERV ON TERM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WELDON, BRIANNA MICHELLE | NATIONAL PARK SERVICE | GS-0023-11/02 | OUTDOOR RECREATION PLANNER | OKLAND,CALIFORNIA | 1 |
| 8/24/2014 | 4/3/2016 | 4/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SOVIL, ROBERT EUGENE JR | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0881-11/01 | PETROLEUM ENGINEER | JEFFERSON,LOUISIANA | 1 |
| 8/25/2014 | 8/25/2014 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OTVAD, LAURA A | NATIONAL WILDLIFE SERVICE | GS-0500-05/01 | RESEARCHER (GENERAL) | LAKEWOOD,COLORADO | 1 |
| 8/31/2014 | 8/31/2014 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF RECENT GRADUATE PATHWAY PRGM SERV ON TERM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COLE, TESSA L | NATIONAL PARK SERVICE | GS-0404-07/01 | BIOLOGICAL SCIENCE TECHNICIAN | ST CROIX,VIRGIN ISLANDS | 1 |
| 9/7/2014 | 9/7/2014 | 5/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TORRES, JAN MANUEL | NATIONAL PARK SERVICE | GS-1015-05/03 | MUSEUM CURATOR | SAN JUAN,PUERTO RICO | 1 |
| 9/7/2014 | 9/7/2014 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COLLINS, EVAN R | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | BALDWIN,ALABAMA | 1 |
| 9/7/2014 | 9/7/2014 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REEVES, REBECCA ANN | FISH AND WILDLIFE SERVICE | GS-0401-09/07 | FISH AND WILDLIFE BIOLOGIST | YREKA,CALIFORNIA | 1 |
| 9/8/2014 | 9/8/2014 | 6/13/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ARMSTRONG, JUANALE MARIE | BUREAU OF INDIAN AFFAIRS | GS-0499-03/01 | STUDENT TRNREE (FORESTRY) | FLAGSTAFF,ARIZONA | 1 |
| 9/12/2014 | 9/12/2014 | 9/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BENNETT, WILLIAM ROWELL | FISH AND WILDLIFE SERVICE | GS-0401-12/01 | FISH AND WILDLIFE BIOLOGIST | FLEMING,MONTANA | 1 |
| 9/21/2014 | 9/21/2014 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WEAVER, ERIC MICHAEL | NATIONAL PARK SERVICE | GS-1301-11/01 | PHYSICAL SCIENTIST | GRANTS,NEW MEXICO | 1 |
| 10/5/2014 | 10/5/2014 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KNITTLE, LUKE K | NATIONAL PARK SERVICE | GS-0462-05/01 | RANGE/FORESTRY TECHNICIAN (FIRE) | HAWAII NATL PARK,HAWAII | 1 |
| 10/5/2014 | 10/5/2014 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THORNTON, TIMOTHY M | NATIONAL PARK SERVICE | WG-4607-09/04 | CARPENTER | YOSEMITE NATL PARK,CALIF | 1 |
| 10/19/2014 | 10/19/2014 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOPLES, STEVEN J | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0881-05/03 | PETROLEUM EQUIPMENT OPERATOR | HURON,NORTH DAKOTA | 1 |
| 11/2/2014 | 11/2/2014 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUSTON, COURTNEY J | GEOLOGICAL SURVEY | GS-1316-08/01 | HYDROLOGIC TECHNICIAN | NORCROSS,GEORGIA | 1 |
| 11/2/2014 | 11/2/2014 | 11/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCCLAIN, ADRIA RUTH | GEOLOGICAL SURVEY | GS-1313-11/02 | GEOPHYSICIST | MENLO PARK,CALIFORNIA | 1 |
| 11/2/2014 | 11/2/2014 | 12/25/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BECKER, JOHN P | NATIONAL PARK SERVICE | GS-1170-12/01 | SPECIALIST | PHILADELPHIA,PENNSYLVANI | 1 |
| 11/4/2014 | 11/4/2014 | 1/8/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOGATE, DEBORAH LYNN | BUREAU OF INDIAN AFFAIRS | GS-1701-12/04 | EDUCATION SPECIALIST (SCHL IMPRVMT) | SHIPROCK,NEW MEXICO | 1 |
| 11/6/2014 | 11/6/2014 | 5/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NEEDHAM, TIMOTHY RYAN | NATIONAL PARK SERVICE | GS-0303-05/01 | PHYSICAL SCIENTIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 11/16/2014 | 11/16/2014 | 12/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PALCHUKI, DUANE E | FISH AND WILDLIFE SERVICE | WG-5716-08/05 | ENGINEERING EQUIPMENT OPERATOR | KARNACK,TEXAS | 1 |
| 11/30/2014 | 11/30/2014 | 5/3/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER RECENT GRADUATES PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HEARE, ALYSON ROSAMOND | NATIONAL PARK SERVICE | GS-0303-05/02 | VISITOR USE ASST (FE COLLECTION) | DEATH VALLEY,CALIFORNIA | 1 |
| 11/30/2014 | 11/30/2014 | 5/29/2016 | 30 | SCHED A (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCCARTY, VERONIQUE ELIZABETH | BUREAU OF LAND MANAGEMENT | GS-0303-05/01 | ADMIN SUPPORT ASSISTANT | MEDFORD,OREGON | 1 |
| 11/30/2014 | 11/30/2014 | 11/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRUIT, JARYN ANNA | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE FEE COLLECTION | ONEIDA,TENNESSEE | 1 |
| 11/30/2014 | 11/30/2014 | 11/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | MERITL RETARDATION UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHOWN, MARLENE ANN | NATIONAL PARK SERVICE | WG-4749-06/01 | MAINTENANCE WORKER | LAKEWOOD,COLORADO | 1 |
| 12/8/2014 | 12/8/2014 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FOCHT, ERIKA RACHEL | BUREAU OF RECLAMATION | GS-0318-05/01 | SECRETARY (OA) | DAVENPORT,WASHINGTON | 1 |
| 12/14/2014 | 12/14/2014 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHRISTIANSON, PETER N | NATIONAL PARK SERVICE | GL-0025-09/03 | PARK RANGER (P) | DAVENPORT,WASHINGTON | 1 |
| 12/28/2014 | 12/28/2014 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HACKETT, MARYELLEN E | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (PROTECTION) | SEQUOIA NATIONAL PARK,CA | 1 |
| 1/5/2015 | 1/30/2014 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FALLS, TRACY M | NATIONAL PARK SERVICE | GS-0303-06/01 | FIRE PROGRAM ASSISTANT (OA) | BARSTOW,CALIFORNIA | 1 |
| 1/11/2015 | 1/11/2015 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LEWIS, AZEEM E M | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0881-07/01 | PETROLEUM ENGINEER | JEFFERSON,LOUISIANA | 1 |
| 1/11/2015 | 1/11/2015 | 5/31/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DEWOLF, STEPHEN ROBERT J | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0881-05/01 | PETROLEUM ENGINEER | JEFFERSON,LOUISIANA | 1 |
| 1/11/2015 | 1/11/2015 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRETO, ALICIA MARIE | NATIONAL PARK SERVICE | GS-0090-05/03 | PARK GUIDE | ANCHORAGE,ALASKA | 1 |
| 1/14/2015 | 1/14/2015 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DRENDS, ELIZABETH KATHLEEN | GEOLOGICAL SURVEY | GS-1350-09/01 | GEOLOGIST | ANCHORAGE,ALASKA | 1 |
| 1/25/2015 | 1/25/2015 | 2/21/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MARLH, LUCAS A | NATIONAL PARK SERVICE | WG-4749-09/02 | MAINTENANCE MECHANIC | PORT ANGELES, WASHINGTON | 1 |
| 1/25/2015 | 1/25/2015 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVC UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STONKEL, RACHEL K | NATIONAL PARK SERVICE | GS-0101-09/01 | ARCHEOLOGIST | ASTORIA,OREGON | 1 |
| 1/25/2015 | 1/25/2016 | 5/3/2016 | 15 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THORNTON, STEPHEN ANTHONY JR | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0150-12/02 | GEOPHYSICIST (SUPPORT TECHNICIAN) | LAKEWOOD,COLORADO | 1 |
| 1/25/2015 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THURAIL, RICHARD G | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0150-12/02 | GEOGRAPHER | LAKEWOOD,COLORADO | 1 |
| 2/8/2015 | 2/8/2015 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHITE, DANIEL PAUL | BUREAU OF LAND MANAGEMENT | GS-1350-09/01 | GEOLOGIST | RICHFIELD,UTAH | 1 |
| 2/8/2015 | | | | | | | | | | | | | |

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|-----------|-----------|------------|----|-----------------------------|---|---|---|-----------------------------|---|---------------|-------------------------------------|---------------------------|---|
| 1/10/2016 | 1/10/2016 | 12/1/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARNESE, GREGORY J | BUREAU OF RECLAMATION | GS-1102-09/01 | PROCUREMENT ANALYST PLCC | BOISE,IDAHO | 1 |
| 1/10/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ASHBAUGH, SAMUEL THOMAS | NATIONAL PARK SERVICE | GS-0462-06/01 | LEAD FORESTRY TECHNICIAN | COLLIER,FLORIDA | 1 |
| 1/10/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PHILLIPS, REBECCA RENEE | FISH AND WILDLIFE SERVICE | GS-0482-09/01 | FISH BIOLOGIST | MARQUETTE,MICHIGAN | 1 |
| 1/12/2016 | 1/12/2016 | 12/25/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GARLAAS, KEVIN D | NATIONAL PARK SERVICE | GS-0403-09/09 | SUPERVISORY BIOLOGIST | ESTES PARK,COLORADO | 1 |
| 1/15/2016 | 1/15/2016 | 12/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAW, JARED W | NATIONAL PARK SERVICE | GS-0205-07/03 | PARK RANGER (I) | FORKS,WASHINGTON | 1 |
| 1/17/2016 | 1/17/2016 | 8/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MINNICK, ABIGAIL STANG | NATIONAL PARK SERVICE | GS-0326-05/02 | OFFICE AUTOMATION CLERK | PENINSULA,OHIO | 1 |
| 1/22/2016 | 1/22/2016 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KLAPFOSKY, JOHN S | NATIONAL PARK SERVICE | GS-0404-09/03 | BIOLOGICAL SCIENCE TECHNICIAN | YELLOWSTONE PARK,WYOMING | 1 |
| 1/24/2016 | 1/24/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FYE, MARK ALLEN | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (PROTECTION) | CHINCOTEAGUE,VIRGINIA | 1 |
| 1/24/2016 | 1/24/2016 | 8/21/2016 | 30 | SCHED A (EXC SVC PERM) | MENTAL RETARDATION UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SANTOS, ANDREW J | FISH AND WILDLIFE SERVICE | GS-0561-05/01 | BUDGET TECHNICIAN | PORTLAND,OREGON | 1 |
| 1/24/2016 | 1/24/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOVATO, GRANT L | FISH AND WILDLIFE SERVICE | WG-5716-08/01 | ENGINEERING EQUIPMENT OPERATOR | LA COMBE,LOUISIANA | 1 |
| 1/31/2016 | 7/24/2011 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KOPLIN, LAUREN J | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (PROTECTION) | STEARNS,KENTUCKY | 1 |
| 2/7/2016 | 1/24/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VAUGHN, TWEOSRETL | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | PORT ALSWORTH,ALASKA | 1 |
| 2/7/2016 | 1/24/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DUDLEY, MICHAEL PAUL | NATIONAL PARK SERVICE | GS-0305-05/07 | MAIL AND FILE CLERK | YOSEMITE NATL PARK,CALIF | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG UNDER ACWA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GALLEGOS, BERTHA C | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0303-05/01 | PROGRAM MANAGER SPECIALIST | PORTLAND,OREGON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BATTEMAN, SARAH M | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT | GRAND CANYON,ARIZONA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLANCATO, JEREMY SEBASTIAN | BUREAU OF RECLAMATION | BB-4749-00/00 | UTILITYMAN | DAVIS DAM,ARIZONA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRUNSH, JOHUA CHARLES | BUREAU OF LAND MANAGEMENT | GS-0455-07/01 | RANGE TECHNICIAN (WEEDS) | EKO,NEVADA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAMPA, PATRICK STEPHEN | BUREAU OF LAND MANAGEMENT | GS-0454-07/01 | RANGELAND MANAGEMENT SPECIALIST | WENMUCCA,NEVADA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAVLIV, MICHELLE L | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0802-05/01 | ENGINEERING TECHNICIAN (PETROLEUM) | JIFFERSON,LOUISIANA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COV, MIKEE LEE | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0511-07/01 | REVIEW APPRAISER | FARRINGTON,NEW MEXICO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KUBA, KAY ANN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-13/02 | GENETICIST | LAS VEGAS,NEVADA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DRAHEIM, HOPE M | FISH AND WILDLIFE SERVICE | GS-0440-12/01 | GENETICIST | ASHLAND,OREGON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | EGLY, JOHN W | BUREAU OF RECLAMATION | BB-2601-00/00 | POWER SYS CONTROL CRAFTSMN (M) | GRAND COULLE,WASHINGTON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FELICIANO CESTERO, JOSE A | BUREAU OF RECLAMATION | GS-0819-09/05 | CIVIL ENGINEER (HYDRAULICS) | LAKEWOOD,COLORADO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BACHER, ANDREW SCOTT L | NATIONAL PARK SERVICE | GS-1373-11/01 | RESEARCH GEOLOGIST | PORTLAND,OREGON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRAEDRICH, TRACY ALLISON | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0503-05/09 | BILLING & COLLECTION TECHNICIAN | LAKEWOOD,COLORADO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GIBNEY, NICOLE DEVANNY | NATIONAL PARK SERVICE | GS-0404-08/01 | BIOLOGICAL SCIENCE TECH (AQUATICS) | GUNNSON,COLORADO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HANVIN, KEVIN M | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | LEAD RANGE TECH (HELIAC) | CALIENTE,NEVADA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HALLISMAN, AYLISA BETH | FISH AND WILDLIFE SERVICE | GS-0301-11/01 | CONGRESS / LEGISLATIVE AFFAIRS SPEC | BAILEYS CROSSROADS,VIRGI | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOFMANN, WENDY L | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0403-09/01 | FISH AND WILDLIFE BIOLOGIST | PORTLAND,OREGON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LARSON, WESLEY ALAN | GEOLOGICAL SURVEY | GS-0482-12/01 | RESEARCH FISH BIOLOGIST | STEVENS POINT,WISCONSIN | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MALOTO, KISOMA NMN JR | BUREAU OF RECLAMATION | BB-1810-00/00 | ELECTRICIAN (PS) (M) | GRAND COULLE,WASHINGTON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PALETTE, LEEANN MICHELLE | BUREAU OF LAND MANAGEMENT | GS-0454-07/01 | RANGELAND MANAGEMENT SPECIALIST | WENMUCCA,NEVADA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PAYNE, MARK ANTHONY | NATIONAL PARK SERVICE | WG-3566-04/02 | CUSTODIAL WORKER (MVO) | DEATH VALLEY,CALIFORNIA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PERKINS, ANDREW PATRICK | BUREAU OF LAND MANAGEMENT | GS-0810-11/01 | RESEARCH GEOLOGIST | ANCHORAGE,ALASKA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REEDER, JOSHUA W | BUREAU OF RECLAMATION | BB-2810-00/00 | ELECTRICIAN (PS) (M) | GRAND COULLE,WASHINGTON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RODRIGUEZ, CHRISTIAN NMN | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT | GULF BREEZE,FLORIDA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STARKEY, NICHOLAS PATRICK | BUREAU OF RECLAMATION | BB-4749-00/00 | UTILITYMAN | PARKER DAM,CALIFORNIA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STEVENSON, ZACHARY CHARLES | FISH AND WILDLIFE SERVICE | GS-0301-12/01 | SUBSISTENCE COUNCIL COORDINATOR | ANCHORAGE,ALASKA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLIAMS, RACHEL E | FISH AND WILDLIFE SERVICE | GS-0403-09/01 | FISH AND WILDLIFE BIOLOGIST | BISHOP,CALIFORNIA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BAKER, DANIEL E | BUREAU OF LAND MANAGEMENT | GS-0023-09/01 | PLANNING AND PROGRAM ASSISTANT | CALIENTE,NEVADA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BANDS, FERNANDO ADRIAN | BUREAU OF LAND MANAGEMENT | GS-0401-07/01 | NATURAL RESOURCE SPECIALIST | CARLSBAD,NEW MEXICO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TOMCEK, LAURA A | NATIONAL PARK SERVICE | GS-1712-09/01 | TRAINING SPECIALIST | GUNNSON,COLORADO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | TRANSFER SAME GRO DR PSM IN DIFFER PAY PLAN | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JOHNSON, ANTHONY D | BUREAU OF LAND MANAGEMENT | GS-0025-07/05 | PARK RANGER | TUCSON,ARIZONA | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BOYLE, MATTHEW LEE | BUREAU OF RECLAMATION | BB-5332-00/00 | HYDROMECHANIC | GRAND COULLE,WASHINGTON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KELLY, KELLY ANN | FISH AND WILDLIFE SERVICE | GS-1373-11/01 | CIVIL ENGINEER (HYDRAULICS) | PORTLAND,OREGON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 30 | SCHED A (EXC SVC PERM) | ATTORNEYS UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEY, MATTHEW JUSTIN | OFFICE OF THE SOLICITOR | GS-0905-14/01 | ATTORNEY ADVISER (GENERAL) | WASHINGTON,DC | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KACKLEY, JENNIFER PAIGE | GEOLOGICAL SURVEY | GS-0303-06/01 | ADMINISTRATIVE OPERATIONS ASSISTANT | KEARNEYVILLE,WEST VIRGI | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 32 | SCHED B (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JONES, THOMAS M | NATIONAL PARK SERVICE | WG-4607-07/02 | CARPENTER HELPER | YELLOWSTONE PARK,WYOMING | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 38 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROSENBERG,GRANT, WALKIRIA A | BUREAU OF RECLAMATION | GS-0203-06/05 | HUMAN RESOURCES ASSISTANT (OA) | LAKEWOOD,COLORADO | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 38 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCOTT, SHARNA LYNN | BUREAU OF RECLAMATION | GS-1373-11/01 | CIVIL ENGINEER (HYDRAULICS) | PORTLAND,OREGON | 1 |
| 2/7/2016 | 2/7/2016 | 2/7/2016 | 38 | SCHED A (EXC SVC PERM) | CRITICAL HIRING NEED SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CRIDER, RAYMOND LEWIS JR | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASST (FEE COLLECTION) | BALTIMORE,MARYLAND | 1 |
| 2/7/2016 | 8/21/2016 | 2/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | YDFONSO, STEVIE ECHAGUE | GEOLOGICAL SURVEY | GS-0303-07/04 | ADMINISTRATIVE OPERATIONS ASSISTANT | HENDERSON, NEVADA | 1 |
| 2/8/2016 | 2/8/2016 | 2/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GALLANT, VICKIE D | BUREAU OF RECLAMATION | GS-0850-12/10 | ELECTRICAL ENGINEER | REDDING,CALIFORNIA | 1 |
| 2/8/2016 | 2/8/2016 | 2/8/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PETERSON, JOHN P | BUREAU OF INDIAN AFFAIRS | GS-0802-09/01 | ENGINEERING TECHNICIAN CIVIL | ANCHORAGE,ALASKA | 1 |
| 2/8/2016 | 2/8/2016 | 2/8/2016 | 35 | SCHED D (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DAVYATH, CHRISTOPHER LYNN | BUREAU OF INDIAN AFFAIRS | GS-0802-09/01 | PAID FORESTRY | ANCHORAGE,ALASKA | 1 |
| 2/9/2016 | 2/9/2016 | 2/9/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILSON, ROOSEVELT T | NATIONAL PARK SERVICE | GS-0260-12/01 | EQUAL EMPLOYMENT SPECIALIST | LAKEWOOD,COLORADO | 1 |
| 2/10/2016 | 2/10/2016 | 4/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TRIVETTE, JAIME LAUREN | NATIONAL PARK SERVICE | GS-0404-09/03 | BIOLOGICAL SCIENCE TECHNICIAN | YELLOWSTONE PARK,WYOMING | 1 |
| 2/12/2016 | 2/12/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KNUDSON, CLAYTON DUANE | NATIONAL PARK SERVICE | GS-0102-07/03 | ARCHEOLOGICAL TECHNICIAN | MOAB,UTAH | 1 |
| 2/16/2016 | 2/16/2016 | 2/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADAMS, JESSICA L | FISH AND WILDLIFE SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECH | LODI,CALIFORNIA | 1 |
| 2/16/2016 | 2/16/2016 | 2/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HYDE, BRANDON C | NATIONAL PARK SERVICE | GS-0810-11/01 | CIVIL ENGINEER | SEBUCA,NATIONAL PARK CA | 1 |
| 2/16/2016 | 2/16/2016 | 4/9/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WOLFE, ERIN MARGARET | NATIONAL PARK SERVICE | GS-0215-05/02 | PUBLIC SAFETY DISPATCHER | YOSEMITE NATL PARK,CALIF | 1 |
| 2/21/2016 | 6/3/2012 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLANCO, JULIAN A | NATIONAL PARK SERVICE | GS-0090-05/02 | PARK GUIDE | PHILADELPHIA,PENNSYLVANIA | 1 |
| 2/21/2016 | 7/8/2012 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PORNTOV, MICHAEL NMN | NATIONAL PARK SERVICE | GL-0025-07/01 | PARK RANGER (LAW ENFORCEMENT) | PHILADELPHIA,PENNSYLVANIA | 1 |
| 2/21/2016 | 4/20/2014 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CUFF, MICHAEL LEO JR | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WEST ORANGE,NEW JERSEY | 1 |
| 2/21/2016 | 6/15/2014 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHITLOW, ZACHARY EDWIN | NATIONAL PARK SERVICE | GS-0025-07/01 | PARK RANGER (I) | WASHINGTON,DC | 1 |
| 2/21/2016 | 2/21/2016 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THOMPSON, DANIEL J | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0303-05/01 | ELECTRICIAN (PS) (M) | GRAND COULLE,WASHINGTON | 1 |
| 2/21/2016 | 2/21/2016 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | AUER, JODI L | BUREAU OF RECLAMATION | BB-2810-00/00 | ELECTRICIAN (PS) (M) | GRAND COULLE,WASHINGTON | 1 |
| 2/21/2016 | 2/21/2016 | 2/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEUT, DAVID J | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-1801 | | | |

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|-----------|-----------|------------|----|-----------------------------|---|---|---|--------------------------------|---|---------------|---------------------------------------|--------------------------|---|
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | TRANSFER SAME GRD OR PSM IN DIFFER PAY PLAN | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JONES, JEFFREY WILSON | BUREAU OF LAND MANAGEMENT | GS-0401-09/02 | NATURAL RESOURCE SPECIALIST | WINNEMUCCA,NEVADA | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HANEY, JIM M | FISH AND WILDLIFE SERVICE | GL-1811-09/01 | CRIMINAL INVESTIGATOR | ANN ARBOR,MICHIGAN | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | IPSEN, ELIZABETH | BUREAU OF LAND MANAGEMENT | GS-1035-11/01 | PUBLIC AFFAIRS SPECIALIST | FAIRBANKS,ALASKA | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLIAMS, JAMES VERNETT | FISH AND WILDLIFE SERVICE | GS-1103-11/01 | SUPV LEGISLATIVE SERVICES SPECIALIST | BLOOMINGTON,MINNESOTA | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CLEMENT, NICOLE L | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0525-07/01 | ACCOUNTING TECHNICIAN | FORT COLLINS,UTAH | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SESSIONS, TYLER S | BUREAU OF INDIAN AFFAIRS | GS-1101-07/01 | SELF-DETERMINATION SPECIALIST | PORTLAND,OREGON | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 30 | SCHED A (EXC SVC PERM) | CRITICAL HIRING NEED SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCCLOUGHLIN, ALAN J | NATIONAL PARK SERVICE | WL-4749-07/02 | MAINTENANCE WORKER LEAD | NEW CASTLE,DELAWARE | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 32 | SCHED B (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BURTON, JASON SCOTT | GEOLOGICAL SURVEY | GS-1035-09/01 | PUBLIC AFFAIRS SPECIALIST | NORCHOS,GEORGIA | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SULLIVAN, JOSHUA LEE | BUREAU OF LAND MANAGEMENT | GS-0409-05/05 | STUDENT TRAINEE(FORESTRY) | SPRINGFIELD,OREGON | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 30 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DILLON, KRISTEN G | BUREAU OF RECLAMATION | GS-0486-09/01 | WILDLIFE BIOLOGIST | LAKEWOOD,COLORADO | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FULLARD, CLARENCE DAVID JAMES | BUREAU OF RECLAMATION | GS-0482-09/01 | FISH BIOLOGIST | LAKEWOOD,COLORADO | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LEWIS, ETHAN GLENN | GEOLOGICAL SURVEY | GS-1316-05/01 | HYDROLOGIC TECHNICIAN | BATON ROUGE,LOUISIANA | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PRITCHARD, KYLE R | BUREAU OF RECLAMATION | GS-0408-09/01 | ECOLOGIST | LAKEWOOD,COLORADO | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADAMS, BRUCE ALLEN II | BUREAU OF RECLAMATION | GS-0028-11/01 | ENVIRONMENTAL PROTECTION SPECIALIST | TUMACACI,ARIZONA | 1 |
| 3/6/2016 | 3/6/2016 | 3/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ODAY, THOMAS EDWARD | NATIONAL PARK SERVICE | GS-0448-07/01 | BIOLOGICAL SCIENCE TECHNICIAN | SECUOIA NATIONAL PARK,CA | 1 |
| 3/6/2016 | 3/6/2016 | 9/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | NONCOMP APPT MILITARY SPOUSE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RAND, JENNIFER A | NATIONAL PARK SERVICE | GS-1106-05/01 | PROCUREMENT TECHNICIAN (FMS RECL) | ANCHORAGE,ALASKA | 1 |
| 3/6/2016 | 3/6/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, TED ALLEN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-14/01 | IT SPECIALIST (DATAMGT) | LAKEWOOD,COLORADO | 1 |
| 3/6/2016 | 3/6/2016 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BOHLES, CYNTHIA MARIE | GEOLOGICAL SURVEY | GS-0318-06/01 | SECRETARY (OA) | SIOUX FALLS,SOUTH DAKOTA | 1 |
| 3/6/2016 | 3/6/2016 | 11/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WOLFE, RICHARD LUIS | NATIONAL PARK SERVICE | WG-3566-04/02 | CUSTOMER WORKER (MVD) | YOSEMITE NATL PARK,CALIF | 1 |
| 3/6/2016 | 3/6/2016 | 1/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DEMUNST, JORDAN LEE | FISH AND WILDLIFE SERVICE | GS-0455-09/01 | RANGE TECHNICIAN (FIRE) | WAPLETON,CO | 1 |
| 3/6/2016 | 3/6/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | EVANS, ALYCE B | NATIONAL PARK SERVICE | GS-0303-05/01 | VOLUNTEER PROGRAM ASSISTANT (OA) | GETTYSBURG,PENNSYLVANIA | 1 |
| 3/6/2016 | 3/6/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NUNES, FRANCO ALBERTO | FISH AND WILDLIFE SERVICE | WG-4749-07/02 | MAINTENANCE WORKER | ORANGEBURG,SOUTH CAROLIN | 1 |
| 3/7/2016 | 3/7/2016 | 3/7/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLACKSMITH, SAMUEL J | BUREAU OF INDIAN AFFAIRS | GS-0462-04/01 | FORESTRY TECHNICIAN (FIRE) | PINE RIDGE,SOUTH DAKOTA | 1 |
| 3/7/2016 | 3/7/2016 | 3/7/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | IRON CLOUD, WILLIAM GRACE | BUREAU OF INDIAN AFFAIRS | GS-0301-05/01 | STAFF ASSISTANT | WASHINGTON,DC | 1 |
| 3/7/2016 | 3/7/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANDERSON, RAFFETTE A | AGENCY UNIQUE SCH A | GS-1103-09/01 | ADMINISTRATIVE SUPPORT ASSISTANT | BANWELL,IDAHO | 1 |
| 3/7/2016 | 3/7/2016 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LATORNE, LISA ANN | BUREAU OF INDIAN AFFAIRS | GS-0462-05/01 | LEAD FORESTRY TECHNICIAN (FIRE) | RAMAH,NEW MEXICO | 1 |
| 3/7/2016 | 3/7/2016 | 6/26/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SPURR, TIMOTHY L | BUREAU OF LAND MANAGEMENT | GS-0455-05/02 | RANGE TECHNICIAN (FIRE) | RIFLE,COLORADO | 1 |
| 3/8/2016 | 3/8/2016 | 3/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRUNTING, KRISTIAN LEE | BUREAU OF LAND MANAGEMENT | GS-0455-07/01 | SUPERVISORY RANGE TECHNICIAN (FIRE) | IDAHO FALLS,IDAHO | 1 |
| 3/8/2016 | 3/8/2016 | 3/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MONTEHL, FELIPPE MARTIN | NATIONAL PARK SERVICE | WG-4749-05/02 | MAINTENANCE WORKER | ALBUQUERQUE,NEW MEXICO | 1 |
| 3/13/2016 | 3/13/2016 | 3/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANDERSON, JAMES W | NATIONAL PARK SERVICE | GS-0303-03/02 | STAFF ASSISTANT | WASHINGTON,DC | 1 |
| 3/13/2016 | 3/13/2016 | 3/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | SCHED A (EXC SVC PERM) | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCHULTE, ELIZABETH ANN | OFFICE OF THE SOLICITOR | GS-0905-14/05 | ATTORNEY ADVISER (GENERAL) | SALT LAKE CITY,UTAH | 1 |
| 3/13/2016 | 3/13/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILL, LUCAS J | NATIONAL PARK SERVICE | WG-5716-08/03 | ENGINEERING EQUIPMENT OPERATOR | GREAT CANYON,ARIZONA | 1 |
| 3/14/2016 | 3/14/2016 | 3/14/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JENN, KAREN ELIZABETH | GEOLOGICAL SURVEY | GS-1515-14/04 | OPERATIONS RESEARCH ANALYST | LAKEWOOD,COLORADO | 1 |
| 3/17/2016 | 3/17/2016 | 7/24/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ARMSTRONG, JOHN A | NATIONAL PARK SERVICE | GS-1301-09/04 | PHYSICAL SCIENTIST | AMERICAN FORK,UTAH | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WESLEY, JAMES W | BUREAU OF LAND MANAGEMENT | GS-0303-05/02 | VEHICLE ASSISTANT | WESTERLY,CONNECTICUT | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, DAVID WAYNE | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LYTLE, MICHAEL D | BUREAU OF LAND MANAGEMENT | GS-1702-08/01 | TRAINING TECHNICIAN | PHOENIX,ARIZONA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALLEN, KELLEN EDWARD | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SOZZE, JASON MARC | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRADZ, DANIELLE M | BUREAU OF LAND MANAGEMENT | GS-0455-05/01 | TRAINING TECHNICIAN (FIRE) | MILES CITY,MONTANA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANDERSON, JAMES W | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0303-05/01 | VEHICLE ASSISTANT | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LEACH, RICHARD J | BUREAU OF LAND MANAGEMENT | GS-1702-08/01 | TRAINING TECHNICIAN | PHOENIX,ARIZONA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ZIMMER, ROBERT R | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASST (FEE COLLECTION) | SPRINGDALE,UTAH | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BENNETT, ROBERT H | NATIONAL PARK SERVICE | WG-4749-05/02 | MAINTENANCE WORKER | STILLWATER,NEW YORK | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BERRY, SCOTT JAMES | NATIONAL PARK SERVICE | GS-0303-07/01 | SUPERVISORY VUA (FEE COLLECTION) | MUNISING,MICHIGAN | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRADLEY, CHRISTOPHER ELIZABETH | NATIONAL PARK SERVICE | GS-0802-05/01 | VEHICLE ASSISTANT | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARR, T W MNM | BUREAU OF LAND MANAGEMENT | WG-3502-05/02 | LABORER (MOTOR VEHICLE) | MONTICELLO,UTAH | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CLIFONE, CATHERINE M | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DAIGNEAULT, MICHAEL JOSEPH | FISH AND WILDLIFE SERVICE | GS-0401-13/05 | FISH AND WILDLIFE BIOLOGIST | ANCHORAGE,ALASKA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DEBNAU, RICHARD DENNIS | NATIONAL PARK SERVICE | WG-5042-08/02 | TRUCK WORKER (MVD) | SUMMIT,OHIO | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DOE, JAMES W | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DEWELL, CHRISTOPHER BURR | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DUAN, CHANGLI MNM | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-14/10 | IT SPECIALIST (DATAMGT) | RESTON,VIRGINIA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DIXLEY, CHRISTY MICHELLE | NATIONAL PARK SERVICE | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | YOSEMITE NATL PARK,CALIF | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FAIRMAN, LEAH S | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0306-11/01 | GOVERNMENT INFORMATION SPECIALIST | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRANCO, JESSICA A | NATIONAL PARK SERVICE | GS-0303-05/01 | VEHICLE ASSISTANT | WASHINGTON,DC | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOOD, LYDIA CLARE | NATIONAL PARK SERVICE | GS-0303-05/02 | VISITOR USE ASST (FEE COLL) | SPRINGDALE,UTAH | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GIUDROZ, WALTER SCOTT | GEOLOGICAL SURVEY | GS-1350-15/05 | GEOLOGIST | RESTON,VIRGINIA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAGUE, MUSTAFA HANSAADI | BUREAU OF LAND MANAGEMENT | GS-0881-09/01 | PETROLEUM ENGINEER | CARLSBAD,NEW MEXICO | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HENDERSON, MICHAEL JAMES | BUREAU OF LAND MANAGEMENT | GS-0462-05/01 | LEAD FORESTRY TECHNICIAN (FIRE) | FAIRBANKS,ALASKA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HICKS, KENNETH DALE | NATIONAL PARK SERVICE | WG-2805-10/03 | ELECTRICIAN | ONEIDA,TENNESSEE | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JOHNSON, HUNTER M | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0881-11/10 | PETROLEUM ENGINEER | STERLING,VIRGINIA | 1 |
| 3/20/2016 | 3/20/2016 | 3/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KOSHER, KENTON WALKER | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0885-05/01 | ELECTRONICS ENGINEER | MCCOOK,NEBRASKA | 1 |
| 3/20/2016 | 3/20/2016 | 3/ | | | | | | | | | | | |

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|-----------|-----------|-----------|----|-----------------------------|--|-----------------------|---|---|---|--|--------------------------|---|--------------------------|-------------------------|---|
| 4/10/2016 | 4/10/2016 | 4/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BULLOCK, WILLIAM M III | FISH AND WILDLIFE SERVICE | GL-1801-09/01 | LAND MGMT LAW ENFORCEMENT OFFICER | BURBAN,WASHINGTON | 1 | |
| 4/10/2016 | 4/10/2016 | 4/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CRESHAW, JASON C | FISH AND WILDLIFE SERVICE | GL-1801-09/01 | LAND MGMT LAW ENFORCEMENT OFFICER | WILLOWS,CALIFORNIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOULDING, ANJIE ELIZABETH ERGA | BUREAU OF LAND MANAGEMENT | GS-2151-06/01 | FIRE LOGISTICS DISPATCHER | FAIRBANKS,ALASKA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LUNDY, TONY MICHAEL | BUREAU OF LAND MANAGEMENT | GS-0985-09/01 | LAND LAW EXAMINER | TONGVAH,NEVADA | 1 | |
| 4/11/2016 | 3/6/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PARDOLY, ALEXANDER DOUGLAS | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | MCLEAN,VIRGINIA | 1 | |
| 4/11/2016 | 3/6/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TURNER- AU, ANDREW J | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | MCLEAN,VIRGINIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, TRENTON VON | NATIONAL PARK SERVICE | WG-5716-10/02 | ENGINEERING EQUIPMENT OPERATOR | CRATER LAKE,OREGON | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STRZAK, RICHARD JOHN | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | MCLEAN,VIRGINIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | AGEE, MELISSA RICHELLE | BUREAU OF LAND MANAGEMENT | GS-0963-07/01 | LEGAL INSTRUMENTS EXAMINER | CARLSBAD,NEW MEXICO | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ARDISSONO, ERIC ROBERT | BUREAU OF LAND MANAGEMENT | GS-0462-05/01 | LEAD FORESTRY TECHNICIAN (FIRE) | FAIRBANKS,ALASKA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BAKEND, CHAD ALLEN | BUREAU OF LAND MANAGEMENT | GS-0465-05/01 | LEAD RANGE TECHNICIAN (FIRE) | VERNON,UTAH | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARNET, KRATIE JO | NATIONAL PARK SERVICE | GS-0462-05/02 | LEAD FORESTRY TECHNICIAN (FIRE) | YOSEMITE NATL PARK,CALIF | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHRISTIANSEN, CHAD M | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | VALENTINE,NEBRASKA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CLARK, LOGAN SCOTT | NATIONAL PARK SERVICE | GS-0235-05/01 | RESEARCH TECH ASSISTANT (FEE COLL.) | SPRINGFIELD,MISSOURI | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DECOSSAS, GARY ALAN | FISH AND WILDLIFE SERVICE | GS-1315-11/01 | STATISTICIAN | ANCHORAGE,ALASKA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DOBBS, JASON SCOTT | NATIONAL PARK SERVICE | XA-4749-09/02 | MAINTENANCE MECHANIC (LEADER) | CHEROKEE,ALABAMA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ERNSTEN, JULIE HEVENER | NATIONAL PARK SERVICE | GS-0193-13/01 | SUPVY. ARCHEOLOGIST | WASHINGTON,DC | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FOSTER, MELISSA A | BUREAU OF RECLAMATION | WG-1301-11/01 | PHYSICAL SCIENTIST | LAKEWOOD,COLORADO | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GALNT, DEBK C | NATIONAL PARK SERVICE | WG-5408-09/02 | WASTEWATER TREATMENT PLANT OPERATOR | PAGE,VIRGINIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GENAU, CHRISTIAN BRIAN | BUREAU OF LAND MANAGEMENT | GS-0454-11/01 | RANGELAND MANAGEMENT SPECIALIST | KALISHEVA,NEVADA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOODWIN, JAY R | NATIONAL PARK SERVICE | XA-4749-05/04 | MAINTENANCE WORKER | KOSCIUSKO,MISSISSIPPI | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOS, JAMES E | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | MCLEAN,VIRGINIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GROH, JAMET E | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-13/01 | REVIEW APPRAISER | LAKEWOOD,COLORADO | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GREEN, STEVEN C | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0301-09/01 | PARK SUPERVISOR SPEC (SPEC EVNTS CODD) | FAIRBANKS,ALASKA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GRUE, TRAVIS ROBERT | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-0318-05/01 | SECRETARY (OFFICE AUTOMATION) | HOUMA,LOUISIANA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GUINDY, GAYLE M | FISH AND WILDLIFE SERVICE | GS-0401-12/08 | FISH AND WILDLIFE BIOLOGIST | HOUMA,LOUISIANA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GUINOTTE, JOHN M | GEOLOGICAL SURVEY | GS-1410-13/04 | SUPERVISORY LIBRARIAN | RESTON,VIRGINIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KERNIN, HOLLY NICKLE | FISH AND WILDLIFE SERVICE | GS-0482-11/01 | FISH BIOLOGIST | FAIRBANKS,NORTH STAR,ALA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEYSE, MATTHEW DAVID | OFFICE OF SUPERVISOR OF RECLAMATION & EN | GS-0482-11/01 | FISH BIOLOGIST | FAIRBANKS,NORTH STAR,ALA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEYSE, MATTHEW DAVID | BUREAU OF RECLAMATION | BB-2810-00/00 | ELECTRICIAN (PS) (M) | LARAMIE,COLORADO | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LATTINEN, JOHN R | BUREAU OF RECLAMATION | GS-1315-12/09 | HYDROLOGIST | GRAND COLLEGE,WASHINGTON | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LEON SALAZAR, CLAUDIA ALTAMIRA | BUREAU OF RECLAMATION | WG-3502-03/02 | LABORER | JAMESSTON,NORTH DAKOTA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LUNDGREN, JUDY LYNN | GEOLOGICAL SURVEY | GS-1801-07/01 | INSPECTOR (OFFSHOR OPR & SFTY) | HOUMA,LOUISIANA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MANUEL, JASON K | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-1801-07/01 | INSPECTOR (OFFSHOR OPR & SFTY) | HOUMA,LOUISIANA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MAYER, BRIGGS WILLIAM | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-0482-09/01 | RESEARCH TECH ASSISTANT (CLIMATE IMPACTS) | FAIRBANKS,NORTH STAR,ALA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MONTPE, PATRICK SCOTT | BUREAU OF LAND MANAGEMENT | GS-0486-09/01 | WILDLIFE BIOLOGIST | GALT,CALIFORNIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MONTANEZ, RYAN JOSEPH | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0150-13/01 | GEOGRAPHER (GIS) | DENVER,COLORADO | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MOORE-O'LEARY, KARA A | FISH AND WILDLIFE SERVICE | GS-0408-12/01 | ECOLOGIST | SACRAMENTO,CALIFORNIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PEREZ, THOMAS C | NATIONAL PARK SERVICE | GS-0462-06/01 | LEAD FORESTRY TECHNICIAN | TUCSON,ARIZONA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PERRY, ASHLEY DOUGLAS | NATIONAL PARK SERVICE | XA-4742-08/02 | UTILITY SYSTEMS REPAIRER OPERATOR | GATLINBURG,TENNESSEE | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRITTY, STEVEN MICHAEL | BUREAU OF LAND MANAGEMENT | GS-2151-09/01 | LOGISTICS DISPATCHER | LAS VEGAS,NEVADA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RESHLY, VICTORIA A | NATIONAL PARK SERVICE | GS-0401-11/01 | BIOLOGIST | YELLOWSTONE PARK,WYOMING | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SALLS, MARILYN M | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-0810-12/04 | CIVIL ENGINEER (STRUCTURAL) | JEFFERSON,LOUISIANA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCOTT, ISMAIL MALIKIE | NATIONAL PARK SERVICE | GS-1601-07/01 | FACILITY MGT SYSTEM SPEC (NETWORK) | KINGS,NEW YORK | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHELLENBERGER, PAMELA RUTH | FISH AND WILDLIFE SERVICE | GS-0401-11/02 | FISH AND WILDLIFE BIOLOGIST | STATE COLLEGE,PENNSYLVAN | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHREVE, CORINNE LUCILLE | NATIONAL PARK SERVICE | XA-5703-07/01 | MAINTENANCE MECHANIC | WASHINGTON,DC | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TRUESDALE, ANTHONY JUPRESC R | NATIONAL PARK SERVICE | WG-4749-10/02 | MAINTENANCE MECHANIC | WASHINGTON,DC | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TUCKER, JOHN LOGAN | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (P) | YOSEMITE NATL PARK,CALIF | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VAN DER MOLEN, MATTHEW LEE | BUREAU OF INDIAN AFFAIRS | GS-1101-12/01 | PROCUREMENT PROGRAM MANAGEMENT SPEC | RESTON,VIRGINIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WEBBER, DEBORAH LEE MERCHAN | NATIONAL PARK SERVICE | GS-0303-05/02 | VEHICLE USE ASSIST (FEE COLLECTION) | SPRINGDALE,UTAH | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WEBSTER, MICHAEL ROBERT | BUREAU OF LAND MANAGEMENT | GS-0202-11/08 | COMMUNITY PLANNER | PORTLAND,OREGON | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WELBAM, WILLIAM F | BUREAU OF RECLAMATION | BB-2810-00/00 | ELECTRICIAN (PS) (M) | GRAND COLLEGE,WASHINGTON | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILKINSON, JUSTIN P | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0306-11/07 | GOVERNMENT INFORMATION SPECIALIST | WASHINGTON,DC | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | YOUNG, COREY J | BUREAU OF LAND MANAGEMENT | GS-0802-06/01 | ENGINEERING TECHNICIAN (CIVIL) | SALEM,OREGON | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KARY, LEIGH ALLISON | BUREAU OF LAND MANAGEMENT | GS-0401-09/01 | NATURAL RESOURCE SPECIALIST | MORENO VALLEY,CALIFORNIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KELLY, LILLIAN RESELLE | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-0482-09/01 | RESEARCH TECH ASSISTANT (CLIMATE IMPACTS) | KINGTON,KENTUCKY | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | TRANSFER HIGHER GRADE | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TAYLOR, JAMES LEE | BUREAU OF INDIAN AFFAIRS | GL-0007-05/01 | CORRECTIONAL OFFICER | FORT WASHINGTON,WYOMING | 1 |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUNT, KENNETH DEWAYNE JR. | NATIONAL PARK SERVICE | WG-4749-08/05 | MAINTENANCE WORKER | CORPUS CHRISTI,TEXAS | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HELN, WAGNEH LOWELL | GEOLOGICAL SURVEY | GS-1550-14/06 | SUPERV. COMPUTER SCIENTIST | SIOUX FALLS,SOUTH DAKOTA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LEADSTON, GARY ALLEN | GEOLOGICAL SURVEY | GS-0301-13/04 | SUPERVISORY BUDGET & PLANNING SPEC | ROLLA,MISSOURI | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MC DONALD, LEANN ROBERT | BUREAU OF LAND MANAGEMENT | GS-0486-09/01 | WILDLIFE BIOLOGIST | LEWISVILLE,TEXAS | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MC KENZIE, MICHAEL ROBERT | NATIONAL PARK SERVICE | GS-0020-11/08 | COMMUNITY PLANNER | CHICAGO,ILLINOIS | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TRUITT, BRIAN DOUGLAS | BUREAU OF LAND MANAGEMENT | GS-0340-12/01 | MONUMENTS/NCA MANAGER | ROSWELL,NEW MEXICO | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NUGENT, CATHERINE GREER | BUREAU OF RECLAMATION | GS-0303-06/01 | FOREIGN TRAVEL ASSISTANT | WASHINGTON,DC | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREY-RAND, LIAM A | NATIONAL PARK SERVICE | GS-2299-05/03 | STUDENT TRAINEE (INFO TECHNOLOGY) | ORICK,CALIFORNIA | 1 | |
| 4/11/2016 | 4/11/2016 | 4/11/2016 | 38 | SCHED A (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOLCOMB, ZACHARY THOMAS | GEOLOGICAL SURVEY | GS-1315- | | | | |

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|-----------|-----------|-----------|----|-----------------------------|--------------------------------|---|---|---|---|---------------|-------------------------------------|---------------------------|---|
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADAM, MARK J | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT | GRAND CANYON, ARIZONA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADLAU, BRIAN JOSHUA | BUREAU OF LAND MANAGEMENT | GS-1350-09/01 | GEOLOGIST | NEEDLES, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALEXANDER, BRIGAN DEAN | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | SUPERVISORY RANGE TECHNICIAN (FIRE) | BURLEY, IDAHO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | AYERS, SCOTT DAVID | FISH AND WILDLIFE SERVICE | GS-0482-09/01 | FISH BIOLOGIST | ANCHORAGE, ALASKA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BELTRAN, ERIC JOHN | NATIONAL PARK SERVICE | WG-4749-05/02 | MAINTENANCE WORKER | SAN FRANCISCO, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BUCHAN, BRUCE DOUGLAS | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-13/01 | REVIEW APPRAISER | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DENBRO, STEVEN KEITH | NATIONAL PARK SERVICE | WG-4749-08/01 | MAINTENANCE WORKER | HOMESTEAD, FLORIDA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DENOSER, JACOB W | BUREAU OF LAND MANAGEMENT | GS-0455-05/01 | LEAD RANGE TECHNICIAN (FIRE) | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DETRING, JOHN P | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-1350-12/01 | GEOLOGIST | CAMARILLO, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DIXON, DANIEL JOHN | NATIONAL PARK SERVICE | WG-5716-08/02 | ENGINEERING EQUIPMENT OPERATOR | SAN FRANCISCO, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FARNETH, ALEX JOSEPH | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | LEAD RANGE TECHNICIAN (FIRE) | MCDERMITT, NEVADA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FISHER, JEFFREY CLAYTON | FISH AND WILDLIFE SERVICE | GS-0462-04/01 | FORESTRY TECHNICIAN (FIRE) | INDIAHOMA, OKLAHOMA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FOSTER, SCOTT ALLEN | NATIONAL PARK SERVICE | WG-4742-10/02 | UTILITY SVS REPAIR-OPTR | YOSEMITE NATL PARK, CALIF | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FULTZ, CHANNETTE J | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0503-04/01 | ACCOUNTS MAINTENANCE CLERK (OA) | TULSA, OKLAHOMA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GARLAND, DEDRIC DARNELL | BUREAU OF LAND MANAGEMENT | WG-4749-10/02 | MAINTENANCE MECHANIC | FAIRBANKS, ALASKA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GIBBONS, RANDOLPH STEVEN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-13/01 | IT SPECIALIST (OS/SYSDADMIN) | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GODDARD, ERIC A | NATIONAL PARK SERVICE | GS-0462-05/01 | FORESTRY TECHNICIAN | KINGS CANYON NATL PK, CAL | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAI, MICHAEL J | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0101-13/02 | GENEALOGIST | WASHINGTON, DC | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAMRICK, DAN DAVID | BUREAU OF LAND MANAGEMENT | WG-5716-10/02 | ENGINEERING EQUIPMENT OPERATOR | LAKEVIEW, OREGON | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HARVEY, ERIC W | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT | GRAND CANYON, ARIZONA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HASTINGS, MICHAEL J | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-13/01 | REVIEW APPRAISER | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HENSON, GARY THOMAS | GEOLOGICAL SURVEY | GS-0560-09/01 | BUDGET ANALYST | SIoux FALLS, SOUTH DAKOTA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HERLIG, GRANT BENJAMIN | BUREAU OF LAND MANAGEMENT | GS-0462-06/01 | FORESTRY TECHNICIAN | NORTH BEND, OREGON | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HIRSON, KARA DELANA | FISH AND WILDLIFE SERVICE | GS-0482-12/01 | WILDLIFE BIOLOGIST (AIRPLANE PILOT) | DILLINGHAM, ALASKA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOZINSKI, ANDREW R W | NATIONAL PARK SERVICE | GS-0606-03/01 | FORESTRY TECHNICIAN | WEST VIRGINIA, VIRGINIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KING, JENNY LYNN | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | SUPERVISORY RANGE TECHNICIAN (FIRE) | LOVELOCK, NEVADA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LIESKE, PETER JACOB | NATIONAL PARK SERVICE | WG-4742-10/02 | UTILITY SYSTEMS REPAIRER OPERATOR | SAN FRANCISCO, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MAESTAS, THOMAS ALAN | BUREAU OF RECLAMATION | WG-5803-10/02 | HEAVY MOBILE EQUIPMENT MECHANIC | CHAMA, NEW MEXICO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MARTINEZ, DIMITRY M | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0343-07/01 | PROGRAM ANALYST | WASHINGTON, DC | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MAYERS, RANDY W | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0503-07/02 | REVIEW APPRAISER | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MILLER, JACOB A | BUREAU OF RECLAMATION | GS-0090-06/01 | RECLAMATION GUIDE | GRAND COULLE, WASHINGTON | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MOREY, SHANNON L | NATIONAL PARK SERVICE | GS-2151-06/01 | PUBLIC SAFETY DISPATCHER | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MORNAK, CLINTON C | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | LEAD RANGE TECHNICIAN (FIRE) | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OLSON, AMBER SUSANNE | BUREAU OF RECLAMATION | GS-1316-06/02 | HYDROLOGICAL TECHNICIAN | FRONT, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ORRIGAN, JOSHUA JEFF | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0462-07/01 | FORESTRY TECHNICIAN (FIRE) | BOISE, IDAHO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PERINELLI, LAUREN MARIE | GEOLOGICAL SURVEY | GS-1315-11/03 | HYDROLOGIST | BOISE, IDAHO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RASCH, CHRISTIAN JOSEPH | BUREAU OF LAND MANAGEMENT | GS-0462-06/01 | LEAD FORESTRY TECHNICIAN (FIRE) | LAKEVIEW, OREGON | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REAL, BRANDON LEE | BUREAU OF LAND MANAGEMENT | GS-0462-05/01 | LEAD FORESTRY TECHNICIAN (FIRE) | LAKEVIEW, OREGON | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REIZ, DANIEL BRIAN | NATIONAL PARK SERVICE | WG-2805-10/02 | ELECTRICIAN | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REYNOLDS, COREY TILMON | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-13/01 | IT SPECIALIST (SYSDADMIN) | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REYNOLDS, RANDY W | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-1313-12/01 | HYDROLOGIST | CAMARILLO, CALIFORNIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCHLOSLEY, JEREMY JONATHAN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-13/07 | INFORMATION TECHNOLOGY SPECIALIST | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SELLERS, ROBERT DONALD | BUREAU OF RECLAMATION | GS-0090-05/01 | LEAD RECLAMATION GUIDE | HUNTING HORSE, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TOCH, ZACHARY JOHN | BUREAU OF LAND MANAGEMENT | GS-0817-05/01 | SURVEY TECHNICIAN | TWIN FALLS, IDAHO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THOMPSON, FRANCES B | FISH AND WILDLIFE SERVICE | GS-0501-07/01 | FINANCIAL SPECIALIST | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TOWNSHIP, RANDY W | NATIONAL PARK SERVICE | GS-0455-06/01 | REVIEW APPRAISER | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TURNER, SHAWN WILLIAM | NATIONAL PARK SERVICE | GS-0205-09/02 | PARK RANGER | YOSEMITE NATL PARK, CALIF | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VAN DUSEN, JAMINE B | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1101-14/01 | FIDUCIARY TRUST OFFICER | EVERETT, WASHINGTON | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VANBEEK, KELLY ROSE | FISH AND WILDLIFE SERVICE | GS-0486-11/01 | WILDLIFE BIOLOGIST | WINONA, MINNESOTA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VERDIN, ANDREW P | BUREAU OF RECLAMATION | GS-0810-11/01 | CIVIL ENGINEER (HYDROLOGIC) | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WAGNER, JAMES R | BUREAU OF RECLAMATION | GS-1105-03/01 | PARK RANGER | MCCOOK, NEBRASKA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FLOOD, DANIEL JAMES | BUREAU OF LAND MANAGEMENT | GS-0025-09/08 | PARK RANGER | LAS VEGAS, NEVADA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TAYLOR, DARA MORGAN | FISH AND WILDLIFE SERVICE | GS-0401-07/01 | FISH AND WILDLIFE BIOLOGIST | GRAND JUNCTION, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BYNUM, JADE NICOLE | NATIONAL PARK SERVICE | GS-1102-09/01 | CONTRACT SPECIALIST | ATLANTA, GEORGIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SORENSEN, JARED LEE | NATIONAL PARK SERVICE | GS-2151-06/01 | DISPATCHER | MOOSE, WYOMING | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SORENSEN, MARIELA DARLENE | NATIONAL PARK SERVICE | GS-0303-04/10 | PROGRAM SUPPORT CLERK | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JONES, MANTRELL ANTLIN | FISH AND WILDLIFE SERVICE | WG-4749-01/01 | MAINTENANCE MECHANIC | SAVANNAH, ILLINOIS | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MAEST, MEGAN LEE | BUREAU OF LAND MANAGEMENT | GS-0025-07/01 | PARK RANGER | GUNNSON, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TEMERSON, TRISHA L | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0303-06/01 | PROGRAM SUPPORT ASSISTANT (OA) | JEFFERSON, LOUISIANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FAREY, JOEL LEE | BUREAU OF LAND MANAGEMENT | WB-4749-06/00 | MAINTENANCE WORKER | AMARILLO, TEXAS | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GRIGSBY, AMANDA REE | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0462-04/01 | PROGRAM SUPPORT CLERK | LAKEWOOD, COLORADO | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOMBARDI, ANTHONY JESS | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1102-14/02 | PROGRAM SUPPORT ASSISTANT (OA) | HERNDON, VIRGINIA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LESLEY, LESLIE P | NATIONAL PARK SERVICE | GS-0201-09/01 | HUMAN RESOURCES SPECIALIST (EN/LR) | WASHINGTON, DC | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 30 | SCHED A (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BOUCHARD, AMANDA LYNN | GEOLOGICAL SURVEY | GS-1399-01/01 | STUDENT TRAINEE (HYDROLOGY) | AUGUSTA, MAINE | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STEWART, SEAN GIOVANNI | GEOLOGICAL SURVEY | GS-1399-01/01 | STUDENT TRAINEE (HYDROLOGY) | AUGUSTA, MAINE | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SULLIVAN, DAVID WILLIAM | GEOLOGICAL SURVEY | GS-1399-03/01 | STUDENT TRAINEE (HYDROLOGY) | EAST HARTFORD, CONNECTICU | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 35 | SCHED A (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PREIDENTIAL MGMT FLSV PATHWAYS PRGM SCH D | CS CERT OPM DELEGATION AUTH | GS-0503-07/02 | REVIEW APPRAISER | LEWISTOWN, MONTANA | 1 |
| 5/15/2016 | 5/15/2016 | 5/15/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/C | | | | | | |

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|-----------|-----------|------------|----|-----------------------------|---|---|---|-------------------------------|---|---------------|--|---------------------------|
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHICO, TRUETT T | BUREAU OF INDIAN AFFAIRS | GS-0462-05/01 | FORESTRY TECHNICIAN (FIRE) | MESCALERO, NEW MEXICO |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GUNSHONS, ELEANOR LOUISE | BUREAU OF INDIAN AFFAIRS | GS-0303-05/01 | ADMINISTRATIVE ASSISTANT | BILLINGS,MONTANA |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MULLIGAN, ANDREW L | BUREAU OF INDIAN AFFAIRS | GS-0460-05/01 | FORESTER | DULCE NEW MEXICO |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PETERSEN, SELENA L | BUREAU OF INDIAN AFFAIRS | GS-0303-05/10 | ENROLLMENT CLERK (OA) | ANCHORAGE,ALASKA |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHIE, KEITH M | BUREAU OF INDIAN AFFAIRS | GS-1101-09/01 | INDIAN SELF DETERMINATION SPEC. | SAN JUAN PUEBLO,NEW MEXI |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STILES, SHANNON MARIE | BUREAU OF INDIAN AFFAIRS | GS-1015-09/01 | STAFF CURATOR (MUSEUM MANAGEMENT) | RESTON,VIRGINIA |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANDY, CAROLINE MARIE | GEOLOGICAL SURVEY | GS-1399-03/01 | STUDENT TRAINEE (HYDROLOGY) | PEMBROKE,NEW HAMPSHIRE |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARNABY, STERLING L | BUREAU OF INDIAN AFFAIRS | GS-0499-02/01 | STUDENT TRAINEE (FIRE) | RONAN,MONTANA |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUFFMAN, BRADLEY JOSEPH | BUREAU OF INDIAN AFFAIRS | GS-1399-05/01 | STUDENT TRAINEE (HYDROLOGY) | COLUMBIA,SOUTH CAROLINA |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JODIA, JARED J | BUREAU OF INDIAN AFFAIRS | GS-0499-04/01 | STUDENT TRAINEE (HYDROLOGY) | ALBUQUERQUE,NEW MEXICO |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OLEHOSKI, DREW JOHN | GEOLOGICAL SURVEY | GS-1399-01/01 | STUDENT TRAINEE (HYDROLOGY) | AUGUSTA,MAINE |
| 5/31/2016 | 5/31/2016 | 5/31/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PAXSON, ATIANA C | BUREAU OF INDIAN AFFAIRS | GS-0499-03/01 | STUDENT TRAINEE (FIRE) | FLAGSTAFF,ARIZONA |
| 5/31/2016 | 5/31/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NAPER, LLOYD TIMOTHY | NATIONAL PARK SERVICE | WG-5705-07/01 | TRACTOR OPERATOR | TALLAPOOSA,ALABAMA |
| 5/31/2016 | 5/31/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VOIGT, MICHELLE E | FISH AND WILDLIFE SERVICE | GS-0460-09/01 | FISH AND WILDLIFE SPECIALIST | VERNAL,UTAH |
| 5/31/2016 | 5/31/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCCRACK, KATE R | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | DEDEWOOD,FLORIDA |
| 5/31/2016 | 5/31/2016 | 1/20/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | UNDERWOOD, KRISTIN LEE | FISH AND WILDLIFE SERVICE | GS-0401-05/01 | FISH AND WILDLIFE BIOLOGIST | FALMOUTH,MAINE |
| 6/1/2016 | 6/1/2016 | 6/1/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MACY, RENATA ELIZABETH | GEOLOGICAL SURVEY | GS-0303-05/01 | ADMINISTRATIVE OPERATIONS ASST (OA) | FLAGSTAFF,ARIZONA |
| 6/3/2016 | 6/3/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PHILLIPS, PATRICK J | NATIONAL PARK SERVICE | GS-0090-05/02 | PARK GUIDE | PHILADELPHIA,PENNSYLVANIA |
| 6/3/2016 | 6/3/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COYLE, KIMBERLY ANNE | BUREAU OF LAND MANAGEMENT | GS-0462-14/01 | WILDLIFE BIOLOGIST | MIDFORD,OREGON |
| 6/4/2016 | 6/4/2016 | 6/4/2016 | 38 | OTHER [EXC SVC PERM] | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STRINGER, JOSHUA URIAH | NATIONAL PARK SERVICE | GS-0025-11/01 | SUPERVISORY PARK RANGER(I) | SARASOTA,TEXAS |
| 6/4/2016 | 6/4/2016 | 11/27/2016 | 10 | CAREER (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KENNY, ERIC J | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT(FEE COLLECTION) | HAGERSTOWN,MARYLAND |
| 6/5/2016 | 6/5/2016 | 6/5/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NEVITT, BROOKE ELIZABETH | NATIONAL PARK SERVICE | GS-0025-09/01 | PARK RANGER (I) | SAIPAN, MARIANA ISL,NORT |
| 6/5/2016 | 6/5/2016 | 6/5/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCOTT, ANNE MARIE | GEOLOGICAL SURVEY | GS-1311-09/01 | PHYSICAL SCIENCE TECHNICIAN | RESTON,VIRGINIA |
| 6/5/2016 | 6/5/2016 | 6/5/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SETTELMOR, ALICE D | NATIONAL PARK SERVICE | GS-1702-07/01 | EDUCATION TECHNICIAN | ASTORIA,OREGON |
| 6/5/2016 | 6/5/2016 | 6/5/2016 | 38 | OTHER [EXC SVC PERM] | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RODRIGUEZ, ERIC D | NATIONAL PARK SERVICE | WG-5003-03/01 | RECREATION SPECIALIST | SAN JUAN PUEBLO,NEW MEXI |
| 6/5/2016 | 6/5/2016 | 11/3/2016 | 38 | OTHER [EXC SVC PERM] | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GALLELL, ASHLEY COLE | BUREAU OF LAND MANAGEMENT | GS-0201-07/01 | HUMAN RESOURCES SPECIALIST | SACRAMENTO,CALIFORNIA |
| 6/5/2016 | 6/5/2016 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HULSEY, CINNAMON CAROL | NATIONAL PARK SERVICE | GS-0303-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | KINGS CANYON NATL,P,CA |
| 6/6/2016 | 6/6/2016 | 6/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILKETT, JOHN MATTHEW | BUREAU OF RECLAMATION | GS-0201-09/01 | HR SPECIALIST (CLASSIFICATION & GRIEVANCE) | LAKEWOOD,COLORADO |
| 6/6/2016 | 6/6/2016 | 6/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GARRETT, NATHAN FISHER | FISH AND WILDLIFE SERVICE | GS-0482-14/01 | SUPERVISORY FISHERY BIOLOGIST | BAILEYS CROSSROADS,VIRGI |
| 6/6/2016 | 6/6/2016 | 6/6/2016 | 15 | CAREER-COND (COMP SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WOLFE, JENNIFER L | BUREAU OF INDIAN AFFAIRS | GS-1170-03/01 | REALTY TRAINEE (CONVEYANCES) | SARASOTA,TEXAS |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 10 | CAREER (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEY-PATTE, ELENA R | BUREAU OF RECLAMATION | GS-1371-08/06 | CARTOGRAPHIC TECHNICIAN | GLENDALE,ARIZONA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEITHLEY, RHEAL MONIQUE | BUREAU OF LAND MANAGEMENT | GS-0303-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT | SILT,COLORADO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALEXANDER, PATRICK JAMES | BUREAU OF LAND MANAGEMENT | GS-0430-11/01 | BOTANIST | LAS CRUCES,NEW MEXICO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ASHWORTH, ROBERT ALLEN | NATIONAL PARK SERVICE | GS-0303-04/01 | VISITOR USE ASSISTANT(FEE COLLECTION) | DEATH VALLEY,CALIFORNIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BERGLOFF, JESSE BRIAN | BUREAU OF LAND MANAGEMENT | GS-0454-07/01 | RANGE TECHNICIAN (FIRE) | RESTON,VIRGINIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRISQON, JAMES SCHOLTES | BUREAU OF LAND MANAGEMENT | GS-0802-07/01 | ENGINEERING TECHNICIAN (PETROLEUM) | VERNAL,UTAH |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHRIST, AARON MATTHEW | FISH AND WILDLIFE SERVICE | GS-1530-12/01 | STATISTICIAN (BIOLOGY) | HOMER,ALASKA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COO, DANNY DEE | NATIONAL PARK SERVICE | WG-5406-09/02 | UTILITY SYSTEMS OPERATOR | SULPHUR,OKLAHOMA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CROST, MICHAEL VERNE | BUREAU OF LAND MANAGEMENT | GS-2005-06/01 | SUPPLY TECHNICIAN | MOAB,UTAH |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DALE, HARRY L | BUREAU OF INDIAN AFFAIRS | GS-0303-05/01 | MAIL CLERK | RESTON,VIRGINIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DOHNEY, DANIEL ERNEST | BUREAU OF RECLAMATION | GS-1321-10/01 | PHYSICAL CHEMIST | PASADENA,CALIFORNIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DENTON, DAVID B | BUREAU OF RECLAMATION | GS-0303-12/09 | PROJECT MANAGER (ENGINEERING) | BOISE,IDAHO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DUKE, AMY MOCK | BUREAU OF RECLAMATION | GS-0090-04/01 | RECLAMATION GUIDE | HUNGRY HORSE,MONTANA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ENLIE, ANDREA MARIE | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0511-12/01 | AUDITOR | TULSA,OKLAHOMA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GIBBONS, JOSHUA IYAN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0511-12/01 | AUDITOR | TULSA,OKLAHOMA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAYES, JACOB RYAN | NATIONAL PARK SERVICE | WG-5406-09/02 | PHYSICAL SYSTEMS OPERATOR | PORTER,INDIANA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOODWILL, GEOFFREY IAN FOSTER | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0511-07/01 | AUDITOR | OKLAHOMA CITY,OKLAHOMA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HENRY, MICHAEL JAY | NATIONAL PARK SERVICE | GS-0303-05/02 | VISITOR USE ASSISTANT(FEE COLLECTION) | WHISKEYTOWN,CALIFORNIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HICKLEN, MATTHEW BROOKS | GEOLOGICAL SURVEY | GS-1316-05/01 | HYDROLOGIC TECHNICIAN | HURON,SOUTH DAKOTA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HIGBEE, SHAWNNE LYNNE | BUREAU OF RECLAMATION | GS-0086-06/01 | SURVEY ASSISTANT | GRAND COULLE,WASHINGTON |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HORTON, JACOB RYAN | BUREAU OF RECLAMATION | GS-0801-12/01 | CONTRACT REPRESENTATIVE | LAKEWOOD,COLORADO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JACKSON, KIMBERLY ANN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1101-12/01 | MINERALS REVENUE SPECIALIST | LAKEWOOD,COLORADO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KENNY, COLLINE NMMN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1101-13/01 | FIDUCIARY TRUST OFFICER | ADA,OKLAHOMA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KENNEDY, DENA NMMN | NATIONAL PARK SERVICE | GS-0807-11/01 | LANDSCAPE ARCHITECT | ARLINGTON,VIRGINIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KORWENTZ, BILLY J | BUREAU OF RECLAMATION | BB-4749-00/00 | FACILITY WORKER | PALISADES,IDAHO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LABER, JACOB RYAN | NATIONAL PARK SERVICE | WG-5406-09/02 | RECREATION OPERATOR HELPER | NATHAN VALLEY,CALIFORNIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAWRENCE, TIMOTHY J | FISH AND WILDLIFE SERVICE | GS-1701-09/01 | EDUCATION SPECIALIST | TOK,ALASKA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MANION, GARRETT MICHAEL | BUREAU OF LAND MANAGEMENT | GS-0963-05/01 | LEGAL INSTRUMENTS EXAMINER | VERNAL,UTAH |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCMAHAN, TAMMY RENE | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0511-12/01 | AUDITOR | TULSA,OKLAHOMA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCPEETERS, COLE MICHAEL | BUREAU OF RECLAMATION | GS-0817-04/01 | SURVEY TECHNICIAN | FARMINGTON,NEW MEXICO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MELDRUM, JAMES RICHARD | GEOLOGICAL SURVEY | GS-0113-13/01 | RESEARCH ECONOMIST | FORT COLLINS,COLORADO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NOET, DAVID NMMN | GEOLOGICAL SURVEY | GS-1311-09/01 | PHYSICAL SCIENCE TECHNICIAN | PASADENA,CALIFORNIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ORELANA, GUSTAVO G | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-1801-09/01 | INSPECTOR (OFFSHOR PER & SFETY) | HOUMA,LOUISIANA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PAINTER, JEREMY R | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (P) | DEL RIO,TEXAS |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PALOMBO, ERIN ELIZABETH | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0511-11/07 | AUDITOR | LAKEWOOD,COLORADO |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PILSON, STEPHEN L | FISH AND WILDLIFE SERVICE | GS-1315-11/01 | HYDROLOGIST | PORTLAND,OREGON |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REID, JACOB RYAN | BUREAU OF RECLAMATION | GS-1315-12/01 | RECREATION HYDROLOGIST | RESTON,VIRGINIA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REYNOLDS, RYAN FREDRICK | BUREAU OF LAND MANAGEMENT | GS-0802-07/01 | ENGINEERING TECHNICIAN (PETROLEUM) | VERNAL,UTAH |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RINELLA, DANIEL JOSEPH | FISH AND WILDLIFE SERVICE | GS-0482-12/04 | FISH BIOLOGIST | ANCHORAGE,ALASKA |
| 6/12/2016 | 6/12/2016 | 6/12/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCHAEFF, KEVIN P | BUREAU OF RECLAMATION | GS-0810-09/01 | CIVIL ENGINEER (GEOTECHNICAL) | WAPATO,WASHINGTON |
| 6/12/2 | | | | | | | | | | | | |

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|-----------|-----------|------------|----|-----------------------------|--|-----|---|------------------------------|--|---------------|---------------------------------------|--------------------------|---|
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DIMASCO, TATYANA ANN | GEOLOGICAL SURVEY | GS-1370-12/01 | CARTOGRAPHER | LAKEWOOD,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DISTEL, SCOTT JOSEPH | BUREAU OF LAND MANAGEMENT | GS-0028-11/01 | ENVIRONMENTAL PROTECTION SPECIALIST | BATTLE MOUNTAIN,NEVADA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FELLOWS, CANDICE M | BUREAU OF RECLAMATION | GS-0810-09/01 | CIVIL ENGINEER (GEO TECHNICAL) | LAKEWOOD,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FOLY, JEANNE L | NATIONAL PARK SERVICE | GS-0404-08/01 | BIOLOGICAL SCIENCE TECHNICIAN | JEMEZ SPRINGS,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GILBERT, CAREY P | FISH AND WILDLIFE SERVICE | GS-0303-13/01 | ES&S LITIGATION SPECIALIST | ES&S CROSSROADS,VIRGI | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GRIES, GABRIEL NMN | FISH AND WILDLIFE SERVICE | GS-0482-12/01 | FISH BIOLOGIST | HADLEY,MASSACHUSETTS | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HANSEN, GERALD FRANCIS | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-13/01 | REVIEW APPRAISER | SACRAMENTO,CALIFORNIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HARTLEY, JOSHUA RYAN | NATIONAL PARK SERVICE | WG-5042-09/02 | TREE WORKER | ARLINGTON,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOLMAN, JASON MICHAEL | GEOLOGICAL SURVEY | GS-2210-09/01 | SPECIALIST | BOULDER,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KATZ, RACHEL ALISSON | FISH AND WILDLIFE SERVICE | GS-0401-12/01 | FISH AND WILDLIFE BIOLOGIST | HADLEY,MASSACHUSETTS | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KELLY, SOPHIA ELIZABETH | NATIONAL PARK SERVICE | GS-0170-12/01 | HISTORIAN | HAGERSTOWN,MARYLAND | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LACHOVSKY, BENJAMIN J | BUREAU OF INDIAN AFFAIRS | GL-0007-04/01 | CORRECTIONAL OFFICER | LOWER BRULE,SOUTH DAKOTA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAMBERT, JUSTIN KELLY | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-13/01 | REVIEW APPRAISER | SACRAMENTO,CALIFORNIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAWRENCE, HEATHER M | BUREAU OF RECLAMATION | GS-1315-11/01 | PROJECT MANAGER (NATURAL RESOURCES) | ALBUQUERQUE,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LINHOFF, BENJAMIN SHAWN | GEOLOGICAL SURVEY | GS-1315-11/01 | HYDROLOGIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MANN, COBY BRIAN | FISH AND WILDLIFE SERVICE | GS-0462-05/01 | FORESTRY TECHNICIAN (FIRE) | LOS FRESNOS,TEXAS | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MATTHEWS, NEIL F | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0881-13/03 | PETROLEUM ENGINEER | LAKE CHARLES,LOUISIANA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCMDREE, PATRICK ARTHUR | BUREAU OF RECLAMATION | WG-5716-08/02 | ENGINEERING EQUIPMENT OPERATOR | BABB,MONTANA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MOISER, CHARLES DAVID | GEOLOGICAL SURVEY | GS-1315-11/01 | HYDROLOGIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MOLLINS, ANGELA MARIE | BUREAU OF RECLAMATION | GS-0357-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT | LARIMOR,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NOLTES, MELIA GAIL | GEOLOGICAL SURVEY | GS-0408-12/01 | RESEARCH ECOLOGIST | FORT COLLINS,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHAFER, JOEL S | BUREAU OF RECLAMATION | GS-0810-11/01 | CIVIL ENGINEER (HYDRAULICS) | LAKEWOOD,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STREIM, HEIDI LYNN | FISH AND WILDLIFE SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECHNICIAN | WILLOW BEACH,ARIZONA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TIMMONS, KYLE ANTHONY | NATIONAL PARK SERVICE | WG-3502-03/02 | LABORER (CUSTOMAL) | PHILADELPHIA,PENNSYLVANI | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WALTER, JASON MICHAEL | NATIONAL PARK SERVICE | GS-0419-09/01 | SPECIALIST | GRAND CANYON,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHITMAN, NATHAN VINCENT | FISH AND WILDLIFE SERVICE | GS-0440-12/01 | GENETICIST | WARM SPRINGS,GEORGIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHILEY, TIMOTHY P | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0401-12/01 | BIOLOGIST (MECHAN) | STERLING,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | YOWELL, JAMES PATRICK | NATIONAL PARK SERVICE | WG-5042-09/02 | TREE WORKER | ARLINGTON,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ZAKOVICH, HOBY N | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0343-13/01 | PROGRAM ANALYST | LAKE MARY,FLORIDA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ZIMMERMAN, THEODORE | DIRECT OF THE SECRETARY OF THE INTERIOR | GS-2210-10/02 | RESEARCH SCIENTIST | RESTON,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADAMS, ERIN NANELLE | FISH AND WILDLIFE SERVICE | GS-0486-07/01 | WILDLIFE BIOLOGIST | LA CROSSE,WISCONSIN | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DAVIS, ELLEN STAMM | BUREAU OF LAND MANAGEMENT | GS-0301-09/01 | VOLUNTEER COORDINATOR | LAS CRUCES,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLANK, MILLER E | NATIONAL PARK SERVICE | GS-2210-11/04 | INFORMATION TECHNOLOGY SPECIALIST | DEL RIO,TEXAS | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | TRANSFER HIGHER GRADE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VALENCIA, THOMAS EUGENE JR | NATIONAL PARK SERVICE | GS-0025-07/01 | PARK RANGER (INTERPRETATION) | BOULDER CITY,NEVADA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WATPA, BIR C | BUREAU OF INDIAN AFFAIRS | GS-0303-05/01 | HYDROLOGIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DOYLE, TRAVIS LEE | FISH AND WILDLIFE SERVICE | GS-0201-11/01 | HUMAN RESOURCES SPECIALIST | ANCHORAGE,ALASKA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEAR, JAMIE RENEE | BUREAU OF RECLAMATION | GS-0303-05/01 | ADMINISTRATIVE CLERK (OA) | MONTROSE,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NEFF, WILLIAM GERARD | BUREAU OF LAND MANAGEMENT | GS-0201-09/01 | HUMAN RESOURCES SPECIALIST | ANCHORAGE,ALASKA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SINEROS, PAUL RAY | FISH AND WILDLIFE SERVICE | WG-4749-08/02 | MAINTENANCE WORKER | MAXWELL,NEW MEXICO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BERRY, SEAN F | BUREAU OF INDIAN AFFAIRS | GS-0962-05/01 | CONTACT REPRESENTATIVE (OA) | REDDING,CALIFORNIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ARNDT, VANESSA NICOLE | BUREAU OF LAND MANAGEMENT | GS-0203-03/01 | PROGRAM SUPPORT ASSISTANT | SACRAMENTO,CALIFORNIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOLDBAUM, ELIZABETH FAYE | GEOLOGICAL SURVEY | GS-1399-04/01 | STUDENT TRAINEE (HYDROLOGY) | RESTON,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CRAIGHEAD, LEWIS JAY | GEOLOGICAL SURVEY | GS-1399-04/01 | STUDENT TRAINEE (HYDROLOGY) | NORCROSS,GEORGIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JOLLY, SHELBY JANE | BUREAU OF RECLAMATION | GS-0810-09/01 | CIVIL ENGINEER | LAKEWOOD,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 38 | OTHER (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BOGENSEHULTZ, NICOLE M | BUREAU OF RECLAMATION | GS-0810-09/01 | CIVIL ENGINEER | LAKEWOOD,COLORADO | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOULD-FEHRS, SHERIL L | NATIONAL PARK SERVICE | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | DENALI PARK,ALASKA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCHUMBERGER, ALEX JAMES | BUREAU OF LAND MANAGEMENT | GS-0025-07/01 | PARK RANGER (OHV) | EL CORTO,CALIFORNIA | 1 |
| 7/10/2016 | 7/10/2016 | 7/10/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLEEM, STEVEN L | BUREAU OF LAND MANAGEMENT | GS-0881-12/04 | PETROLEUM ENGINEER | NORMAN,OKLAHOMA | 1 |
| 7/10/2016 | 7/10/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SAPP, SHEVANAN JEAN | BUREAU OF LAND MANAGEMENT | GS-1170-11/01 | REALTY SPECIALIST | LAS VEGAS,NEVADA | 1 |
| 7/10/2016 | 7/10/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WICKER, JOSHUA ROBERT DANIEL | OTHER | GS-0810-09/01 | PROJECT MANAGER (MVO) | BOULDER CITY,NEVADA | 1 |
| 7/10/2016 | 7/10/2016 | 11/13/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WELTZEL, PAUL LOUIS | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (PROTECTION) | BOULDER CITY,NEVADA | 1 |
| 7/10/2016 | 7/10/2016 | 12/25/2016 | 15 | CAREER-COND (COMP SVC PERM) | SVU UNDER INTERNSHIP PROGRAM | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TERROS, JULIO R | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0301-05/01 | ADMINISTRATIVE PROGRAM SPECIALIST | STERLING,VIRGINIA | 1 |
| 7/10/2016 | 7/10/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOWMAN, SCOTT W | GEOLOGICAL SURVEY | GS-0303-06/01 | ADMINISTRATIVE OPERATIONS ASSISTANT | HAWAII NATL PARK,HAWAII | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GIBSON, ROBERT DENNIS | OFCE OF SURFACE MINING, RECLAMATION & EN | GS-0301-11/01 | AML & REGULATORY PROGRAM SPECIALIST | ALTON,ILLINOIS | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILSON, PAUL JAMES | OFCE OF SURFACE MINING, RECLAMATION & EN | GS-0301-11/01 | AML & REGULATORY PROGRAM SPECIALIST | ALTON,ILLINOIS | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HORNE, CHRISTOPHER MICHAEL | OFCE OF SURFACE MINING, RECLAMATION & EN | GS-1801-09/01 | SURFACE MINING RECLAIM SPEC | CHARLESTON,WEST VIRGINIA | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCOTT, CHRISTOPHER ALLEN | OFCE OF SURFACE MINING, RECLAMATION & EN | GS-0301-09/01 | PROGRAM SPECIALIST (AML) | LEXINGTON,KENTUCKY | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LE, SCOTT T | FISH AND WILDLIFE SERVICE | GS-0561-05/01 | BUDGET TECHNICIAN | PORTLAND,OREGON | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BROADUS, ERIC R | BUREAU OF RECLAMATION | GS-1106-07/01 | PROCUREMENT TECHNICIAN | SACRAMENTO,CALIFORNIA | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALLEN, CHRISTOPHER J | BUREAU OF INDIAN AFFAIRS | WG-5716-10/01 | ENGINEERING EQUIPMENT OPERATOR | NEPSELE,WASHINGTON | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DICKENSON HALL, SHAYNE M | BUREAU OF INDIAN AFFAIRS | GS-0185-11/01 | SUPERVISORY SOCIAL WORKER | MESQUERO,COLORADO | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MESA, STEVEN DONALD | BUREAU OF INDIAN AFFAIRS | GS-0343-12/10 | PROGRAM ANALYST | LAKEWOOD,COLORADO | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WARNER, ESTHER B | BUREAU OF INDIAN AFFAIRS | GS-1101-04/01 | REALTY ASSISTANT (GENERALIST/OA) | WINNEBAGO,NEBRASKA | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RULE, JOSEPH GUIDO | BUREAU OF INDIAN AFFAIRS | GS-0499-04/01 | STUDENT TRAINEE (FORESTRY) | LAKEWOOD,COLORADO | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 35 | SCHED D (EXC SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHAKLEY, LAURIA ELIZABETH | NATIONAL PARK SERVICE | GS-0486-11/01 | WILDLIFE BIOLOGIST | VENTURA,CALIFORNIA | 1 |
| 7/11/2016 | 7/11/2016 | 7/11/2016 | 38 | OTHER (EXC SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | POLLARD, ROBERT BENJAMIN III | BUREAU OF LAND MANAGEMENT | GS-0907-05/01 | PROGRAM SUPPORT ASSISTANT | BOISE,IDAHO | 1 |
| 7/15/2016 | 7/15/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TUCKER, ERIC D | NATIONAL PARK SERVICE | WG-5716-08/05 | ENGINEERING EQUIPMENT OPERATOR | YOSEMITE NATL PARK,CALIF | 1 |
| 7/15/2016 | 7/15/2016 | 11/13/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2</ | | | | | | | |

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|-----------|------------|------------|----|-----------------------------|--|---|---|---------------------------|---|---------------|---|----------------------------|---|
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SWETTERS, SAMUEL DAVID | BUREAU OF LAND MANAGEMENT | GS-0203-06/01 | HUMAN RESOURCES ASSISTANT | LAKEWOOD,COLORADO | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THOMAS, JESSE NATHAN | NATIONAL PARK SERVICE | WG-5716-08/01 | ENGINEERING EQUIPMENT OPERATOR | EMPIRE,MICHIGAN | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TIBBS, KEVIN MICHAEL | BUREAU OF RECLAMATION | GS-0801-11/07 | MECHANICAL ENGINEER | BOULDER CITY,NEVADA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WARD, JOHN JAY | BUREAU OF RECLAMATION | GS-2213-11/07 | IT SPECIALIST | MENLO PARK,CALIFORNIA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ZEHENDER, MEGAN NICOLE | BUREAU OF LAND MANAGEMENT | GS-0303-07/01 | PROGRAM ASSISTANT (HWB&B) | RIDGECREST, CALIFORNIA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LANDWEHR, VICTORIA ANNE | BUREAU OF RECLAMATION | GS-0201-05/01 | HUMAN RESOURCES SPEC (R&C/CLASS) | BILLINGS,MONTANA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MEYER, MARGRETT S | NATIONAL PARK SERVICE | GS-1712-09/01 | TRAINING SPECIALIST | MONTICELLO,UTAH | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TUTT, JENNIFER IRENE | BUREAU OF LAND MANAGEMENT | GS-0802-05/01 | ENGINEERING TECHNICIAN (PETROLEUM) | BAKERSFIELD,CALIFORNIA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OLUNWA, TEMILOFE EGBINOLA | BUREAU OF RECLAMATION | GS-0510-12/01 | ACCOUNTANT | WASHINGTON,DC | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | REINS - HAD COMP STATUS OR WAS SERVING PROB WHEN SEP | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARTLET, CHARLES AARON | NATIONAL PARK SERVICE | WG-4749-05/01 | MAINTENANCE WORKER | COLLIER,FLORIDA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BELL, SCOTT BRADLEY | BUREAU OF RECLAMATION | GS-0018-09/01 | SAFETY & OCC. HEALTH SPEC. | MCCOOK,NEBRASKA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COLSON, JON W | NATIONAL PARK SERVICE | GS-1640-12/03 | SUPVY FACILITY OPERATIONS SPECIALIST | VILLAGE MILLS,TEXAS | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAMMOULI, JUDY LYNN | BUREAU OF LAND MANAGEMENT | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | VERNAL,UTAH | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SCHULER, DEREK JOHN | BUREAU OF RECLAMATION | GS-0625-05/01 | FILE CLERK | BILLINGS,MONTANA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILKINSON, KATHY ANN | NATIONAL PARK SERVICE | GL-0025-07/01 | PARK RANGER (P) | MONROE,FLORIDA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEELER, DEVON HART | NATIONAL PARK SERVICE | GS-0807-07/01 | LANDSCAPE ARCHITECT | KETTLE FALLS,WASHINGTON | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MEREDITH, JESSE THOMAS IV | FISH AND WILDLIFE SERVICE | GS-0018-07/01 | SAFETY & OCC. HEALTH SPEC. | BLOOMINGTON,MINNESOTA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOLMIE, MATTHEW DYLAN | BUREAU OF RECLAMATION | BB-3502-00/00 | LABORER | DAVIS DAM,ARIZONA | 1 |
| 8/7/2016 | 8/7/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHUSTER, RICHARD DAD | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-11/06 | IT SPECIALIST | LAKEWOOD,COLORADO | 1 |
| 8/7/2016 | 8/7/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HARMON, CLONZO ZACHERY | NATIONAL PARK SERVICE | WG-5703-07/01 | MOTOR VEHICLE OPERATOR | WASHINGTON,DC | 1 |
| 8/7/2016 | 8/7/2016 | 10/30/2016 | 15 | CAREER-COND (COMP SVC PERM) | CONV OF 30 PERCENT OR MORE DISABLED VET | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ASSLIN, JOHN KENNETH | BUREAU OF LAND MANAGEMENT | GS-1035-12/01 | PUBLIC AFFAIRS SPECIALIST | LAS VEGAS,NEVADA | 1 |
| 8/7/2016 | 8/7/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CEVINS, AMANDA DEE | NATIONAL PARK SERVICE | WG-3566-04/01 | CUSTOMER SERVICE (MVO) | Yosemite,NATL PARK,CALIF | 1 |
| 8/7/2016 | 8/7/2016 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARR, WYLIE ALLEN | FISH AND WILDLIFE SERVICE | GS-0101-12/01 | SOCIAL SCIENTIST | ATLANTA,GEORGIA | 1 |
| 8/7/2016 | 8/7/2016 | 10/2/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRANKLIN, MICHAEL SCHOHN | BUREAU OF RECLAMATION | GS-0099-05/01 | RECLAMATION GUIDE | CLARK,NEVADA | 1 |
| 8/7/2016 | 8/7/2016 | 8/7/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COSEY, JENNIFER ANN | BUREAU OF RECLAMATION | GS-0810-12/01 | FISH AND WILDLIFE BIOLOGIST | ANCHORAGE,ALASKA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GRINDSTADT, ROBIN C | BUREAU OF RECLAMATION | BB-5407-00/00 | HYDROELECTRIC POWER PLANT OPER SENIOR | FOLSOM,CALIFORNIA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOLI, JAMES T A | BUREAU OF RECLAMATION | GS-0018-12/01 | SAFETY AND OCCUPATIONAL HEALTH SPEC | FOLSOM,CALIFORNIA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCKENDRICK, JOSEPH J JR | FISH AND WILDLIFE SERVICE | GS-2210-09/01 | IT SPECIALIST (CUSTSP) | LAS VEGAS,NEVADA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MUCHARD, JEFFREY L | FISH AND WILDLIFE SERVICE | WG-5048-05/01 | ANIMAL CARETAKER | ANDERSON,CALIFORNIA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLEY, THEODORE | BUREAU OF RECLAMATION | GS-0401-12/01 | FISH AND WILDLIFE BIOLOGIST | SARASOTA,MARIETTA,IL,NORTH | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PHLN, NATHAN NMN | BUREAU OF RECLAMATION | GS-1105-05/01 | PURCHASING AGENT | FOLSOM,CALIFORNIA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BERNATHY, JESSE ALLEN | BUREAU OF INDIAN AFFAIRS | GS-0101-09/01 | CHLD WELFARE SPECIALIST | CHILD THOMPSON,SOUTH DAKO | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BALLET, LESLIE R | BUREAU OF INDIAN AFFAIRS | GS-0303-05/01 | PROGRAM SUPPORT ASSISTANT (OA) | ANADARKO,OKLAHOMA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCKEEVER, JOHNNY T | BUREAU OF INDIAN AFFAIRS | GS-0405-05/01 | IRRIGATION SYSTEM OPERATOR | ST IGNATIUS,MONTANA | 1 |
| 8/8/2016 | 8/8/2016 | 8/8/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WATZ, ANTHONY J | BUREAU OF INDIAN AFFAIRS | GS-0809-06/01 | PROGRAM SUPPORT ASSISTANT (OA) | BILBO,MONTANA | 1 |
| 8/8/2016 | 8/8/2016 | 11/19/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOOSING, JAMOB T | BUREAU OF LAND MANAGEMENT | GS-0460-11/01 | FORESTER | NORTH BEND,OREGON | 1 |
| 8/14/2016 | 8/14/2016 | 8/14/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAYS, SARAH MARIE | GEOLOGICAL SURVEY | GS-1320-12/04 | RESEARCH CHEMIST | RESTON,VIRGINIA | 1 |
| 8/14/2016 | 12/27/2016 | 12/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BURNIE, PABLO CRUZ | FISH AND WILDLIFE SERVICE | WG-4749-08/01 | MAINTENANCE WORKER | YUMA,ARIZONA | 1 |
| 8/15/2016 | 8/15/2016 | 8/15/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GENZER, JALEN DEE | BUREAU OF INDIAN AFFAIRS | GS-0455-03/01 | RANGE AID (FIRE) | WAGNER,SOUTH DAKOTA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ORTIZ, JAROB JAMES | NATIONAL PARK SERVICE | GS-1060-11/01 | PHOTOGRAPHER | WASHINGTON,DC | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARLOR, CHRISTOPHER CASEY | BUREAU OF LAND MANAGEMENT | GS-0805-06/01 | RECREATION SPECIALIST (FIRE) | MOBILE,ALABAMA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 10 | CAREER-COND (COMP SVC PERM) | TRANSFER HIGHER GRADE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SORENSEN, PAUL A | NATIONAL PARK SERVICE | GS-0341-09/03 | ADMINISTRATIVE OFFICER | KEMMERER,WYOMING | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CRAWLEY, SEETH JAMES | BUREAU OF LAND MANAGEMENT | GS-1350-09/04 | GEOLOGIST | NORMAN,OKLAHOMA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALMOSARA, JEFFREY PADILLA | BUREAU OF RECLAMATION | GS-2210-11/01 | INFORMATION TECHNOLOGY SPECIALIST | MCCOOK,NEBRASKA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BATES, ANTHONY NICHOLAS | BUREAU OF LAND MANAGEMENT | GS-0880-07/01 | MINING ENGINEER | SANTA FE,NEW MEXICO | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BELOLE, JUSTIN ANDREW | BUREAU OF LAND MANAGEMENT | GS-0803-11/02 | RECREATION SPECIALIST (FIRE) | WASHINGTON,DC | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BODKIN, JAMES S | NATIONAL PARK SERVICE | WG-5716-08/01 | ENGINEERING EQUIPMENT OPERATOR | WASHINGTON,DC | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BROCKMANN, DANIEL DAVID | BUREAU OF LAND MANAGEMENT | GS-0193-11/06 | ARCHAEOLOGIST | EKO,NEVADA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAMERON, KENNETH NEIL | FISH AND WILDLIFE SERVICE | GS-0401-13/01 | GENERAL BIOLOGIST | BALLEYS CROSSROADS,VIRGI | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARLSON, JANE ELIZABETH | NATIONAL PARK SERVICE | GS-0808-12/01 | ECOLOGIST | LAFAYETTE,LOUISIANA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COMPTON, JUDITH MARGARET | BUREAU OF LAND MANAGEMENT | GS-0809-11/02 | ENVIRONMENTAL ENGINEER | STERLING,VIRGINIA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CREED, JORDAN M | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-0028-13/01 | ENVIRONMENTAL PROTECTION SPECIALIST | STERLING,VIRGINIA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DORISWAMY, SRINATH NMN | FISH AND WILDLIFE SERVICE | GS-2210-11/01 | INFORMATION TECHNOLOGY SPECIALIST (MGT) | ANCHORAGE,ALASKA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DOHWOWER, RONALD R | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-0810-12/07 | CIVIL ENGINEER (STRUCTURAL) | JEFFERSON,LOUISIANA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | EDWARDS, ALAEXANDER BLAKE | NATIONAL PARK SERVICE | GS-0303-04/02 | VISITOR SERVICES ASSISTANT | TRIANGLE,VIRGINIA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHARGE, JAYANGI AYESHA | BUREAU OF LAND MANAGEMENT | GS-1170-11/01 | RECREATION SPECIALIST | LAKEWOOD,COLORADO | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOO, SU T | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-0810-13/01 | CIVIL ENGINEER (STRUCTURAL) | JEFFERSON,LOUISIANA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUNT, MELODY J | NATIONAL PARK SERVICE | GS-1315-13/01 | HYDROLOGIST | MIAMI-DADE,FLORIDA | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KILNESS, KENNETH LON | BUREAU OF LAND MANAGEMENT | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | FARMINGTON,NEW MEXICO | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KISFALUSI, ZACHARY DAVID | GEOLOGICAL SURVEY | GS-1315-09/01 | HYDROLOGIST | PUEBLO,COLORADO | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MILLER, SHERIE A | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1165-13/01 | LOAN SPECIALIST | WASHINGTON,DC | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MORLEY, ELIZABETH A | FISH AND WILDLIFE SERVICE | GS-0803-11/02 | ANALYTICAL ENGINEER | LAKEWOOD,COLORADO | 1 |
| 8/21/2016 | 8/21/2016 | 8/21/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PALLANTE, AMY J | NATIONAL PARK SERVICE | GS- | | | |

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|-----------|-----------|-----------|----|-----------------------------|--|---|---|---|-----------------------------|---|---------------|---------------------------------------|-----------------------------|---|
| 9/12/2016 | 9/12/2016 | 9/12/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TOUGES, CODY DEAN | BUREAU OF INDIAN AFFAIRS | GS-1170-07/01 | REALTY SPECIALIST (CONTRACTS MGMT) | SISSETON,SOUTH DAKOTA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SEGO, RICHARD DWAYNE | BUREAU OF RECLAMATION | GS-0809-09/01 | EMERGENCY MANAGEMENT SPECIALIST | BOISE,IDAHO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SUSSMAN, JOSHUA ELLIS | GEOLOGICAL SURVEY | GS-1320-09/01 | CHEMIST | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | INTERNSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MAJOR, STEPHEN NICHOLAS | BUREAU OF RECLAMATION | GS-1099-09/01 | STUDENT TRAINEE (INFO & ARTS) | WASHINGTON,DC | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 10 | CAREER (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLIAMS, DENISE M | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-0301-09/08 | PROGRAM SPECIALIST | JEFFERSON,LOUISIANA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ARNOLD, THOMAS GREGORY | NATIONAL PARK SERVICE | GS-0303-04/01 | VISITOR USE ASSISTANT(FEE COLLECTION) | DEATH VALLEY,CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BASTIEN, PATRICK CHARLES | GEOLOGICAL SURVEY | GS-0856-09/05 | ELECTRONIC TECHNICIAN | MENLO PARK,CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEALL, CHRISTOPHER BRADLEY | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0501-12/01 | FINANCIAL SYSTEMS ANALYST | RESTON,VIRGINIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BELL, MEGHAN THERESA | GEOLOGICAL SURVEY | GS-1315-11/01 | HYDROLOGIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAFFIELD, THOMAS L | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-0881-09/01 | PETROLEUM ENGINEER | JEFFERSON,LOUISIANA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CIPARIS, SERENA NMN | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | BLACKSBURG,VIRGINIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CONNELLY, JONATHAN K | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-1801-07/01 | INSPECTOR (OFFSHORE & SFTY) | JEFFERSON,LOUISIANA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CROSTON, TIMOTHY OTIS | NATIONAL PARK SERVICE | WG-2805-10/01 | ELECTRICIAN | DEATH VALLEY,CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DICKIS, KEITH HOWARD | FISH AND WILDLIFE SERVICE | GS-0850-05/10 | FERTILIZER SERVICE SPECIALIST | HEATH,MASSACHUSETTS | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FALLNER, JOHN PERRY | GEOLOGICAL SURVEY | GS-0856-09/04 | ELECTRONICS TECHNICIAN | MENLO PARK,CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FITZGERALD, TRINIA RESEHA | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0501-12/02 | FINANCIAL SYSTEMS ANALYST | RESTON,VIRGINIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FORD, KEVIN ROBERT | BUREAU OF LAND MANAGEMENT | GS-0401-12/01 | NATURAL RESOURCE SPEC (BIOMETRICIAN) | PORTLAND,OREGON | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HARRIS, ERIC G | FISH AND WILDLIFE SERVICE | GS-0808-12/06 | ARCHITECT | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HICKOX, JEREMY JAY | BUREAU OF RECLAMATION | GS-0805-05/10 | ELECTRICAL ENGINEER | MILLS,WYOMING | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOLZEL, TIMOTHY B | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0203-13/05 | ENVIRONMENTAL PROTECTION SPECIALIST | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOLT, GARY L | BUREAU OF LAND MANAGEMENT | GS-0802-09/04 | ENGINEERING TECHNICIAN (PETROLEUM) | JACKSON,MISSISSIPPI | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HRITZ, NICHOLAS WILLIAM | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | NEW YORK, NEW YORK | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUBER, LAYNE WILLIAM | BUREAU OF RECLAMATION | GS-0404-05/01 | BIOLOGICAL SCIENCE TECHNICIAN | BOULDER CITY,NEVADA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUJON, ANGELINA PILAR | BUREAU OF RECLAMATION | GS-0090-05/01 | RECLAMATION GUIDE | CLARK,NEVADA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | IRWIN, JONATHAN L | BUREAU OF INDIAN AFFAIRS | GS-1311-11/01 | GENERAL INVESTIGATOR | PHOENIX,ARIZONA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAWRENCE, CATHLYN MARGARET | GEOLOGICAL SURVEY | GS-1311-08/01 | PHYSICAL SCIENCE TECHNICIAN | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LIDBERG, CATTILYN PHILIP | BUREAU OF RECLAMATION | WG-5705-07/01 | TRACTOR OPERATOR | GRAND JUNCTION,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LIZANA, RACHEL NICOLE | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0301-12/01 | PERSONNEL SYSTEMS ANALYST | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LONNERER, JEFFREY JAMES | NATIONAL PARK SERVICE | GS-0408-11/01 | ECOLOGIST | MOSCOW,IDAHO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOTT, DONALD L | NATIONAL PARK SERVICE | BB-2501-00/00 | INST MNTCH (M) | PHOENIX,ARIZONA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MAZUR, STEVEN L | BUREAU OF RECLAMATION | BB-2501-00/00 | COMM & INST MECH (M) | RUPERT,IDAHO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCCULLUM, JOHN ARTHUR | NATIONAL PARK SERVICE | WG-5406-10/01 | UTILITY SYSTEMS OPERATOR | YELLOWSTONE PARK,WYOMING | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PAGE, JOEL VINCENT | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-14/01 | IT SPECIALIST (DATAMGT) | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PRATHOON, SUMNER KATE | GEOLOGICAL SURVEY | GS-1350-12/01 | RES GEOLOGIST (MICROPALEONTOLOGIST) | MENLO PARK,CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PLANTING, DONALD MATTHEW | OFFICE OF LAND AND ENERGY MANAGEMENT | GS-0301-09/01 | PLANNING AND ENVIRONMENTAL SPECIALIST | WASHINGTON,DC | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REAGAN, JOHN ALLEN | NATIONAL PARK SERVICE | WG-4742-07/01 | UTILITY SV REPAIR OPT | SEQUIOIA NATIONAL PARK,CA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SEAL, PHILIP D | BUREAU OF SAFETY AND ENVIRONMENTAL ENI | GS-0881-03/01 | PETROLEUM ENGINEER | JEFFERSON,LOUISIANA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, TIMOTHY R | FISH AND WILDLIFE SERVICE | GS-0480-14/01 | FISH & WILDLIFE ADMINISTRATOR | OLYMPIA,WASHINGTON | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TRAY, JOSE RAMON | BUREAU OF RECLAMATION | GS-0830-07/01 | MECHANICAL ENGINEER | GRAND COULEE,WASHINGTON | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VASLIK, BRIAN NMN | NATIONAL PARK SERVICE | WG-4749-05/01 | MAINTENANCE WORKER | JEMEZ SPRINGS,NEW MEXICO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHEELER, BRADLEY BRANDY LEE | BUREAU OF LAND MANAGEMENT | GS-0303-01/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | BLACKSBURG,VIRGINIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OWENS, CHEYENNE E | FISH AND WILDLIFE SERVICE | GS-0401-07/01 | FISH & WILDLIFE BIOLOGIST | BOZEMAN,MONTANA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PRUITT, MARY SUSAN | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHAW, ERICA ANDERSON | BUREAU OF LAND MANAGEMENT | GS-0454-07/01 | RANGELAND MANAGEMENT SPECIALIST | CEDAR CITY,UTAH | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TAHAI, SONIA | NATIONAL PARK SERVICE | GS-0809-07/02 | POLICE OFFICER | PATCH HILLS,NEW YORK | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THET, LENNY HAN LU | NATIONAL PARK SERVICE | GS-0303-13/08 | SERVICE WIDE VOLUNTEER IN PARKS | WASHINGTON,DC | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | THOMPSON, STEPHEN ROBERT | NATIONAL PARK SERVICE | GS-0343-11/01 | MANAGEMENT ANALYST | BOSTON,MASSACHUSETTS | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VIRELLA, NICOLE N | BUREAU OF LAND MANAGEMENT | GS-0301-07/01 | PLANNING AND ENVIRONMENTAL SPECIALIST | WASHINGTON,DC | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHEELER, BROOKE C | BUREAU OF LAND MANAGEMENT | GS-0343-09/01 | MANAGEMENT & PROC ANALYST | PHOENIX,ARIZONA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | TRANSFER HIGHER GRADE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILSON, JESSIE RENEE | NATIONAL PARK SERVICE | GS-0303-06/01 | STUDENT TRAINEE (INFO & ARTS) | HAWAII, HAWAII | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | TRANSFER HIGHER GRADE | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SALZMAN, PETER J | NATIONAL PARK SERVICE | WL-4749-09/01 | MAINTENANCE MECHANIC (LEADER) | YELLOWSTONE PARK,WYOMING | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BAGGETT, SONDRA J | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0501-13/01 | FINANCIAL ASSURANCE & RISK | JEFFERSON,LOUISIANA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PETERSON, NOEL COOPER | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0880-09/01 | PERSONNEL SECURITY SPECIALIST | LAKEWOOD,COLORADO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROSCO, SCOTT DOUGLAS | BUREAU OF RECLAMATION | BB-5352-00/00 | HYDROMECANIC | GRAND COULEE,WASHINGTON | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | YOUNG, DOUGLAS WAYNE | BUREAU OF LAND MANAGEMENT | GS-0391-11/01 | TELECOMMUNICATIONS SPECIALIST | ALBUQUERQUE,NEW MEXICO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KOUDR, PAULINE ANN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0318-07/01 | SECRETARY (OFFICE AUTOMATION) | ALBUQUERQUE,NEW MEXICO | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KOURU, JENNIFER LILLY | OFFICE OF THE SOLICITOR | GS-0905-14/01 | ATTORNEY-ADVISE (GENERAL) | WASHINGTON,DC | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DANIELS, CORY WILLIAM | BUREAU OF LAND MANAGEMENT | GS-0962-05/01 | CONTACT REPRESENTATIVE | EL DORADO HILLS,CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 30 | SCHED A (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHARLAND, PAUL CHRISTOPHER | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0303-06/01 | PROGRAM ASSISTANT | SACRAMENTO,SOUTH CALIFORNIA | 1 |
| 9/18/2016 | 9/18/2016 | 9/18/2016 | 32 | SCHED B (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | | | | | | | | | |

| | | | | | | | | | | | | | |
|------------|------------|------------|----|-----------------------------|--------------------------------------|---|---|-------------------------------|---|---------------|---------------------------------------|--------------------------|---|
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLACK, RONALD J | NATIONAL PARK SERVICE | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | FAIRBANKS,ALASKA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLACKWELL, AUDIE LEE | BUREAU OF RECLAMATION | GS-2005-04/01 | SUPPLY CLERK | PAGE,ARIZONA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BONE, SARAH ELIZABETH | BUREAU OF RECLAMATION | GS-0090-05/01 | RECLAMATION GUIDE | CLARK,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BOS, DARLENE KAY | BUREAU OF RECLAMATION | GS-0090-05/01 | RECLAMATION GUIDE | CLARK,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRADLEY, SHANNON CONROY | BUREAU OF LAND MANAGEMENT | GS-0454-07/01 | RANGELAND MANAGEMENT SPECIALIST | VERNAL,Utah | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARRY, JAMIL DEVON | BUREAU OF RECLAMATION | GS-0301-09/01 | ADMINISTRATIVE TECHNOLOGY SPECIALIST | BOULDER CITY,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAVEZ, ALLAN AUGUSTIN | FISH AND WILDLIFE SERVICE | GS-0303-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT | WESTBROOK,CONNECTICUT | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DORN, JAMES M | BUREAU OF INDIAN AFFAIRS | GS-0018-09/01 | SAFETY & OCC- HEALTH SPEC. | ALBUQUERQUE,NEW MEXICO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | EDWARDS, ALVIN PAUL | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-1801-07/01 | INSPECTOR(OFFSHR OPER & SFTY) | JEFFERSON,LOUISIANA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GLOVER, DAVID CHARLES | FISH AND WILDLIFE SERVICE | GS-0482-11/01 | FISH BIOLOGIST | CARTERSVILLE,ILLINOIS | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GOODS, AARON ANTHONY | BUREAU OF RECLAMATION | BB-2810-00/00 | ELECTRICIAN (PS) (M) | GRAND COULEE, WASHINGTON | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HAMMIG, LARON DAVIS | NATIONAL PARK SERVICE | GS-0023-12/05 | OUTDOOR RECREATION PLANNER | WASHINGTON,DC | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HARDMAN, JAMES MORRISON | BUREAU OF RECLAMATION | BB-2810-00/00 | ELECTRICIAN (PS) (M) | GRAND COULEE, WASHINGTON | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HEBERT, MICHAEL ANTHONY | BUREAU OF RECLAMATION | GS-0810-07/01 | CIVIL ENGINEER (STRUCTURAL) | LAKEWOOD,COLORADO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HIGGINS, JOHN THOMAS | BUREAU OF RECLAMATION | GS-0090-05/01 | RECLAMATION GUIDE | CLARK,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILL, IAN THOMAS | NATIONAL PARK SERVICE | GS-0303-04/01 | VISITOR USE ASST (FEE COLLECTION) | BULLHEAD CITY,ARIZONA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JALO, ROSEMARY NAPEDEORON | NATIONAL PARK SERVICE | GS-0801-11/03 | GENERAL ENGINEER | WASHINGTON,DC | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JOHNSTON, CATHERINE K | FISH AND WILDLIFE SERVICE | GS-0482-07/01 | FISH BIOLOGIST | LODI,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KANG, JONG BEOM | BUREAU OF RECLAMATION | GS-0810-11/01 | CIVIL ENGINEER (GEOTECHNICAL) | LAKEWOOD,COLORADO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KWYK, JETER EVANS | BUREAU OF LAND MANAGEMENT | GS-0485-09/01 | WILDLIFE BIOLOGIST | WINNEMUCA,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PLATH, DANIEL KING | NATIONAL PARK SERVICE | GS-0401-13/01 | SUPPLY RESOURCE MANAGEMENT SPEC | PORTER,INDIANA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REYNOLDS, SARAH COLLETTE | NATIONAL PARK SERVICE | GS-0090-04/01 | PARK GUIDE | MACON,GEORGIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SAFELD, ABHINAV R | BUREAU OF LAND MANAGEMENT | GS-0802-05/01 | ENGINEERING TECHNICIAN (PETROLEUM) | DICKINSON,NORTH DAKOTA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STANFIELD, CHARLES HEATH | NATIONAL PARK SERVICE | GS-2210-09/01 | INFORMATION TECHNOLOGY SPECIALIST | BRECKSVILLE,OHIO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STANLEY, JASON | BUREAU OF RECLAMATION | GS-0485-12/01 | WILDLIFE BIOLOGIST (GIS SPECIALIST) | WINNEMUCA,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TIFFANY, KENNETH VETOR | BUREAU OF RECLAMATION | GS-0810-12/01 | CIVIL ENGINEER | LOWLAND,COLORADO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WRYAN, BRIAN D | BUREAU OF LAND MANAGEMENT | GS-0303-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT | MALTA,MONTANA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLIAMS, ALLISON TERESA | BUREAU OF RECLAMATION | GS-0090-05/01 | RECLAMATION GUIDE | CLARK,NEVADA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLIAMS, HOWARD L | BUREAU OF LAND MANAGEMENT | GS-0301-11/01 | GIS SPECIALIST | MALTA,MONTANA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILSON, TERRY R | OTYER | GS-0485-12/01 | ADMINISTRATIVE SUPPORT ASSISTANT | SALMISTE,FLORIDA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DORAN, BRIANNA NADINE | BUREAU OF LAND MANAGEMENT | GS-0486-07/01 | WILDLIFE BIOLOGIST | SAN LUIS OBISPO,CALIFORN | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILL, SARAH C | BUREAU OF LAND MANAGEMENT | GS-1301-07/01 | PHYSICAL SCIENTIST | FLOWWOOD,MISSISSIPPI | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KILBANE, CAROLINE MAUREEN | BUREAU OF LAND MANAGEMENT | GS-0023-07/01 | OUTDOOR RECREATION PLANNER | LAKE HAVASU CITY,ARIZONA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MATTHEIS, AARON M | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT(FEE COLLECTION) | FRUITA,COLORADO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRUSH, JAMES PATRICK | BUREAU OF LAND MANAGEMENT | GS-0303-06/01 | FORESTRY TECHNICIAN | PHOENIX,ARIZONA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OSTER, DAVID ANDERS | FISH AND WILDLIFE SERVICE | GS-0401-07/01 | FISH AND WILDLIFE BIOLOGIST | LAFAYETTE,LOUISIANA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WITTING, THOMAS WILLIAM | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | BIOLOGIST | HADLEY,MASSACHUSETTS | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NOMINA, KAYLA A | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASSISTANT(FEE COLLECTION) | KULA,HAWAII | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARE, AMY M | NATIONAL PARK SERVICE | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | FAIRBANKS,ALASKA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALLEN, SHERRON L A | FISH AND WILDLIFE SERVICE | GS-0528-05/01 | EVIDENCE CUSTODIAN | EL PASO,TEXAS | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COPE, RYAN W | FISH AND WILDLIFE SERVICE | GS-1102-13/01 | MECHANIC (ELECTRONIC EQUIPMENT) | LAKEWOOD,COLORADO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILL, JORDAN ANDREW | BUREAU OF RECLAMATION | BB-2606-00/00 | MECHANIC (ELECTRONIC EQUIPMENT) | YUMA,ARIZONA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEECHER, TAWNIA LYNN | BUREAU OF LAND MANAGEMENT | GS-0203-05/01 | HUMAN RESOURCES ASSISTANT | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COOK, JAMES R | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-07/01 | IT SPECIALIST (APPSW) | LAKEWOOD,COLORADO | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GALLEGOS, DAVID PHILLIP | BUREAU OF LAND MANAGEMENT | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETERANS RECRUITMENT APPT VRA | OTHER | GS-0962-06/01 | CONTACT REPRESENTATIVE | SACRAMENTO,CALIFORNIA | 1 |
| 10/16/2016 | 10/16/2016 | 10/16/2016 | 38 | | | | | | | | | | |

| | | | | | | | | | | | | | |
|------------|------------|------------|----|-----------------------------|---|---|---|----------------------------------|---|---------------|---------------------------------------|----------------------------|---|
| 11/16/2016 | 11/16/2016 | 11/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BAXTER, VALERIE ANN | BUREAU OF LAND MANAGEMENT | GS-1170-11/01 | REALTY SPECIALIST | FAIRBANKS,ALASKA | 1 |
| 11/16/2016 | 11/16/2016 | 11/16/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DALES, DANIEL T | NATIONAL PARK SERVICE | GL-0025-09/01 | PARK RANGER (P) | LONGMIRE,WASHINGTON | 1 |
| 11/17/2016 | 11/17/2016 | 11/16/2016 | 35 | SCHED D (EXC SVC PERM) | INTERSHIP PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FOOTS, FREDIE LEE JR | OFFICE OF THE SOLICITOR | GS-0999-04/01 | STUDENT TRAINEE (LEGAL) | BOISE,IDAHO | 1 |
| 11/20/2016 | 11/20/2016 | 11/20/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JURY, CHRISTOPHER HOWARD | NATIONAL PARK SERVICE | GS-0390-05/01 | TELECOMMUNICATIONS EQUIPP OPR | PORTER,INDIANA | 1 |
| 11/22/2016 | 8/21/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOVELACE, JOSEPH CHANDLER | NATIONAL PARK SERVICE | WG-4749-09/01 | MAINTENANCE MECHANIC | ANCHORAGE,ALASKA | 1 |
| 11/27/2016 | 10/30/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BENGE, ELIZABETH M | BUREAU OF LAND MANAGEMENT | GS-1350-09/01 | GEOLOGIST | ROCK SPRINGS,WYOMING | 1 |
| 11/27/2016 | 11/13/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HIGGINS, HOLLY NMMN | BUREAU OF LAND MANAGEMENT | GS-0486-09/01 | WILDLIFE BIOLOGIST | HINES,OREGON | 1 |
| 11/27/2016 | 11/27/2016 | 5/31/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | POTTS, JEREMY K | BUREAU OF LAND MANAGEMENT | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT | GREAT FALLS,MONTANA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, AMBER MARIE | BUREAU OF LAND MANAGEMENT | GS-0203-06/01 | HUMAN RESOURCES ASSISTANT | SANTA FE,NEW MEXICO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG UNDER ACWA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARNEY, JULIE A | NATIONAL PARK SERVICE | GS-0025-07/01 | PARK RANGER (IBJACKQUANT/KENNELS) | DEER CREEK,ALASKA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ADLER, SARAH SARAH | NATIONAL PARK SERVICE | GS-1001-11/01 | CONSERVATOR (ARCHITECTURE) | SANTA FE,NEW MEXICO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BONGIOVI, GAGE ANDERSON | NATIONAL PARK SERVICE | GS-0090-05/01 | PARK GUIDE | WEST ORANGE,NEW JERSEY | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CANTU, ZACHARY SCOTT | BUREAU OF RECLAMATION | WB-3502-06/01 | DRILL CREW LABORER | BOISE,IDAHO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CASE, GEORGE NELSON DONOVAN | NATIONAL PARK SERVICE | GS-1350-11/01 | ANCHORAGE GEOLOGIST (ECONOMIC) | ANCHORAGE,ALASKA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRUCE, GARY GEORGE | NATIONAL PARK SERVICE | GS-0303-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | WARTBURG, TENNESSEE | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DIJURASJ, ROBERT NMMN | GEOLOGICAL SURVEY | GS-0150-12/10 | GEOGRAPHER | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ENGLAND, JAMISON CONNER | BUREAU OF LAND MANAGEMENT | GS-0486-09/01 | WILDLIFE BIOLOGIST | CEDAR CITY,UTAH | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GARDNER, SHELBY M | NATIONAL PARK SERVICE | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | PHOENIX,ARIZONA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GEOGIGIS, GABRIELLE LYNN-GIBBONS | GEOLOGICAL SURVEY | GS-0203-06/02 | HUMAN RESOURCES ASSISTANT (OA) | RESTON,VIRGINIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HURSBURT, JACQUAN K | BUREAU OF RECLAMATION | GS-0810-11/01 | CIVIL ENGINEER | BOISE,IDAHO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAM, CHI KONG | GEOLOGICAL SURVEY | GS-2210-12/07 | IT SPECIALIST (APPLICATIONS SOFTWARE) | MENLO PARK,CALIFORNIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LOPEZ, SHAINA MAREE | BUREAU OF RECLAMATION | WG-5716-08/01 | ENGINEERING EQUIPMENT OPERATOR | SCORRO,NEW MEXICO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MICHELINA, REGIS JOSEPH | BUREAU OF RECLAMATION | GS-0810-09/01 | CIVIL ENGINEER | MILLS,WYOMING | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NISBETH, MARSHALL GRANT | GEOLOGICAL SURVEY | GS-1320-09/01 | CHEMIST | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | OSWALD, AMBER MARIE | GEOLOGICAL SURVEY | GS-2110-10/01 | RESEARCH ASSISTANT (APPSW/SYSANAL) | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PETERS, MEAGHAN GACE CASTOR | BUREAU OF RECLAMATION | GS-0810-12/08 | CIVIL ENGINEER | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | POCEWICZ, AMY LYNNE | FISH AND WILDLIFE SERVICE | GS-0401-13/01 | FISH AND WILDLIFE BIOLOGIST | ANCHORAGE,ALASKA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RASOR, ARRON THOMAS | NATIONAL PARK SERVICE | GS-0404-05/01 | BIOLOGICAL TECHNICIAN (PLANTS) | PENNINGTON,SOUTH DAKOTA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROWLAND, CHAD DOUGLAS | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0544-05/01 | CIVILIAN PAY TECHNICIAN (BENEFITS) | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, AMBER MARIE | BUREAU OF LAND MANAGEMENT | GS-0203-06/01 | HUMAN RESOURCES ASSISTANT | SANTA FE,NEW MEXICO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHAMBLIN, TALON D | BUREAU OF INDIAN AFFAIRS | GL-0007-06/01 | CORRECTIONAL OFFICER | LOWER MERILEE,SOUTH DAKOTA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TARANU, OCTAVIA SMARANDA | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-2210-12/01 | IT SPECIALIST (APPSW) | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TREUHER, ZEYNEP CANAN | NATIONAL PARK SERVICE | WG-5703-07/01 | MOTOR VEHICLE OPERATOR | PAICINES,CALIFORNIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TYRA, JESSICA DIANE | BUREAU OF LAND MANAGEMENT | GS-0303-06/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | MOJAB,UTAH | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WALTON, KIM COLLEEN | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0110-10/01 | ENVIRONMENTAL PROTECTION SPECIALIST | BATTLE MOUNTAIN,NEVADA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WOOD, WALTER ANDREW | BUREAU OF LAND MANAGEMENT | GS-0208-11/01 | ENVIRONMENTAL PROTECTION SPECIALIST | BATTLE MOUNTAIN,NEVADA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHAPIRO, ABIGAIL ANNE | FISH AND WILDLIFE SERVICE | GS-0326-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | HADLEY,MASSACHUSETTS | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STANDISH, SIR ISAAC FRANCIS | FISH AND WILDLIFE SERVICE | GS-0303-06/01 | FISH BIOLOGIST | YOSEMITE NATL PARK,CALIF | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SULLIVAN, VERONICA GUTIERREZ | GEOLOGICAL SURVEY | GS-0203-05/10 | HUMAN RESOURCES ASSISTANT | RESTON,VIRGINIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TRACY, HANESSA JACQUELINE | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0301-09/01 | RESEARCH AND ENVIRONMENTAL SPECIALIST | BOULDER,CALIFORNIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VARNOM, ANITA JANE | NATIONAL PARK SERVICE | GS-0303-05/01 | VISITOR USE ASST (FEE COLLECTION) | PETRIEFED FIRST NATL PKAZ | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHLTE, NATHANIEL JOHN MCKAY | NATIONAL PARK SERVICE | WG-4749-05/01 | MAINTENANCE WORKER | SALEM,MASSACHUSETTS | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | TRANSFER SAME GDR DR PSM IN DIFFER PAY PLAN | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KUGLER, CHRISTOPHER REYCE | NATIONAL PARK SERVICE | GS-0802-10/02 | ENGINEERING TECHNICIAN | YOSEMITE NATL PARK,CALIF | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ARNOLD, CHRISTOPHER MATTHEW | BUREAU OF RECLAMATION | GS-2210-09/01 | IT SPECIALIST (INFOSPEC) | CLARK,NEVADA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CONNELL, JONATHAN MAREK | BUREAU OF LAND MANAGEMENT | GS-0501-07/01 | RESEARCH ASSISTANT | BOULDER,CALIFORNIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KENNEDY, PATRICK FRANCIS | NATIONAL PARK SERVICE | WG-4102-09/01 | PAINTER | YOSEMITE NATL PARK,CALIF | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCLEAN, DANIEL J | NATIONAL PARK SERVICE | GS-0560-09/01 | BUDGET ANALYST | SAN FRANCISCO,CALIFORNIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NGUYEN, MINH HIEU | NATIONAL PARK SERVICE | GS-2210-09/01 | INFORMATION TECHNOLOGY SPECIALIST | BOULDER CITY,NEVADA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRUNELLE, CODY LANE | BUREAU OF INDIAN AFFAIRS | GL-0007-05/01 | CORRECTIONAL OFFICER | BELLCOURT,NORTH DAKOTA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SETTY, CATY | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-0203-05/01 | RESEARCH TECHNICIAN | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 30 | SCHED A (EXC SVC PERM) | MENTAL RETARDATION UNDER SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BELLORA, JESSE DEWAYNE | GEOLOGICAL SURVEY | GS-1350-09/01 | GEOLOGIST | LAKEWOOD,COLORADO | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 35 | SCHED D (EXC SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROJAS-ROCHA, KOCHITL ADAHAH | GEOLOGICAL SURVEY | GS-1083-07/01 | TECHNICAL WRITER | SACRAMENTO,CALIFORNIA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KENDRICK, DALLAS JAMES | NATIONAL PARK SERVICE | WG-4742-10/01 | UTILITY SVS REPAIR-OPTR | INTERIOR,SOUTH DAKOTA | 1 |
| 11/27/2016 | 11/27/2016 | 11/27/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TAYLOR, JASON P | BUREAU OF LAND MANAGEMENT | GS-0462-07/01 | FORESTRY TECHNICIAN | SPRINGFIELD,OREGON | 1 |
| 11/28/2016 | 11/28/2016 | 11/28/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SMITH, LEONARD NMMN | BUREAU OF INDIAN AFFAIRS | GS-0110-11/01 | TECHNICAL SPECIALIST | SACRAMENTO,CALIFORNIA | 1 |
| 11/28/2016 | 11/28/2016 | 11/28/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MONOT, TROY W | BUREAU OF RECLAMATION | GS-0459-07/01 | IRRIGATION SYSTEM OPERATOR | CALIFORNIA,CALIFORNIA | 1 |
| 11/28/2016 | 11/28/2016 | 11/28/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SWHEMM, MICHAEL RAYMOND | FISH AND WILDLIFE SERVICE | GS-0482-11/01 | FISH BIOLOGIST | LAS VEGAS,NEVADA | 1 |
| 11/28/2016 | 11/28/2016 | 11/28/2016 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MANION, MICHAEL SEAN | BUREAU OF INDIAN AFFAIRS | GS-2101-09/01 | TRANSPORTATION SPECIALIST | SACRAMENTO,CALIFORNIA | 1 |
| 11/28/2016 | 11/28/2016 | 11/28/2016 | 35 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SOA H | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MILLER, IAN NMMN SR | BUREAU OF INDIAN AFFAIRS | GS-0459-05/01 | IRRIGATION SYSTEM OPERATOR | PARKER,ARIZONA | 1 |
| 12/4/2016 | 12/4/2016 | 12/4/2016 | 15 | CAREER-COND (COMP SVC PERM) | RECENT GRADUATES PATHWAYS PRGM SCH D | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GILLER, DAPHNE A | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | SACRAMENTO,CALIFORNIA | 1 |
| 12/5/2016 | 12/5/2016 | 12/5/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KREMER, DOUGLAS CORY | GEOLOGICAL SURVEY | GS-1350-11/10 | RESEARCH GEOLOGIST (ECONOMIC) | ANCHORAGE,ALASKA | 1 |
| 12/9/2016 | 12/9/2016 | 12/9/2016 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WRIGHT, LINDA PERELLI | BUREAU OF LAND MANAGEMENT | GS-0301-11/01 | PLANNING AND ENVIRONMENTAL SPECIALIST | SPRINGFIELD,OREGON | 1 |
| 12/11/2016 | 12/11/2016 | 12/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | QUINN, DANIEL J | NATIONAL PARK SERVICE | GL-0025-07/01 | PARK RANGER (PROTECTION) | FORKS,WASHINGTON | 1 |
| 12/11/2016 | 12/11/2016 | 12/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GUES, SUSAN LYNN | BUREAU OF LAND MANAGEMENT | GS-0401-11/01 | NATURAL RESOURCE SPECIALIST | FAIRBANKS,ALASKA | 1 |
| 12/11/2016 | 12/11/2016 | 12/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAJONIA, LINDEN LEE | BUREAU OF LAND MANAGEMENT | GS-0962-05/01 | CONTACT REPRESENTATIVE | BATTLE MOUNTAIN,NEVADA | 1 |
| 12/11/2016 | 12/11/2016 | 12/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILSON, JESSIE LLEWELLYN | BUREAU OF LAND MANAGEMENT | GS-2115-07/01 | AIR TRAFFIC DISPATCHER | ANCHORAGE,ALASKA | 1 |
| 12/11/2016 | 12/11/2016 | 12/11/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BERRY, PERRY V | BUREAU OF SAFETY AND ENVIRONMENTAL ENGI | GS-1801-07 | | | |

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| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ALDRIDGE, ROBERT ALLEN | FISH AND WILDLIFE SERVICE | GS-0486-12/01 | WILDLIFE BIOLOGIST | AVON PARK,FLORIDA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANDERSON, SHAROLYN J | NATIONAL PARK SERVICE | GS-1301-11/07 | PHYSICAL SCIENTIST | FORT COLLINS,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANKERMAN, DEREK STEPHEN | NATIONAL PARK SERVICE | WG-3566-04/05 | CUSTODIAL WORKER (MVO) | YOSEMITE NATL PARK,CALIF | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | AJVED, ISAAC EDWARD | NATIONAL PARK SERVICE | WG-3566-04/04 | CUSTODIAL WORKER (MVO) | YOSEMITE NATL PARK,CALIF | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BAKER, TONY TORENO | NATIONAL PARK SERVICE | GS-2210-13/05 | IT SPEC (INFOSEC) | RESTON,VIRGINIA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARTLETT, GERALD G | NATIONAL PARK SERVICE | GS-0856-08/07 | ELECTRONICS TECHNICIAN | YELLOWSTONE PARK,WYOMING | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BASH, MARK ROBERT | NATIONAL PARK SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECH (FISHERIES) | MARQUETTE,MICHIGAN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEAN, CHARLES SCOTT | NATIONAL PARK SERVICE | XA-4749-05/04 | MAINTENANCE WORKER | CHEOKEE,ALABAMA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BECHELT, DOUGLAS L | BUREAU OF LAND MANAGEMENT | GS-2210-13/06 | IT SPECIALIST (SYSTEMS) | LAKEWOOD,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BECKER, SCOTT A | FISH AND WILDLIFE SERVICE | GS-0486-12/01 | WILDLIFE BIOLOGIST | LANDER,WYOMING | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRAYMANN, SAMUEL PHILIP | BUREAU OF RECLAMATION | GS-0830-12/01 | MECHANICAL ENGINEER | LARIMER,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BROWN, ELISE MACKENZIE | FISH AND WILDLIFE SERVICE | GS-0401-07/05 | FISH AND WILDLIFE BIOLOGIST | PORTLAND,OREGON | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BROWN, ERICA NICOLE | NATIONAL PARK SERVICE | GS-1001-12/02 | INTERPRETIVE MEDIA SPECIALIST | SAN FRANCISCO,CALIFORNIA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BROWN, TASHA JOY | NATIONAL PARK SERVICE | WG-3566-04/01 | CUSTODIAL WORKER (MVO) | YOSEMITE NATL PARK,CALIF | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BUTLER, JEROME VINCENT III | NATIONAL PARK SERVICE | GS-1301-11/01 | PHYSICAL SCIENTIST | RESTON,VIRGINIA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BUTLER, JEROME VINCENT III | NATIONAL PARK SERVICE | WG-5703-07/01 | MOTOR VEHICLE OPERATOR | WASHINGTON,DC | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CELSI MURRILL, ANTONIO NMN | GEOLOGICAL SURVEY | GS-0401-11/01 | BIOLOGIST | LAUREL,MARYLAND | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAPPEL, LAURA MARIE | FISH AND WILDLIFE SERVICE | GS-0303-07/01 | ADMINISTRATIVE SUPPORT ASSISTANT | ASHLAND,WISCONSIN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | COX, MATTHEW ALLEN | BUREAU OF RECLAMATION | GS-0193-11/01 | ARCHEOLOGIST | BISMARCK,NORTH DAKOTA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CRESSMAN, SHARRON RENEE | FISH AND WILDLIFE SERVICE | GS-0486-07/01 | BIO SCIENCE TECH (FISHERIES) | NEW FRANKEN,WISCONSIN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CRUE, LAUREN MARIE | FISH AND WILDLIFE SERVICE | GS-0486-07/01 | WILDLIFE BIOLOGIST | WARSAW,VIRGINIA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DAIGLE, BRYAN LEO JAMES | NATIONAL PARK SERVICE | GS-0462-06/01 | SUPV FORESTRY TECHNICIAN (FIRE) | BAR HARBOR,MAINE | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DEBENHAM, KRISTAL MELODY | BUREAU OF LAND MANAGEMENT | GS-1301-11/01 | PHYSICAL SCIENTIST | FAIRBANKS,ALASKA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DREW, JUSTIN BERNARD | BUREAU OF LAND MANAGEMENT | GS-0340-14/01 | DISTRICT MANAGER | WINNEMUCA,NEVADA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | DUKE, DOUGLAS LEE | BUREAU OF LAND MANAGEMENT | GS-0909-04/01 | PARK GUIDE | LAKEWOOD,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ELLIS, SEQUOIA R | NATIONAL PARK SERVICE | GS-0909-04/01 | PARK GUIDE | TUSKEGEE,ALABAMA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ELYA, MATTHEW DAVID | FISH AND WILDLIFE SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECH (FISHERIES) | MARQUETTE,MICHIGAN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FIRL, JULIA E | FISH AND WILDLIFE SERVICE | GS-1170-12/01 | REALTY SPECIALIST | LAKEWOOD,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FORTIN-NORRIS, JENNIFER KAY | FISH AND WILDLIFE SERVICE | GS-0486-12/01 | WILDLIFE BIOLOGIST | MISSOULA,SOUTHWEST,MONTA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FREEDMAN, JENNIFER | GEOLOGICAL SURVEY | GS-1320-13/01 | RESEARCH CHEMIST | LAKEWOOD,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRENCH, KATHERINE LOUISE | GEOLOGICAL SURVEY | GS-1320-13/01 | RESEARCH CHEMIST | LAKEWOOD,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GANGE, JOSHUA J | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-0301-12/07 | ENERGY PROGRAM SPECIALIST | STERLING,VIRGINIA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GANN, KEITH CHARLES | NATIONAL PARK SERVICE | GS-0326-05/01 | OFFICE AUTOMATION ASSISTANT | FORT SPRINGS,SOUTH DAKOTA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GARCIA, CELINA MARIANA | BUREAU OF LAND MANAGEMENT | GS-0303-06/01 | RESOURCE ASSISTANT | VERNAL,Utah | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GARDNER, ROSS AARON | FISH AND WILDLIFE SERVICE | GS-0401-06/01 | BIOLOGICAL SCIENCE TECH (FISHERIES) | ASHLAND,WISCONSIN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GREGORY, APRIL C | FISH AND WILDLIFE SERVICE | GS-1015-11/01 | MUSEUM CLURATOR | SPEARFISH,SOUTH DAKOTA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HADLEY, DANIEL ROY | BUREAU OF RECLAMATION | GS-0810-12/01 | CIVIL ENGINEER | BILLINGS,MONTANA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HANNA, GARRETT JACOB | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | RANGE TECHNICIAN (FIRE) | SUSANVILLE,CALIFORNIA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HANNAN, MICHAEL P | NATIONAL PARK SERVICE | GS-0408-11/01 | ECOLOGIST | ANCHORAGE,ALASKA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HARRIS, TYSUE ANTHONY | FISH AND WILDLIFE SERVICE | GS-0303-05/01 | OFFICE ASSISTANT (OFFICE AUTOMATION) | WILMINGTON,ILLINOIS | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HEWITT, GERRIT JACOB | FISH AND WILDLIFE SERVICE | GS-0486-07/01 | CONGRESS/LEGISLATIVE AFFAIRS SPEC | BAILEY'S CROSSROADS,VIRGI | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HELFRICH, DEVIN BRYAN | FISH AND WILDLIFE SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECH (FISHERIES) | MARQUETTE,MICHIGAN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HENSAN, KEVIN EARL | FISH AND WILDLIFE SERVICE | GS-0455-06/01 | LEAD RANGE TECHNICIAN (FIRE) | EUKEBA,NEVADA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILSMANN, FREDRICK RUDOLPH III | BUREAU OF LAND MANAGEMENT | GS-0455-06/01 | LEAD RANGE TECHNICIAN (FIRE) | EUKEBA,NEVADA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HILSON, ANTHONY RAY SR | NATIONAL PARK SERVICE | WL-4749-04/01 | MAINTENANCE WORKER LEADER | SEQUOIA NATIONAL PARK,CA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HOGAN, TIMOTHY B | OFFICE OF THE SECRETARY OF THE INTERIOR | GS-1171-14/01 | SUPERVISORY REVIEW APPRAISER | BILLINGS,MONTANA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUCKSON, JAMES WILLIAM | NATIONAL PARK SERVICE | GS-0090-04/01 | PARK GUIDE | HAYNEVILLE,ALABAMA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HUDSON, NEAL DOUGLAS | FISH AND WILDLIFE SERVICE | GS-0482-11/01 | FISH BIOLOGIST | CARTERSVILLE,ILLINOIS | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JOHNSTON, CATHY JO | BUREAU OF RECLAMATION | GS-0303-04/01 | ADMINISTRATIVE SUPPORT ASSISTANT (OA) | MILLS,WYOMING | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JOHNSON, RICHARD J | BUREAU OF SAFETY AND ENVIRONMENTAL EN | GS-0881-13/01 | AVIATION ENGINEER | ANCHORAGE,ALASKA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KARLOWICH, JAMES WYATT | FISH AND WILDLIFE SERVICE | GS-2181-13/01 | AIRPLANE PILOT (FLIGHT INSTRUCTOR) | ANCHORAGE,ALASKA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KEMMERLE, KELLY A | FISH AND WILDLIFE SERVICE | GS-0189-06/01 | RECREATION ASSISTANT | PHILADELPHIA,PENNSYLVANI | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KERNS, SCOTT CURTIS | BUREAU OF RECLAMATION | GS-1170-12/05 | REALTY SPECIALIST | YUMA,ARIZONA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KOWALEWSKI, FRED ALLEN | BUREAU OF LAND MANAGEMENT | GS-0303-05/01 | ADMINISTRATIVE SUPPORT ASSISTANT | MOAB,Utah | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LABERON, ALAN MARSHALL J | FISH AND WILDLIFE SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECH (FISHERIES) | ASHLAND,WISCONSIN | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LAUFENBERG, JARED SCOTT | FISH AND WILDLIFE SERVICE | GS-0408-12/01 | ECOLOGIST | ANCHORAGE,ALASKA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LEWANDOWSKI, KARLA L | NATIONAL PARK SERVICE | GS-0025-09/01 | PARK RANGER (INTERPRETATION) | ANCHORAGE,ALASKA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LISSAN, DAVID JOSEPH | BUREAU OF RECLAMATION | GS-0802-10/01 | ENGINEERING TECHNICIAN (CIVIL) | LAKEWOOD,COLORADO | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LUCKOW, CHARLES J R | BUREAU OF OCEAN ENERGY MANAGEMENT | GS-1313-12/05 | GEOPHYSICIST | JEFFERSON,LOUISIANA | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MALPASS, JENNIFER SEELBACH | GEOLOGICAL SURVEY | GS-0401-11/01 | BIOLOGIST | LAUREL,MARYLAND | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MANIN, JOHN RICHARD | BUREAU OF RECLAMATION | GS-0810-12/01 | PETROLEUM ENGINEER | PROVO,Utah | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MARTZ, KEVIN JAY | BUREAU OF RECLAMATION | BB-4742-00/00 | CRAFTSMAN | YAKIMA,WASHINGTON | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MCCONNELL, SUZANNE C | FISH AND WILDLIFE SERVICE | GS-0303-05/01 | OFFICE ASSISTANT | PRINCETON,OREGON | 1 |
| 1/8/2017 | 1/8/2017 | 1/8/2017 | 15 | | | | | | | | | | |

| | | | | | | | | | | | | | |
|-----------|-----------|-----------|----|-----------------------------|--|---|---|----------------------------------|---|---------------|---|---------------------------|---|
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LE, AN MARCUS | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | LACEY, WASHINGTON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MEYER, CHRISTIAN M | FISH AND WILDLIFE SERVICE | GS-0462-05/01 | FORESTRY TECHNICIAN (FIRE) | LACEY, WASHINGTON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REID, ELDREDGE E | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | HONOLULU, HAWAII | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NELSON, SUZANNE L | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | LACEY, WASHINGTON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NELSON, SUZANNE L | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | YREKA, CALIFORNIA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROGERS, MARK A | FISH AND WILDLIFE SERVICE | WG-4749-06/01 | MAINTENANCE WORKER | GARDENVILLE, NEVADA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SHORES, LARRY DARNELL | OFF OF SURFACE MINING, RECLAMATION & EN | GS-1315-05/01 | HYDROLOGIST | GREEN TREE, PENNSYLVANIA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SPARU, JESSICA M | FISH AND WILDLIFE SERVICE | GS-0486-11/01 | WILDLIFE BIOLOGIST | KLAMATH FALLS, OREGON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STONE, DAVID B | FISH AND WILDLIFE SERVICE | GS-0485-09/01 | WILDLIFE REFUGE SPECIALIST | MOAPA, NEVADA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TAKAHASHI, FLUMIKA D | FISH AND WILDLIFE SERVICE | GS-0486-09/01 | WILDLIFE BIOLOGIST | LOS BANOS, CALIFORNIA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | TAKAMOTO, MARCY M | FISH AND WILDLIFE SERVICE | GS-0561-06/01 | BUDGET TECHNICIAN | HONOLULU, HAWAII | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VETTER, JOHN P | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | BIOLOGIST | HONOLULU, HAWAII | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VOGEL, JAN M | FISH AND WILDLIFE SERVICE | GS-0401-07/01 | FISH AND WILDLIFE BIOLOGIST | SACRAMENTO, CALIFORNIA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VOGT, SEAN C | FISH AND WILDLIFE SERVICE | GS-0401-12/01 | FISH AND WILDLIFE BIOLOGIST | RENO, NEVADA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WEINER, EMILY CLAIRE | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | BEND, OREGON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WEINKAUF, CARLA J | FISH AND WILDLIFE SERVICE | GS-0485-09/01 | WILDLIFE REFUGE SPECIALIST | RUBY VALLEY, NEVADA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WHITTE, JOSHUA D | FISH AND WILDLIFE SERVICE | GS-0401-11/01 | FISH AND WILDLIFE BIOLOGIST | BOISE, IDAHO | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WINDBERG, KARL AXEL | FISH AND WILDLIFE SERVICE | GS-0482-05/01 | FISH BIOLOGIST | HAGERMAN, IDAHO | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PIA, RYAN MAKANA | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | HONOLULU, HAWAII | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SARKIS, ROBERT MICHAEL II | FISH AND WILDLIFE SERVICE | WG-4749-08/01 | MAINTENANCE WORKER | PARHLAMP, NEVADA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | STEVENS, ADRIANA M | FISH AND WILDLIFE SERVICE | GS-0306-09/01 | GOVERNMENT INFORMATION SPECIALIST | SACRAMENTO, CALIFORNIA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | YOUNG, SHAWNIA L | FISH AND WILDLIFE SERVICE | GS-0203-06/01 | HUMAN RESOURCES ASSISTANT | PORTLAND, OREGON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED D (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ESLITY, CAROLE NMM | BUREAU OF INDIAN AFFAIRS | GS-0185-11/01 | SOCIAL WORK PROGRAM SPECIALIST | GALLUP, NEW MEXICO | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRISBY, RICHELLE NMM | BUREAU OF INDIAN AFFAIRS | GS-1701-12/01 | EDUCATION SPECIALIST (SCHL IMPRVMT) | PHOENIX, ARIZONA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FRANCIS, COREY M K | BUREAU OF INDIAN AFFAIRS | GS-0462-04/01 | FORESTRY TECHNICIAN (FIRE) | IGNACIO, COLORADO | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | LENTE, DAVID LISA | BUREAU OF INDIAN AFFAIRS | GS-0018-11/01 | SAFETY & OCC. HEALTH SPEC. | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PEFFFER, EILEEN MICHAEL | BUREAU OF INDIAN AFFAIRS | GS-1101-05/01 | REALTY ASSISTANT (GENERALIST/OA) | SISSETON, SOUTH DAKOTA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | RIECK, CHARLOTTE NMM | BUREAU OF INDIAN AFFAIRS | GS-0018-11/01 | SAFETY & OCC. HEALTH SPEC. | WINDOW ROCK, ARIZONA | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROCK, TYRONE ANTHONY II | BUREAU OF INDIAN AFFAIRS | GS-0457-07/01 | SOIL CONSERVATIONIST | NEPSELE, WASHINGTON | 1 |
| 1/9/2017 | 1/9/2017 | 1/9/2017 | 30 | SCHED A (EXC SVC PERM) | AGENCY UNIQUE SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | VIGIL, FRANCIS DOUGLAS | BUREAU OF INDIAN AFFAIRS | GS-1720-13/01 | EDUCATION PROGRAM SPECIALIST (NLI, H,C) | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GONZALEZ, ADRIAN J | FISH AND WILDLIFE SERVICE | GS-0482-05/01 | FISH BIOLOGIST | LODI, CALIFORNIA | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | JONGENELEN, NATRINA KAY | NATIONAL PARK SERVICE | GS-0462-05/01 | FORESTRY TECHNICIAN (FIRE) | PORT ANGELES, WASHINGTON | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | MANNING, MONIQUE SYLVETTA | FISH AND WILDLIFE SERVICE | GS-0344-05/01 | MANAGEMENT ASSISTANT | BAILEYS CROSSROADS, VIRGI | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SNOW, MEGHAN K | FISH AND WILDLIFE SERVICE | GS-1035-13/01 | PUBLIC AFFAIRS SPECIALIST | SACRAMENTO, CALIFORNIA | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WEBER, DAVID C | NATIONAL PARK SERVICE | GS-0025-09/02 | PARK RANGER (MOUNTAIN/RAILING) | TALKEETA, ALASKA | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GERSTENKAEGER, ROBYN B | FISH AND WILDLIFE SERVICE | GS-1035-11/01 | PUBLIC AFFAIRS SPECIALIST | VENTURA, CALIFORNIA | 1 |
| 1/11/2017 | 1/11/2017 | 1/11/2017 | 30 | SCHED A (EXC SVC PERM) | SEVERE PHYSICAL DISABILITIES UNDER SCH A | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NORDTON, ALICIA M | FISH AND WILDLIFE SERVICE | GS-0303-05/01 | OFFICE ASSISTANT | SACRAMENTO, CALIFORNIA | 1 |
| 1/12/2017 | 1/12/2017 | 1/12/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | PETERSON, DANA LESLIE | BUREAU OF RECLAMATION | GS-0342-07/01 | SUPPORT SERVICES SUPERVISOR | BISMARCK, NORTH DAKOTA | 1 |
| 1/12/2017 | 1/12/2017 | 1/12/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | FORBES, ERIC MERCER | FISH AND WILDLIFE SERVICE | GS-0404-05/01 | BIOLOGICAL SCIENCE TECH (FISHERIES) | NEW FRANKEN, WISCONSIN | 1 |
| 1/13/2017 | 1/13/2017 | 1/13/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | SANDFORD, CHARLES P | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | TWIN FALLS, IDAHO | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BALDWIN, NICOLE VERA | NATIONAL PARK SERVICE | GS-0302-04/01 | ADMINISTRATIVE SUPPORT CLERK (OA) | ORICK, CALIFORNIA | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BURLEYSON, CHASEY CHARLES | NATIONAL PARK SERVICE | WG-4749-07/01 | MAINTENANCE WORKER (MVO) | WASHINGTON, DC | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CARR, WILLIAM EDWARD | FISH AND WILDLIFE SERVICE | WG-4749-08/01 | MAINTENANCE WORKER | COMMERCE CITY, COLORADO | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAVEZ, CHRISTINA CATILIN | NATIONAL PARK SERVICE | GS-2151-05/01 | DISPATCHER (PUBLIC SAFETY) | YOSEMITE NATL PARK, CALIF | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HERNANDEZ, MARCELINO SILLER | NATIONAL PARK SERVICE | GS-0305-05/07 | MAIL AND FILE CLERK | YOSEMITE NATL PARK, CALIF | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HINDOJA, SARADIA COLBY-ARMSTRONG | BUREAU OF INDIAN AFFAIRS | GS-0401-13/01 | CIVIL ENGINEER | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KNUDSON, CURTIS ALLEN | NATIONAL PARK SERVICE | WG-4749-10/01 | MAINTENANCE MECHANIC | SEQUOIA NATIONAL PARK, CA | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | NGUYEN, TINH HONG TRUC | FISH AND WILDLIFE SERVICE | GS-0401-07/01 | FISH AND WILDLIFE BIOLOGIST | JACKSONVILLE, FLORIDA | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | REESE, LOGAN M | NATIONAL PARK SERVICE | GS-0404-07/01 | BIOLOGICAL SCIENCE TECHNICIAN | ESTES PARK, COLORADO | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | INGRAM, BLAKE BURTON | BUREAU OF LAND MANAGEMENT | GS-0023-13/01 | OUTDOOR RECREATION PLANNER | ROSWELL, NEW MEXICO | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 15 | CAREER-COND (COMP SVC PERM) | VETS EMPLOYMENT OPPORTUNITY ACT OF 1998 | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | KOSLOWSKY, JUSTIN REED | FISH AND WILDLIFE SERVICE | GS-0303-07/01 | ADMINISTRATIVE SUPPORT ASSISTANT | COMMERCE CITY, COLORADO | 1 |
| 1/15/2017 | 1/15/2017 | 1/15/2017 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | HENDERSON, MELISSA ELMA | FISH AND WILDLIFE SERVICE | GS-0303-05/01 | ADMIN SUPPORT ASSISTANT | BLOOMINGTON, MINNESOTA | 1 |
| 1/16/2017 | 1/16/2017 | 1/16/2017 | 38 | OTHER (EXC SVC PERM) | VETERANS RECRUITMENT APPT VRA | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | YOUSSEF, JOSHUA JAMES | FISH AND WILDLIFE SERVICE | WG-4749-07/01 | MAINTENANCE WORKER | WARM SPRINGS, OREGON | 1 |
| 1/17/2017 | 1/17/2016 | 1/17/2016 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | EMANUEL, JO ANNA | FISH AND WILDLIFE SERVICE | GS-0401-09/01 | FISH AND WILDLIFE BIOLOGIST | JACKSONVILLE, FLORIDA | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ROEH, DANIEL JOSEPH | BUREAU OF LAND MANAGEMENT | GS-1802-05/01 | PRODUCTION ACCOUNTABILITY TECHNICIAN | NEWCASTLE, WYOMING | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARKER, JOSEPH C | FISH AND WILDLIFE SERVICE | GS-0819-13/01 | PUBLIC AFFAIRS SPECIALIST | ATLANTA, GEORGIA | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | OTHER | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEAVER, SCOTT J | FISH AND WILDLIFE SERVICE | GS-0401-13/01 | GENERAL BIOLOGIST | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT ELIG | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | GONZALEZ MALDONADO, HECTOR RUBEN | BUREAU OF LAND MANAGEMENT | GS-0301-09/01 | PLANNING & ENVIRONMENTAL SPECIALIST | CARLSBAD, NEW MEXICO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | WILLIAMS, KAND D | FISH AND WILDLIFE SERVICE | GS-0301-09/01 | PROGRAM SUPPORT SPECIALIST | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | ANGELO, MARTIN DAVID | FISH AND WILDLIFE SERVICE | GS-0462-03/04 | FORESTRY TECHNICIAN (FIRE) | IMMOKALEE, FLORIDA | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BAMZAI, APARNA NMM | GEOLOGICAL SURVEY | GS-1301-13/01 | PHYSICAL SCIENTIST | FORT COLLINS, COLORADO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BARKER, JOSEPH C | FISH AND WILDLIFE SERVICE | GS-1035-11/01 | PUBLIC AFFAIRS SPEC | RENO, NEVADA | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BEAVER, SCOTT J | FISH AND WILDLIFE SERVICE | GS-1316-09/01 | HYDROLOGIC TECHNICIAN | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BLOCKER, SARA DENISE | GEOLOGICAL SURVEY | GS-1316-09/01 | HYDROLOGIC TECHNICIAN | KLAMATH FALLS, OREGON | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BORGMAN, CORRIE CHRISTINE | FISH AND WILDLIFE SERVICE | GS-0486-11/01 | WILDLIFE BIOLOGIST | ALBUQUERQUE, NEW MEXICO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | BRYANT, JILL ELIZABETH | BUREAU OF RECLAMATION | GS-0810-09/01 | CIVIL ENGINEER (HYDRAULICS) | BOISE, IDAHO | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SVG TRIAL PD | CHAPMAN, DANIEL STEWART | FISH AND WILDLIFE SERVICE | GS-0819-13/01 | PUBLIC AFFAIRS SPECIALIST | ATLANTA, GEORGIA | 1 |
| 1/17/2017 | 1/17/2017 | 1/17/2017 | 15 | CAREER-COND (COMP SVC PERM) | CS CERT OPM DELEGATION AUTH | 2 | CAREER-COND/CAREER SVG PROB-EXC APPT SV | | | | | | |

From: Pletcher, Mary
To: [Lori Mashburn](#)
Cc: [Michelle Oxyer](#)
Subject: Fwd: Org Charts
Date: Thursday, February 09, 2017 12:37:13 PM
Attachments: [PAS-NC SES-Career SES Org Charts February 2017.pdf](#)
[PAS-NC SES-Career SES Org Charts February 2017.vsd](#)

Hi Lori,

Here are the electronic copies of the org charts - both a PDF version as well as the source files. The underlying software product we used is Visio. If you would like any changes made, please let us know.

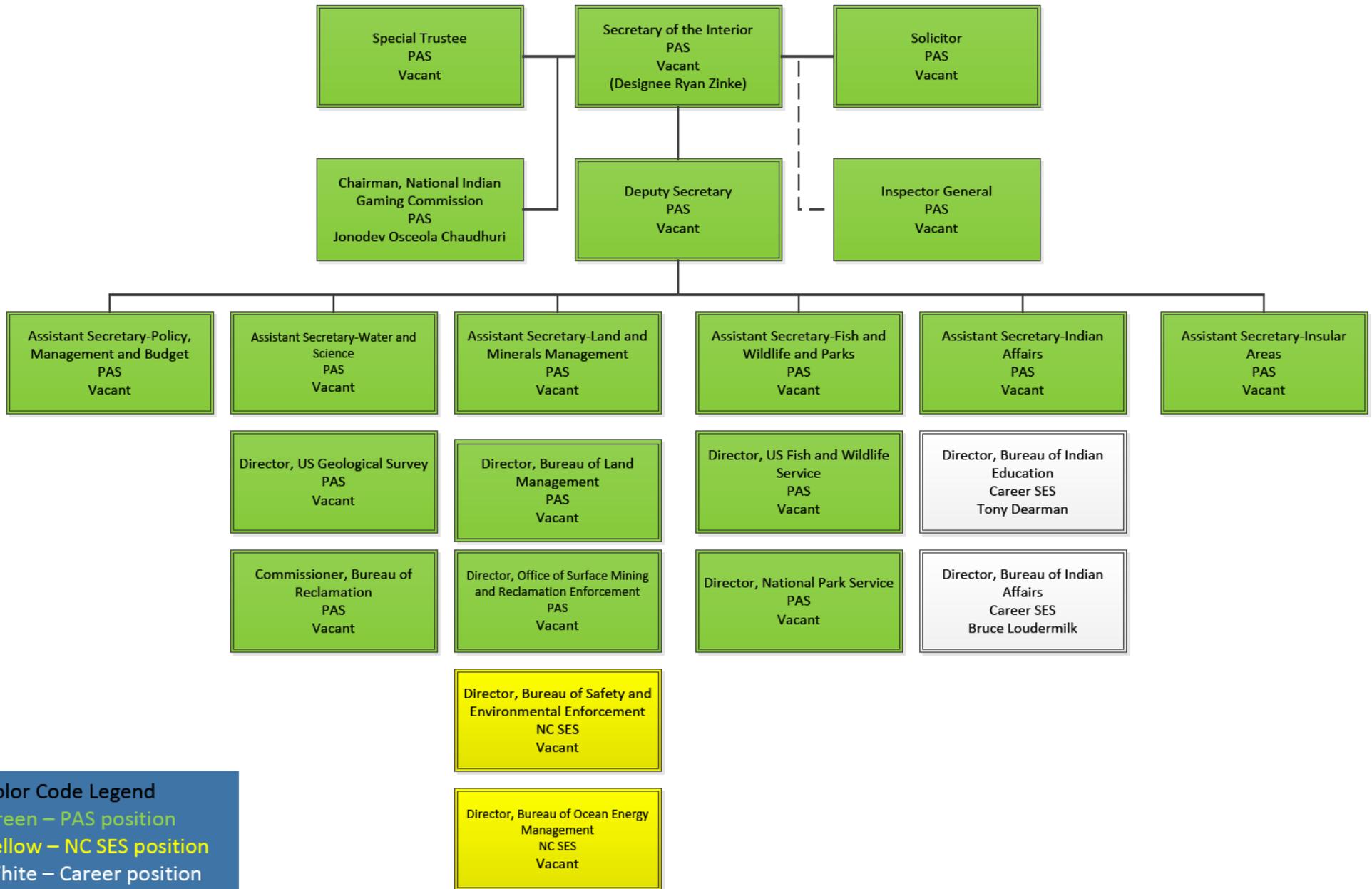
Thanks,
Mary

--

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

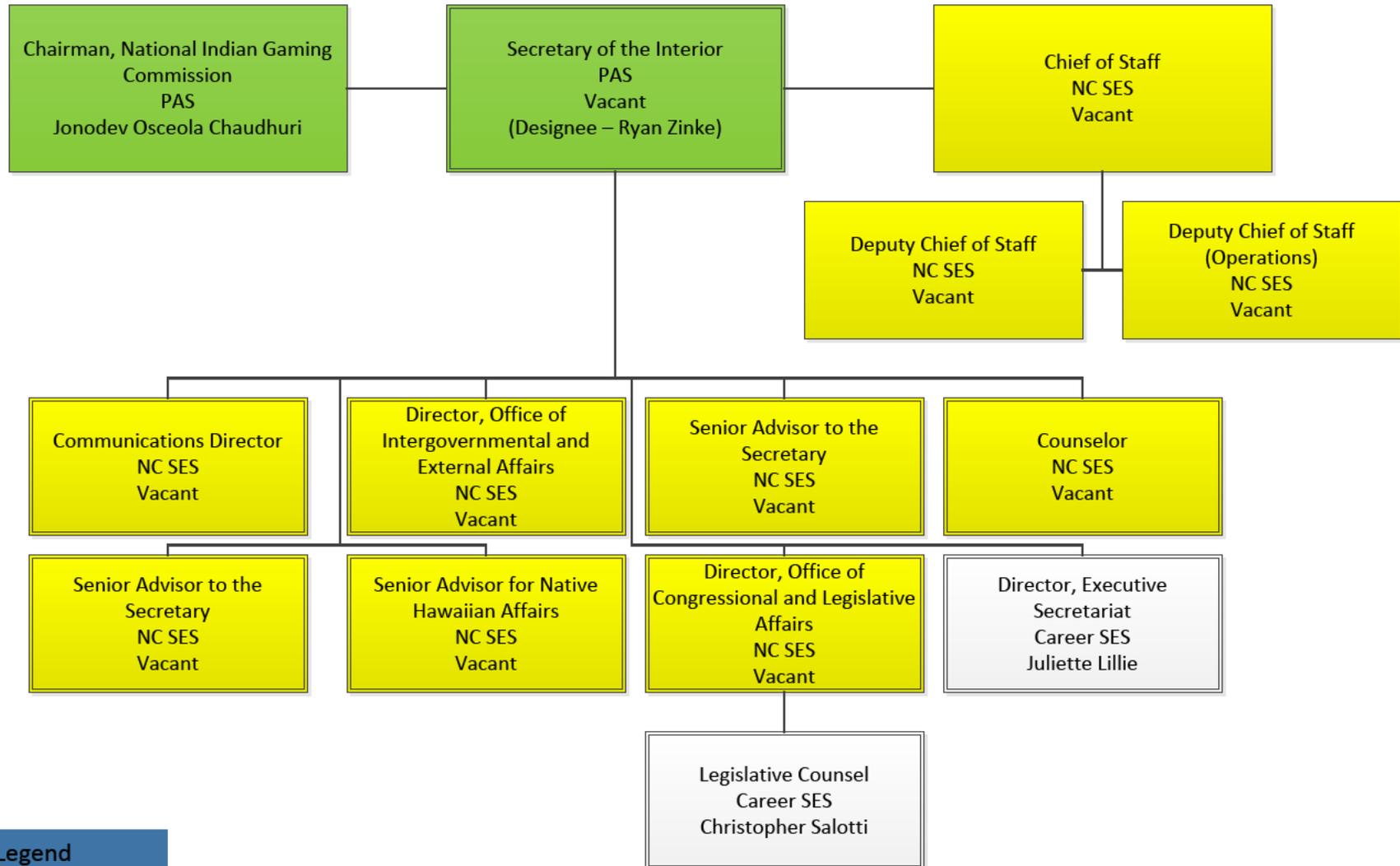
Department of the Interior

Presidential Appointments with Senate Confirmation and Senior Bureau Leadership



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Secretary's Immediate Office



Color Code Legend

Green – PAS position

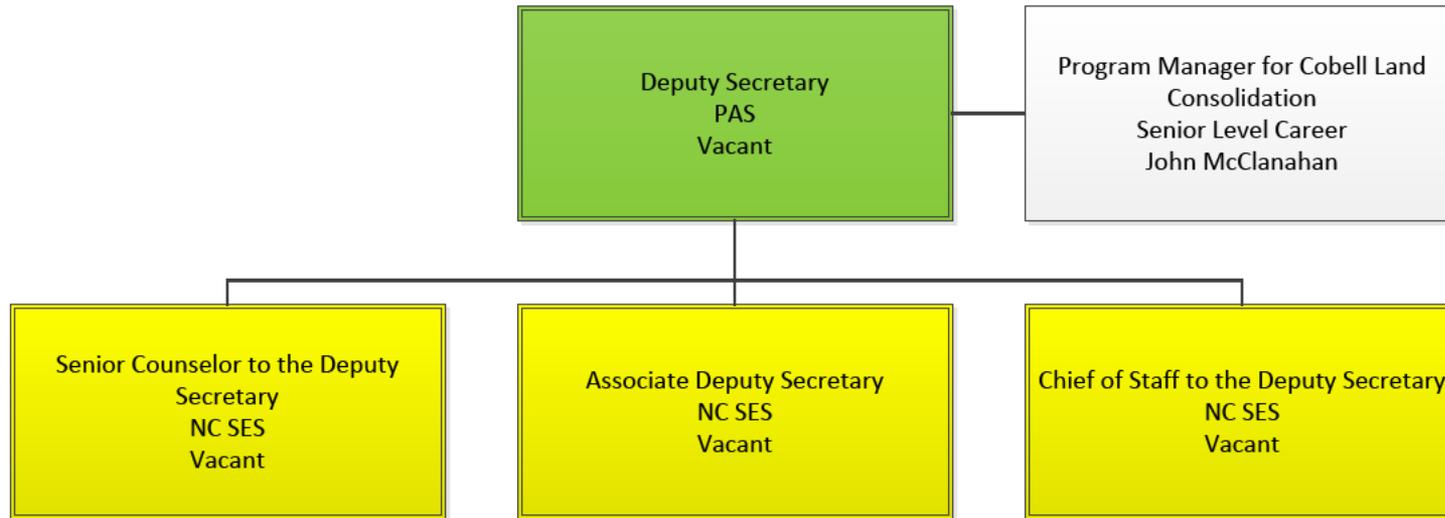
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Deputy Secretary



Color Code Legend

Green – PAS position

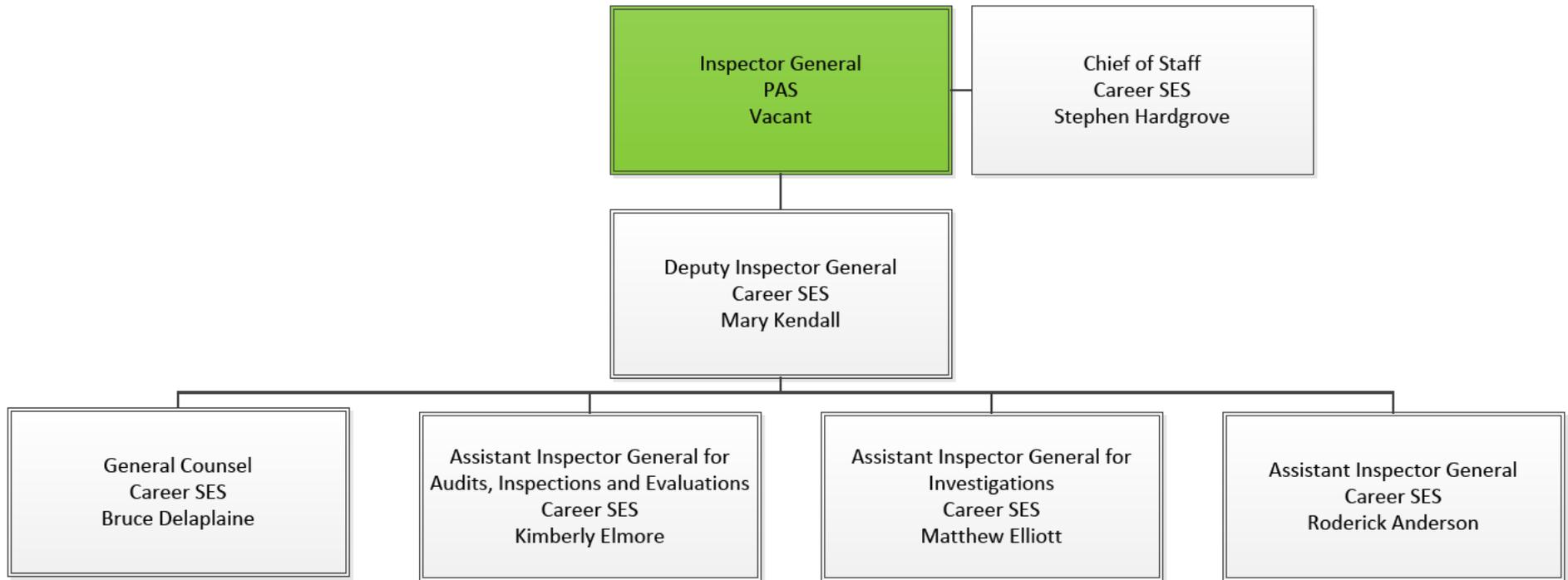
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Office of the Inspector General



Color Code Legend

Green – PAS position

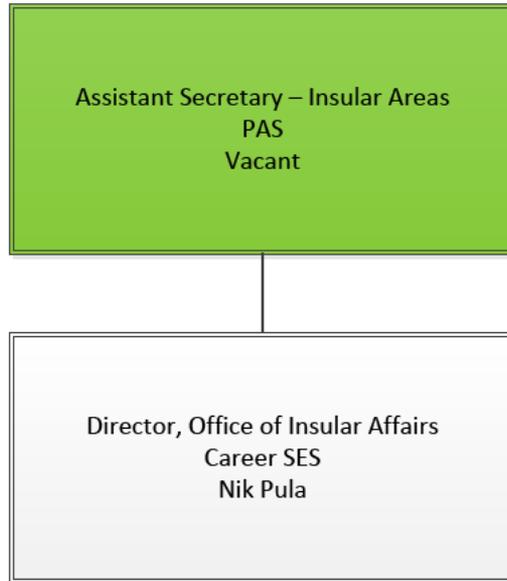
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Insular Areas



Color Code Legend

Green – PAS position

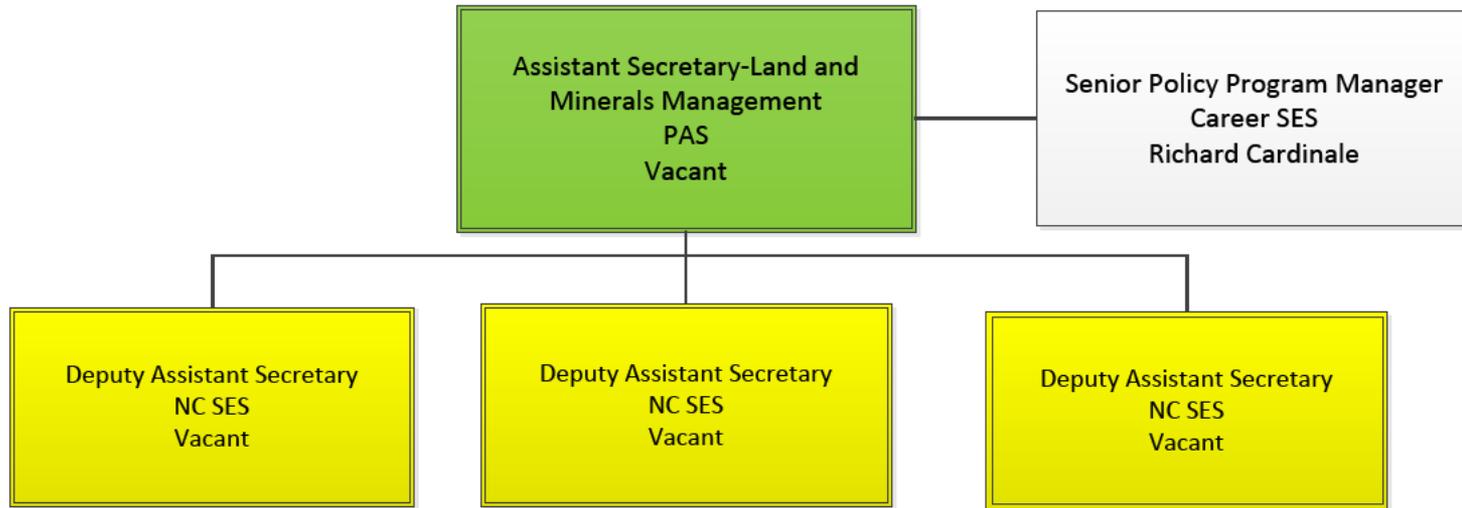
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Land and Minerals Management



Color Code Legend

Green – PAS position

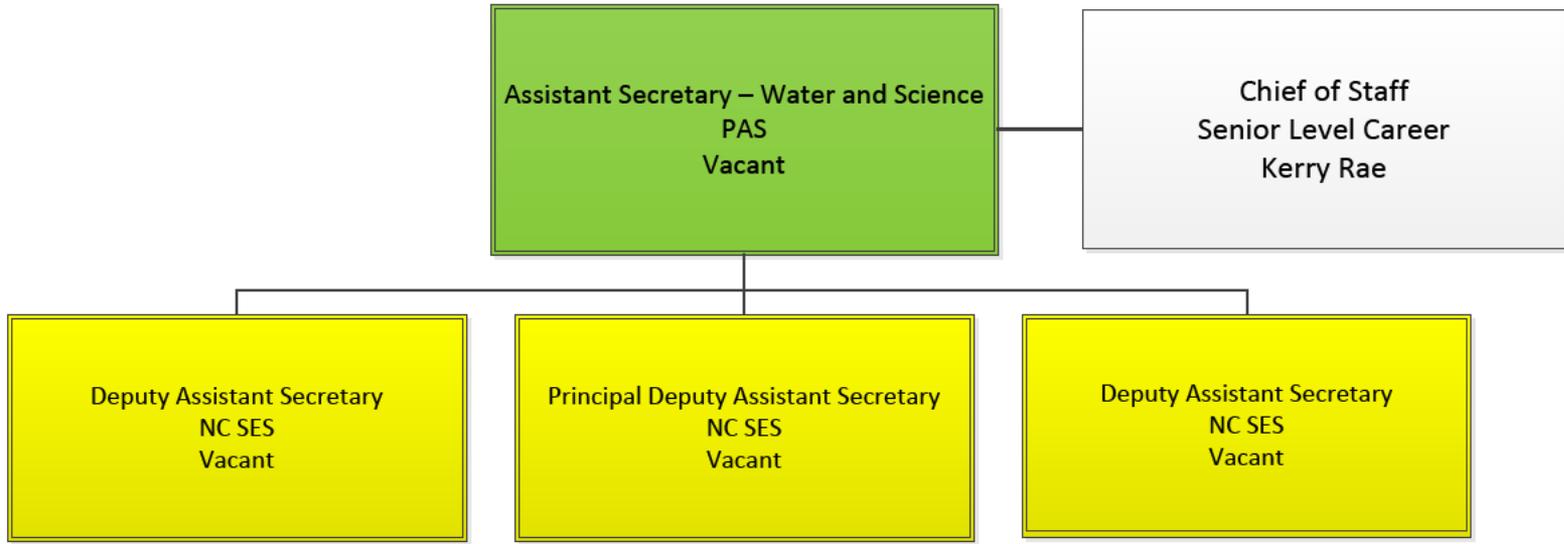
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

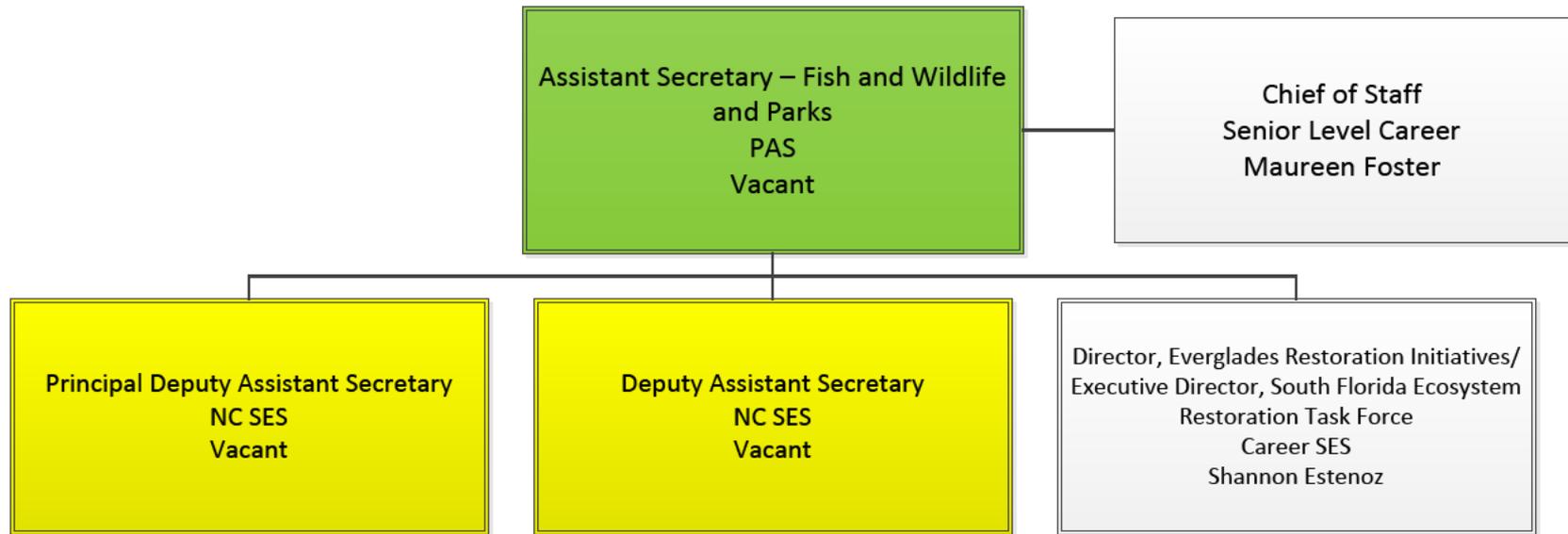
Red – Position Vacant

Assistant Secretary – Water and Science



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Assistant Secretary – Fish and Wildlife and Parks



Color Code Legend

Green – PAS position

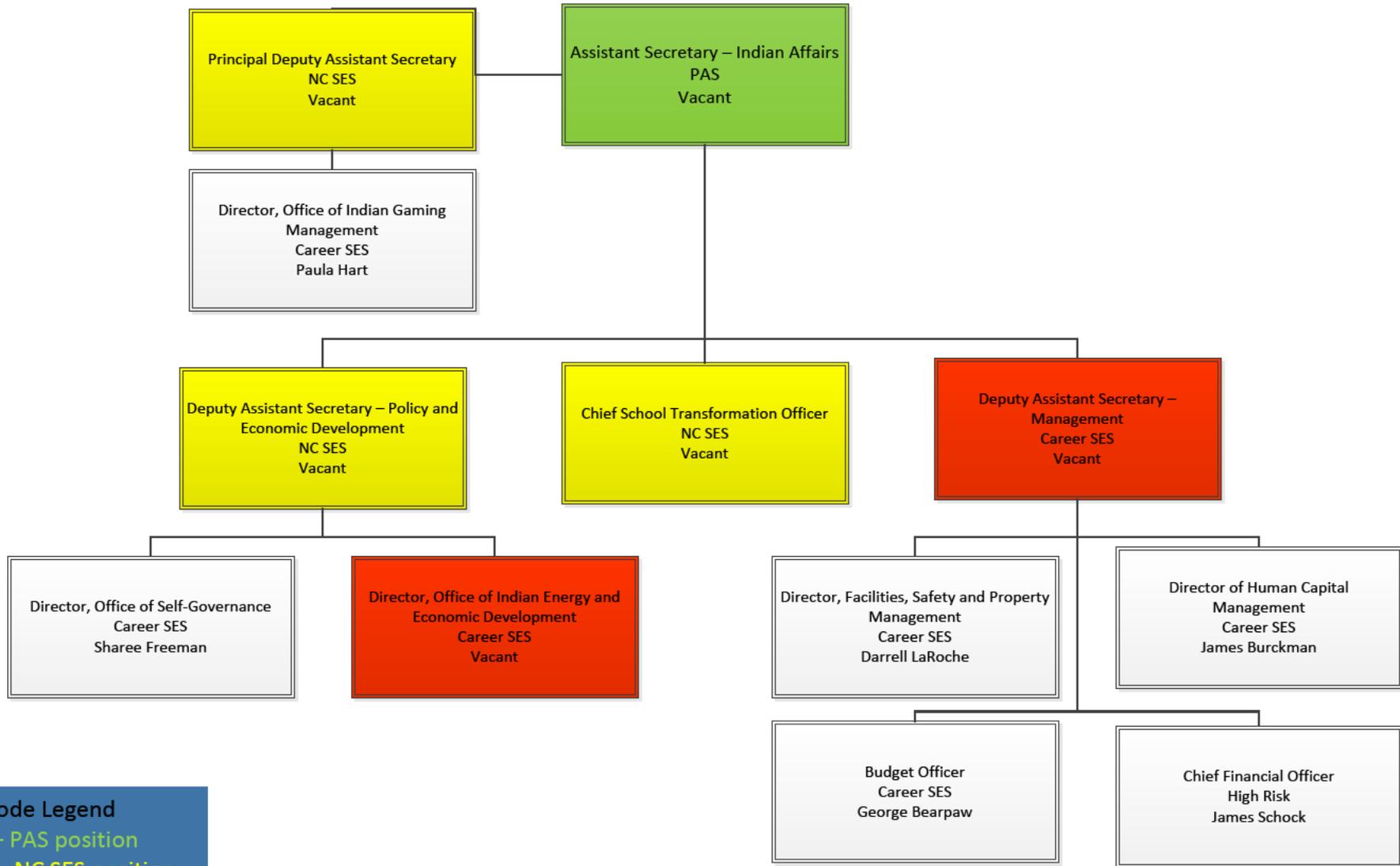
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

Red – Position Vacant

Assistant Secretary – Indian Affairs



Color Code Legend

Green – PAS position

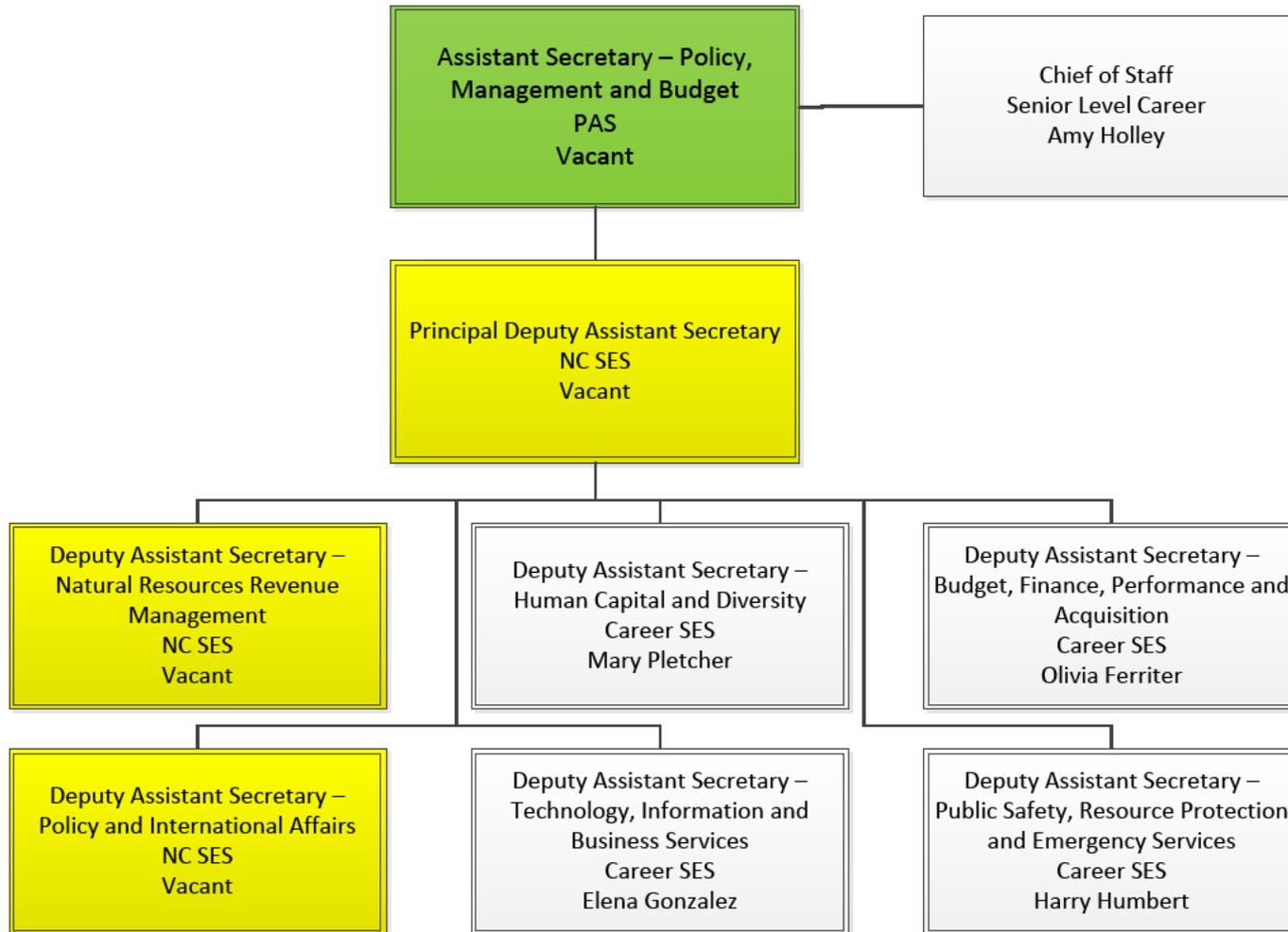
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

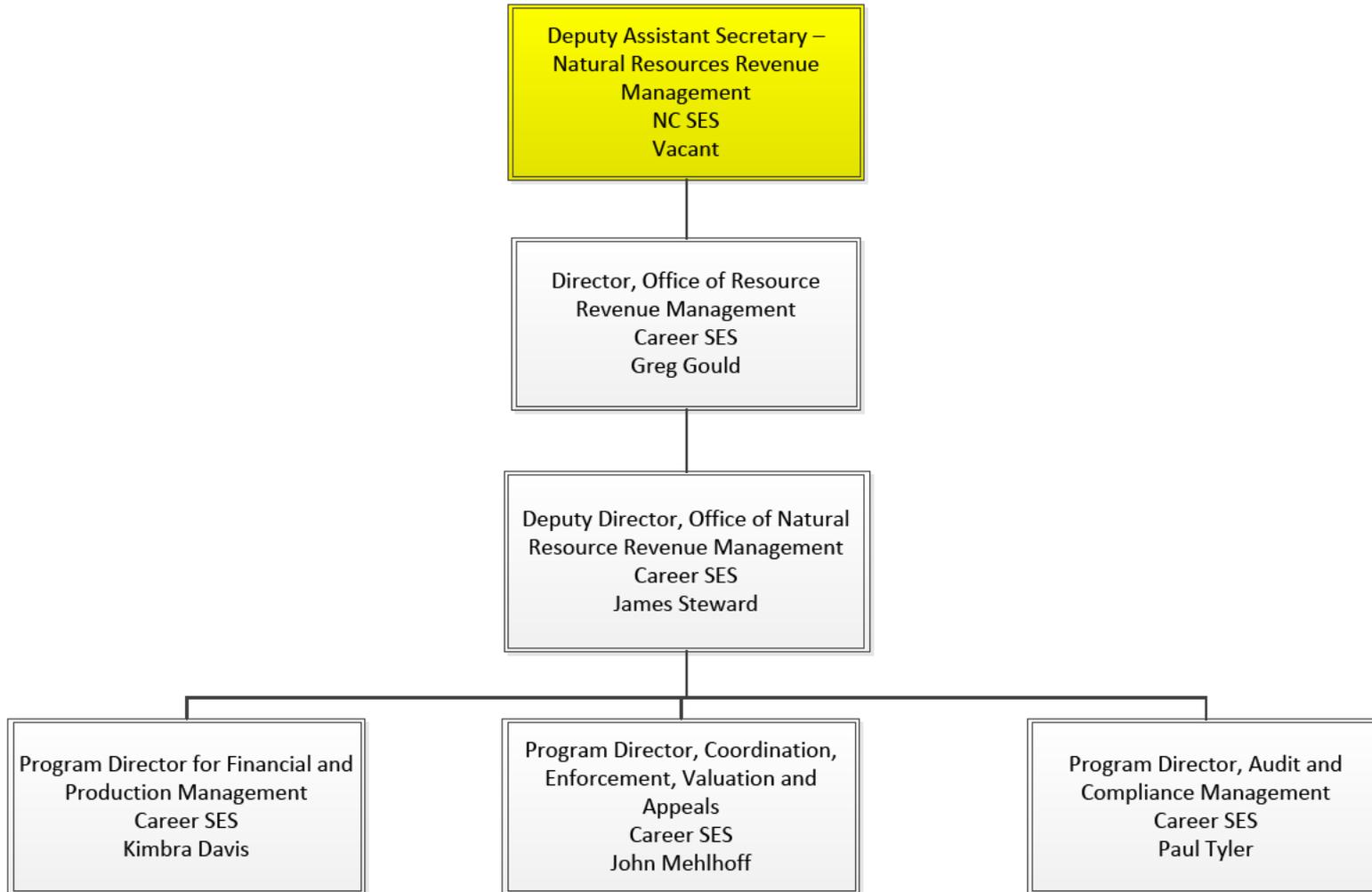
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

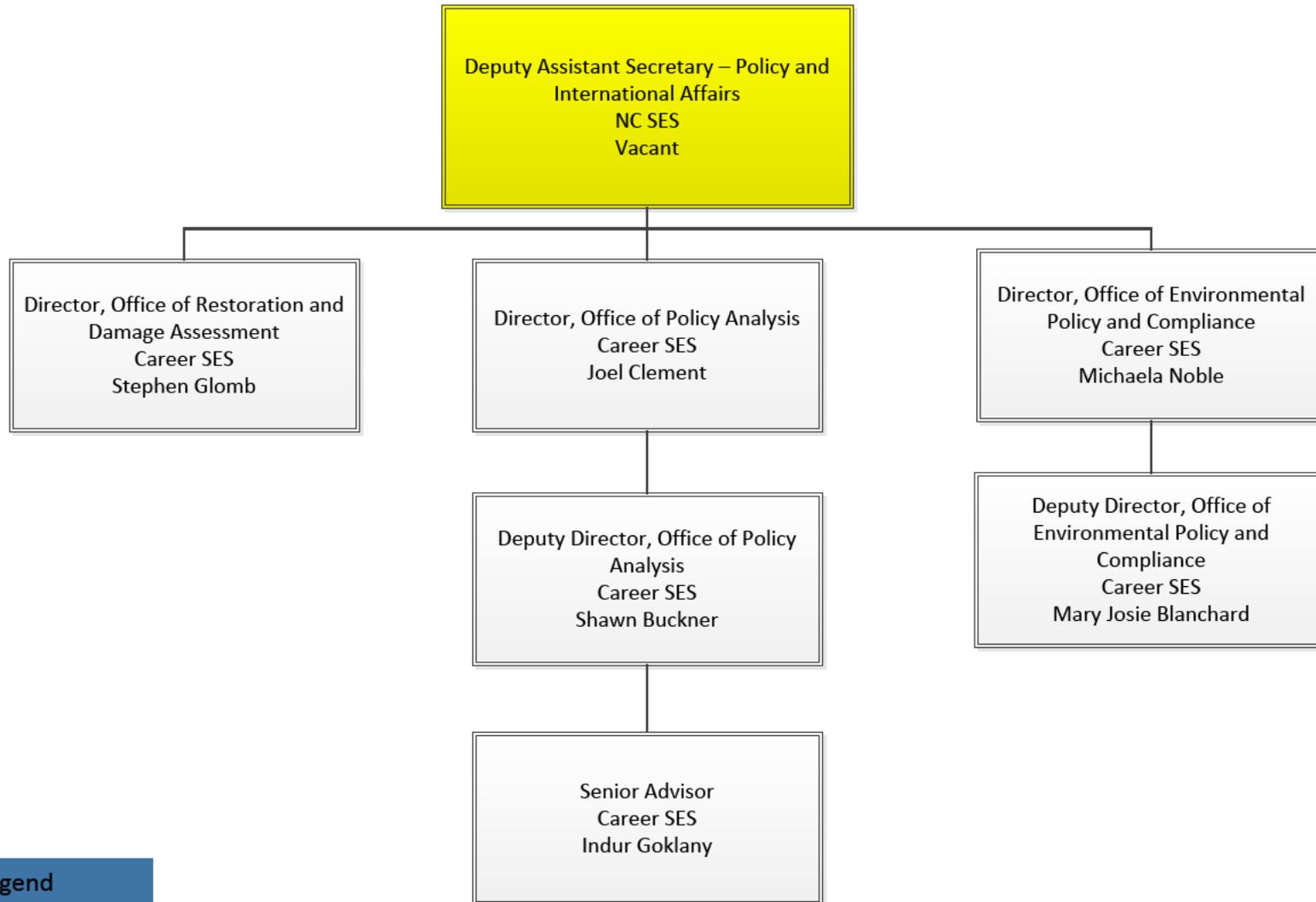
Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but
Obligated
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget

Deputy Assistant Secretary – Policy and International Affairs



Color Code Legend

Green – PAS position

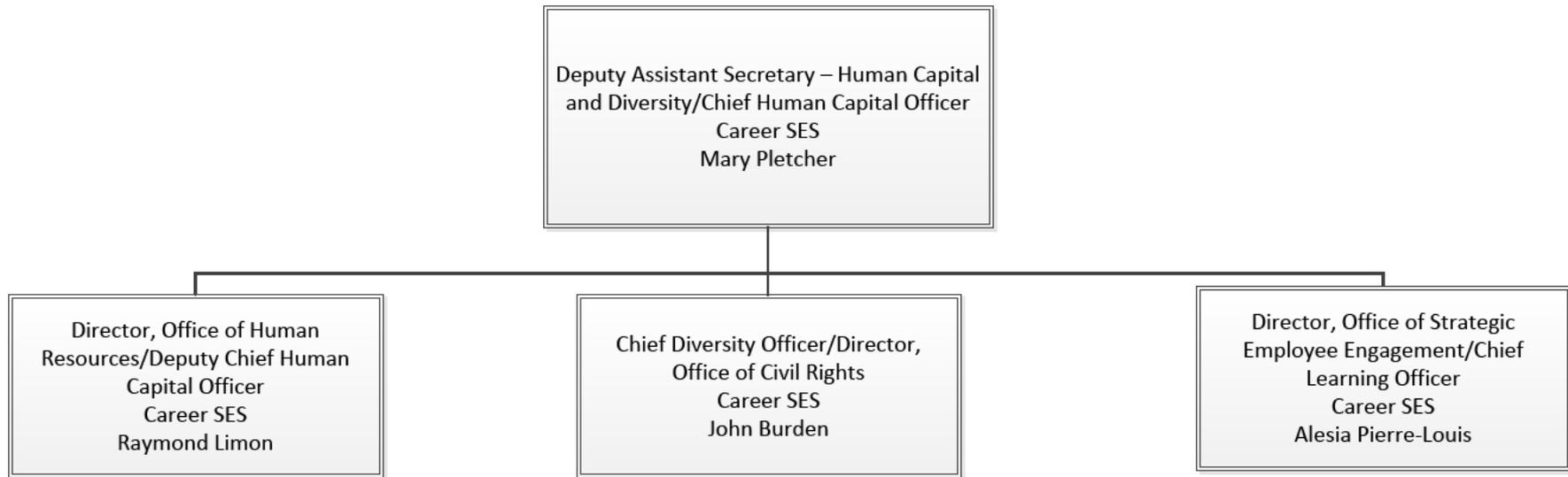
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



Color Code Legend

Green – PAS position

Yellow – NC SES position

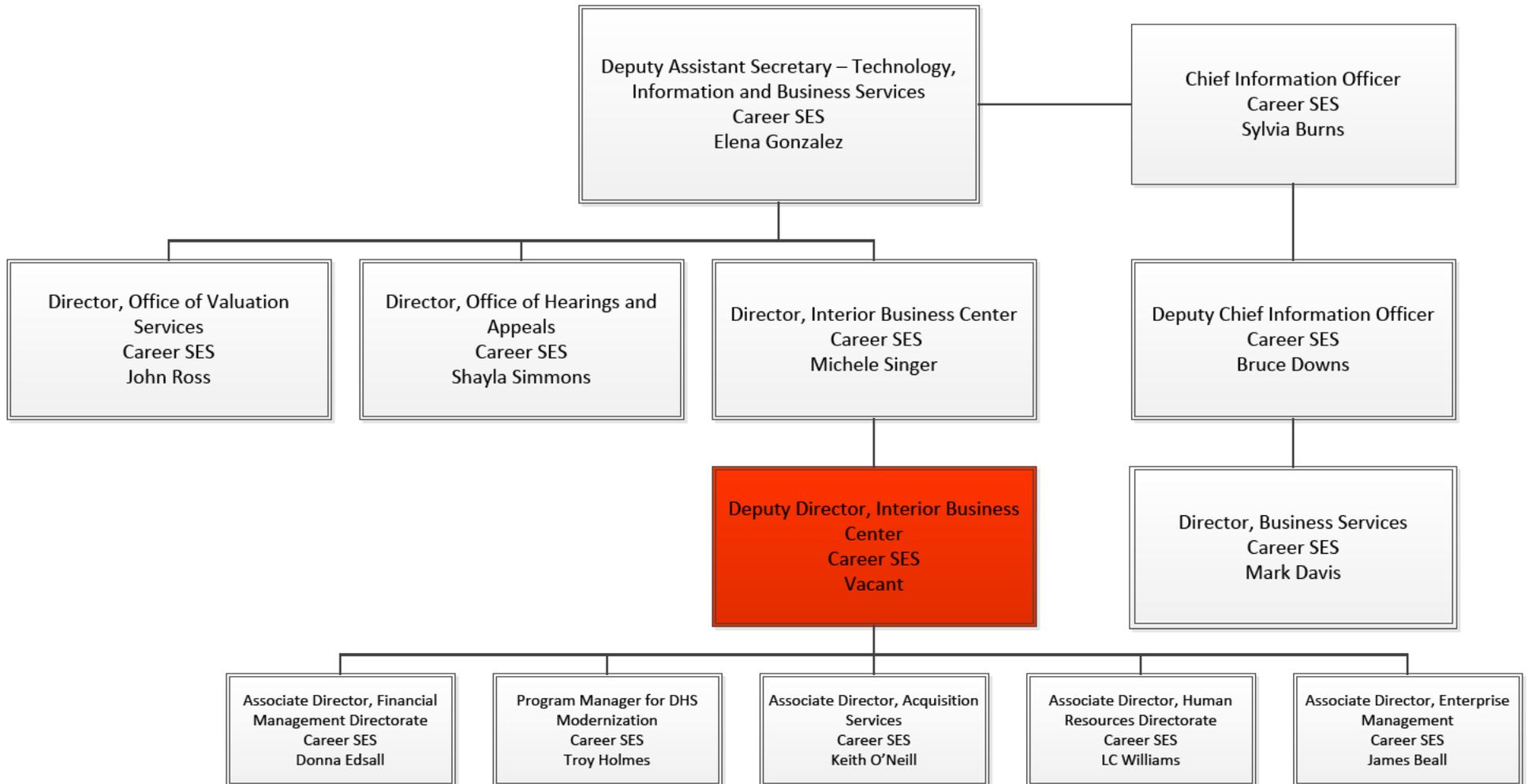
White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Policy, Management and Budget

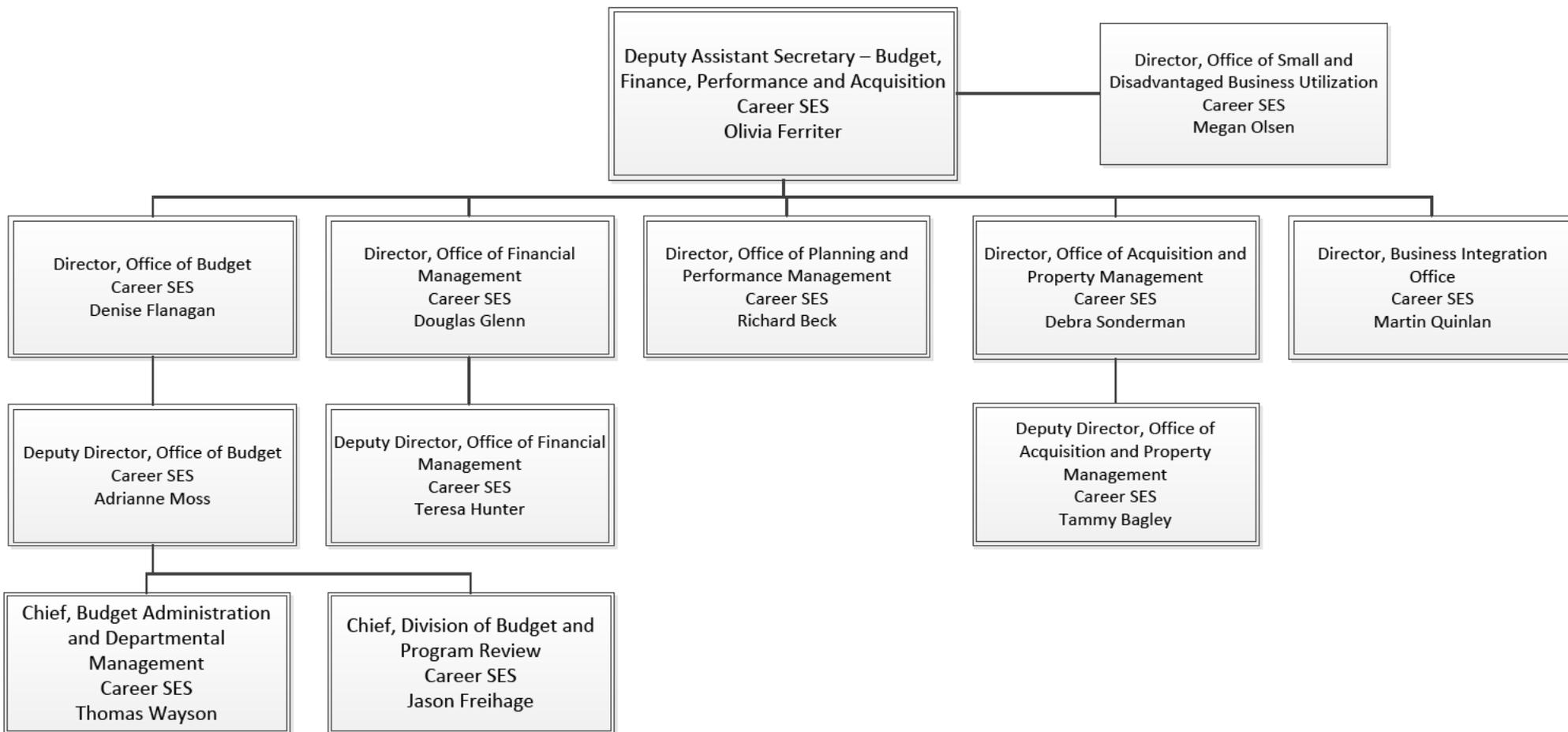
Deputy Assistant Secretary – Technology, Information and Business Services



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget

Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



Color Code Legend

Green – PAS position

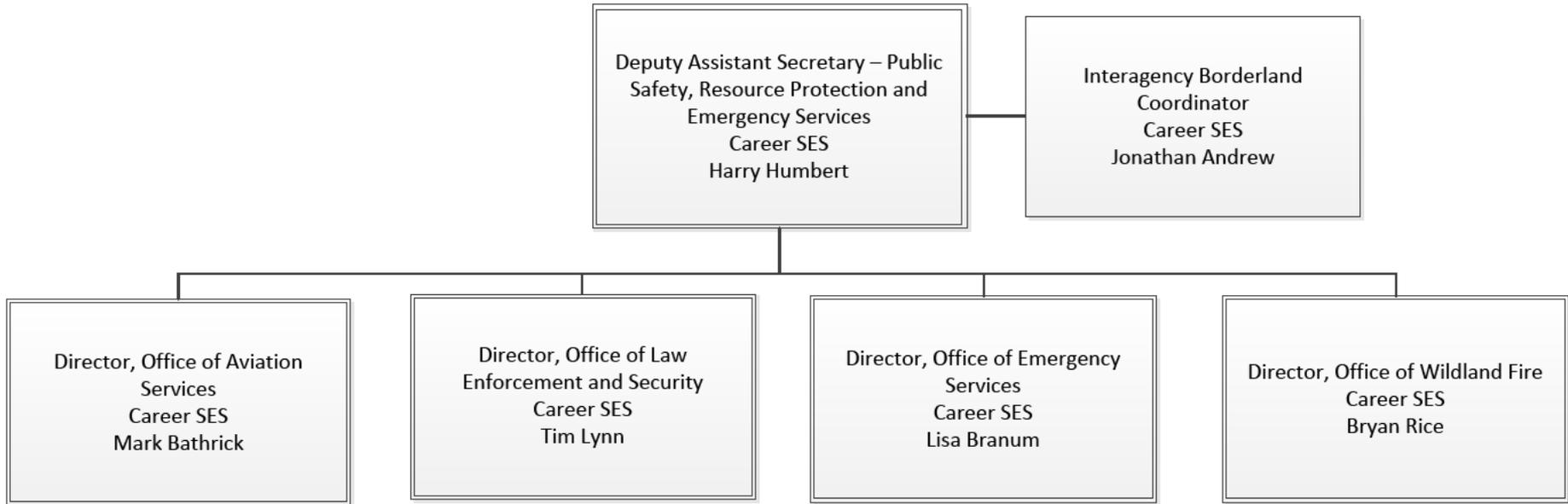
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency
Services



Color Code Legend

Green – PAS position

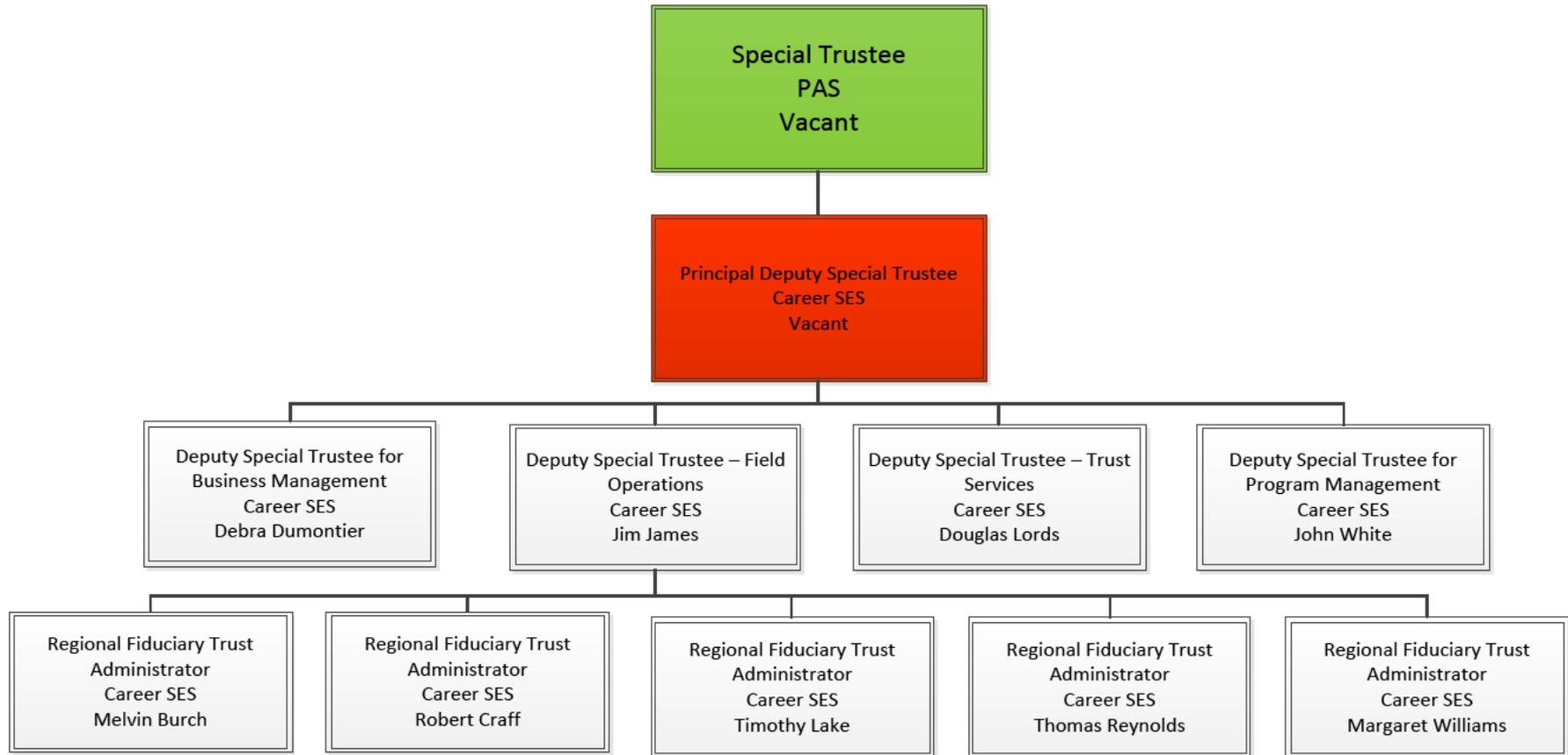
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

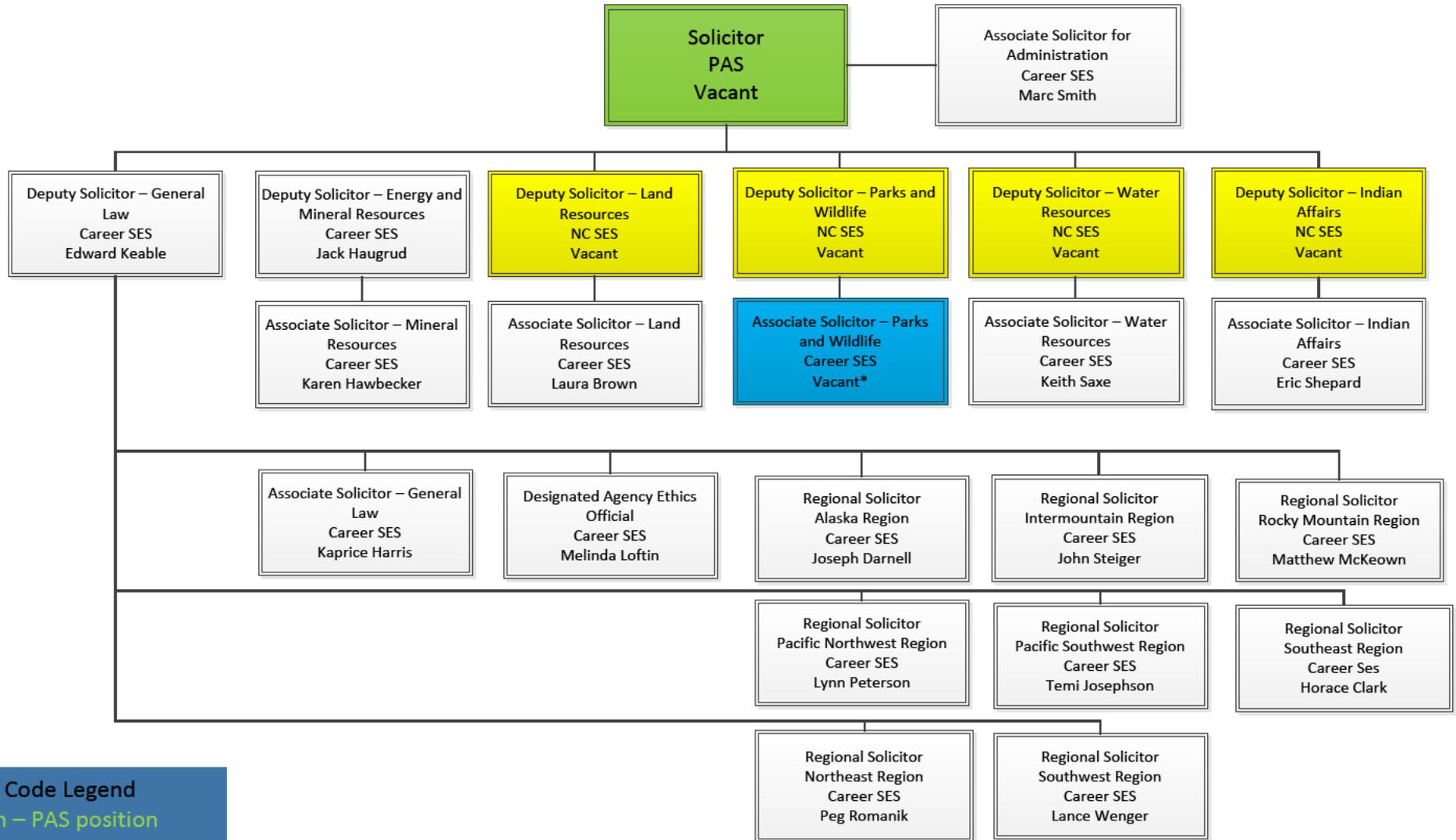
Red – Position Vacant

Office of the Special Trustee for American Indians



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

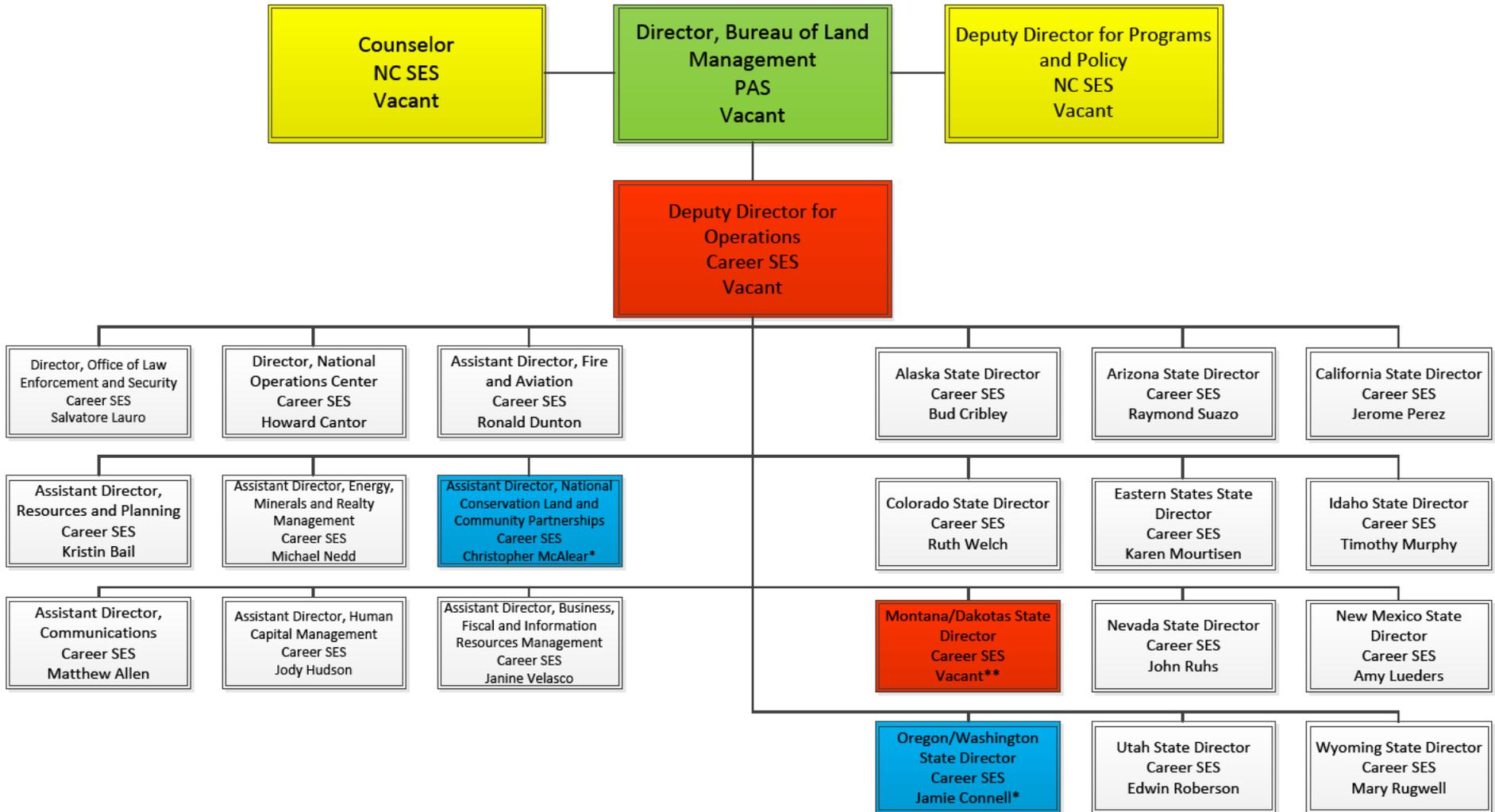
Office of the Solicitor



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

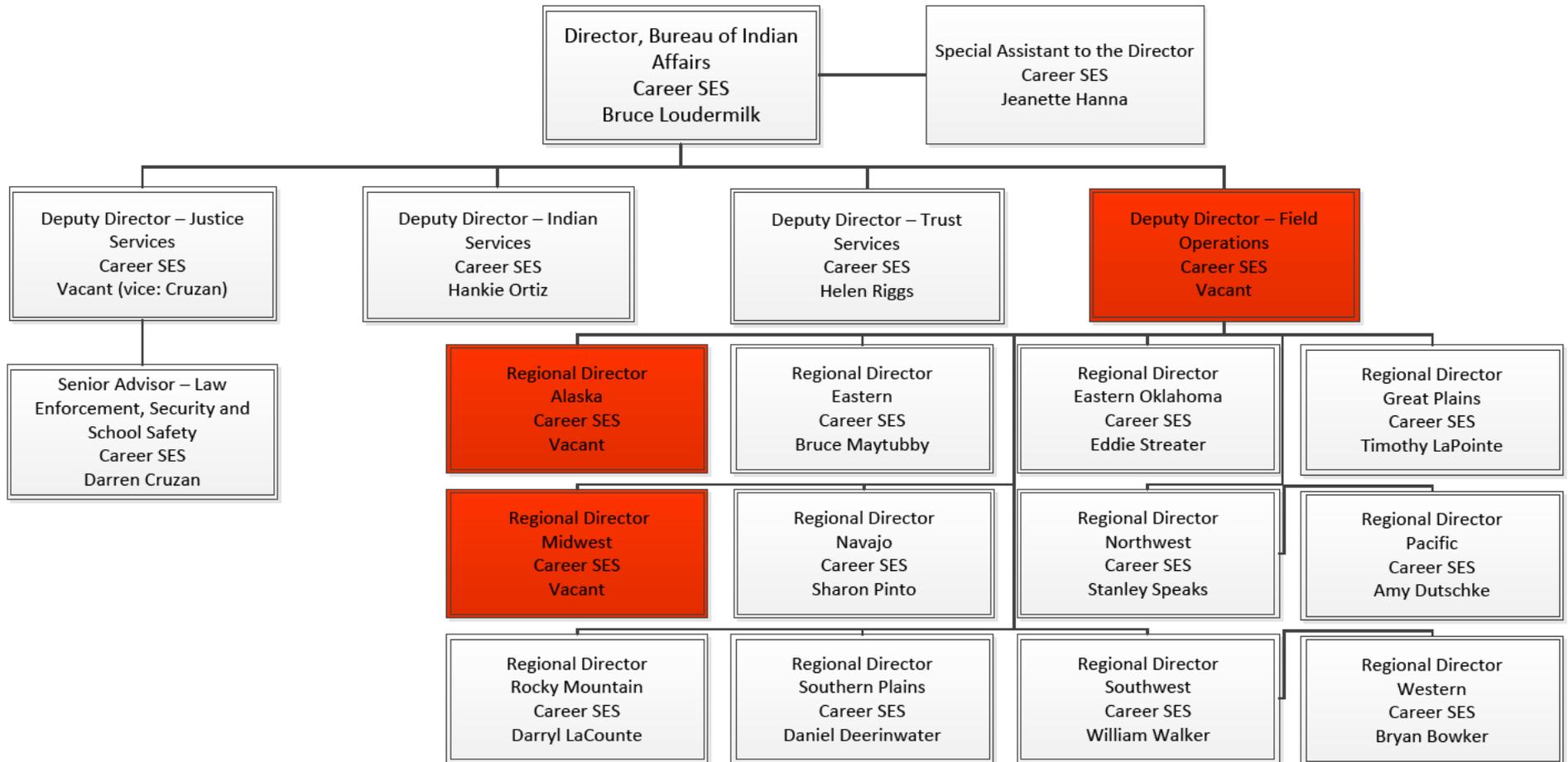
Bureau of Land Management



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed
 **Will be vacant pending Connell reassignment

Bureau of Indian Affairs



Color Code Legend

Green – PAS position

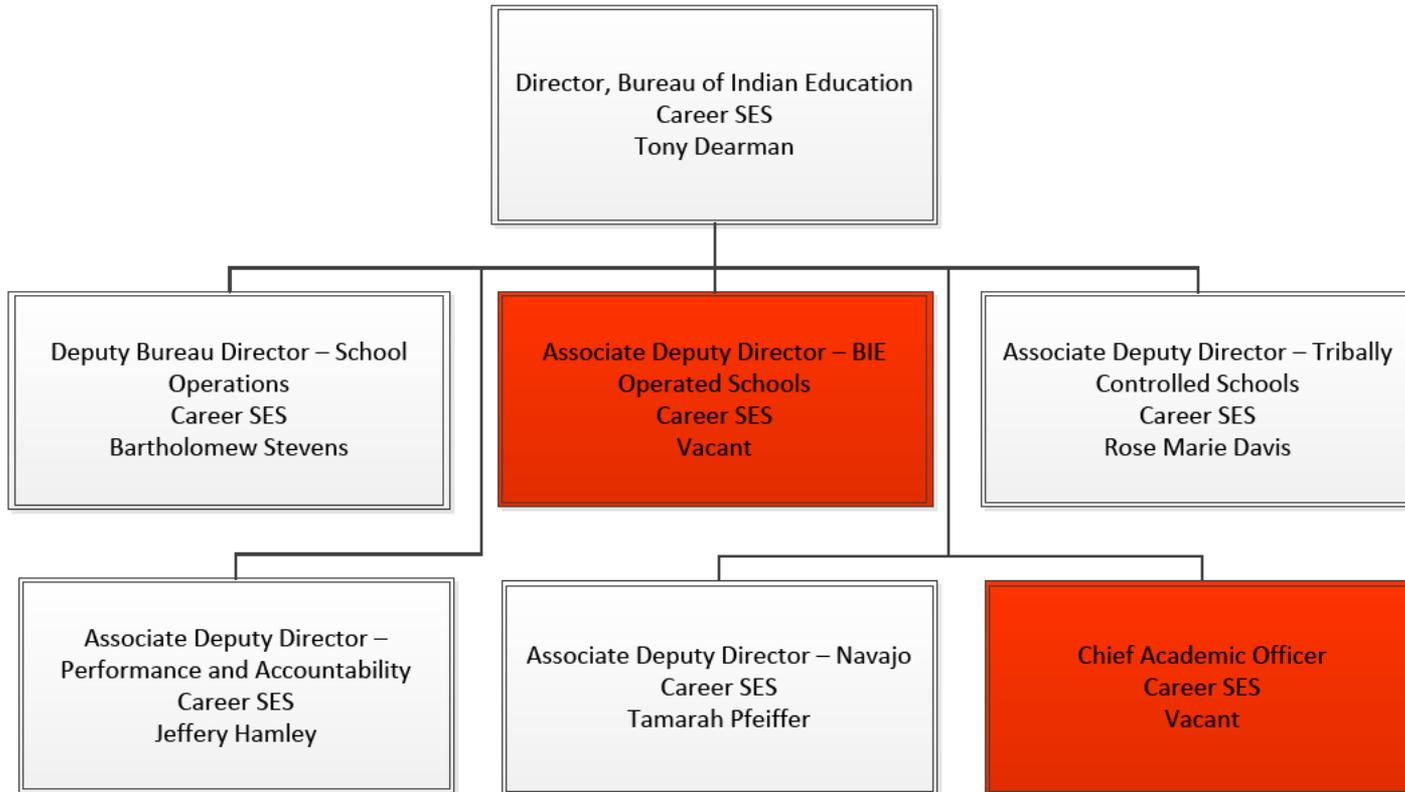
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Bureau of Indian Education



Color Code Legend

Green – PAS position

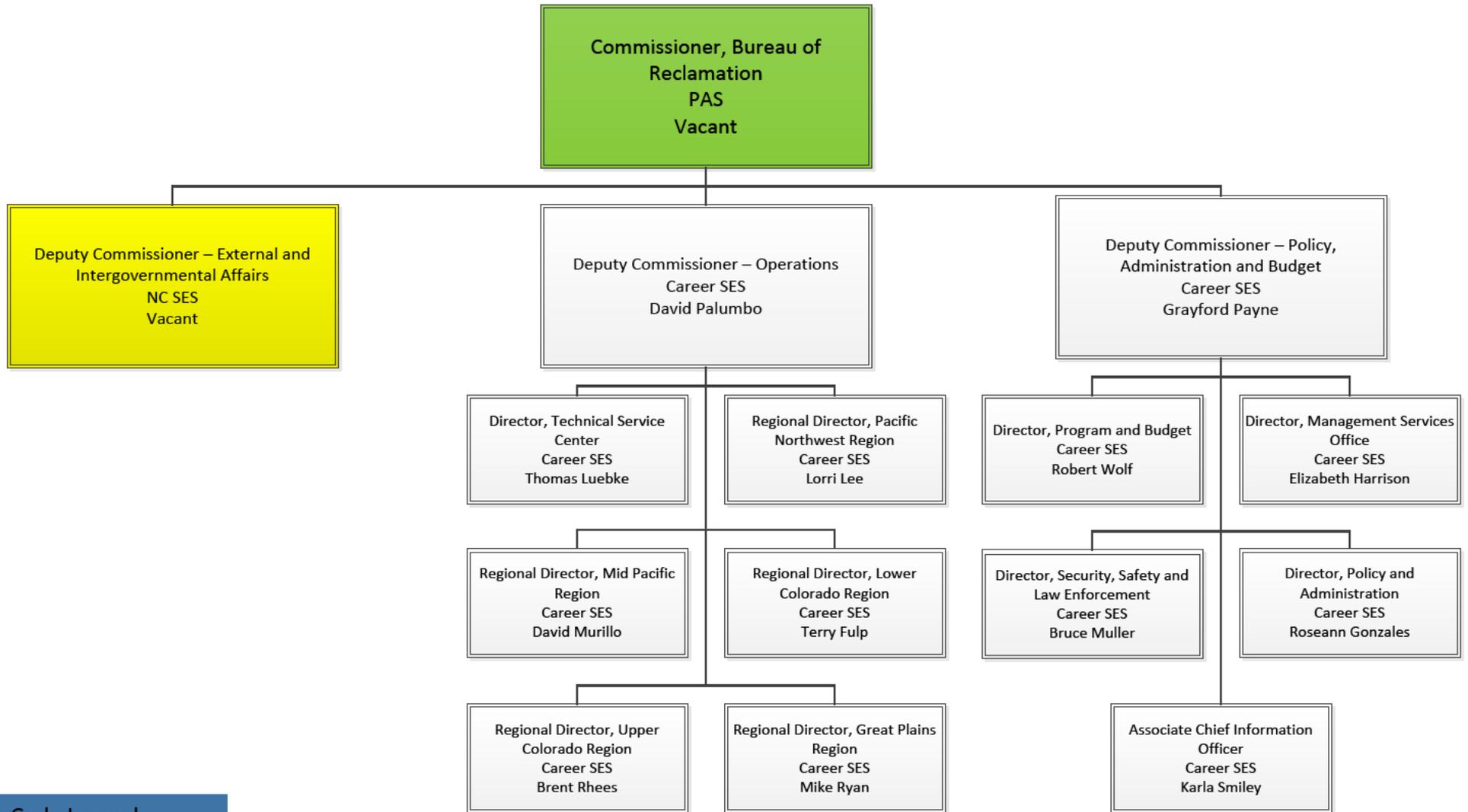
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

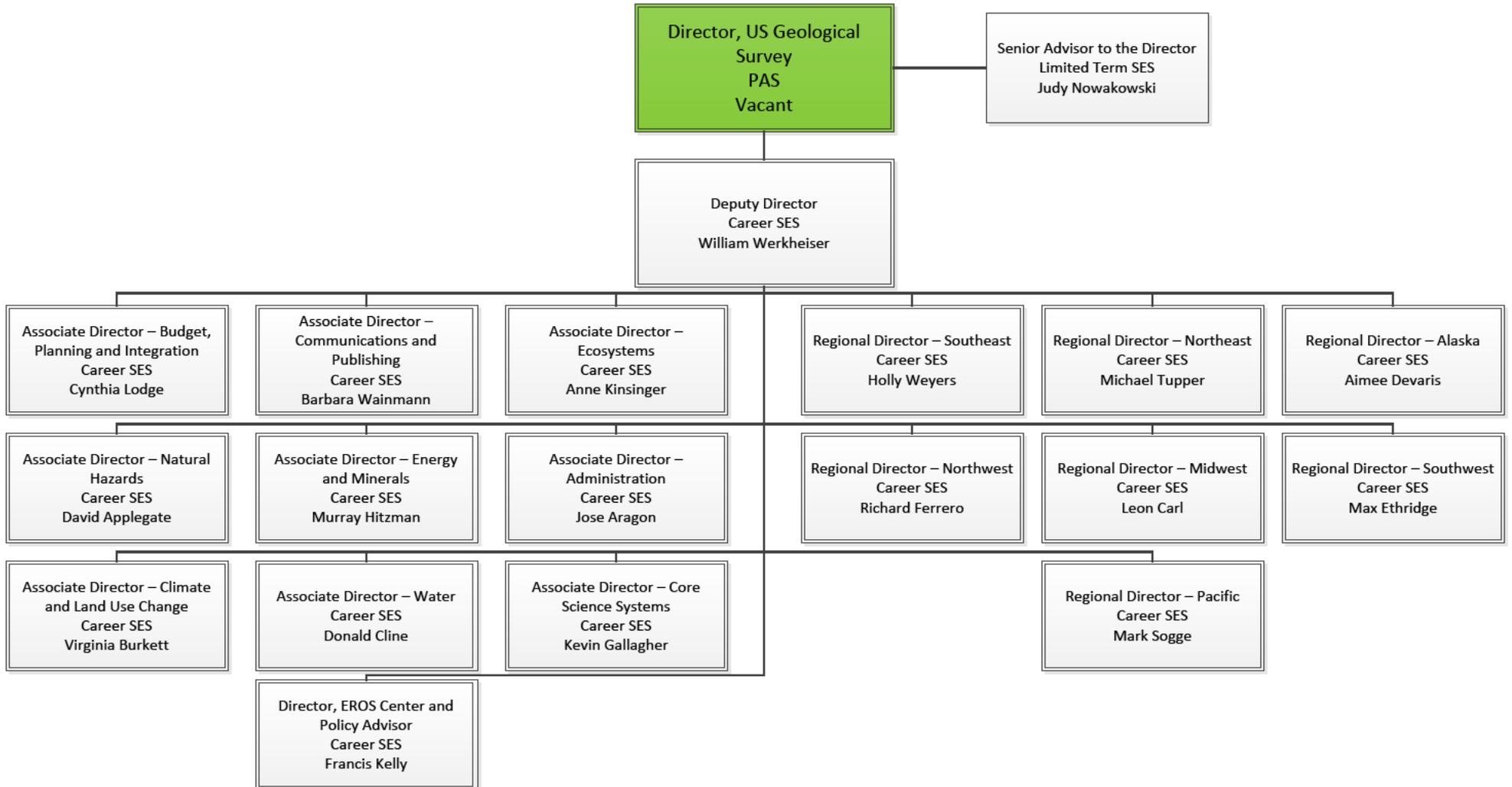
Red – Position Vacant

Bureau of Reclamation



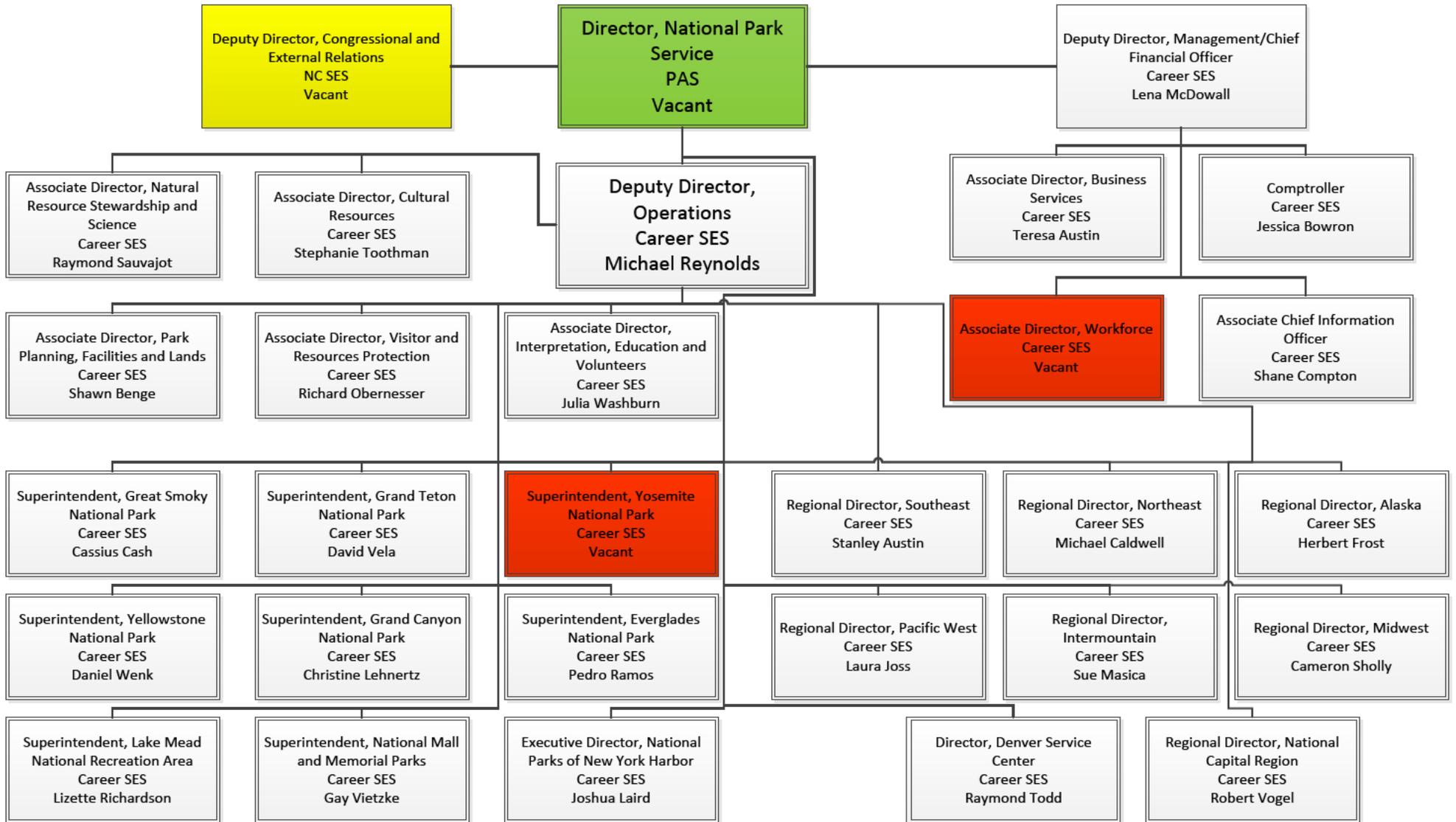
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

US Geological Survey



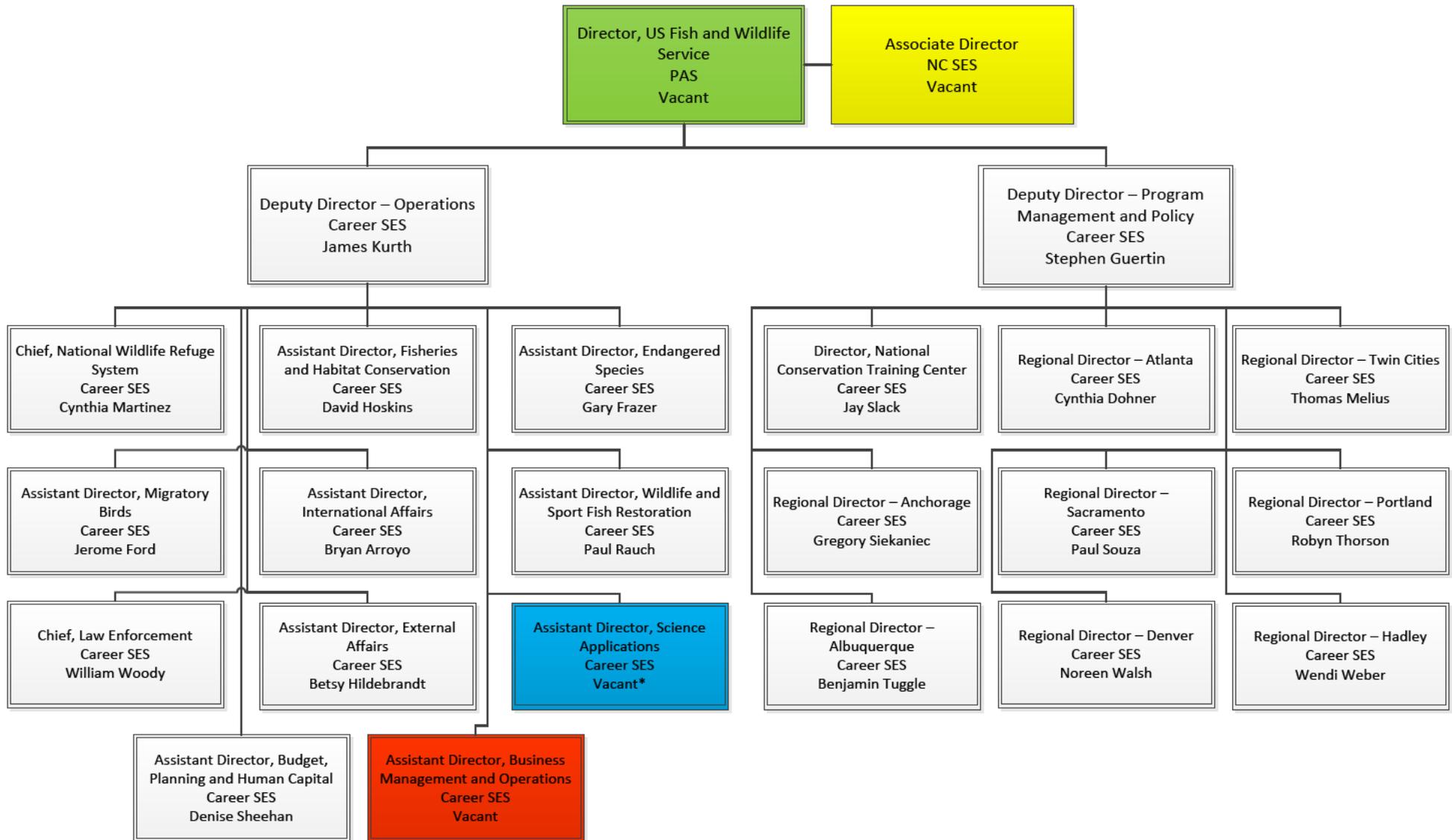
Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

National Park Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

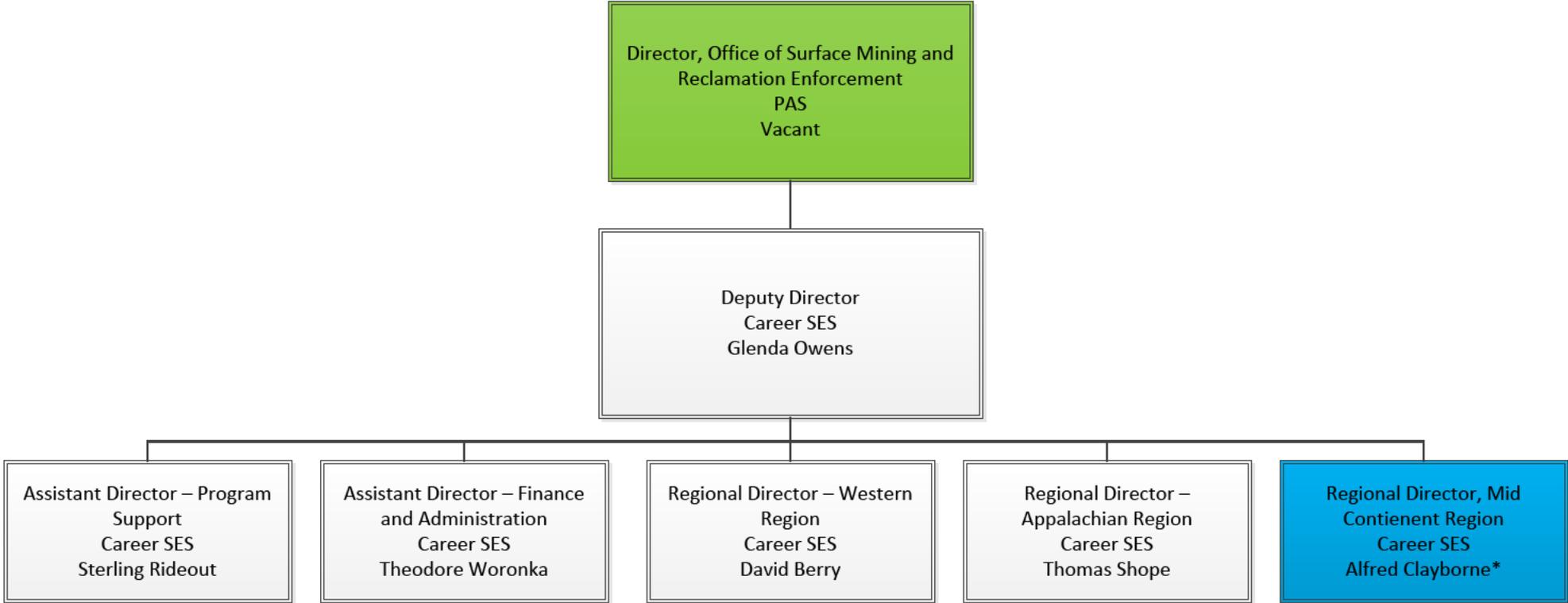
US Fish and Wildlife Service



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

*Decision made but not yet processed

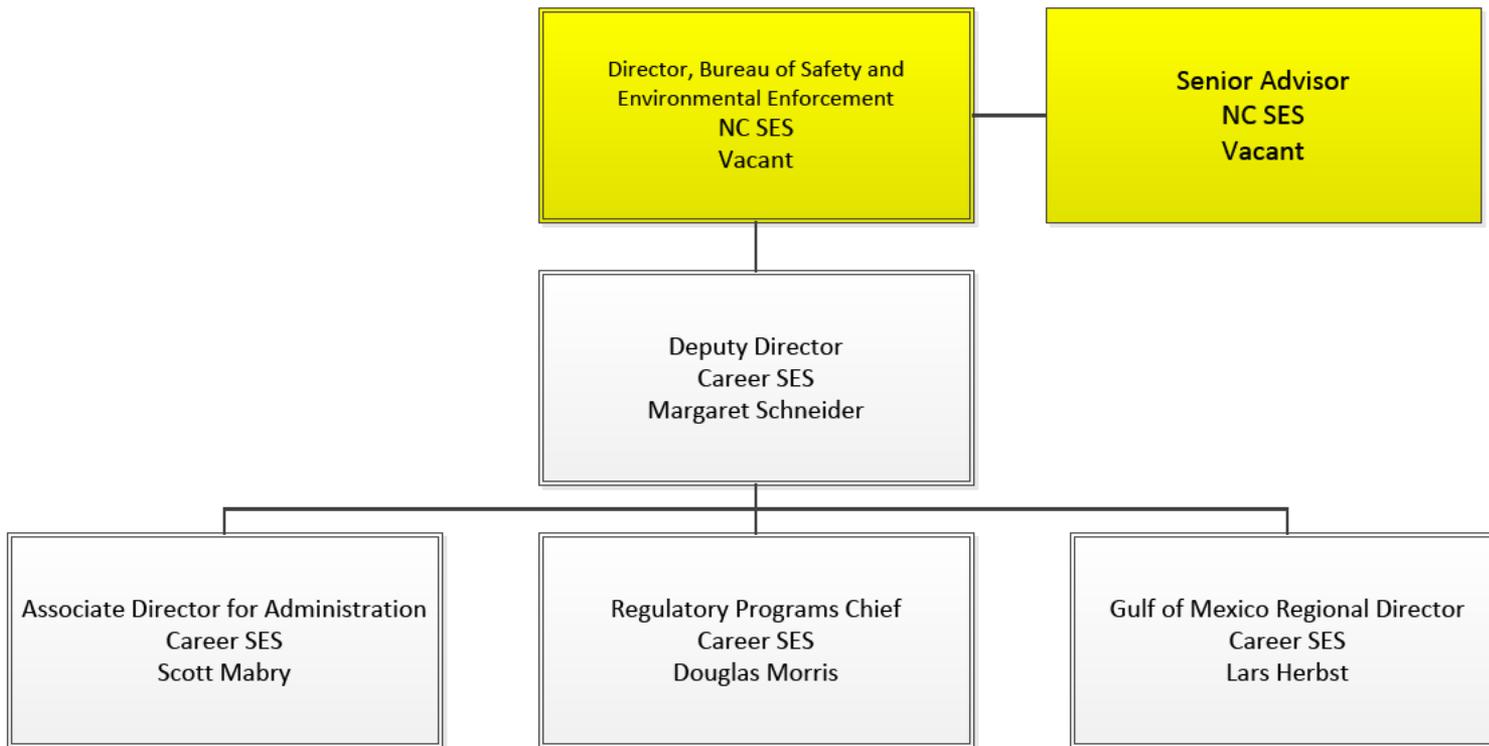
Office of Surface Mining, Reclamation and Enforcement



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

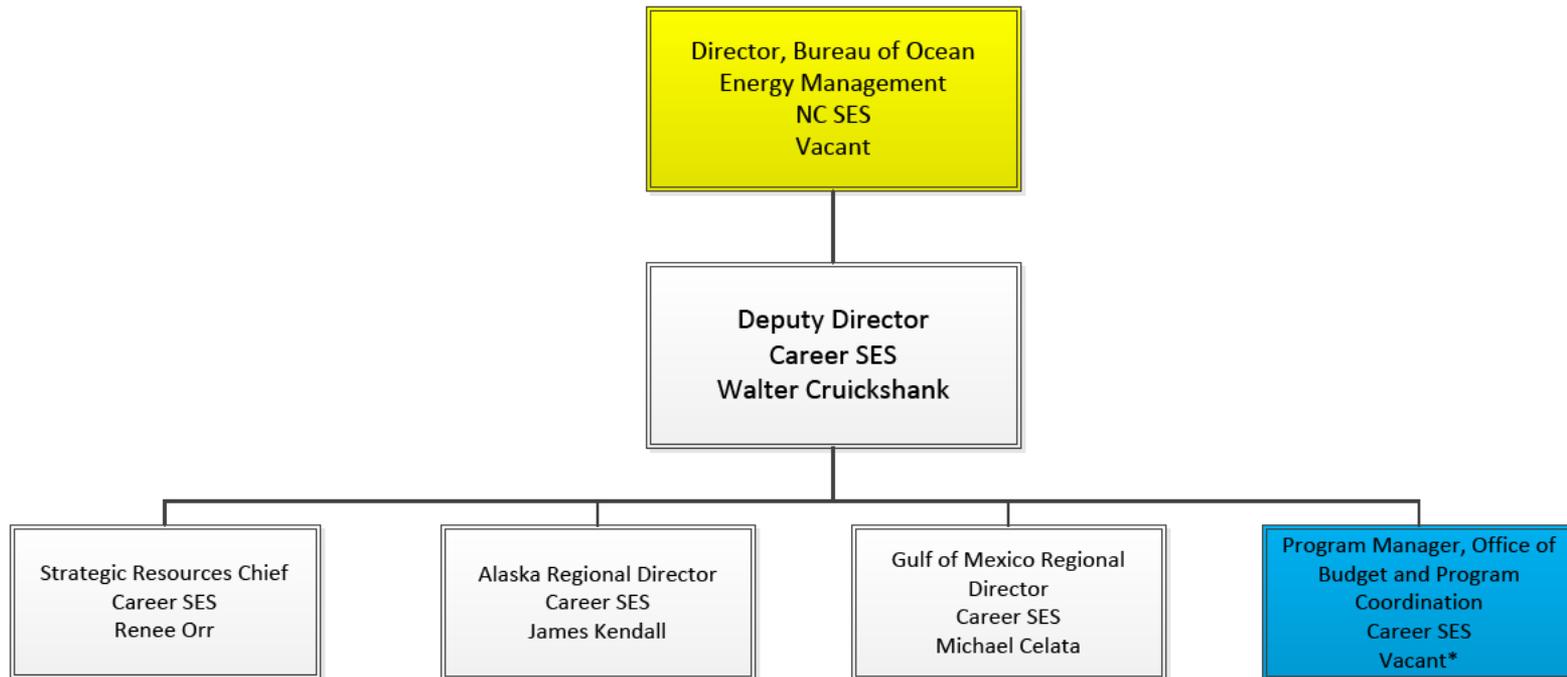
*Decision made but not yet processed

Bureau of Safety and Environmental Enforcement



Color Code Legend
Green – PAS position
Yellow – NC SES position
White – Career position
Blue – Position Vacant but Obligated
Red – Position Vacant

Bureau of Ocean Energy Management



Color Code Legend

Green – PAS position

Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

*Decision made but not yet processed

ent 09-02-2017 12_37_13PAS-NC SES-Career SES Org Charts February 201.vsd (2570240 Bytes) cannot be converted to PDF

From: Summers, Christina
To: [Olivia Ferriter](#); [Steve Glomb](#); [Mary Pletcher](#); [Elena Gonzalez](#); [Harry Humbert](#); [Greg Gould](#)
Cc: [Amy Holley](#)
Subject: Secretary's Briefing - AS-PMB - for your review
Date: Monday, February 13, 2017 1:32:54 PM
Attachments: [Briefing AS PMB.pdf](#)

Attached for your review is the Secretary's briefing for AS PMB.

Let Amy and I know if you have any revisions or if anything additional should be included.

Christina

--

Christina Summers, FAC P/PM
Program Analyst

On detail to the Office of the Assistant Secretary/Policy, Management & Budget
202-208-4030 (Work)

Office of the Director
Interior Business Center
202-802-6174 (Cell) christina_summers@ibc.doi.gov
US Department of the Interior
Office of the Secretary
www.ibc.doi.gov

Your Focus: Your Mission
Our Focus: You

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| Assistant Secretary Policy Management & Budget | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 10 |
| All other PMB Offices | 2,631 |
| *TOTAL | 2,641 |

| Policy & International Affairs | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Environmental Policy and Compliance | 46 |
| Office of International Affairs | 26 |
| Office of Native Hawaiian Relations | 3 |
| Office of Restoration and Damage Assessment | 14 |
| Office of Policy Analysis | 18 |
| National Invasive Species Council | 8 |
| TOTAL | 116 |

| Budget, Finance, Performance & Acquisition | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 2 |
| Office of Budget | 52 |
| Office of Financial Management | 41 |
| Office of Planning and Performance Management | 6 |
| Business Integration Office | 83 |
| Office of Acquisition and Property Management | 30 |
| Office of Small and Disadvantaged Business Utilization | 5 |
| TOTAL | 219 |

| Technology, Information & Business Services | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 2 |
| Office of Collaborative Action & Dispute Resolution | 10 |
| Office of Valuation Services | 91 |
| Interior Business Center | 940 |
| Office of Hearings & Appeals | 86 |
| Office of Facilities & Administrative Services | 56 |
| Office of the Chief Information Officer | 248 |
| TOTAL | 1,433 |

| Human Capital & Diversity | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Human Resources | 28 |
| Office of Occupational Safety & Health | 8 |
| Office of Strategic Employee & Organizational Development | 30 |
| Office of Civil Rights | 21 |
| TOTAL | 88 |

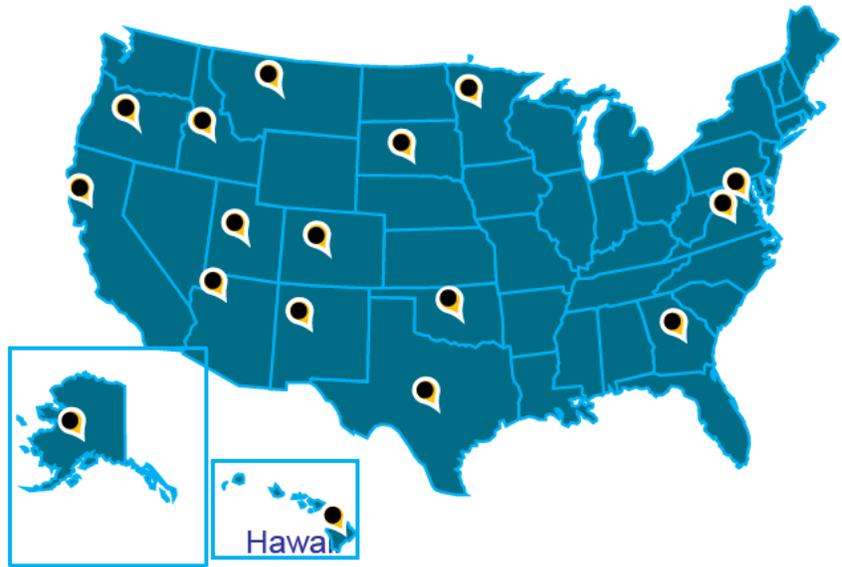
| Public Safety, Resource Protection, & Emergency Services | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Emergency Management | 21 |
| Office of Law Enforcement & Security | 36 |
| Office of Wildland Fire | 23 |
| Office of Aviation Services | 71 |
| Interagency Borderland Coordinator | 1 |
| TOTAL | 153 |

| Natural Resources Revenue Management | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 3 |
| Office of Natural Resources Revenue | 619 |
| TOTAL | 622 |

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| | <i># of federal employees by state</i> |
|-----------------------|--|
| <i>Alaska</i> | 29 |
| <i>Arizona</i> | 48 |
| <i>California</i> | 46 |
| <i>Colorado</i> | 1309 |
| <i>Washington, DC</i> | 512 |
| <i>Georgia</i> | 21 |
| <i>Hawaii</i> | 2 |
| <i>Idaho</i> | 75 |
| <i>Minnesota</i> | 16 |
| <i>Montana</i> | 14 |
| <i>New Mexico</i> | 26 |
| <i>Oklahoma</i> | 49 |
| <i>Oregon</i> | 16 |
| <i>South Dakota</i> | 12 |
| <i>Texas</i> | 101 |
| <i>Utah</i> | 12 |
| <i>Virginia</i> | 306 |
| <i>Remote**</i> | 47 |
| *TOTAL | 2,641 |

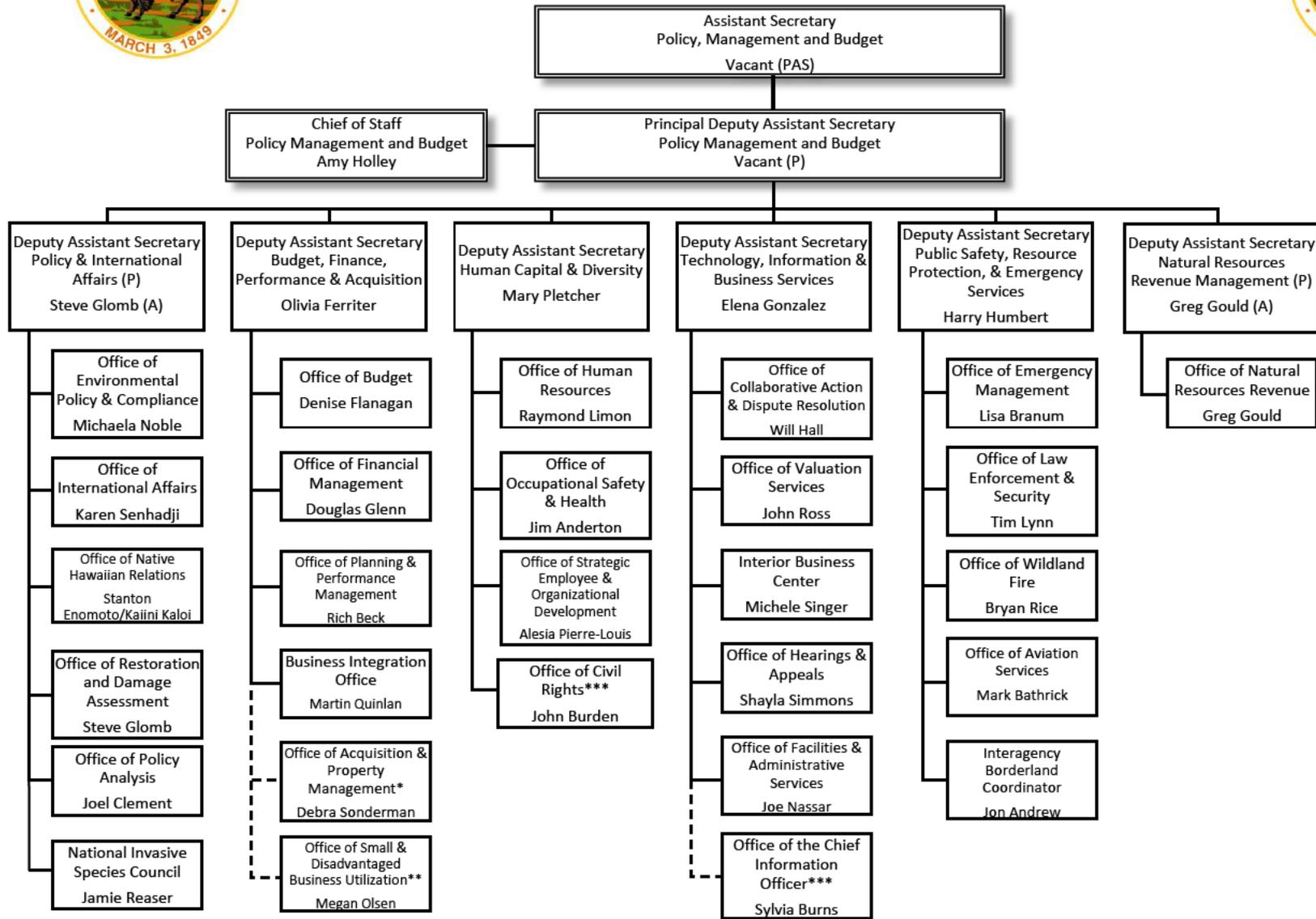


PMB Offices are located across the country

*****Remote federal employees also located in: Alabama, Arkansas, Florida, Kentucky, Louisiana, Maryland, Massachusetts, Missouri, Nevada, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, Washington, Wisconsin, and Wyoming.***

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET



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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Major Responsibilities

The Office of the Assistant Secretary – Policy, Management and Budget (AS-PMB) is responsible for providing overall policy direction, leadership, guidance, and assistance on a broad range of management and operational issues that directly affect the Interior Department's ability to fulfill its mission. The Assistant Secretary serves in a number of statutorily designated positions and is the agency's Chief Financial Officer, Chief Acquisition Officer, and Chief Performance Officer.

The AS-PMB plays a pivotal role in the stewardship of Interior's fiscal resources, leading budget formulation and execution as well as financial reporting and annual audit activities. The AS-PMB coordinates the development of the strategic plan and ensures Departmental compliance with legislative and regulatory requirements related to annual appropriations bills and Interior-wide functions such as performance, finance, environmental compliance, acquisition and property management, budget, general management, administration, civil rights, and equal access.

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

CRITICAL POLICY, LEGAL, MANAGEMENT AND INFRASTRUCTURE

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Critical Fire Issues

Implementing the Cohesive Strategy. The National Cohesive Wildland Fire Management Strategy brings together stakeholders across all landscapes and land ownerships, using the best available science to make meaningful progress towards three goals: 1. Resilient Landscapes, 2. Fire Adapted Communities, and 3. Safe and Effective Wildfire Response. The Cohesive Strategy is critical to safely and effectively extinguish fire when needed; use fire where allowable; manage natural resources; and as a Nation, to live with wildland fire.

A Growing Wildland Urban Interface. Approximately 44 million homes are in the growing wildland urban interface (WUI) adjacent to public forests and grasslands. The growing cost and complexity of fighting fire in the expanding WUI is putting both wildland firefighters and community members at risk.

Wildland Fire Workforce Challenges. The 2014 Quadrennial Fire Review projected a wave of challenges, including: retirements, a declining number of fire-qualified personnel, need for succession planning, ability to preserve institutional knowledge, broad shifts in market demand for labor, and changes in the way Americans prefer to learn and work. All issues require adaptive training and workplace practices for the millennial generation workforce.

Fire Risk Management. Activities designed to improve the health and resilience of forests and rangelands, include reducing woody fuels using treatments designed to change fire behavior. Over 65 percent of fuels management projects help improve community resilience at the wildland urban interface. Fire Risk Management is planned using prior year needs, currently approximately 17 percent of the Wildland Fire Management budget.

Better Integrating Fire and Resource Programs. The Department's wildland fire and natural resource management programs are segregated, resulting in missed opportunities to manage resources while creating a more fire resilient landscape. Fire plays a different role and occurs at a different scale for each of the Department's land management bureaus. The goal of the department-wide program is to achieve both a cost-efficient and a technically effective fire management program that meets natural resource and safety objectives.

Trust Responsibility to the Tribes. Wildland fire and related forest health issues jeopardize the economic and ecological sustainability of Indian forests. The Office works closely and effectively with the Bureau of Indian Affairs, tribes, and partners such as the Intertribal Timber Council to execute the Department's fiduciary trust responsibility to ensure trust lands are managed sustainably to enrich communities for future generations.

Wildland Fire Funding. Congress funds wildfire suppression using a 10-year average of prior year expenditures, this approach looks backward to plan for a cost that is rising in the future. The proposed solution is to treat these fires as other natural disasters – by providing funding for devastating wildland fire through a cap adjustment.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

OIG- and GAO Audit Recommendations

The Office of Inspector General (OIG) and the Government Accountability Office (GAO) conduct audits of DOI programs and management which result in recommendations for corrective actions. The OIG also issues a letter to the Secretary outlining major management challenges in Interior’s annual Agency Financial Report which can be found at: <https://www.doi.gov/pfm/afr>. The current OIG-reported major management challenges include: energy management, information technology, responsibility to American Indians and territories, water programs, acquisition and financial assistance (grants and cooperative agreements), climate change, disaster response, operational efficiencies, and public safety.

Most recommendations from the OIG and the GAO are focused on:

- Responsibility to American Indians and Territories – Challenges include maintaining and/or supporting tribal lands, agriculture, energy management, justice systems, social services, and education.
- Information Technology (IT) – Cyber threats to software, hardware, and personally identifiable information are an ongoing concern.
- Oil and Gas – Concerns relate to collecting appropriate revenues from companies drilling for oil and gas on Federal lands and waters as well as problems hiring, training, and retaining staff for oversight and management of oil and gas operations. Since 2011, GAO has included Federal oil and gas challenges on their “high risk” list. GAO’s complete list can be found at: <http://www.gao.gov/highrisk/overview>.

OPPORTUNITIES AND CHALLENGES

The Office of Financial Management operates an audit follow-up program that ensures detailed corrective action plans are compiled for audit recommendations and holds Bureaus and Offices accountable for commitments to take action by specified dates. However, there are several issues which have been unresolved for years, including those above. Climate change, water programs, and operational efficiencies have been outstanding issues since 2011.

There is a Departmental goal of closing 85% of the audit recommendations scheduled for closure each fiscal year (the remaining 15% allows for unforeseen delays). The scheduled closure dates are taken from corrective action plans. Senior leaders receive a weekly report on outstanding audit recommendations and progress towards meeting the 85% goal. Critical to success in closing out OIG and GAO audit recommendations is the engagement of senior leadership.

BACKGROUND

Over the past eight years, the Department has received 306 audit reports containing 2,155 new recommendations (on top of 323 existing recommendations) for tracking and has closed 2,121 recommendations with 357 currently open.

From: Gonzalez, Elena
To: [Shayla Simmons](#); [John W. Ross](#); [Michele Singer](#); [Nassar, Joseph](#); [Burns, Sylvia](#); [Rotimi Abimbola](#); [Caroline Romano](#); [William Hall](#)
Cc: [Christina Summers](#); [Amy Holley](#)
Subject: Fwd: Secretary's Briefing - AS-PMB - for your review
Date: Monday, February 13, 2017 1:39:08 PM
Attachments: [Briefing AS PMB.pdf](#)

Please check the numbers and the info on the attached presentation for ASPMB. This is Amy's proposed briefing for the Secretary on PMB. Please review only for accuracy and get back to me today. I know staffing numbers have been fluctuating for example. I also do not have 2 in immediate DAS office. Jean works for Julie and does not support me any more than Mary and others.

Thanks!

Elena

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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

From: **Summers, Christina** <christina_summers@ibc.doi.gov>
Date: Mon, Feb 13, 2017 at 1:32 PM
Subject: Secretary's Briefing - AS-PMB - for your review
To: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, Elena Gonzalez <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Greg Gould <greg.gould@onrr.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>

Attached for your review is the Secretary's briefing for AS PMB.

Let Amy and I know if you have any revisions or if anything additional should be included.

Christina

--

Christina Summers, FAC P/PM
Program Analyst

On detail to the Office of the Assistant Secretary/Policy, Management & Budget
202-208-4030 (Work)

Office of the Director
Interior Business Center
202-802-6174 (Cell) christina_summers@ibc.doi.gov
US Department of the Interior
Office of the Secretary

www.ibr.doi.gov

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Our Focus: You

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| <i>Assistant Secretary Policy Management & Budget</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 10 |
| All other PMB Offices | 2,631 |
| *TOTAL | 2,641 |

| <i>Policy & International Affairs</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Environmental Policy and Compliance | 46 |
| Office of International Affairs | 26 |
| Office of Native Hawaiian Relations | 3 |
| Office of Restoration and Damage Assessment | 14 |
| Office of Policy Analysis | 18 |
| National Invasive Species Council | 8 |
| TOTAL | 116 |

| <i>Budget, Finance, Performance & Acquisition</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 2 |
| Office of Budget | 52 |
| Office of Financial Management | 41 |
| Office of Planning and Performance Management | 6 |
| Business Integration Office | 83 |
| Office of Acquisition and Property Management | 30 |
| Office of Small and Disadvantaged Business Utilization | 5 |
| TOTAL | 219 |

| <i>Technology, Information & Business Services</i> | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 2 |
| Office of Collaborative Action & Dispute Resolution | 10 |
| Office of Valuation Services | 91 |
| Interior Business Center | 940 |
| Office of Hearings & Appeals | 86 |
| Office of Facilities & Administrative Services | 56 |
| Office of the Chief Information Officer | 248 |
| TOTAL | 1,433 |

| <i>Human Capital & Diversity</i> | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Human Resources | 28 |
| Office of Occupational Safety & Health | 8 |
| Office of Strategic Employee & Organizational Development | 30 |
| Office of Civil Rights | 21 |
| TOTAL | 88 |

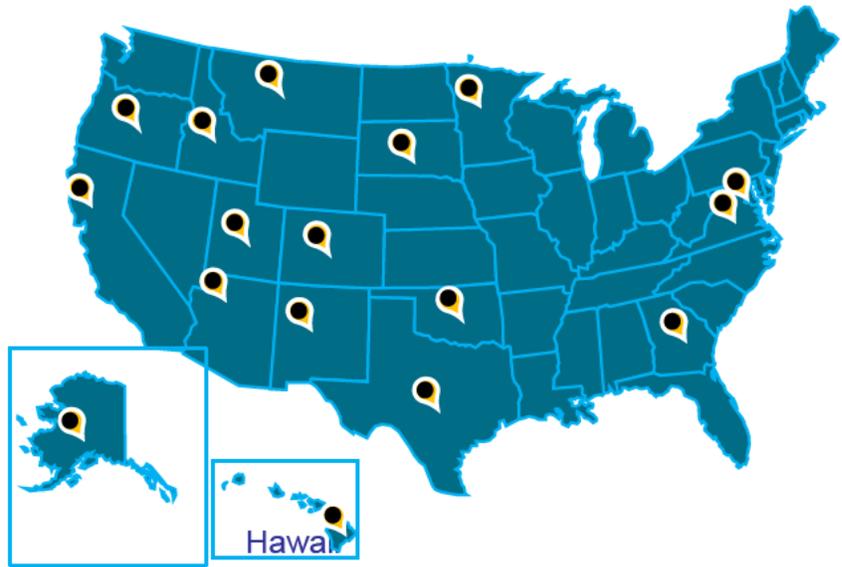
| <i>Public Safety, Resource Protection, & Emergency Services</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Emergency Management | 21 |
| Office of Law Enforcement & Security | 36 |
| Office of Wildland Fire | 23 |
| Office of Aviation Services | 71 |
| Interagency Borderland Coordinator | 1 |
| TOTAL | 153 |

| <i>Natural Resources Revenue Management</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 3 |
| Office of Natural Resources Revenue | 619 |
| TOTAL | 622 |

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| | <i># of federal employees by state</i> |
|-----------------------|--|
| <i>Alaska</i> | 29 |
| <i>Arizona</i> | 48 |
| <i>California</i> | 46 |
| <i>Colorado</i> | 1309 |
| <i>Washington, DC</i> | 512 |
| <i>Georgia</i> | 21 |
| <i>Hawaii</i> | 2 |
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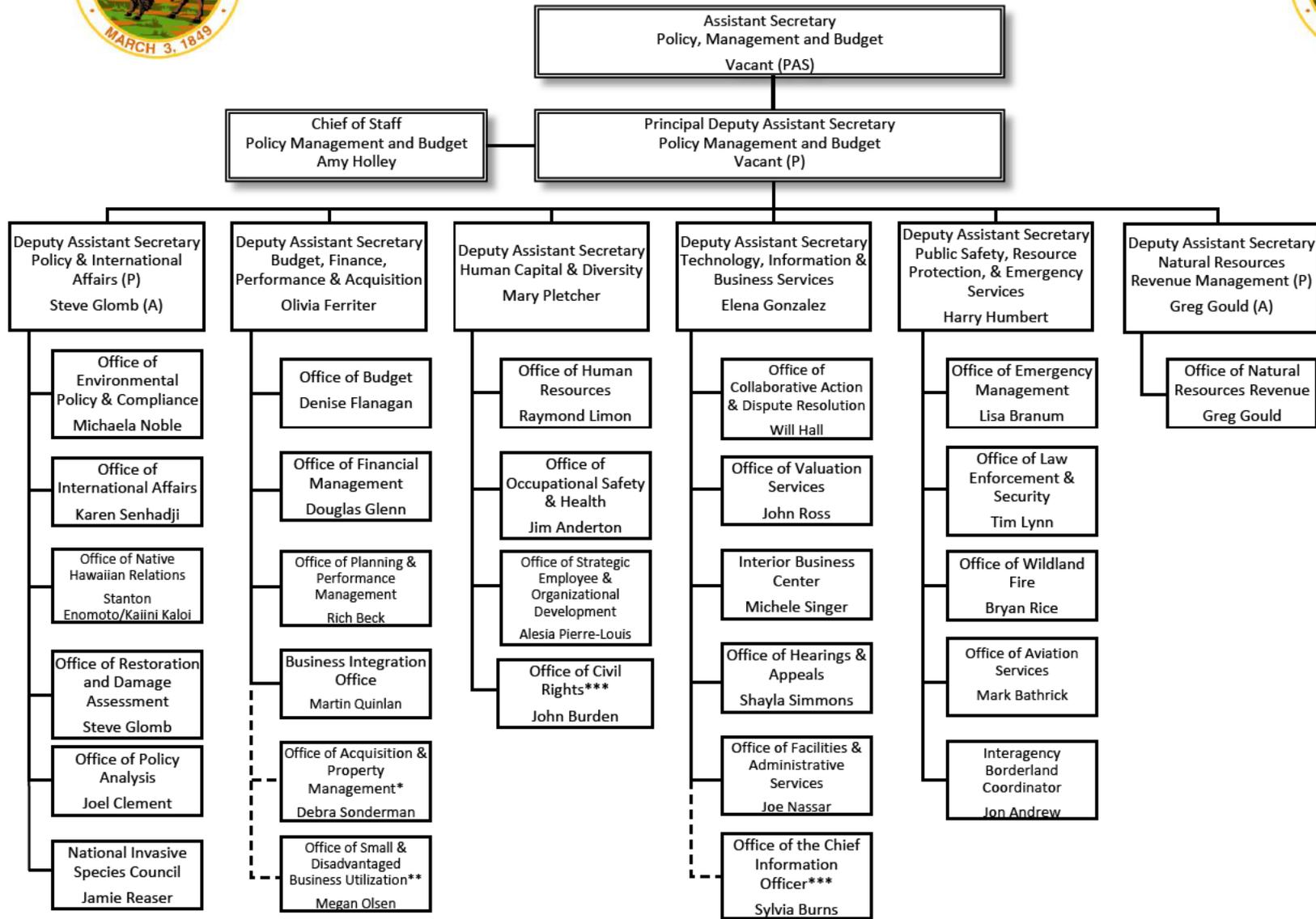


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Implementing the Cohesive Strategy. The National Cohesive Wildland Fire Management Strategy brings together stakeholders across all landscapes and land ownerships, using the best available science to make meaningful progress towards three goals: 1. Resilient Landscapes, 2. Fire Adapted Communities, and 3. Safe and Effective Wildfire Response. The Cohesive Strategy is critical to safely and effectively extinguish fire when needed; use fire where allowable; manage natural resources; and as a Nation, to live with wildland fire.

A Growing Wildland Urban Interface. Approximately 44 million homes are in the growing wildland urban interface (WUI) adjacent to public forests and grasslands. The growing cost and complexity of fighting fire in the expanding WUI is putting both wildland firefighters and community members at risk.

Wildland Fire Workforce Challenges. The 2014 Quadrennial Fire Review projected a wave of challenges, including: retirements, a declining number of fire-qualified personnel, need for succession planning, ability to preserve institutional knowledge, broad shifts in market demand for labor, and changes in the way Americans prefer to learn and work. All issues require adaptive training and workplace practices for the millennial generation workforce.

Fire Risk Management. Activities designed to improve the health and resilience of forests and rangelands, include reducing woody fuels using treatments designed to change fire behavior. Over 65 percent of fuels management projects help improve community resilience at the wildland urban interface. Fire Risk Management is planned using prior year needs, currently approximately 17 percent of the Wildland Fire Management budget.

Better Integrating Fire and Resource Programs. The Department's wildland fire and natural resource management programs are segregated, resulting in missed opportunities to manage resources while creating a more fire resilient landscape. Fire plays a different role and occurs at a different scale for each of the Department's land management bureaus. The goal of the department-wide program is to achieve both a cost-efficient and a technically effective fire management program that meets natural resource and safety objectives.

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Wildland Fire Funding. Congress funds wildfire suppression using a 10-year average of prior year expenditures, this approach looks backward to plan for a cost that is rising in the future. The proposed solution is to treat these fires as other natural disasters – by providing funding for devastating wildland fire through a cap adjustment.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

OIG- and GAO Audit Recommendations

The Office of Inspector General (OIG) and the Government Accountability Office (GAO) conduct audits of DOI programs and management which result in recommendations for corrective actions. The OIG also issues a letter to the Secretary outlining major management challenges in Interior’s annual Agency Financial Report which can be found at: <https://www.doi.gov/pfm/afr>. The current OIG-reported major management challenges include: energy management, information technology, responsibility to American Indians and territories, water programs, acquisition and financial assistance (grants and cooperative agreements), climate change, disaster response, operational efficiencies, and public safety.

Most recommendations from the OIG and the GAO are focused on:

- Responsibility to American Indians and Territories – Challenges include maintaining and/or supporting tribal lands, agriculture, energy management, justice systems, social services, and education.
- Information Technology (IT) – Cyber threats to software, hardware, and personally identifiable information are an ongoing concern.
- Oil and Gas – Concerns relate to collecting appropriate revenues from companies drilling for oil and gas on Federal lands and waters as well as problems hiring, training, and retaining staff for oversight and management of oil and gas operations. Since 2011, GAO has included Federal oil and gas challenges on their “high risk” list. GAO’s complete list can be found at: <http://www.gao.gov/highrisk/overview>.

OPPORTUNITIES AND CHALLENGES

The Office of Financial Management operates an audit follow-up program that ensures detailed corrective action plans are compiled for audit recommendations and holds Bureaus and Offices accountable for commitments to take action by specified dates. However, there are several issues which have been unresolved for years, including those above. Climate change, water programs, and operational efficiencies have been outstanding issues since 2011.

There is a Departmental goal of closing 85% of the audit recommendations scheduled for closure each fiscal year (the remaining 15% allows for unforeseen delays). The scheduled closure dates are taken from corrective action plans. Senior leaders receive a weekly report on outstanding audit recommendations and progress towards meeting the 85% goal. Critical to success in closing out OIG and GAO audit recommendations is the engagement of senior leadership.

BACKGROUND

Over the past eight years, the Department has received 306 audit reports containing 2,155 new recommendations (on top of 323 existing recommendations) for tracking and has closed 2,121 recommendations with 357 currently open.

From: Summers, Christina
To: [Jim Steward](mailto:Jim.Steward)
Cc: [Amy Holley](mailto:Amy.Holley)
Subject: Fwd: Secretary's Briefing - AS-PMB - for your review
Date: Monday, February 13, 2017 1:42:35 PM
Attachments: [Briefing AS PMB.pdf](#)

Hi Jim,

I received Greg's out of office. See email below, and attachment for your review.

Christina

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

From: **Summers, Christina** <christina_summers@ibc.doi.gov>
Date: Mon, Feb 13, 2017 at 1:32 PM
Subject: Secretary's Briefing - AS-PMB - for your review
To: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, Elena Gonzalez <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Greg Gould <greg.gould@onrr.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>

Attached for your review is the Secretary's briefing for AS PMB.

Let Amy and I know if you have any revisions or if anything additional should be included.

Christina

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Christina Summers, FAC P/PM
Program Analyst

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202-208-4030 (Work)

Office of the Director
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202-802-6174 (Cell) christina_summers@ibc.doi.gov
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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| Assistant Secretary Policy Management & Budget | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 10 |
| All other PMB Offices | 2,631 |
| *TOTAL | 2,641 |

| Policy & International Affairs | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Environmental Policy and Compliance | 46 |
| Office of International Affairs | 26 |
| Office of Native Hawaiian Relations | 3 |
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| Office of the Chief Information Officer | 248 |
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| Office of Strategic Employee & Organizational Development | 30 |
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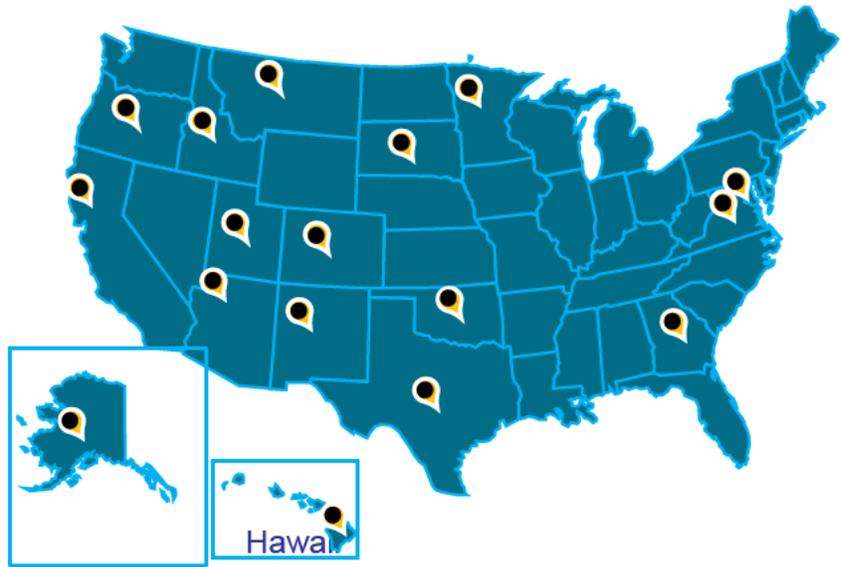
| Public Safety, Resource Protection, & Emergency Services | # of federal employees |
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| Office of Law Enforcement & Security | 36 |
| Office of Wildland Fire | 23 |
| Office of Aviation Services | 71 |
| Interagency Borderland Coordinator | 1 |
| TOTAL | 153 |

| Natural Resources Revenue Management | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 3 |
| Office of Natural Resources Revenue | 619 |
| TOTAL | 622 |

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| | <i># of federal employees by state</i> |
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| <i>Alaska</i> | 29 |
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| <i>California</i> | 46 |
| <i>Colorado</i> | 1309 |
| <i>Washington, DC</i> | 512 |
| <i>Georgia</i> | 21 |
| <i>Hawaii</i> | 2 |
| <i>Idaho</i> | 75 |
| <i>Minnesota</i> | 16 |
| <i>Montana</i> | 14 |
| <i>New Mexico</i> | 26 |
| <i>Oklahoma</i> | 49 |
| <i>Oregon</i> | 16 |
| <i>South Dakota</i> | 12 |
| <i>Texas</i> | 101 |
| <i>Utah</i> | 12 |
| <i>Virginia</i> | 306 |
| <i>Remote**</i> | 47 |
| *TOTAL | 2,641 |

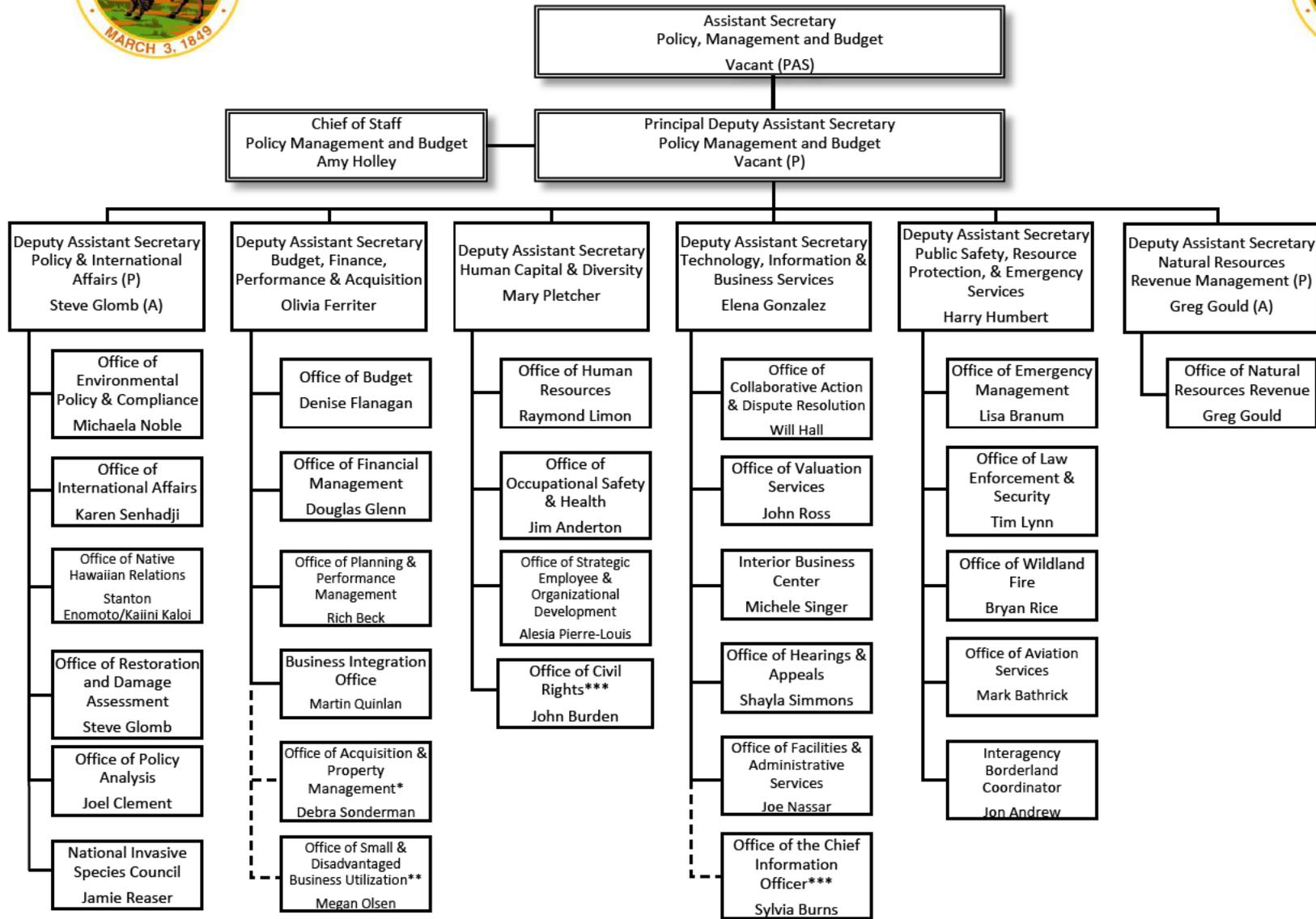


PMB Offices are located across the country

*****Remote federal employees also located in: Alabama, Arkansas, Florida, Kentucky, Louisiana, Maryland, Massachusetts, Missouri, Nevada, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, Washington, Wisconsin, and Wyoming.***

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET



*The Senior Procurement Executive reports to the Assistant Secretary - PMB who is the Chief Acquisition Officer and receives administrative support and guidance from the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

**Reports to the Deputy Secretary with administrative support provided by the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

***Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - PMB and Deputy Assistant Secretary - Human Capital and Diversity (Director, Office of Civil Rights); and Deputy Assistant Secretary – Technology, Information and Business Services (Chief Information Officer).

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Major Responsibilities

The Office of the Assistant Secretary – Policy, Management and Budget (AS-PMB) is responsible for providing overall policy direction, leadership, guidance, and assistance on a broad range of management and operational issues that directly affect the Interior Department’s ability to fulfill its mission. The Assistant Secretary serves in a number of statutorily designated positions and is the agency’s Chief Financial Officer, Chief Acquisition Officer, and Chief Performance Officer.

The AS-PMB plays a pivotal role in the stewardship of Interior’s fiscal resources, leading budget formulation and execution as well as financial reporting and annual audit activities. The AS-PMB coordinates the development of the strategic plan and ensures Departmental compliance with legislative and regulatory requirements related to annual appropriations bills and Interior-wide functions such as performance, finance, environmental compliance, acquisition and property management, budget, general management, administration, civil rights, and equal access.

The AS-PMB advances management reforms among the bureaus and offices to ensure standardization and cohesion across the Department and to maximize resource sharing. The Assistant Secretary promulgates policies, processes, and tools to operationalize priorities, leads the development of long-term strategies to optimize mission and administrative services, and empowers and supports bureau-level, regional and field-based reforms to improve service. In addition, AS-PMB is a service provider for the Interior Department for several administrative-oriented functions.

The AS-PMB plays an important role in cross cutting policy development and analysis. The Assistant Secretary guides programs requiring Departmental attention due to their international or national concern, budgetary significance, legislative requirements, precedent-setting nature, or issues crossing bureau or office lines. The Office also coordinates information, outreach, and the development of strategies to address major policy issues of importance to the Secretary, Office of Management and Budget, and Appropriations Committees.

The Department’s workforce is large and geographically dispersed with over 350 different occupations due to the diversity of the Department’s mission. An increasing number of Interior’s employees are eligible to retire. The AS-PMB works closely with bureaus and offices on workforce planning and to develop and implement an inclusive workforce strategy that guides Department-wide efforts in creating a culture that respects employees, values quality of work life, and provides employees with the opportunity to reach their full potential.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition (DAS-BFPA)

is responsible for coordinating with the Appropriations Committees and the Office of Management and Budget, budget formulation and execution, financial management and accountability, acquisition and property management, implementation of the Financial and Business Management System, development of the strategic plan and performance management, and providing administrative support to the Director of the Office of Small and Disadvantaged Business Utilization, who reports to the Deputy Secretary.

Deputy Assistant Secretary – Technology, Information and Business Services (DAS-TIBS) oversees the Interior Business Center, a shared services provider for Interior and other Federal agencies, provides facilities and administrative support services for the Main and South Interior buildings, oversees conflict management and dispute resolution services used throughout the Department as well as administrative adjudications by the Office of Hearings and Appeals, ensures independent real property valuation and mineral evaluation services, and provides administrative support to the Chief Information Officer (CIO), who reports to the Secretary. The CIO is responsible for the Department’s information management and technology, including cybersecurity.

Deputy Assistant Secretary – Human Capital and Diversity (DAS-HCD) is responsible for managing Department-wide human capital programs, ensuring employee training and development, promoting occupational health and safety, improving recruitment and retention of a diverse workforce, enriching employee wellness and engagement, and improving the Department’s compliance with Equal Employment Opportunity requirements. The Deputy Assistant Secretary serves as the Chief Human Capital Officer and the Designated Agency Safety and Health Officer.

Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services (DAS-PRE) is responsible for law enforcement, emergency management, wildland fire, aviation, and borderlands coordination, leading Departmental efforts to coordinate with the Department of Homeland Security on border activities impacting Interior equities, particularly installation of border infrastructure and law enforcement activities. The DAS-PRE leads the Department’s efforts to plan for, prevent, protect against, and recover from natural disasters and human-caused incidents; and ensure employees, visitors, and residents are safe and secure.

Deputy Assistant Secretary – Policy and International Affairs (DAS-PIA) is responsible for environmental policy and compliance with major environmental laws, restoration of natural resources damaged by oil spills or hazardous substance releases, economic and environmental policy studies and analyses, improved communication and coordination for Department-wide international activities, coastal and oceans policy, Arctic issues, and climate change adaptation, and provides administrative support and guidance for activities related to Native Hawaiian relations, and invasive species management.

Deputy Assistant Secretary – Natural Resources Revenue Management (DAS-NRRM) manages the Office of Natural Resources Revenue (ONRR) and is responsible for collecting, disbursing, and verifying Federal and Indian energy and other natural resource revenues to States, Tribes, and Individual Indian Mineral Owners (IIMOs).

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

CRITICAL POLICY, LEGAL, MANAGEMENT AND INFRASTRUCTURE

Budget. The AS-PMB formulates the Secretary’s annual budget submission to OMB and develops Interior’s portion of the President’s budget. During this process, the AS-PMB recommends resource allocations to the Secretary, formulates strategies for new discretionary and mandatory proposals, promotes the President’s and Secretary’s priorities, and leads efforts to identify efficiencies and improved program delivery models.

Shared Services. DOI’s Interior Business Center (IBC) is a federal shared service provider which performs financial, acquisition, and human capital services for DOI and for other Federal agencies on a fee for service basis. IBC’s current projects include a financial systems modernization project at the Department of Homeland Security (DHS). Implementation of Oracle Federal Financials (OFF) E-Business Suite solution is underway for the customer components collectively referred to as the “Trio,” which includes: the Domestic Nuclear Detection Office (DNDO), Transportation Security Administration (TSA), and U.S. Coast Guard (USCG). The Department expects the financial systems modernization effort to include additional DHS components, as well as other federal agencies, in subsequent years.

Cybersecurity. DOI’s Information Technology (IT) assets are a target for entities interested in stealing, manipulating, or obstructing access to DOI’s mission critical information. The Chief Information Officer is working in partnership with the Department’s senior leadership and IT personnel in the bureaus and offices to improve DOI’s ability to manage the risk of cyber-attacks, while delivering the Department’s mission. Threats to Federal IT systems increase in number and scope every year.

Equal Opportunity and Workplace Conduct. DOI is implementing several key initiatives to enhance our workplace culture. These initiatives include providing enterprise-wide tools and resources for employees who have experienced issues in the workplace, training for supervisors and managers on how to ensure a healthy and diverse work environment, and enhancing our processes and procedures for investigating reported incidents.

Wildland Fire. DOI and its Federal, tribal, state, and local wildland fire management partners annually respond to over 73,000 wildfires that burn more than 9 million acres across the U.S. Wildland fire poses challenges greater than one organization can solve alone. DOI has been working to align resource management objectives with the natural fire dynamics of the land in order to respond more effectively and efficiently to wildfire and help to promote fire-resilient landscapes. In its annual budget submissions, DOI has been proposing a legislative provision to establish a new framework for funding Fire Suppression Operations to provide stable funding, while minimizing the adverse impacts of fire transfers on other programs.

Facilities and Space Consolidation. DOI is working to improve its use of real property through targeted space reductions and disposal of unneeded real property, actively implementing the Office of Management and Budget’s (OMB) Reduce the Footprint (RtF) directive. DOI is currently focusing on office space consolidation in three main geographic areas: the Denver Federal Center (DFC), the greater Washington, D.C., Maryland, and Virginia metropolitan area (DMV), and the National Interagency Fire Center (NIFC) in Boise, ID.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Small Business Utilization. AS-PMB provides administrative support to the Director of the Office of Small and Disadvantaged Business Utilization (OSDBU), who collaborates with leadership throughout the Department to maximize contracting opportunities for small businesses. OSDBU’s mission also includes outreach to small and disadvantaged business communities, including Indian economic enterprises, businesses owned by women and veterans, and businesses located in historically underutilized business zones. DOI has one of the highest small business targets at 53.5% of the dollars that DOI obligates for DOI contracts.

Strategic Plan and Agency Priority Goals. The Department-wide Strategic Plan must be updated within one year after the President’s inauguration. The Strategic Plan reflects strategic Secretarial priorities using “Mission Areas” with corresponding goals, achieved through strategic objectives that describe how to realize those priorities, and measured using key performance indicators.

Border Security. The DAS-PRE coordinates border security needs of the Department of Homeland Security with several DOI Bureaus through the work of the DOI Interagency Borderlands Coordinator. Principal focus is on the Southwest Border where the U.S. Border Patrol has deployed 18,000 agents supported by 650 miles of vehicle and pedestrian barriers, forward operating bases and video and radar surveillance systems. With 12.5 million acres of DOI managed land within 25 miles of the border and 40% of the border also under DOI jurisdiction there is a continuing need for coordination of operational activities of the Border Patrol as well as use and maintenance of security facilities. Current coordination is focused on construction of surveillance towers in Arizona and South Texas and planning for construction of additional infrastructure yet to be identified. Work on the northern border is limited with the only active project at Bog Creek, Idaho. Planning for this road rehabilitation project is expected to be completed in the spring of 2017.

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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From: Summers, Christina
To: [Steve Glomb](#); [Mary Pletcher](#)
Cc: [Amy Holley](#)
Subject: Fwd: Secretary's Briefing - AS-PMB - for your review
Date: Tuesday, February 14, 2017 10:08:23 AM
Attachments: [Briefing AS PMB.pdf](#)

Hi Steve and Mary,

Amy and I are working towards finalizing the Secretary's briefing soon. Let us know if you plan to send any changes so we can plan accordingly.

Christina

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

From: **Summers, Christina** <christina_summers@ibc.doi.gov>
Date: Mon, Feb 13, 2017 at 1:32 PM
Subject: Secretary's Briefing - AS-PMB - for your review
To: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, Elena Gonzalez <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Greg Gould <greg.gould@onrr.gov>
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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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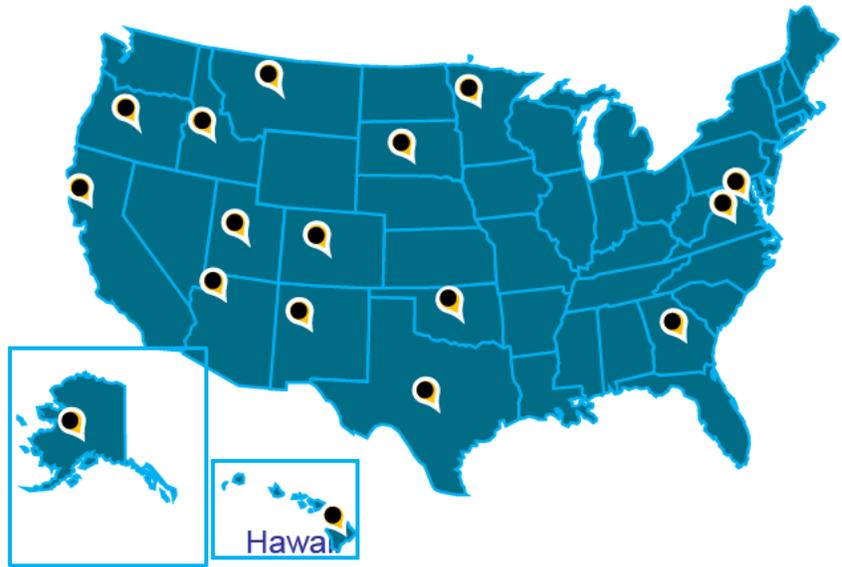
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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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| <i>Idaho</i> | 75 |
| <i>Minnesota</i> | 16 |
| <i>Montana</i> | 14 |
| <i>New Mexico</i> | 26 |
| <i>Oklahoma</i> | 49 |
| <i>Oregon</i> | 16 |
| <i>South Dakota</i> | 12 |
| <i>Texas</i> | 101 |
| <i>Utah</i> | 12 |
| <i>Virginia</i> | 306 |
| <i>Remote**</i> | 47 |
| *TOTAL | 2,641 |

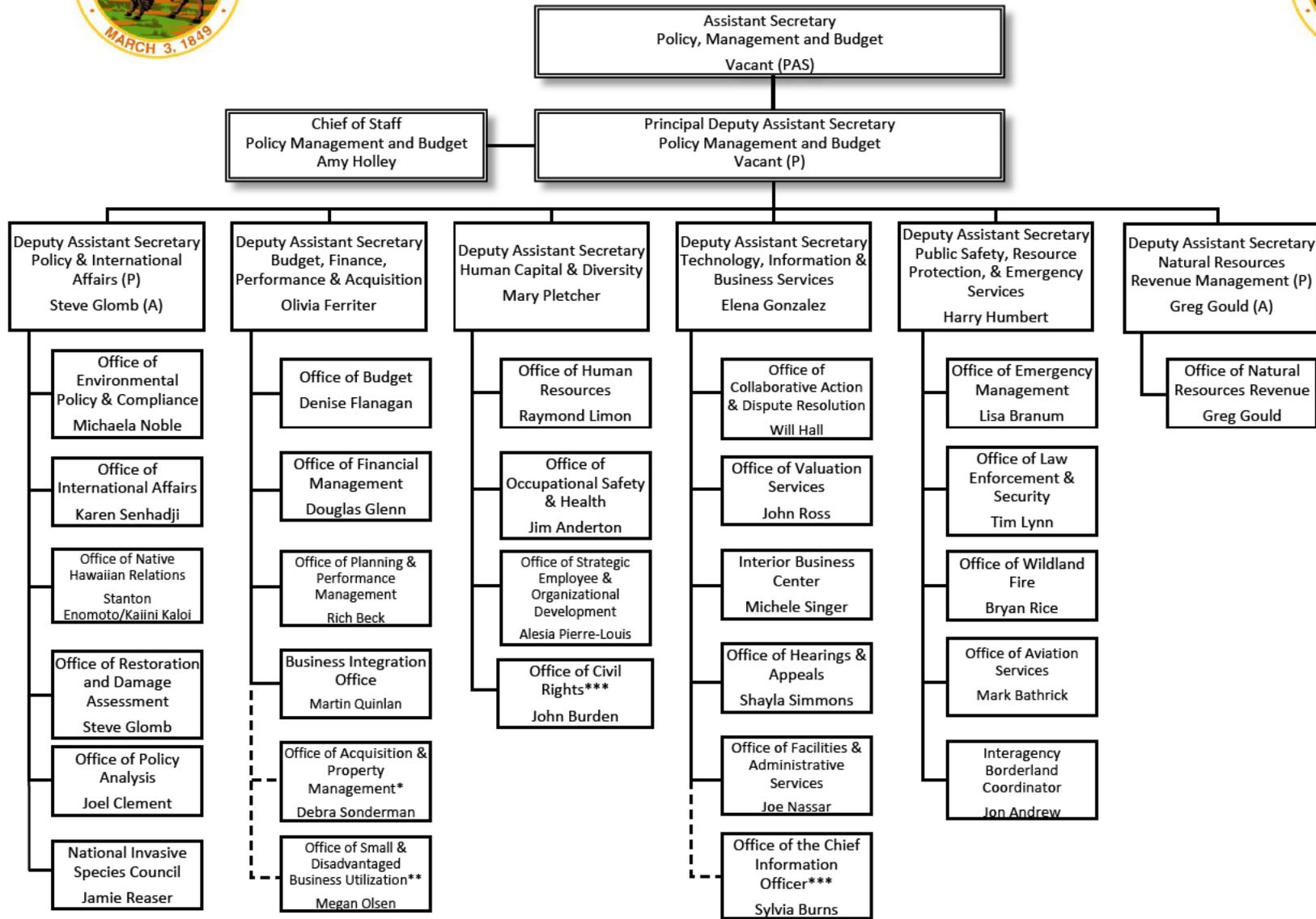


PMB Offices are located across the country

*****Remote federal employees also located in: Alabama, Arkansas, Florida, Kentucky, Louisiana, Maryland, Massachusetts, Missouri, Nevada, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, Washington, Wisconsin, and Wyoming.***

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET



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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Major Responsibilities

The Office of the Assistant Secretary – Policy, Management and Budget (AS-PMB) is responsible for providing overall policy direction, leadership, guidance, and assistance on a broad range of management and operational issues that directly affect the Interior Department's ability to fulfill its mission. The Assistant Secretary serves in a number of statutorily designated positions and is the agency's Chief Financial Officer, Chief Acquisition Officer, and Chief Performance Officer.

The AS-PMB plays a pivotal role in the stewardship of Interior's fiscal resources, leading budget formulation and execution as well as financial reporting and annual audit activities. The AS-PMB coordinates the development of the strategic plan and ensures Departmental compliance with legislative and regulatory requirements related to annual appropriations bills and Interior-wide functions such as performance, finance, environmental compliance, acquisition and property management, budget, general management, administration, civil rights, and equal access.

The AS-PMB advances management reforms among the bureaus and offices to ensure standardization and cohesion across the Department and to maximize resource sharing. The Assistant Secretary promulgates policies, processes, and tools to operationalize priorities, leads the development of long-term strategies to optimize mission and administrative services, and empowers and supports bureau-level, regional and field-based reforms to improve service. In addition, AS-PMB is a service provider for the Interior Department for several administrative-oriented functions.

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

CRITICAL POLICY, LEGAL, MANAGEMENT AND INFRASTRUCTURE

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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Critical Fire Issues

Implementing the Cohesive Strategy. The National Cohesive Wildland Fire Management Strategy brings together stakeholders across all landscapes and land ownerships, using the best available science to make meaningful progress towards three goals: 1. Resilient Landscapes, 2. Fire Adapted Communities, and 3. Safe and Effective Wildfire Response. The Cohesive Strategy is critical to safely and effectively extinguish fire when needed; use fire where allowable; manage natural resources; and as a Nation, to live with wildland fire.

A Growing Wildland Urban Interface. Approximately 44 million homes are in the growing wildland urban interface (WUI) adjacent to public forests and grasslands. The growing cost and complexity of fighting fire in the expanding WUI is putting both wildland firefighters and community members at risk.

Wildland Fire Workforce Challenges. The 2014 Quadrennial Fire Review projected a wave of challenges, including: retirements, a declining number of fire-qualified personnel, need for succession planning, ability to preserve institutional knowledge, broad shifts in market demand for labor, and changes in the way Americans prefer to learn and work. All issues require adaptive training and workplace practices for the millennial generation workforce.

Fire Risk Management. Activities designed to improve the health and resilience of forests and rangelands, include reducing woody fuels using treatments designed to change fire behavior. Over 65 percent of fuels management projects help improve community resilience at the wildland urban interface. Fire Risk Management is planned using prior year needs, currently approximately 17 percent of the Wildland Fire Management budget.

Better Integrating Fire and Resource Programs. The Department's wildland fire and natural resource management programs are segregated, resulting in missed opportunities to manage resources while creating a more fire resilient landscape. Fire plays a different role and occurs at a different scale for each of the Department's land management bureaus. The goal of the department-wide program is to achieve both a cost-efficient and a technically effective fire management program that meets natural resource and safety objectives.

Trust Responsibility to the Tribes. Wildland fire and related forest health issues jeopardize the economic and ecological sustainability of Indian forests. The Office works closely and effectively with the Bureau of Indian Affairs, tribes, and partners such as the Intertribal Timber Council to execute the Department's fiduciary trust responsibility to ensure trust lands are managed sustainably to enrich communities for future generations.

Wildland Fire Funding. Congress funds wildfire suppression using a 10-year average of prior year expenditures, this approach looks backward to plan for a cost that is rising in the future. The proposed solution is to treat these fires as other natural disasters – by providing funding for devastating wildland fire through a cap adjustment.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

OIG- and GAO Audit Recommendations

The Office of Inspector General (OIG) and the Government Accountability Office (GAO) conduct audits of DOI programs and management which result in recommendations for corrective actions. The OIG also issues a letter to the Secretary outlining major management challenges in Interior's annual Agency Financial Report which can be found at: <https://www.doi.gov/pfm/afr>. The current OIG-reported major management challenges include: energy management, information technology, responsibility to American Indians and territories, water programs, acquisition and financial assistance (grants and cooperative agreements), climate change, disaster response, operational efficiencies, and public safety.

Most recommendations from the OIG and the GAO are focused on:

- Responsibility to American Indians and Territories – Challenges include maintaining and/or supporting tribal lands, agriculture, energy management, justice systems, social services, and education.
- Information Technology (IT) – Cyber threats to software, hardware, and personally identifiable information are an ongoing concern.
- Oil and Gas – Concerns relate to collecting appropriate revenues from companies drilling for oil and gas on Federal lands and waters as well as problems hiring, training, and retaining staff for oversight and management of oil and gas operations. Since 2011, GAO has included Federal oil and gas challenges on their “high risk” list. GAO's complete list can be found at: <http://www.gao.gov/highrisk/overview>.

OPPORTUNITIES AND CHALLENGES

The Office of Financial Management operates an audit follow-up program that ensures detailed corrective action plans are compiled for audit recommendations and holds Bureaus and Offices accountable for commitments to take action by specified dates. However, there are several issues which have been unresolved for years, including those above. Climate change, water programs, and operational efficiencies have been outstanding issues since 2011.

There is a Departmental goal of closing 85% of the audit recommendations scheduled for closure each fiscal year (the remaining 15% allows for unforeseen delays). The scheduled closure dates are taken from corrective action plans. Senior leaders receive a weekly report on outstanding audit recommendations and progress towards meeting the 85% goal. Critical to success in closing out OIG and GAO audit recommendations is the engagement of senior leadership.

BACKGROUND

Over the past eight years, the Department has received 306 audit reports containing 2,155 new recommendations (on top of 323 existing recommendations) for tracking and has closed 2,121 recommendations with 357 currently open.

From: Mary Pletcher
To: christopher_lawson@ios.doi.gov
Subject: Fwd: Secretary's Briefing - AS-PMB - for your review
Date: Tuesday, February 14, 2017 10:52:05 AM
Attachments: [ATT00001.htm](#)
[Briefing AS PMB.pdf](#)

Did you get a chance to review this?

Sent from my iPhone

Begin forwarded message:

From: "Summers, Christina" <christina_summers@ibc.doi.gov>
To: Steve Glomb <steve_glomb@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>
Subject: Fwd: Secretary's Briefing - AS-PMB - for your review

Hi Steve and Mary,

Amy and I are working towards finalizing the Secretary's briefing soon. Let us know if you plan to send any changes so we can plan accordingly.

Christina

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

From: Summers, Christina <christina_summers@ibc.doi.gov>
Date: Mon, Feb 13, 2017 at 1:32 PM
Subject: Secretary's Briefing - AS-PMB - for your review
To: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, Elena Gonzalez <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Greg Gould <greg.gould@onrr.gov>
Cc: Amy Holley <Amy_Holley@ios.doi.gov>

Attached for your review is the Secretary's briefing for AS PMB.

Let Amy and I know if you have any revisions or if anything additional should be included.

Christina

--

Christina Summers, FAC P/PM
Program Analyst

On detail to the Office of the Assistant Secretary/Policy, Management & Budget
202-208-4030 (Work)

Office of the Director
Interior Business Center
202-802-6174 (Cell) christina_summers@ibc.doi.gov
US Department of the Interior
Office of the Secretary
www.ibc.doi.gov

Your Focus: Your Mission
Our Focus: You

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| Assistant Secretary Policy Management & Budget | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 10 |
| All other PMB Offices | 2,631 |
| *TOTAL | 2,641 |

| Policy & International Affairs | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Environmental Policy and Compliance | 46 |
| Office of International Affairs | 26 |
| Office of Native Hawaiian Relations | 3 |
| Office of Restoration and Damage Assessment | 14 |
| Office of Policy Analysis | 18 |
| National Invasive Species Council | 8 |
| TOTAL | 116 |

| Budget, Finance, Performance & Acquisition | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 2 |
| Office of Budget | 52 |
| Office of Financial Management | 41 |
| Office of Planning and Performance Management | 6 |
| Business Integration Office | 83 |
| Office of Acquisition and Property Management | 30 |
| Office of Small and Disadvantaged Business Utilization | 5 |
| TOTAL | 219 |

| Technology, Information & Business Services | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 2 |
| Office of Collaborative Action & Dispute Resolution | 10 |
| Office of Valuation Services | 91 |
| Interior Business Center | 940 |
| Office of Hearings & Appeals | 86 |
| Office of Facilities & Administrative Services | 56 |
| Office of the Chief Information Officer | 248 |
| TOTAL | 1,433 |

| Human Capital & Diversity | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Human Resources | 28 |
| Office of Occupational Safety & Health | 8 |
| Office of Strategic Employee & Organizational Development | 30 |
| Office of Civil Rights | 21 |
| TOTAL | 88 |

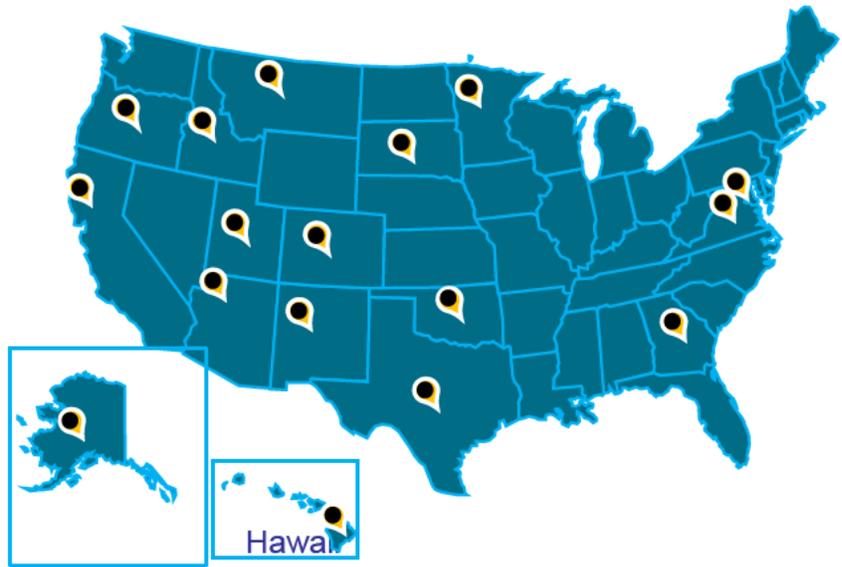
| Public Safety, Resource Protection, & Emergency Services | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Emergency Management | 21 |
| Office of Law Enforcement & Security | 36 |
| Office of Wildland Fire | 23 |
| Office of Aviation Services | 71 |
| Interagency Borderland Coordinator | 1 |
| TOTAL | 153 |

| Natural Resources Revenue Management | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 3 |
| Office of Natural Resources Revenue | 619 |
| TOTAL | 622 |

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| | <i># of federal employees by state</i> |
|-----------------------|--|
| <i>Alaska</i> | 29 |
| <i>Arizona</i> | 48 |
| <i>California</i> | 46 |
| <i>Colorado</i> | 1309 |
| <i>Washington, DC</i> | 512 |
| <i>Georgia</i> | 21 |
| <i>Hawaii</i> | 2 |
| <i>Idaho</i> | 75 |
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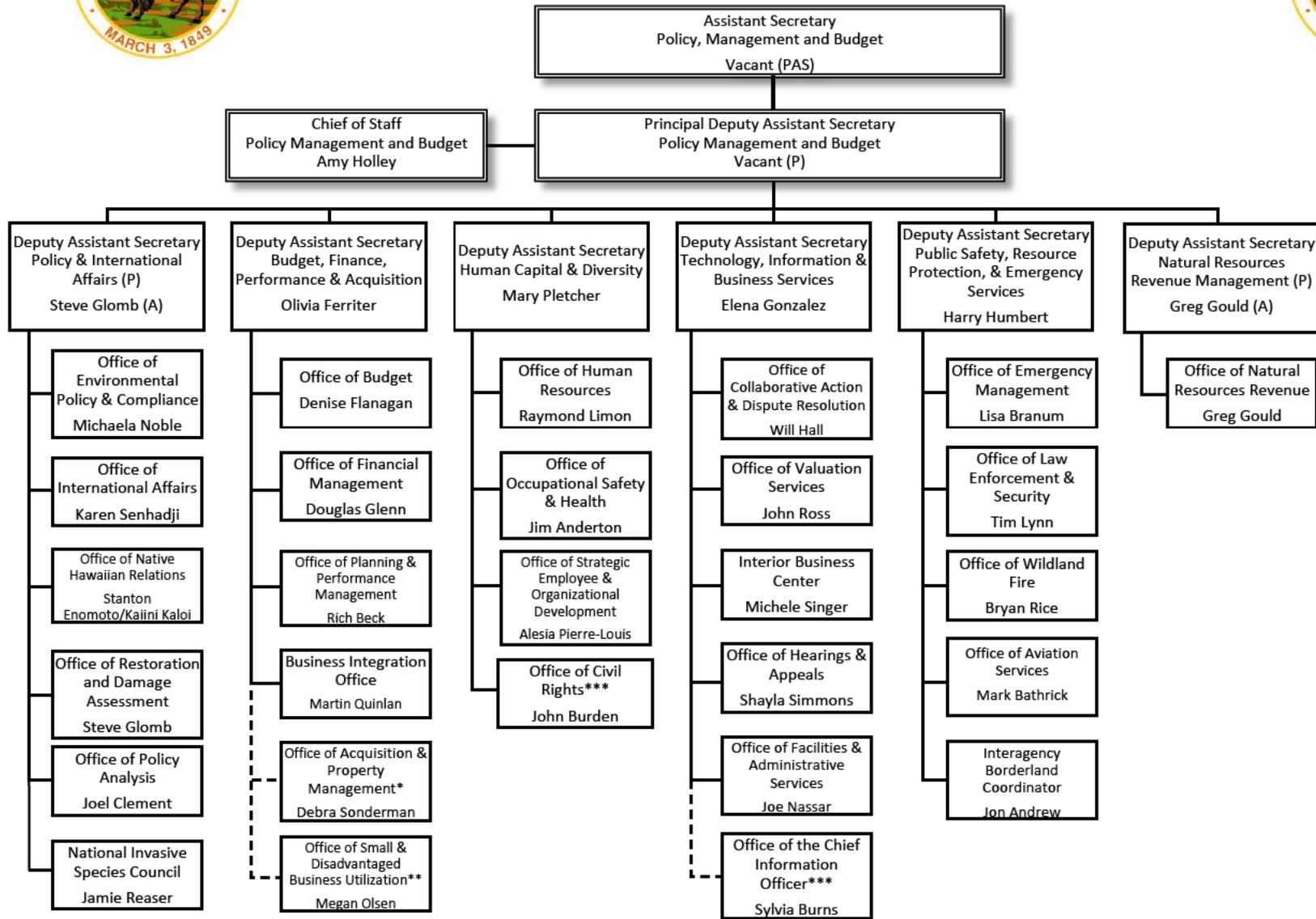


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Implementing the Cohesive Strategy. The National Cohesive Wildland Fire Management Strategy brings together stakeholders across all landscapes and land ownerships, using the best available science to make meaningful progress towards three goals: 1. Resilient Landscapes, 2. Fire Adapted Communities, and 3. Safe and Effective Wildfire Response. The Cohesive Strategy is critical to safely and effectively extinguish fire when needed; use fire where allowable; manage natural resources; and as a Nation, to live with wildland fire.

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Wildland Fire Workforce Challenges. The 2014 Quadrennial Fire Review projected a wave of challenges, including: retirements, a declining number of fire-qualified personnel, need for succession planning, ability to preserve institutional knowledge, broad shifts in market demand for labor, and changes in the way Americans prefer to learn and work. All issues require adaptive training and workplace practices for the millennial generation workforce.

Fire Risk Management. Activities designed to improve the health and resilience of forests and rangelands, include reducing woody fuels using treatments designed to change fire behavior. Over 65 percent of fuels management projects help improve community resilience at the wildland urban interface. Fire Risk Management is planned using prior year needs, currently approximately 17 percent of the Wildland Fire Management budget.

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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Most recommendations from the OIG and the GAO are focused on:

- Responsibility to American Indians and Territories – Challenges include maintaining and/or supporting tribal lands, agriculture, energy management, justice systems, social services, and education.
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OPPORTUNITIES AND CHALLENGES

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There is a Departmental goal of closing 85% of the audit recommendations scheduled for closure each fiscal year (the remaining 15% allows for unforeseen delays). The scheduled closure dates are taken from corrective action plans. Senior leaders receive a weekly report on outstanding audit recommendations and progress towards meeting the 85% goal. Critical to success in closing out OIG and GAO audit recommendations is the engagement of senior leadership.

BACKGROUND

Over the past eight years, the Department has received 306 audit reports containing 2,155 new recommendations (on top of 323 existing recommendations) for tracking and has closed 2,121 recommendations with 357 currently open.

From: Summers, Christina
To: [Amy Holley](mailto:Amy.Holley)
Subject: Re: Secretary's Briefing - AS-PMB - for your review
Date: Tuesday, February 14, 2017 3:57:35 PM
Attachments: [Briefing - AS PMB - revised - pre-FINAL.pdf](#)

Attached is the pre-Final report so far--currently on stand by waiting for a response from Mary to see if she has any changes.

On Tue, Feb 14, 2017 at 10:07 AM, Summers, Christina <christina_summers@ibc.doi.gov> wrote:

Hi Steve and Mary,

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Christina

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

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Cc: Amy Holley <Amy_Holley@ios.doi.gov>

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Christina

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Christina Summers, FAC P/PM
Program Analyst

On detail to the Office of the Assistant Secretary/Policy, Management & Budget
202-208-4030 (Work)

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| Assistant Secretary Policy Management & Budget | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 12 |
| All other PMB Offices | 2,630 |
| *TOTAL | 2,642 |

| Policy & International Affairs | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Environmental Policy and Compliance | 46 |
| Office of International Affairs | 26 |
| Office of Native Hawaiian Relations | 3 |
| Office of Restoration and Damage Assessment | 14 |
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| Budget, Finance, Performance & Acquisition | # of federal employees |
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| Office of Budget | 52 |
| Office of Financial Management | 41 |
| Office of Planning and Performance Management | 6 |
| Business Integration Office | 83 |
| Office of Acquisition and Property Management | 30 |
| Office of Small and Disadvantaged Business Utilization | 5 |
| TOTAL | 218 |

| Technology, Information & Business Services | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Collaborative Action & Dispute Resolution | 10 |
| Office of Valuation Services | 91 |
| Interior Business Center | 940 |
| Office of Hearings & Appeals | 86 |
| Office of Facilities & Administrative Services | 56 |
| Office of the Chief Information Officer | 248 |
| TOTAL | 1,432 |

| Human Capital & Diversity | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Human Resources | 28 |
| Office of Occupational Safety & Health | 8 |
| Office of Strategic Employee & Organizational Development | 31 |
| Office of Civil Rights | 21 |
| TOTAL | 89 |

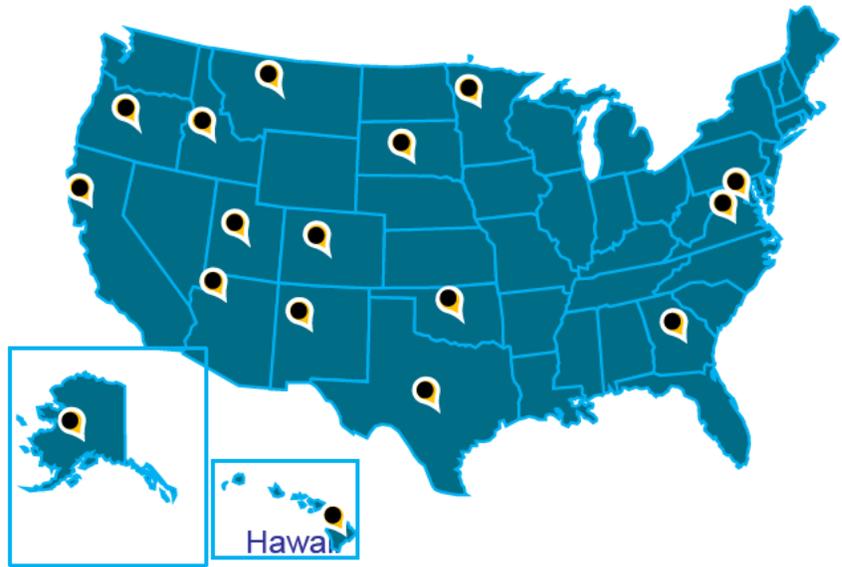
| Public Safety, Resource Protection, & Emergency Services | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Emergency Management | 21 |
| Office of Law Enforcement & Security | 36 |
| Office of Wildland Fire | 23 |
| Office of Aviation Services | 71 |
| Interagency Borderland Coordinator | 1 |
| TOTAL | 153 |

| Natural Resources Revenue Management | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Natural Resources Revenue | 621 |
| TOTAL | 622 |

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| | <i># of federal employees by state</i> |
|-----------------------|--|
| <i>Alaska</i> | 29 |
| <i>Arizona</i> | 48 |
| <i>California</i> | 46 |
| <i>Colorado</i> | 1309 |
| <i>Washington, DC</i> | 513 |
| <i>Georgia</i> | 21 |
| <i>Hawaii</i> | 2 |
| <i>Idaho</i> | 75 |
| <i>Minnesota</i> | 16 |
| <i>Montana</i> | 14 |
| <i>New Mexico</i> | 26 |
| <i>Oklahoma</i> | 49 |
| <i>Oregon</i> | 16 |
| <i>South Dakota</i> | 12 |
| <i>Texas</i> | 101 |
| <i>Utah</i> | 12 |
| <i>Virginia</i> | 306 |
| <i>Remote**</i> | 47 |
| *TOTAL | 2,642 |

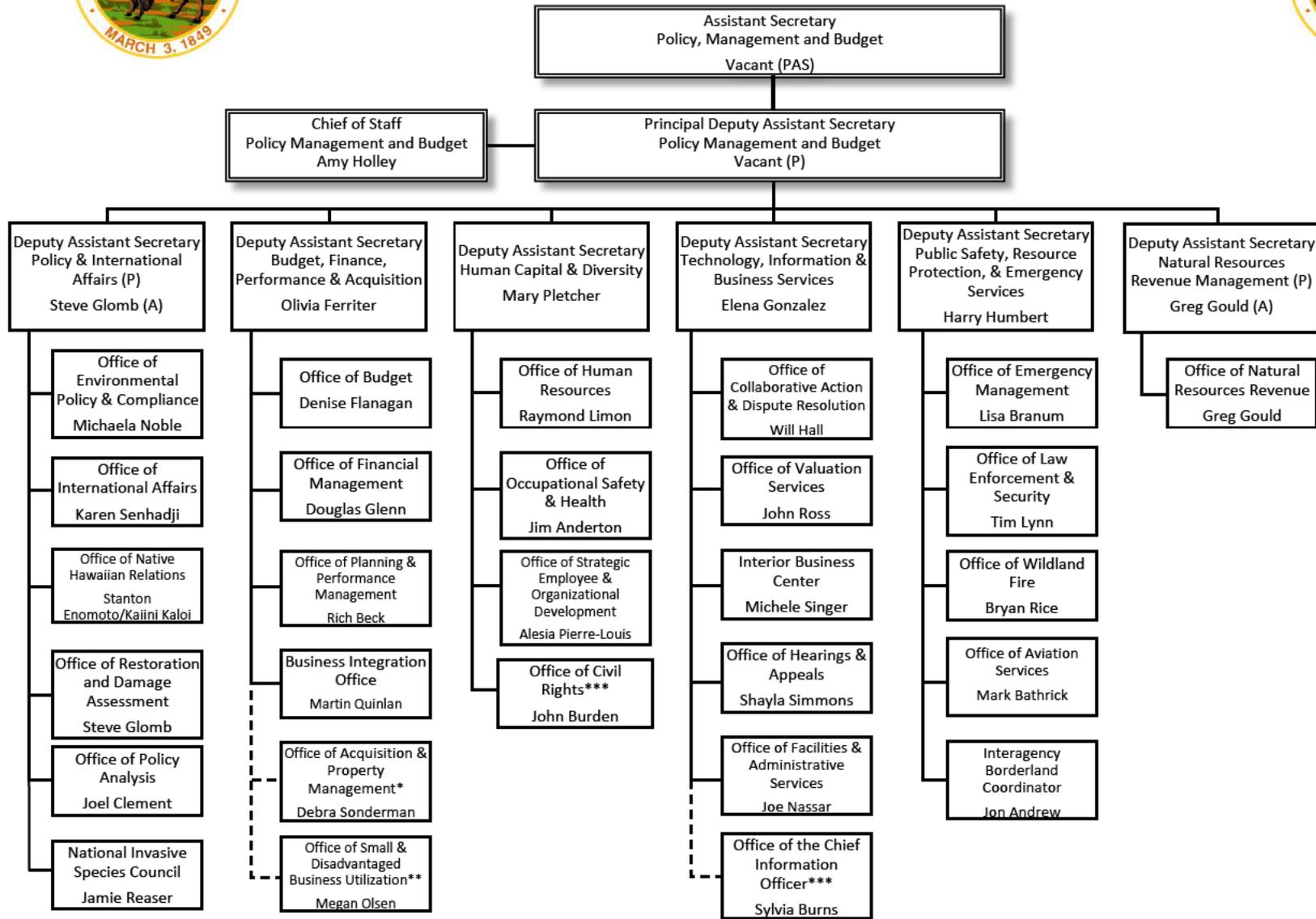


PMB Offices are located across the country

*****Remote federal employees also located in: Alabama, Arkansas, Florida, Kentucky, Louisiana, Maryland, Massachusetts, Missouri, Nevada, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, Washington, Wisconsin, and Wyoming.***

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET



*The Senior Procurement Executive reports to the Assistant Secretary - PMB who is the Chief Acquisition Officer and receives administrative support and guidance from the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

**Reports to the Deputy Secretary with administrative support provided by the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

***Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - PMB and Deputy Assistant Secretary - Human Capital and Diversity (Director, Office of Civil Rights); and Deputy Assistant Secretary – Technology, Information and Business Services (Chief Information Officer).

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Major Responsibilities

The Office of the Assistant Secretary – Policy, Management and Budget (AS-PMB) is responsible for providing overall policy direction, leadership, guidance, and assistance on a broad range of management and operational issues that directly affect the Interior Department's ability to fulfill its mission. The Assistant Secretary serves in a number of statutorily designated positions and is the agency's Chief Financial Officer, Chief Acquisition Officer, and Chief Performance Officer.

The AS-PMB plays a pivotal role in the stewardship of Interior's fiscal resources, leading budget formulation and execution as well as financial reporting and annual audit activities. The AS-PMB coordinates the development of the strategic plan and ensures Departmental compliance with legislative and regulatory requirements related to annual appropriations bills and Interior-wide functions such as performance, finance, environmental compliance, acquisition and property management, budget, general management, administration, civil rights, and equal access.

The AS-PMB advances management reforms among the bureaus and offices to ensure standardization and cohesion across the Department and to maximize resource sharing. The Assistant Secretary promulgates policies, processes, and tools to operationalize priorities, leads the development of long-term strategies to optimize mission and administrative services, and empowers and supports bureau-level, regional and field-based reforms to improve service. In addition, AS-PMB is a service provider for the Interior Department for several administrative-oriented functions.

The AS-PMB plays an important role in cross cutting policy development and analysis. The Assistant Secretary guides programs requiring Departmental attention due to their international or national concern, budgetary significance, legislative requirements, precedent-setting nature, or issues crossing bureau or office lines. The Office also coordinates information, outreach, and the development of strategies to address major policy issues of importance to the Secretary, Office of Management and Budget, and Appropriations Committees.

The Department's workforce is large and geographically dispersed with over 350 different occupations due to the diversity of the Department's mission. An increasing number of Interior's employees are eligible to retire. The AS-PMB works closely with bureaus and offices on workforce planning and to develop and implement an inclusive workforce strategy that guides Department-wide efforts in creating a culture that respects employees, values quality of work life, and provides employees with the opportunity to reach their full potential.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition (DAS-BFPA) is responsible for coordinating with the Appropriations Committees and the Office of Management and Budget, budget formulation and execution, financial management and accountability, acquisition and property management, implementation of the Financial and Business Management System, development of the strategic plan and performance management, and providing administrative support to the Director of the Office of Small and Disadvantaged Business Utilization, who reports to the Deputy Secretary.

Deputy Assistant Secretary – Technology, Information and Business Services (DAS-TIBS) oversees the Interior Business Center, a shared services provider for Interior and other Federal agencies, provides facilities and administrative support services for the Main and South Interior buildings, oversees conflict management and dispute resolution services used throughout the Department as well as the Office of Hearings and Appeals, ensures independent real property valuation and mineral evaluation services to support Bureau and Department land acquisition and disposition, and provides administrative support to the Chief Information Officer (CIO), who reports to the Secretary. The CIO is responsible for the Department’s information management and technology, including cybersecurity.

Deputy Assistant Secretary – Human Capital and Diversity (DAS-HCD) is responsible for managing Department-wide human capital programs, ensuring employee training and development, promoting occupational health and safety, improving recruitment and retention of a diverse workforce, enriching employee wellness and engagement, and improving the Department’s compliance with Equal Employment Opportunity requirements. The Deputy Assistant Secretary serves as the Chief Human Capital Officer and the Designated Agency Safety and Health Officer.

Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency Services (DAS-PRE) is responsible for law enforcement, emergency management, wildland fire, aviation, and borderlands coordination, leading Departmental efforts to coordinate with the Department of Homeland Security on border activities impacting Interior equities, particularly installation of border infrastructure and law enforcement activities. The DAS-PRE leads the Department’s efforts to plan for, prevent, protect against, and recover from natural disasters and human-caused incidents; and ensure employees, visitors, and residents are safe and secure.

Deputy Assistant Secretary – Policy and International Affairs (DAS-PIA) is responsible for environmental policy and compliance with major environmental laws, restoration of natural resources damaged by oil spills or hazardous substance releases, economic and environmental policy studies and analyses, improved communication and coordination for Department-wide international activities, coastal and oceans policy, Arctic issues, and climate change adaptation, and provides administrative support and guidance for activities related to Native Hawaiian relations, and invasive species management.

Deputy Assistant Secretary – Natural Resources Revenue Management (DAS-NRRM) manages the Office of Natural Resources Revenue (ONRR) and is responsible for collecting, verifying, and disbursing Federal and Indian energy and other natural resource revenues to States, Tribes, Individual Indian Mineral Owners (IIMOs), and the U.S. Treasury.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

CRITICAL POLICY, LEGAL, MANAGEMENT AND INFRASTRUCTURE

Budget. The AS-PMB formulates the Secretary’s annual budget submission to OMB and develops Interior’s portion of the President’s budget. During this process, the AS-PMB recommends resource allocations to the Secretary, formulates strategies for new discretionary and mandatory proposals, promotes the President’s and Secretary’s priorities, and leads efforts to identify efficiencies and improved program delivery models.

Shared Services. DOI’s Interior Business Center (IBC) is a federal shared service provider which performs financial, acquisition, and human capital services for DOI and for other Federal agencies on a fee for service basis. IBC’s current projects includes a financial systems modernization project for the Department of Homeland Security (DHS) and the FirstNet contract for the Department of Commerce (DOC). Implementation of the Oracle Federal Financials (OFF) solution is underway for the DHS customer components collectively referred to as the “Trio,” which includes: the Domestic Nuclear Detection Office (DNDO), Transportation Security Administration (TSA), and U.S. Coast Guard (USCG).

Cybersecurity. DOI’s Information Technology (IT) assets are a target for entities interested in stealing, manipulating, or obstructing access to DOI’s mission critical information. The Chief Information Officer is working in partnership with the Department’s senior leadership and IT personnel in the bureaus and offices to improve DOI’s ability to manage the risk of cyber-attacks and protect information and assets, while supporting the delivery of the Department’s mission. Threats to Federal IT systems increase in number and scope every year.

Equal Opportunity and Workplace Conduct. DOI is implementing several key initiatives to enhance our workplace culture. These initiatives include providing enterprise-wide tools and resources for employees who have experienced issues in the workplace, training for supervisors and managers on how to ensure a healthy and diverse work environment, and enhancing our processes and procedures for investigating reported incidents.

Wildland Fire. DOI and its Federal, tribal, state, and local wildland fire management partners annually respond to over 73,000 wildfires that burn more than 9 million acres across the U.S. Wildland fire poses challenges greater than one organization can solve alone. DOI has been working to align resource management objectives with the natural fire dynamics of the land in order to respond more effectively and efficiently to wildfire and help to promote fire-resilient landscapes. In its annual budget submissions, DOI has been proposing a legislative provision to establish a new framework for funding Fire Suppression Operations to provide stable funding, while minimizing the adverse impacts of fire transfers on other programs.

Facilities and Space Consolidation. DOI is working to improve its use of real property through targeted space reductions and disposal of unneeded real property. DOI is focusing on office space consolidation in three main geographic areas: the Denver Federal Center (DFC), the greater Washington, D.C., Maryland, and Virginia metropolitan area (DMV), and the National Interagency Fire Center (NIFC) in Boise, ID. In the DMV area, the modernization of the Main Interior Building (MIB) and the relocation of the National Park Service (550 staff from a commercial lease) into the MIB will be completed in June 2017. Critical plans are also underway to renovate the South Interior Building (SIB) which will increase the building capacity

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

from 170 to 450 employees and complete capital improvements for the first time in nearly 40 years.

Small Business Utilization. AS-PMB provides administrative support to the Director of the Office of Small and Disadvantaged Business Utilization (OSDBU), who collaborates with leadership throughout the Department to maximize contracting opportunities for small businesses. OSDBU’s mission also includes outreach to small and disadvantaged business communities, including Indian economic enterprises, businesses owned by women and veterans, and businesses located in historically underutilized business zones. DOI has one of the highest small business targets at 53.5% of the dollars that DOI obligates for DOI contracts.

Strategic Plan and Agency Priority Goals. The Department-wide Strategic Plan must be updated within one year after the President’s inauguration. The Strategic Plan reflects strategic Secretarial priorities using “Mission Areas” with corresponding goals, achieved through strategic objectives that describe how to realize those priorities, and measured using key performance indicators.

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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From: Summers, Christina
To: [Amy Holley](mailto:Amy_Holley)
Subject: Re: Secretary's Briefing - AS-PMB - for your review
Date: Friday, February 17, 2017 10:28:54 AM
Attachments: [Briefing - AS PMB - 2.17.17.pdf](#)

Hi Amy,

I received responses from all of the DASs, and addressed all of their comments/edits. Attached is the final version (the same version I sent on 2/14) if you want to send to Jim.

Christina

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To: Olivia Ferriter <Olivia_Ferriter@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>, Mary Pletcher <mary_pletcher@ios.doi.gov>, Elena Gonzalez <maria_gonzalez@ios.doi.gov>, Harry Humbert <harry_humbert@ios.doi.gov>, Greg Gould <greg.gould@onrr.gov>
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| Office of Small and Disadvantaged Business Utilization | 5 |
| TOTAL | 218 |

| <i>Technology, Information & Business Services</i> | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Collaborative Action & Dispute Resolution | 10 |
| Office of Valuation Services | 91 |
| Interior Business Center | 940 |
| Office of Hearings & Appeals | 86 |
| Office of Facilities & Administrative Services | 56 |
| Office of the Chief Information Officer | 248 |
| TOTAL | 1,432 |

| <i>Human Capital & Diversity</i> | # of federal employees |
|---|-----------------------------------|
| Immediate Office | 1 |
| Office of Human Resources | 28 |
| Office of Occupational Safety & Health | 8 |
| Office of Strategic Employee & Organizational Development | 31 |
| Office of Civil Rights | 21 |
| TOTAL | 89 |

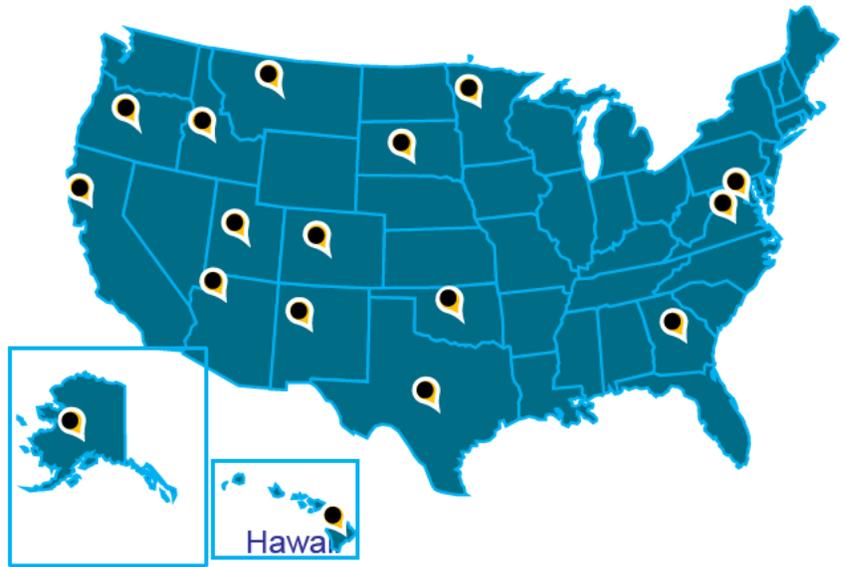
| <i>Public Safety, Resource Protection, & Emergency Services</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Emergency Management | 21 |
| Office of Law Enforcement & Security | 36 |
| Office of Wildland Fire | 23 |
| Office of Aviation Services | 71 |
| Interagency Borderland Coordinator | 1 |
| TOTAL | 153 |

| <i>Natural Resources Revenue Management</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Natural Resources Revenue | 621 |
| TOTAL | 622 |

*Federal employees on board as of Pay Period 2017-03

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| | <i># of federal employees by state</i> |
|-----------------------|--|
| <i>Alaska</i> | 29 |
| <i>Arizona</i> | 48 |
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| <i>Georgia</i> | 21 |
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| <i>Idaho</i> | 75 |
| <i>Minnesota</i> | 16 |
| <i>Montana</i> | 14 |
| <i>New Mexico</i> | 26 |
| <i>Oklahoma</i> | 49 |
| <i>Oregon</i> | 16 |
| <i>South Dakota</i> | 12 |
| <i>Texas</i> | 101 |
| <i>Utah</i> | 12 |
| <i>Virginia</i> | 306 |
| <i>Remote**</i> | 47 |
| *TOTAL | 2,642 |

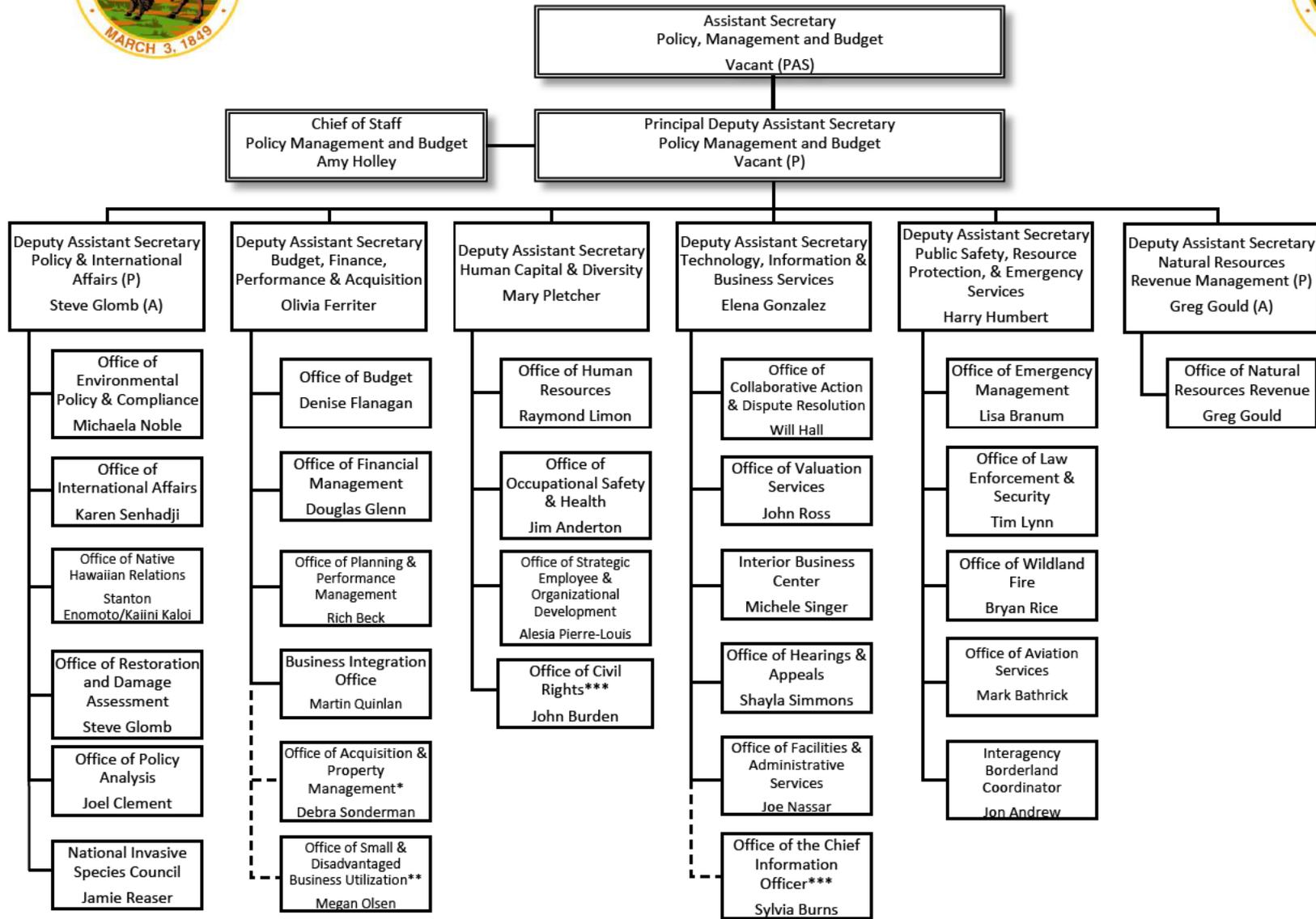


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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET



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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

Major Responsibilities

The Office of the Assistant Secretary – Policy, Management and Budget (AS-PMB) is responsible for providing overall policy direction, leadership, guidance, and assistance on a broad range of management and operational issues that directly affect the Interior Department’s ability to fulfill its mission. The Assistant Secretary serves in a number of statutorily designated positions and is the agency’s Chief Financial Officer, Chief Acquisition Officer, and Chief Performance Officer.

The AS-PMB plays a pivotal role in the stewardship of Interior’s fiscal resources, leading budget formulation and execution as well as financial reporting and annual audit activities. The AS-PMB coordinates the development of the strategic plan and ensures Departmental compliance with legislative and regulatory requirements related to annual appropriations bills and Interior-wide functions such as performance, finance, environmental compliance, acquisition and property management, budget, general management, administration, civil rights, and equal access.

The AS-PMB advances management reforms among the bureaus and offices to ensure standardization and cohesion across the Department and to maximize resource sharing. The Assistant Secretary promulgates policies, processes, and tools to operationalize priorities, leads the development of long-term strategies to optimize mission and administrative services, and empowers and supports bureau-level, regional and field-based reforms to improve service. In addition, AS-PMB is a service provider for the Interior Department for several administrative-oriented functions.

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ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

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Deputy Assistant Secretary – Natural Resources Revenue Management (DAS-NRRM) manages the Office of Natural Resources Revenue (ONRR) and is responsible for collecting, verifying, and disbursing Federal and Indian energy and other natural resource revenues to States, Tribes, Individual Indian Mineral Owners (IIMOs), and the U.S. Treasury.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

CRITICAL POLICY, LEGAL, MANAGEMENT AND INFRASTRUCTURE

Budget. The AS-PMB formulates the Secretary’s annual budget submission to OMB and develops Interior’s portion of the President’s budget. During this process, the AS-PMB recommends resource allocations to the Secretary, formulates strategies for new discretionary and mandatory proposals, promotes the President’s and Secretary’s priorities, and leads efforts to identify efficiencies and improved program delivery models.

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Wildland Fire. DOI and its Federal, tribal, state, and local wildland fire management partners annually respond to over 73,000 wildfires that burn more than 9 million acres across the U.S. Wildland fire poses challenges greater than one organization can solve alone. DOI has been working to align resource management objectives with the natural fire dynamics of the land in order to respond more effectively and efficiently to wildfire and help to promote fire-resilient landscapes. In its annual budget submissions, DOI has been proposing a legislative provision to establish a new framework for funding Fire Suppression Operations to provide stable funding, while minimizing the adverse impacts of fire transfers on other programs.

Facilities and Space Consolidation. DOI is working to improve its use of real property through targeted space reductions and disposal of unneeded real property. DOI is focusing on office space consolidation in three main geographic areas: the Denver Federal Center (DFC), the greater Washington, D.C., Maryland, and Virginia metropolitan area (DMV), and the National Interagency Fire Center (NIFC) in Boise, ID. In the DMV area, the modernization of the Main Interior Building (MIB) and the relocation of the National Park Service (550 staff from a commercial lease) into the MIB will be completed in June 2017. Critical plans are also underway to renovate the South Interior Building (SIB) which will increase the building capacity

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

from 170 to 450 employees and complete capital improvements for the first time in nearly 40 years.

Small Business Utilization. AS-PMB provides administrative support to the Director of the Office of Small and Disadvantaged Business Utilization (OSDBU), who collaborates with leadership throughout the Department to maximize contracting opportunities for small businesses. OSDBU’s mission also includes outreach to small and disadvantaged business communities, including Indian economic enterprises, businesses owned by women and veterans, and businesses located in historically underutilized business zones. DOI has one of the highest small business targets at 53.5% of the dollars that DOI obligates for DOI contracts.

Strategic Plan and Agency Priority Goals. The Department-wide Strategic Plan must be updated within one year after the President’s inauguration. The Strategic Plan reflects strategic Secretarial priorities using “Mission Areas” with corresponding goals, achieved through strategic objectives that describe how to realize those priorities, and measured using key performance indicators.

Border Security. The DAS-PRE coordinates border security needs of the Department of Homeland Security with several DOI Bureaus through the work of the DOI Interagency Borderlands Coordinator. Principal focus is on the Southwest Border where the U.S. Border Patrol has deployed 18,000 agents supported by 650 miles of vehicle and pedestrian barriers, forward operating bases and video and radar surveillance systems. With 12.5 million acres of DOI managed land within 25 miles of the border and 40% of the border also under DOI jurisdiction there is a continuing need for coordination of operational activities of the Border Patrol as well as use and maintenance of security facilities. Current coordination is focused on construction of surveillance towers in Arizona and South Texas and planning for construction of additional infrastructure yet to be identified. Work on the northern border is limited with the only active project at Bog Creek, Idaho. Planning for this road rehabilitation project is expected to be completed in the spring of 2017.

Critical Fire Issues

Implementing the Cohesive Strategy. The National Cohesive Wildland Fire Management Strategy brings together stakeholders across all landscapes and land ownerships, using the best available science to make meaningful progress towards three goals: 1. Resilient Landscapes, 2. Fire Adapted Communities, and 3. Safe and Effective Wildfire Response. The Cohesive Strategy is critical to safely and effectively extinguish fire when needed; use fire where allowable; manage natural resources; and as a Nation, to live with wildland fire.

A Growing Wildland Urban Interface. Approximately 44 million homes are in the growing wildland urban interface (WUI) adjacent to public forests and grasslands. The growing cost and complexity of fighting fire in the expanding WUI is putting both wildland firefighters and community members at risk.

Wildland Fire Workforce Challenges. The 2014 Quadrennial Fire Review projected a wave of challenges, including: retirements, a declining number of fire-qualified personnel, need for succession planning, ability to preserve institutional knowledge, broad shifts in market demand for labor, and changes in the way Americans prefer to learn and work. All issues require adaptive training and workplace practices for the millennial generation workforce.

Fire Risk Management. Activities designed to improve the health and resilience of forests and rangelands, include reducing woody fuels using treatments designed to change fire behavior. Over 65 percent of fuels management projects help improve community resilience at the wildland urban interface. Fire Risk Management is planned using prior year needs, currently approximately 17 percent of the Wildland Fire Management budget.

Better Integrating Fire and Resource Programs. The Department's wildland fire and natural resource management programs are segregated, resulting in missed opportunities to manage resources while creating a more fire resilient landscape. Fire plays a different role and occurs at a different scale for each of the Department's land management bureaus. The goal of the department-wide program is to achieve both a cost-efficient and a technically effective fire management program that meets natural resource and safety objectives.

Trust Responsibility to the Tribes. Wildland fire and related forest health issues jeopardize the economic and ecological sustainability of Indian forests. The Office works closely and effectively with the Bureau of Indian Affairs, tribes, and partners such as the Intertribal Timber Council to execute the Department's fiduciary trust responsibility to ensure trust lands are managed sustainably to enrich communities for future generations.

Wildland Fire Funding. Congress funds wildfire suppression using a 10-year average of prior year expenditures, this approach looks backward to plan for a cost that is rising in the future. The proposed solution is to treat these fires as other natural disasters – by providing funding for devastating wildland fire through a cap adjustment.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

OIG and GAO Audit Recommendations

The Office of Inspector General (OIG) and the Government Accountability Office (GAO) conduct audits of DOI programs and management which result in recommendations for corrective actions. The OIG also issues a letter to the Secretary outlining major management challenges in Interior’s annual Agency Financial Report which can be found at: <https://www.doi.gov/pfm/afr>. The current OIG-reported major management challenges include: energy management, information technology, responsibility to American Indians and territories, water programs, acquisition and financial assistance (grants and cooperative agreements), climate change, disaster response, operational efficiencies, and public safety.

Most recommendations from the OIG and the GAO are focused on:

- Responsibility to American Indians and Territories – Challenges include maintaining and/or supporting tribal lands, agriculture, energy management, justice systems, social services, and education.
- Information Technology (IT) – Cyber threats to software, hardware, and personally identifiable information are an ongoing concern.
- Oil and Gas – Concerns relate to collecting appropriate revenues from companies drilling for oil and gas on Federal lands and waters as well as problems hiring, training, and retaining staff for oversight and management of oil and gas operations. Since 2011, GAO has included Federal oil and gas challenges on their “high risk” list. GAO’s complete list can be found at: <http://www.gao.gov/highrisk/overview>.

OPPORTUNITIES AND CHALLENGES

The Office of Financial Management operates an audit follow-up program that ensures detailed corrective action plans are compiled for audit recommendations and holds Bureaus and Offices accountable for commitments to take action by specified dates. However, there are several issues which have been unresolved for years, including those above. Climate change, water programs, and operational efficiencies have been outstanding issues since 2011.

There is a Departmental goal of closing 85% of the audit recommendations scheduled for closure each fiscal year (the remaining 15% allows for unforeseen delays). The scheduled closure dates are taken from corrective action plans. Senior leaders receive a weekly report on outstanding audit recommendations and progress towards meeting the 85% goal. Critical to success in closing out OIG and GAO audit recommendations is the engagement of senior leadership.

BACKGROUND

Over the past eight years, the Department has received 306 audit reports containing 2,155 new recommendations (on top of 323 existing recommendations) for tracking and has closed 2,121 recommendations with 357 currently open.

From: Holley, Amy
To: [James Cason](mailto:James.Cason@ios.doi.gov)
Cc: [Gareth Rees](mailto:Gareth.Rees@ios.doi.gov)
Subject: Fwd: Secretary's Briefing - AS-PMB - for your review
Date: Friday, February 17, 2017 2:38:42 PM
Attachments: [Briefing - AS PMB - 2.17.17.pdf](#)

Jim:

Attached is the draft briefing material for the PMB meeting with the new Secretary. Please let us know if you think we should expand (or contract!) or if there are other issues you would like us to highlight. Happy to have comments and/or to do a pre-brief with you.

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

From: **Summers, Christina** <christina_summers@ibc.doi.gov>
Date: Fri, Feb 17, 2017 at 10:28 AM
Subject: Re: Secretary's Briefing - AS-PMB - for your review
To: Amy Holley <[Amy_Holley@ios.doi.gov](mailto:Amy.Holley@ios.doi.gov)>

Hi Amy,

I received responses from all of the DASs, and addressed all of their comments/edits. Attached is the final version (the same version I sent on 2/14) if you want to send to Jim.

Christina

|
Christina Summers, FAC P/PM
Program Analyst

On detail to the Office of the Assistant Secretary/Policy, Management & Budget
202-208-4030 (Work)

Office of the Director
Interior Business Center
202-802-6174 (Cell) christina_summers@ibc.doi.gov
US Department of the Interior
Office of the Secretary
www.ibc.doi.gov

Your Focus: Your Mission
Our Focus: You

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

| <i>Assistant Secretary Policy Management & Budget</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 12 |
| All other PMB Offices | 2,630 |
| *TOTAL | 2,642 |

| <i>Policy & International Affairs</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Environmental Policy and Compliance | 46 |
| Office of International Affairs | 26 |
| Office of Native Hawaiian Relations | 3 |
| Office of Restoration and Damage Assessment | 14 |
| Office of Policy Analysis | 18 |
| National Invasive Species Council | 8 |
| TOTAL | 116 |

| <i>Budget, Finance, Performance & Acquisition</i> | # of federal employees |
|--|-----------------------------------|
| Immediate Office | 1 |
| Office of Budget | 52 |
| Office of Financial Management | 41 |
| Office of Planning and Performance Management | 6 |
| Business Integration Office | 83 |
| Office of Acquisition and Property Management | 30 |
| Office of Small and Disadvantaged Business Utilization | 5 |
| TOTAL | 218 |

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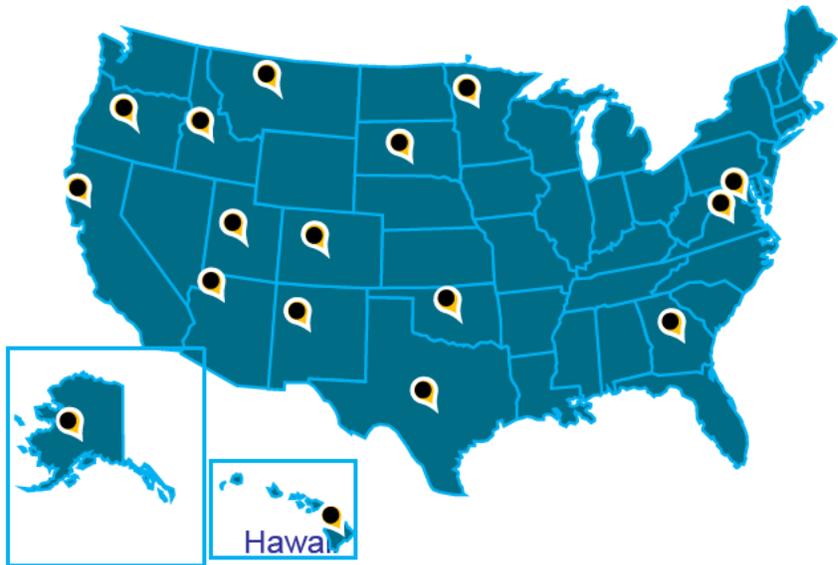
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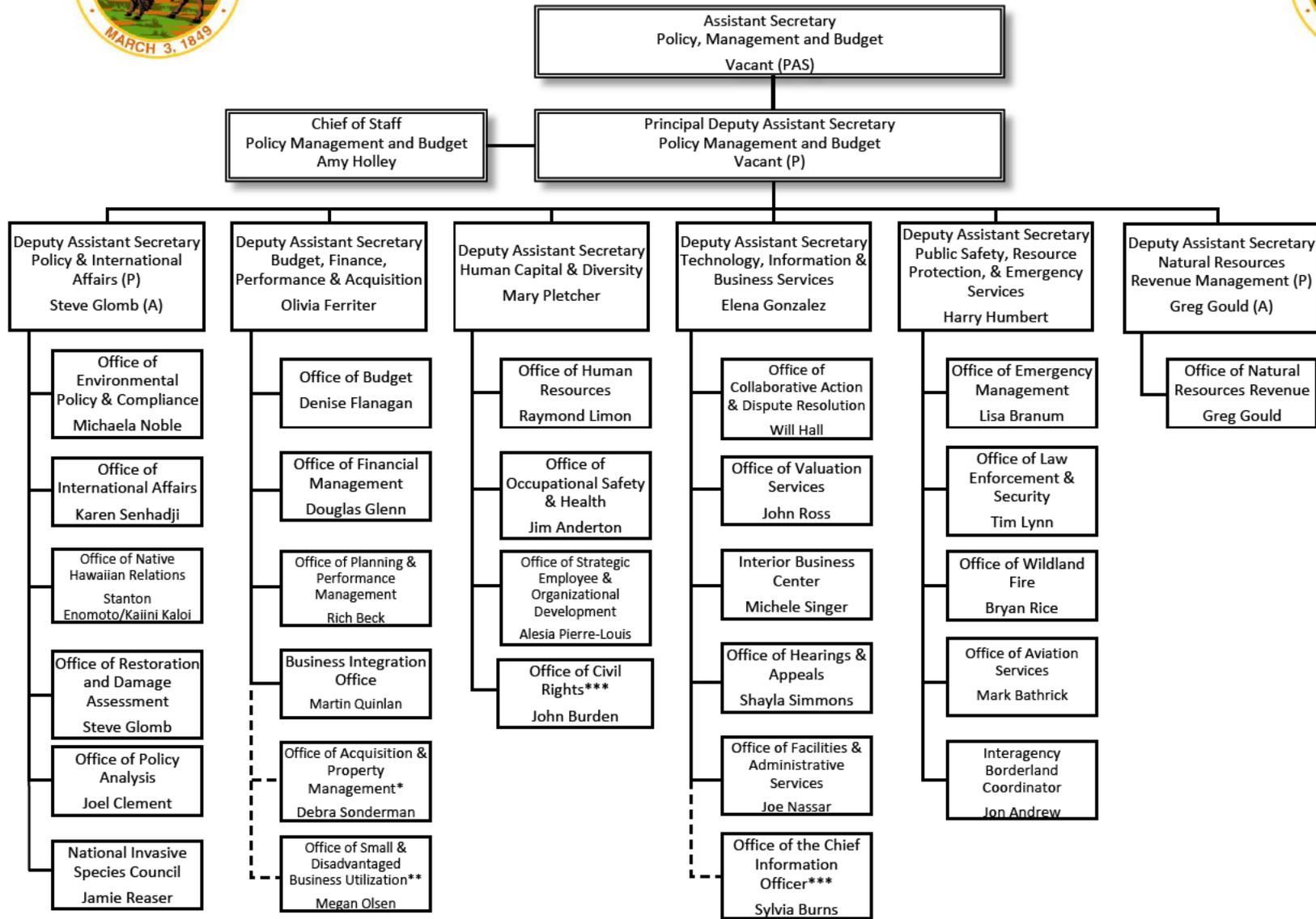


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Equal Opportunity and Workplace Conduct. DOI is implementing several key initiatives to enhance our workplace culture. These initiatives include providing enterprise-wide tools and resources for employees who have experienced issues in the workplace, training for supervisors and managers on how to ensure a healthy and diverse work environment, and enhancing our processes and procedures for investigating reported incidents.

Wildland Fire. DOI and its Federal, tribal, state, and local wildland fire management partners annually respond to over 73,000 wildfires that burn more than 9 million acres across the U.S. Wildland fire poses challenges greater than one organization can solve alone. DOI has been working to align resource management objectives with the natural fire dynamics of the land in order to respond more effectively and efficiently to wildfire and help to promote fire-resilient landscapes. In its annual budget submissions, DOI has been proposing a legislative provision to establish a new framework for funding Fire Suppression Operations to provide stable funding, while minimizing the adverse impacts of fire transfers on other programs.

Facilities and Space Consolidation. DOI is working to improve its use of real property through targeted space reductions and disposal of unneeded real property. DOI is focusing on office space consolidation in three main geographic areas: the Denver Federal Center (DFC), the greater Washington, D.C., Maryland, and Virginia metropolitan area (DMV), and the National Interagency Fire Center (NIFC) in Boise, ID. In the DMV area, the modernization of the Main Interior Building (MIB) and the relocation of the National Park Service (550 staff from a commercial lease) into the MIB will be completed in June 2017. Critical plans are also underway to renovate the South Interior Building (SIB) which will increase the building capacity

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

from 170 to 450 employees and complete capital improvements for the first time in nearly 40 years.

Small Business Utilization. AS-PMB provides administrative support to the Director of the Office of Small and Disadvantaged Business Utilization (OSDBU), who collaborates with leadership throughout the Department to maximize contracting opportunities for small businesses. OSDBU’s mission also includes outreach to small and disadvantaged business communities, including Indian economic enterprises, businesses owned by women and veterans, and businesses located in historically underutilized business zones. DOI has one of the highest small business targets at 53.5% of the dollars that DOI obligates for DOI contracts.

Strategic Plan and Agency Priority Goals. The Department-wide Strategic Plan must be updated within one year after the President’s inauguration. The Strategic Plan reflects strategic Secretarial priorities using “Mission Areas” with corresponding goals, achieved through strategic objectives that describe how to realize those priorities, and measured using key performance indicators.

Border Security. The DAS-PRE coordinates border security needs of the Department of Homeland Security with several DOI Bureaus through the work of the DOI Interagency Borderlands Coordinator. Principal focus is on the Southwest Border where the U.S. Border Patrol has deployed 18,000 agents supported by 650 miles of vehicle and pedestrian barriers, forward operating bases and video and radar surveillance systems. With 12.5 million acres of DOI managed land within 25 miles of the border and 40% of the border also under DOI jurisdiction there is a continuing need for coordination of operational activities of the Border Patrol as well as use and maintenance of security facilities. Current coordination is focused on construction of surveillance towers in Arizona and South Texas and planning for construction of additional infrastructure yet to be identified. Work on the northern border is limited with the only active project at Bog Creek, Idaho. Planning for this road rehabilitation project is expected to be completed in the spring of 2017.

Critical Fire Issues

Implementing the Cohesive Strategy. The National Cohesive Wildland Fire Management Strategy brings together stakeholders across all landscapes and land ownerships, using the best available science to make meaningful progress towards three goals: 1. Resilient Landscapes, 2. Fire Adapted Communities, and 3. Safe and Effective Wildfire Response. The Cohesive Strategy is critical to safely and effectively extinguish fire when needed; use fire where allowable; manage natural resources; and as a Nation, to live with wildland fire.

A Growing Wildland Urban Interface. Approximately 44 million homes are in the growing wildland urban interface (WUI) adjacent to public forests and grasslands. The growing cost and complexity of fighting fire in the expanding WUI is putting both wildland firefighters and community members at risk.

Wildland Fire Workforce Challenges. The 2014 Quadrennial Fire Review projected a wave of challenges, including: retirements, a declining number of fire-qualified personnel, need for succession planning, ability to preserve institutional knowledge, broad shifts in market demand for labor, and changes in the way Americans prefer to learn and work. All issues require adaptive training and workplace practices for the millennial generation workforce.

Fire Risk Management. Activities designed to improve the health and resilience of forests and rangelands, include reducing woody fuels using treatments designed to change fire behavior. Over 65 percent of fuels management projects help improve community resilience at the wildland urban interface. Fire Risk Management is planned using prior year needs, currently approximately 17 percent of the Wildland Fire Management budget.

Better Integrating Fire and Resource Programs. The Department's wildland fire and natural resource management programs are segregated, resulting in missed opportunities to manage resources while creating a more fire resilient landscape. Fire plays a different role and occurs at a different scale for each of the Department's land management bureaus. The goal of the department-wide program is to achieve both a cost-efficient and a technically effective fire management program that meets natural resource and safety objectives.

Trust Responsibility to the Tribes. Wildland fire and related forest health issues jeopardize the economic and ecological sustainability of Indian forests. The Office works closely and effectively with the Bureau of Indian Affairs, tribes, and partners such as the Intertribal Timber Council to execute the Department's fiduciary trust responsibility to ensure trust lands are managed sustainably to enrich communities for future generations.

Wildland Fire Funding. Congress funds wildfire suppression using a 10-year average of prior year expenditures, this approach looks backward to plan for a cost that is rising in the future. The proposed solution is to treat these fires as other natural disasters – by providing funding for devastating wildland fire through a cap adjustment.

ASSISTANT SECRETARY – POLICY, MANAGEMENT AND BUDGET

OIG and GAO Audit Recommendations

The Office of Inspector General (OIG) and the Government Accountability Office (GAO) conduct audits of DOI programs and management which result in recommendations for corrective actions. The OIG also issues a letter to the Secretary outlining major management challenges in Interior’s annual Agency Financial Report which can be found at: <https://www.doi.gov/pfm/afr>. The current OIG-reported major management challenges include: energy management, information technology, responsibility to American Indians and territories, water programs, acquisition and financial assistance (grants and cooperative agreements), climate change, disaster response, operational efficiencies, and public safety.

Most recommendations from the OIG and the GAO are focused on:

- Responsibility to American Indians and Territories – Challenges include maintaining and/or supporting tribal lands, agriculture, energy management, justice systems, social services, and education.
- Information Technology (IT) – Cyber threats to software, hardware, and personally identifiable information are an ongoing concern.
- Oil and Gas – Concerns relate to collecting appropriate revenues from companies drilling for oil and gas on Federal lands and waters as well as problems hiring, training, and retaining staff for oversight and management of oil and gas operations. Since 2011, GAO has included Federal oil and gas challenges on their “high risk” list. GAO’s complete list can be found at: <http://www.gao.gov/highrisk/overview>.

OPPORTUNITIES AND CHALLENGES

The Office of Financial Management operates an audit follow-up program that ensures detailed corrective action plans are compiled for audit recommendations and holds Bureaus and Offices accountable for commitments to take action by specified dates. However, there are several issues which have been unresolved for years, including those above. Climate change, water programs, and operational efficiencies have been outstanding issues since 2011.

There is a Departmental goal of closing 85% of the audit recommendations scheduled for closure each fiscal year (the remaining 15% allows for unforeseen delays). The scheduled closure dates are taken from corrective action plans. Senior leaders receive a weekly report on outstanding audit recommendations and progress towards meeting the 85% goal. Critical to success in closing out OIG and GAO audit recommendations is the engagement of senior leadership.

BACKGROUND

Over the past eight years, the Department has received 306 audit reports containing 2,155 new recommendations (on top of 323 existing recommendations) for tracking and has closed 2,121 recommendations with 357 currently open.

From: Amy Holley
To: [Steve Glomb](mailto:Steve_Glomb)
Subject: Re: invitation for the Secretary to speak - Feb 23
Date: Saturday, February 18, 2017 4:04:28 PM

I'm not sure what this is an invitation for? Also, it is a little late to get someone prepped.....but we can talk on Tuesday....

Sent from my iPad

On Feb 18, 2017, at 1:36 PM, Steve Glomb <steve_glomb@ios.doi.gov> wrote:

Amy -
We won't have a Sec next week. Thoughts on how to handle this? Anybody high up who doesn't have acting in their job title? Maybe we can talk Tuesday before the noon meeting?

Steve

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Clement, Joel" <joel_clement@ios.doi.gov>
Date: 2/17/17 5:53 PM (GMT-05:00)
To: Steve Glomb <Steve_Glomb@ios.doi.gov>
Cc: Shawn Buckner <shawn_buckner@ios.doi.gov>, Liza Johnson <Liza_M_Johnson@ios.doi.gov>
Subject: invitation for the Secretary to speak - Feb 23

----- Original message -----

From: "Clement, Joel" <joel_clement@ios.doi.gov>
Date: 2/17/17 5:53 PM (GMT-05:00)
To: Steve Glomb <Steve_Glomb@ios.doi.gov>
Cc: Shawn Buckner <shawn_buckner@ios.doi.gov>, Liza Johnson <Liza_M_Johnson@ios.doi.gov>
Subject: invitation for the Secretary to speak - Feb 23

Steve, we recognize that we may not have a Secretary in place by the time of this meeting, but it is customary for the Secretary or Deputy Secretary to deliver remarks so it would be good to have someone from leadership if possible. The meeting will be attended by the Governors of Guam and American Samoa.

Can you send this on up to Amy for her to present to Jim Cason or whoever is making these calls?

Shawn and Liza, I made a few minor tweaks, but I thought Liza said that the governor of Hawaii was also coming now. This is not reflected in this invitation. If it needs to be changed, please let Steve know early Tuesday before he sends it up. I will be back in the office on Thursday.

Thanks!

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Amy Holley
To: [Steve Glomb](mailto:Steve_Glomb)
Subject: Re: invitation for the Secretary to speak - Feb 23
Date: Saturday, February 18, 2017 4:06:55 PM

Sorry I hit send too soon. I didn't see an attachment, so I don't know what it is. Is it a meeting we are sponsoring? And who is attending? Anyway, more info if someone can send it along!

Sent from my iPad

On Feb 18, 2017, at 1:36 PM, Steve Glomb <steve_glomb@ios.doi.gov> wrote:

Amy -

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Cc: Shawn Buckner <shawn_buckner@ios.doi.gov>, Liza Johnson <Liza_M_Johnson@ios.doi.gov>
Subject: invitation for the Secretary to speak - Feb 23

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Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

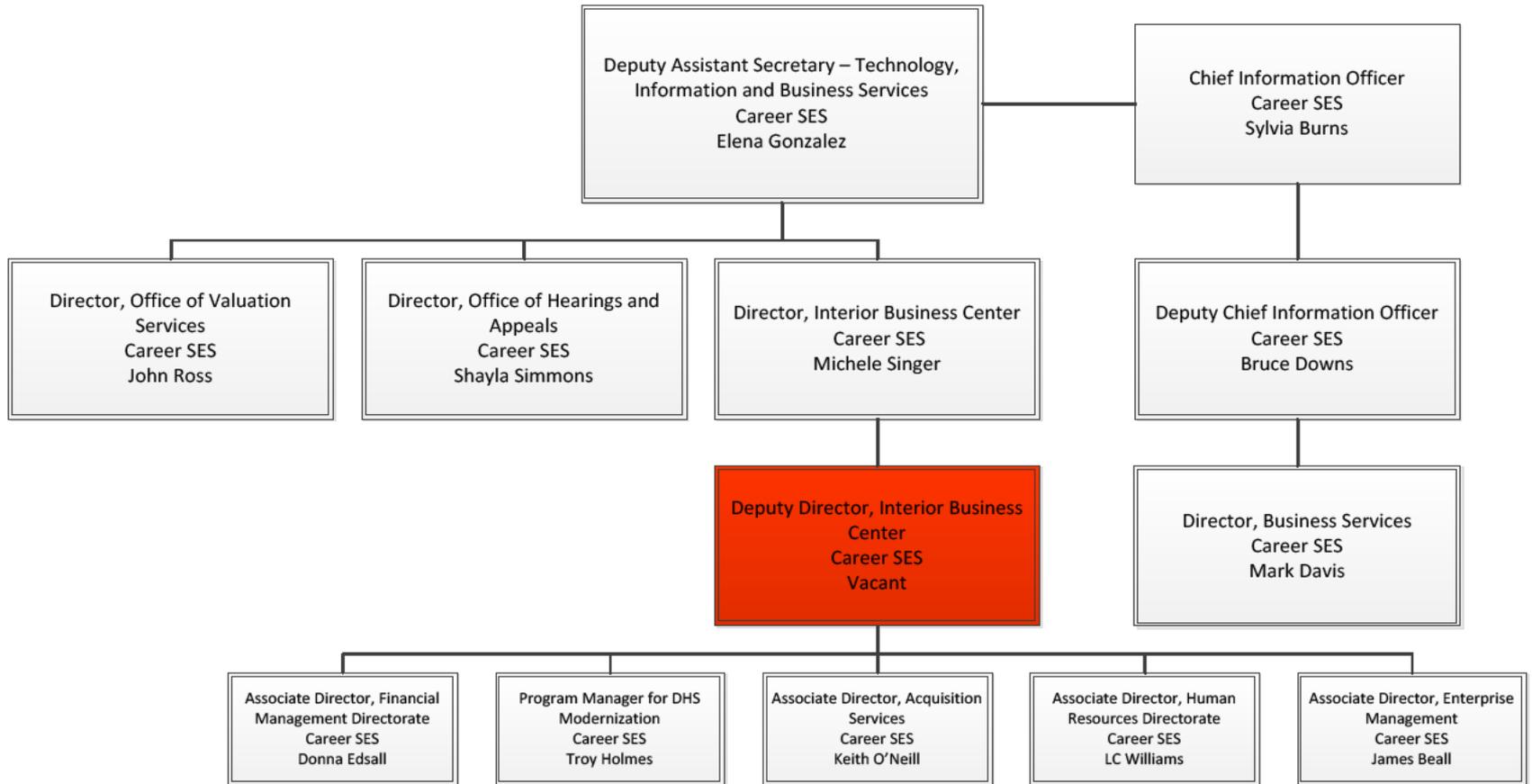
From: Oxyer, Michelle
To: [Domenech, Douglas](#)
Subject: PMB Org Charts
Date: Tuesday, February 21, 2017 1:32:16 PM
Attachments: [DAS-TIBS.pptx](#)
[DAS-HCD.pptx](#)
[DAS-PIA.pptx](#)
[DAS-NRRM.pptx](#)
[AS-PMB.pptx](#)
[DAS-PRE.pptx](#)
[DAS-BFPA.pptx](#)

Michelle Oxyer

Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
Fax 202-208-5285
michelle_oxyer@ios.doi.gov

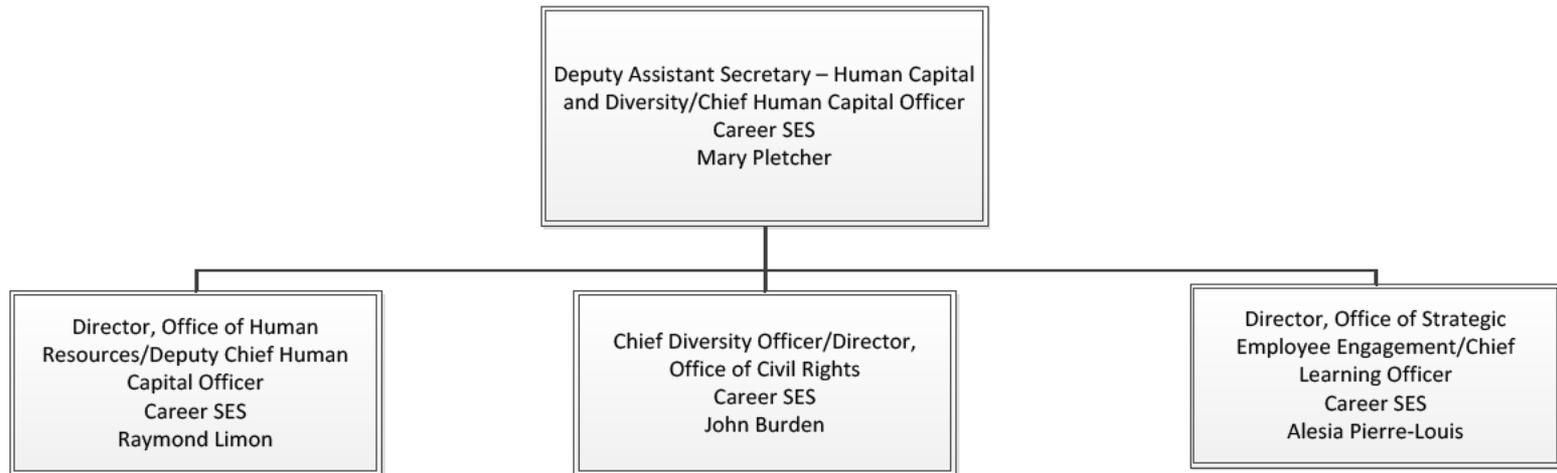
Assistant Secretary – Policy, Management and Budget

Deputy Assistant Secretary – Technology, Information and Business Services



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Human Capital and Diversity



Color Code Legend

Green – PAS position

Yellow – NC SES position

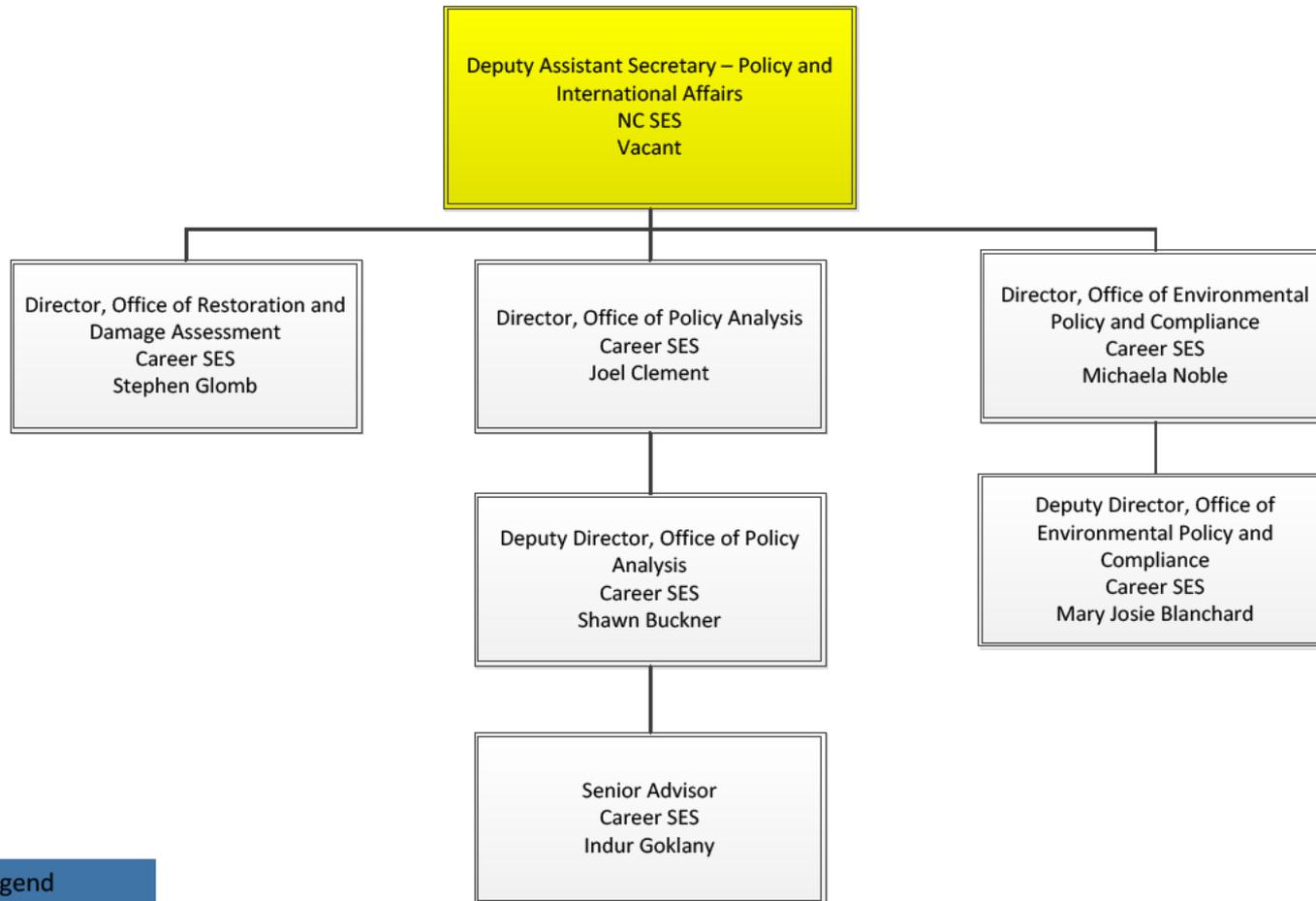
White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Policy, Management and Budget

Deputy Assistant Secretary – Policy and International Affairs



Color Code Legend

Green – PAS position

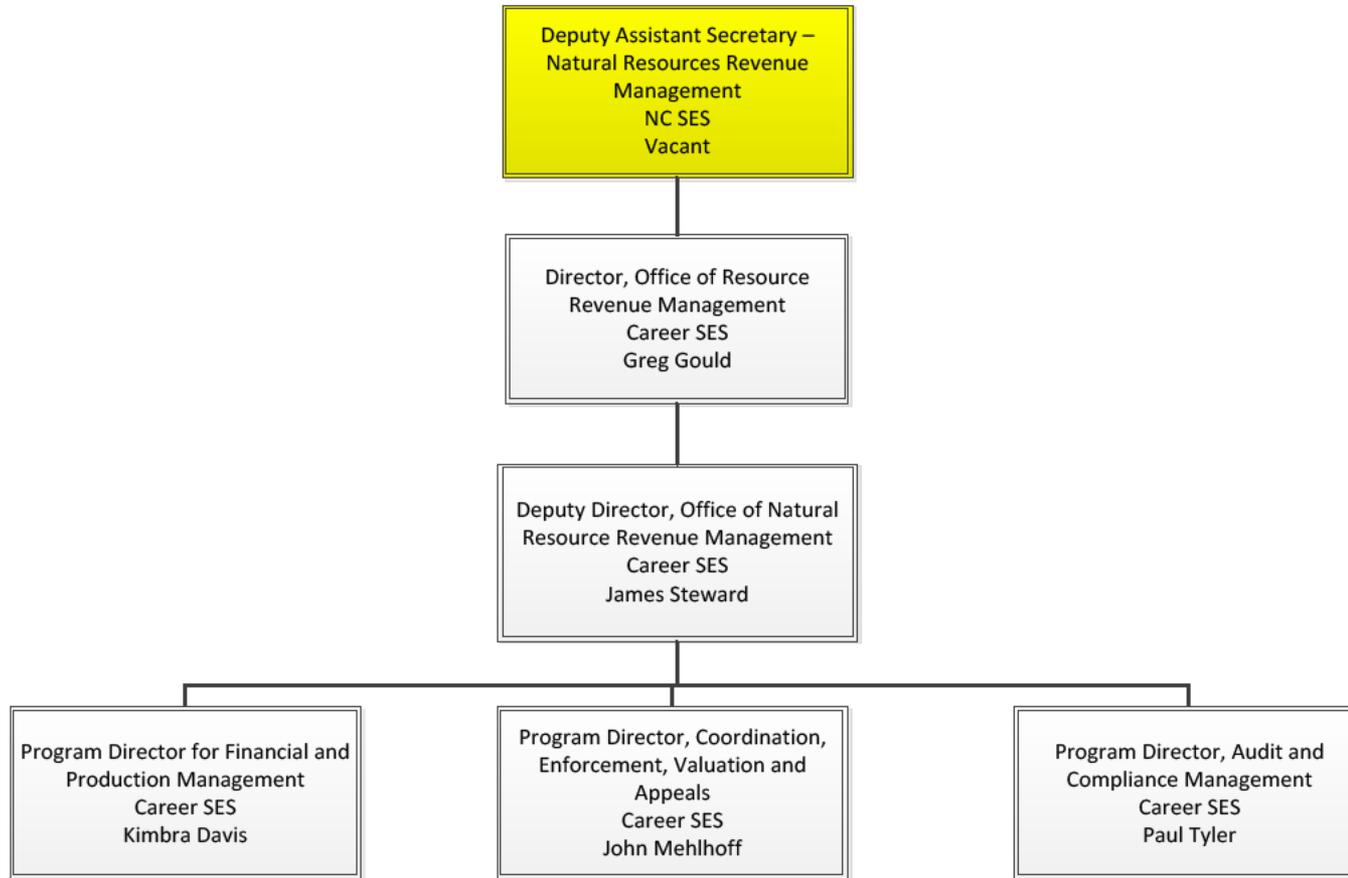
Yellow – NC SES position

White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Natural Resources Revenue Management



Color Code Legend

Green – PAS position

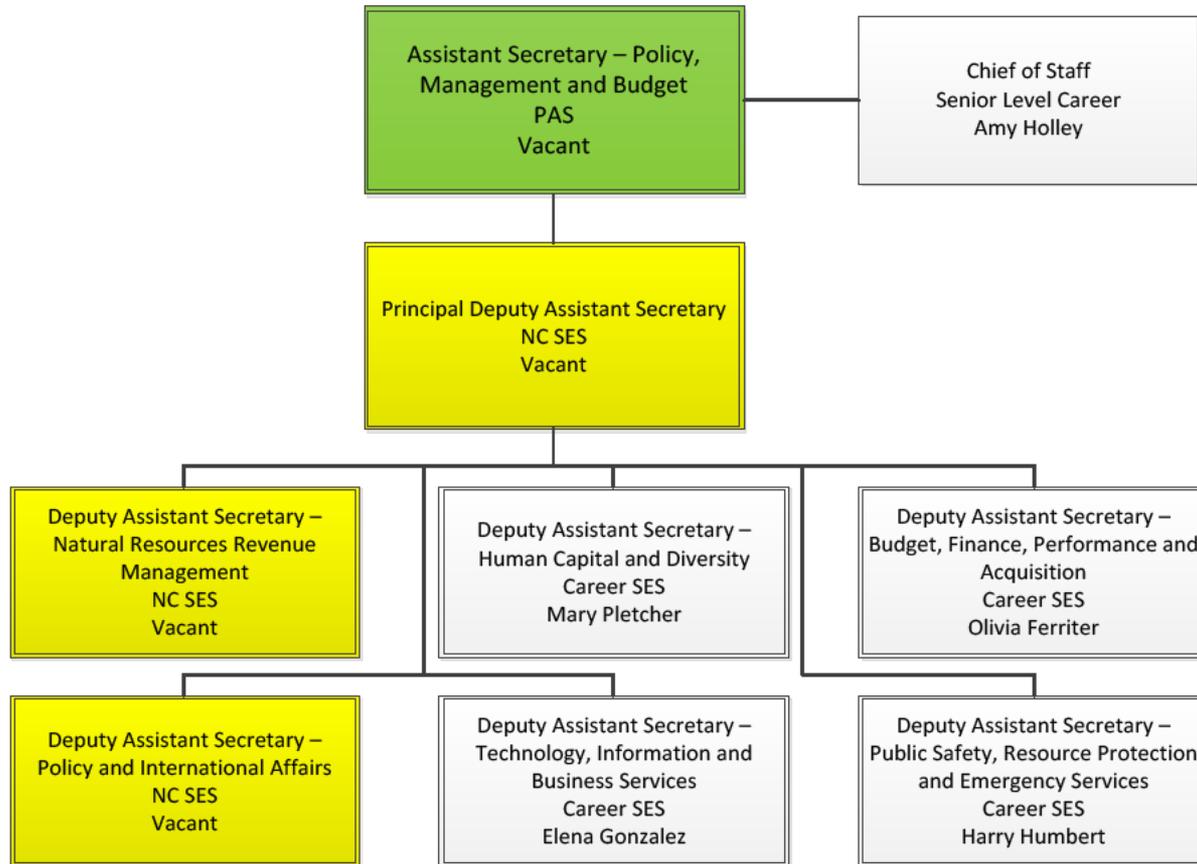
Yellow – NC SES position

White – Career position

Blue – Position Vacant but
Obligated

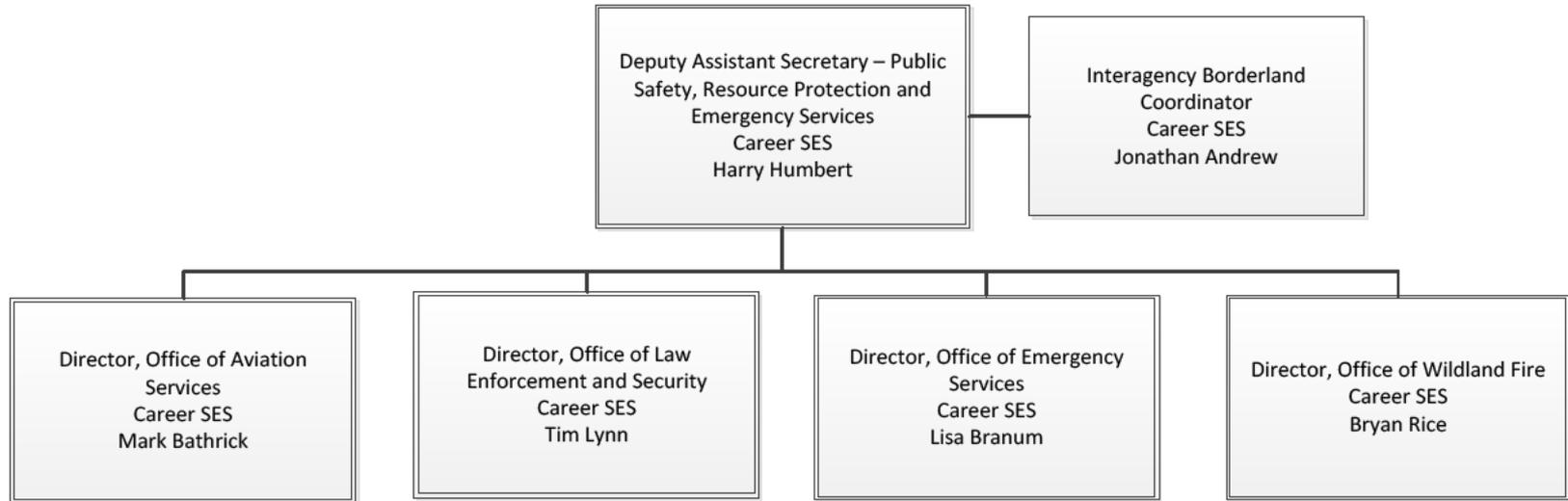
Red – Position Vacant

Assistant Secretary – Policy, Management and Budget



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

Assistant Secretary – Policy, Management and Budget
Deputy Assistant Secretary – Public Safety, Resource Protection and Emergency
Services



Color Code Legend

Green – PAS position

Yellow – NC SES position

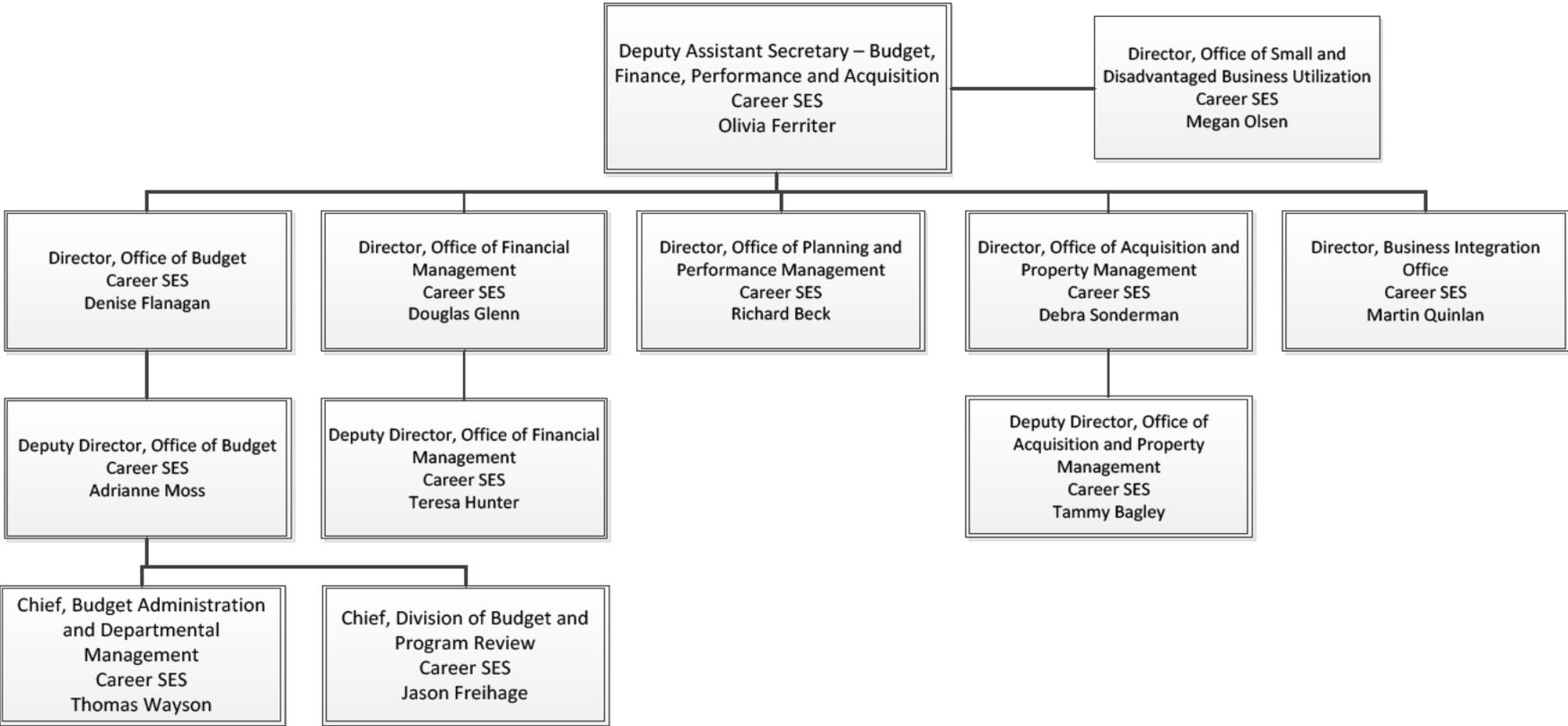
White – Career position

Blue – Position Vacant but Obligated

Red – Position Vacant

Assistant Secretary – Policy, Management and Budget

Deputy Assistant Secretary – Budget, Finance, Performance and Acquisition



Color Code Legend
 Green – PAS position
 Yellow – NC SES position
 White – Career position
 Blue – Position Vacant but Obligated
 Red – Position Vacant

From: Piper, Cynthia
To: [Mary Pletcher](#); [Rachael L Crespo](#)
Subject: OS VERA/VSIP
Date: Tuesday, February 28, 2017 12:09:17 PM
Attachments: [VERA.VSIP Status \(1\).xlsx](#)
[OS Retirement Information 02.28.17.xlsx](#)

Mary,

Attached is the current status of the VERA/VSIP for those position we were made aware of (we might not have had the comprehensive list of all positions). Additionally, I have attached a retirement report for OS and highlighted the two applicable retirement columns that should be focused on in determining an employee's current retirement eligibility. Please let me know if you have any questions or need any additional information.

Thank you,

| # VSIP Offers | Program /Account | Geographic Location | Position Title | Series | Grade | Confirm Target | Urgency of reshaping | Open period | Off Roles | Employee Name | Status | VERA and/or VSIP | Effective Date |
|---------------|--|---------------------|--|--------|-------|----------------|---|-------------|---------------------|---------------------|-----------------------------|----------------------------|----------------|
| 4 | Office of Wildland Fire | Boise, ID | Administrative Services Specialist | 0301 | 11 | 1 | 1-Sep | 2weeks | by end of FY | Eileen Zahara | Accepted | VSIP & Optional Retirement | 12/31/2016 |
| | Office of Wildland Fire | Monte Vista, CO | Public Affairs Specialist | 1035 | 13 | 1 | 1-Sep | 2 weeks | by end of FY | Christine Wiley | Accepted | VSIP & Optional Retirement | 12/31/2016 |
| | Office of Wildland Fire | Washington, DC | Budget Officer | 0560 | 15 | 1 | 2-Sep | 3 weeks | by end of FY | Nora Peterson | Accepted | VERA & VSIP | 12/31/2016 |
| | Office of Wildland Fire | (b) (6) | | | | | | | | | Declined Offer | | |
| 1 | Emergency Mgmt. | Washington, DC | Administrative Staff Assistant | 0303 | 08 | 1 | Immediate need; will restructure position to All-Hazards Incident Management Program (GS 12/13) targeting | 2 weeks | 30 days after offer | Dana Shields-Fuller | Complete | VERA & VSIP | 7/31/2016 |
| 6 | OAS | Anchorage, AK | Program Analyst | 0343 | 12 | 1 | Immediate need; will restructure position to Aviation Safety Inspector | 3 weeks | 30 days after offer | Joyce Hursh | Complete | VSIP | 7/3/2016 |
| | OAS | (b) (6) | | | | | | | | | Working With Management | | |
| | OAS | (b) (6) | | | | | | | | | Working With Management | | |
| 7 | Office of Civil Rights | (b) (6) | | | | | | | | | All Declined Offers | | |
| | Office of Civil Rights | (b) (6) | | | | | | | | | Declined Offer | | |
| | Office of Civil Rights | (b) (6) | | | | | | | | | Declined Offer | | |
| | Office of Civil Rights | (b) (6) | | | | | | | | | Declined Offer | | |
| | Office of Civil Rights | (b) (6) | | | | | | | | | Declined Offer | | |
| 1 | Office of Occupational Safety & Health | Washington DC | Supervisory Safety and Occupational Health Manager | 0018 | 15 | | | | | Diane Schmitz | Complete | VSIP | 7/1/2016 |
| 2 | Office of Strategic Employee & Org Development | Washington DC | Deputy Director | 0201 | ES | | | | | | | | |
| | Training Services Division | Washington DC | Administrative Officer | 0341 | 12 | | | | | | | | |
| 1 | ASST SEC - PMB | Washington DC | Secretary (OA) | 318 | 9 | | | | | Sandra Barnett | Complete | VSIP | 7/3/2016 |
| 1 | Office of Communication | (b) (6) | | | | | | | | | Declined Offer via phone on | | |

| | | | | | | | | | | | | | | | |
|----|----|--------------|-------------------------|----------|---------------------------------------|--------------------------|----|------|----|----|---|---|----------|---------|--------------|
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | DUNN, JONATHAN P. | GS | 0560 | 14 | 07 | \$134,426 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | EDGAR, RYAN S. | GS | 0343 | 13 | 04 | \$96,744 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | HONOLULU K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15013000 | TECHNICAL ASSISTANCE DIVISION | FENG, WEIHAO NMN | GS | 1109 | 13 | 02 | \$97,956 GRANTS MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15000000 | ASST SECRETARY - INSULAR AREAS | FRANK, WENDY R. | GS | 0301 | 15 | 05 | \$149,337 COUNSELOR | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | HOLTON, SYLVIA NMN | GS | 0341 | 12 | 03 | \$85,035 ADMINISTRATIVE OFFICER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | JOSHUA, TANYA H. | GS | 0301 | 14 | 04 | \$123,223 DEPUTY POLICY DIRECTOR | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | KOLTES, KAREN H. | GS | 0408 | 14 | 10 | \$145,629 ECOLOGIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15013000 | TECHNICAL ASSISTANCE DIVISION | LEIZEAR, CHARLENE A. | GS | 0560 | 15 | 09 | \$161,900 BUDGET ANALYST | 4 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15010000 | OFFICE OF THE DIR (OF INSULAR AFFAIRS | LEWIS, SHIRLEY A. | GS | 0301 | 12 | 09 | \$100,981 EXECUTIVE ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | MC DERMOTT, JOSEPH H. | GS | 0301 | 13 | 10 | \$123,234 STAFF ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15013000 | TECHNICAL ASSISTANCE DIVISION | MCCOY, HAILEY MB | GS | 1109 | 13 | 01 | \$94,796 GRANTS MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | MILLER, KARA A | GS | 1109 | 11 | 05 | \$69,932 GRANTS MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | HONOLULU K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | MUNZI, AIMEE MARIE | GS | 1109 | 13 | 01 | \$94,796 GRANTS MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | NOMURA, LYDIA FALEAFINE | GM | 0301 | 14 | 00 | \$131,833 FIELD REPRESENTATIVE (AM SAMOA | 5 | MANAGEM | (b) (6) | PAGO PAK K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | OSMAN, WALI M. | GS | 0110 | 14 | 10 | \$145,629 REGIONAL ECONOMIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | OTTLEY, BASIL C JR. | GS | 0301 | 14 | 02 | \$115,755 SUPERVISORY POLICY DIRECTOR | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15013000 | TECHNICAL ASSISTANCE DIVISION | PORTER, MERRIAM | GS | 1109 | 13 | 06 | \$110,595 GRANTS MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15010000 | OFFICE OF THE DIR (OF INSULAR AFFAIRS | PULA, NIKOLAO IULI | ES | 0301 | 00 | 00 | \$178,459 DIRECTOR, OFFICE OF INSULAR AFFAIRS | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | SANDER, STEPHEN D. | GM | 0301 | 15 | 00 | \$161,900 STAFF ASSISTANT | 5 | MANAGEM | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | SAVAGE, STEPHEN E. | GS | 1109 | 14 | 07 | \$124,717 LEAD GRANTS MGMT SPECIALIST | 8 | ALL OTHE | (b) (6) | HONOLULU K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15011000 | POLICY DIVISION | TAITANO, FRANCISCO I. | GS | 0301 | 12 | 07 | \$95,666 INSULAR POLICY SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | TINITALI, MARINA T. | GS | 0301 | 13 | 09 | \$120,074 ACCOUNTABILITY & PLCY SPLST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 15 | ASST SECY-INSULAR AREAS | 15012000 | BUDGET AND GRANTS MANAGEMENT DIVISION | ZEPEDA, REBECCA E. | GS | 0343 | 13 | 04 | \$96,744 PROGRAM ANALYST (INSULAR POLICY) | 8 | ALL OTHE | (b) (6) | HONOLULU K |
| IN | 01 | OFFICE OI 20 | ASST SECY-LAND & MIN | 20000000 | ASST SECY-LAND & MINERALS | CARDINALE, RICHARD T. | ES | 0301 | 00 | 00 | \$187,000 SENIOR POLICY PROGRAM MANAGER | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 20 | ASST SECY-LAND & MIN | 20000000 | ASST SECY-LAND & MINERALS | LASSITER, TRACIE L. | GS | 0301 | 12 | 08 | \$98,323 EXECUTIVE ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 20 | ASST SECY-LAND & MIN | 20000000 | ASST SECY-LAND & MINERALS | ROYAL, PAMELA ROCHELLE | GS | 0301 | 11 | 10 | \$86,460 CORRESPONDENCE ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 30 | ASST SECY-WATER & SCI | 30000000 | ASST SECY-WATER & SCIENCE | BROWN, MICHELLE R | GS | 0301 | 12 | 07 | \$95,666 EXECUTIVE ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 30 | ASST SECY-WATER & SCI | 30000000 | ASST SECY-WATER & SCIENCE | RAE, KAREN L. | SL | 0301 | 00 | 00 | \$182,097 SENIOR ADVISOR TO THE ASSISTANT | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 30 | ASST SECY-WATER & SCI | 30000000 | ASST SECY-WATER & SCIENCE | VINSON, TERZINDA R. | GS | 0303 | 11 | 05 | \$75,377 SECRETARIAL ASSISTANT (OA) | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 40 | OS/ASST SECY FISH,WILDL | 40000000 | ASST SECY-FISH & WILDLIFE & PARKS | ESTENOSZ, SHANNON A. | ES | 0340 | 00 | 00 | \$157,858 DIRECTOR, EVERGLADES RESTORATION | 2 | SUPERVIS | (b) (6) | MIAMI/FLO K |
| IN | 01 | OFFICE OI 40 | OS/ASST SECY FISH,WILDL | 40000000 | ASST SECY-FISH & WILDLIFE & PARKS | FOSTER, MAUREEN D. | SL | 0301 | 00 | 00 | \$158,227 CHIEF OF STAFF | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60121000 | PROGRAM COORDINATION STAFF | ABDELRAHIM, SARAH M | GS | 0301 | 13 | 01 | \$94,796 POLICY ANALYST | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | ABI-ANTOUN, ELYAS J | GS | 0560 | 13 | 04 | \$104,275 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | ADAMS, LUCIANA P. | GS | 0343 | 12 | 04 | \$87,693 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | ALAM, SHAWN K | GS | 0028 | 14 | 07 | \$134,426 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60493000 | LEARNING AND TECHNOLOGY BRANCH | ALLAN, ROSS T | GS | 0301 | 14 | 10 | \$142,821 SUPVY ONLINE LEARNING SPECIALIST | 2 | SUPERVIS | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | ALLEN, MELISSA A | GS | 0986 | 05 | 09 | \$41,715 LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | ALBUQUE/KF |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60492000 | LEADERSHIP DEVELOPMENT AND FORUM EVEN | ANDERSON, LATANYA SONYA | GS | 0301 | 14 | 02 | \$115,755 SUPERVISORY PROGRAM SPECIALIST | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60480000 | OFFICE OF OCCUPATNL HEALTH & SAFETY | ANDERTON, JAMES B | GS | 0301 | 15 | 09 | \$161,900 OCCUPATIONAL HEALTH AND SAFETY | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60500000 | DEP ASST SEC-PUB SAF, RES PRO & EM SV | ANDREW, JONATHAN M. | ES | 0301 | 00 | 00 | \$187,000 INTERAGENCY BORDERLAND COORDINATO | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60211400 | BUDGET AND REPORTING OPERATIONS | ARMSTEAD, LATEASHA V | GS | 0560 | 15 | 03 | \$140,552 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60824800 | TWIN CITIES FIELD OFFICE | ATHEY, CHRISTINE LEE | GS | 0950 | 11 | 10 | \$83,480 LEAD PARALEGAL SPECIALIST | 7 | TEAM LEA | (b) (6) | TWIN CITI/K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60824700 | SACRAMENTO FIELD OFFICE | AULDRIDGE, WENDY J. | GS | 0986 | 07 | 10 | \$57,067 LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | SACRAME K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60510100 | INCIDENT MGMT ANALYSIS & RPTG SYS | AUSTIN, JAMES E. | GS | 0343 | 14 | 03 | \$119,489 PROGRAM ANALYST (IMARS) | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60224000 | FINANCIAL SYSTEMS DIVISION | BABE, NANCY J. | GS | 0510 | 15 | 09 | \$151,872 SYSTEMS ACCOUNTANT (SENIOR) | 8 | ALL OTHE | (b) (6) | FORT MILL K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | BAGLEY, TAMMY L. | ES | 0340 | 00 | 00 | \$171,614 ASSOCIATE DIRECTOR | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60531000 | WF ES & DEC SUPPORT | BAILEY, ANDREW D | GS | 0401 | 12 | 04 | \$79,386 BIOLOGICAL SPECIALIST | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60512000 | LAW ENFORCEMENT DIVISION | BAILEY, HUNTER O. | GS | 1811 | 14 | 04 | \$154,028 CRIMINAL INVESTIGATOR | 8 | ALL OTHE | (b) (6) | WASHING M |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | BAKER, EVELYN A. | GS | 0560 | 15 | 06 | \$153,730 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60211400 | BUDGET AND REPORTING OPERATIONS | BALDWIN, BRANDON M | GS | 0560 | 15 | 04 | \$144,945 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | BANISTER, GENE GREGORY | GS | 1825 | 14 | 03 | \$108,170 SUPERVISORY AVIATION SAFETY INSPECT | 2 | SUPERVIS | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | BARBIR, BIANCA N | GS | 0560 | 13 | 02 | \$97,956 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | BARTA, CATHERINE M | GS | 0301 | 13 | 01 | \$85,816 AVIATION PROGRAM EVAL SPEC | 8 | ALL OTHE | (b) (6) | LEWISTOW K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | BARTA, DAVID A. | GS | 0560 | 13 | 01 | \$94,796 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | BARTHOLOMEW, KATHLEEN I. | GS | 0028 | 15 | 10 | \$161,900 LEAD ENVIRONMENTAL PROTECTION | 7 | TEAM LEA | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60531000 | WF ES & DEC SUPPORT | BASTIAN, HENRY V. | GS | 0401 | 14 | 07 | \$121,692 NATURAL RESOURCE MANAGER | 4 | SUPERVIS | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60540000 | OFFICE OF AVIATION SERVICES | BATHRICK, MARK L. | ES | 0340 | 00 | 00 | \$187,000 DIRECTOR, OFFICE OF AVIATION SERVICES 2 | 2 | SUPERVIS | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60225000 | POLICY COLLABORATION & OPERATIONS DIV | BATLAN, PAUL E.E. | GS | 0501 | 14 | 05 | \$126,958 FINANCIAL SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60226000 | CUSTODIAL REPORTING DIVISION | BAUER, CHRISTOPHER J. | GS | 0510 | 14 | 07 | \$131,835 ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | BAUERLE, KEITH G | GS | 0905 | 14 | 09 | \$141,894 ATTORNEY - ADVISOR | 8 | ALL OTHE | (b) (6) | ARLINGTON/KF |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | BAUMANN, MARK H | GS | 0501 | 12 | 06 | \$91,215 FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | BAYBA, SCOTT M | GS | 2210 | 12 | 03 | \$85,035 IT SPEC | 8 | ALL OTHE | (b) (6) | RESTON,V,K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | BEAVERS, JANET L. | GS | 0342 | 12 | 04 | \$86,002 SUPPORT SERVICES SPECIALIST | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | BECENTI, ALYCE | GS | 0950 | 09 | 08 | \$61,539 PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | ALBUQUE/K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60270000 | OFC OF PLANNING & PERFORMANCE MGMT | BECK, RICHARD T. | ES | 0340 | 00 | 00 | \$187,000 DIRECTOR, OFFICE OF PLANNING & | 2 | SUPERVIS | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | BEHLER, DAVID D. | GS | 0028 | 15 | 07 | \$158,123 LEAD ENVIRONMENTAL PROTECTION SPEC | 7 | TEAM LEA | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60250000 | OFFC OF SMALL & DISADV BUS UTL | BELL, CHRISTOPHER N | GS | 1102 | 14 | 03 | \$119,489 PROCUREMENT ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60512400 | PROFESSIONAL RESPONSIBILITY BRANCH | BENAVIDEZ, ADOLPH J. | GS | 1811 | 14 | 09 | \$161,900 SUPVY CRIMINAL INVEST | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | BENDER, KATHRYN L. | GS | 0343 | 15 | 10 | \$161,900 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | BENNETT, JULIA E K | GS | 0303 | 05 | 01 | \$36,281 PROGRAM SUPPORT ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | BENNETT, ROBERTA J. | GS | 0510 | 14 | 09 | \$141,894 SYSTEMS ACCOUNTANT | 8 | ALL OTHE | (b) (6) | RESTON,V,K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | BETTS, LORI J | GS | 0560 | 13 | 06 | \$100,118 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | MOAB,UT/K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | BIBB, KRISTY L | GS | 0301 | 11 | 01 | \$66,510 INTERNATIONAL PROGRAM SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | BICKLEY, PATRICIA C | GS | 0343 | 14 | 02 | \$115,755 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60521000 | OFFICE OF EMERGENCY MANAGEMENT | BILLINGSLEY, KEITH A. | GS | 0089 | 12 | 06 | \$93,008 EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY_POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | BIRKHEAD, JANEEN L. | | | | | | | | | |

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| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | BUI, CHRISTINA LP | GS | 0260 | 14 | 03 | \$119,489 | EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | BURDEN, JOHN W. | ES | 0340 | 00 | 00 | \$177,290 | CHIEF DIVERSITY OFFICER/DIRECTOR, | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60124000 | NATL INVASIVE SPEC COUNCIL STAFF | BURIGEL, STANLEY W. | GS | 0301 | 15 | 02 | \$136,160 | PREVENTION & BUDGETARY COORDINATOR | 5 | MANAGEM | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60124000 | NATL INVASIVE SPEC COUNCIL STAFF | BURGOS RODRIGUEZ, JHOSET | GS | 0301 | 12 | 01 | \$79,720 | LEGAL ANALYST | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60700000 | OFFICE OF THE CIO | BURNS, SYLVIA W. | GS | 2210 | 00 | 00 | \$187,000 | CHIEF INFORMATION OFFICER | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | BUSH, CRYSTAL R. | GS | 0560 | 14 | 05 | \$126,958 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60493000 | LEARNING AND TECHNOLOGY BRANCH | BUTTS, JENNIFER ALDER | GS | 1750 | 13 | 09 | \$117,759 | INSTRUCTIONAL SYSTEMS SPLST | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | CALLAWAY, CATHERINE P. | GS | 0301 | 12 | 07 | \$95,666 | EXECUTIVE ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | CAMPBELL, CHARLES W. | GS | 2210 | 15 | 07 | \$155,075 | SUPVY INFORMATION TECHNOLOGY SPEC | 2 | SUPERVIS | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | CAMPOS, JOSE M | GS | 2210 | 14 | 03 | \$119,489 | SUPVY IT SPECIALIST (INFOSEC) | 2 | SUPERVIS | (b) (6) | RESTON,VK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | CARL, GENE L. | GS | 0950 | 09 | 07 | \$59,875 | PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | ALBUQUEIK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | CARPENTER, ELLEN N | GS | 0301 | 14 | 10 | \$145,629 | PROJECT MANAGER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | CARR, PATRICK J | GS | 0343 | 05 | 01 | \$36,281 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545000 | ALASKA REGIONAL OFFICE | CARSON, DARYL J | GS | 1910 | 11 | 10 | \$86,480 | QUALITY ASSURANCE SPEC (AIRCRAFT) | 8 | ALL OTHE | (b) (6) | ANCHORA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824200 | BILLINGS FIELD OFFICE | CARSTENS, JESSICA L | GS | 0950 | 09 | 05 | \$56,401 | PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | BILLINGS,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | CARTER, DAVID D. | GS | 0343 | 15 | 08 | \$161,900 | PROGRAM ANALYST | 5 | MANAGEM | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | CASEY, KENNETH R | GS | 0301 | 14 | 03 | \$117,186 | PROJECT MANAGER | 8 | ALL OTHE | (b) (6) | LAKEWOCK KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60543000 | EASTERN REGIONAL OFFICE | CASTILLO, JAMES G | GS | 1801 | 13 | 10 | \$115,399 | AVN SFTY COM SPEC (LEADER) | 8 | ALL OTHE | (b) (6) | RAEFORD K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60493000 | LEARNING AND TECHNOLOGY BRANCH | CATALANO-GARCIA, MARY-JO | GS | 0201 | 13 | 08 | \$116,914 | HUMAN RESOURCES SPEC (HR DEVELPMNT) | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | CAVANAUGH, KELLE F | GS | 0986 | 06 | 01 | \$36,611 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | RAPID CIT KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | CEPHAS, TIFFANY L. | GS | 0986 | 08 | 05 | \$56,406 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | CERINO, ANDREA NMN | GS | 0510 | 13 | 10 | \$123,234 | SYSTEMS ACCOUNTANT | 8 | ALL OTHE | (b) (6) | RESTON,VK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | CHATMON, LASHAUN MONIQUE | GS | 0560 | 13 | 06 | \$110,595 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824700 | SACRAMENTO FIELD OFFICE | CHAVARRIA, TERESA A. | GS | 0950 | 09 | 10 | \$69,803 | PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | SACRAME K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824200 | BILLINGS FIELD OFFICE | CHESTER, ROBERT S. | AL | 0935 | 03 | 06 | \$172,100 | ADMINISTRATIVE LAW JUDGE | 2 | SUPERVIS | (b) (6) | BILLINGS,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLNCL | CHIANG, KATHLEEN M | GS | 0028 | 14 | 07 | \$130,692 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | CHILDS, SUSAN T | GS | 1015 | 15 | 07 | \$158,123 | STAFF CURATOR | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545200 | AIRCRAFT MAINTENANCE DIVISION | CLARK, PATRICK S | GS | 1825 | 14 | 01 | \$112,047 | SUPERVISORY AVIATION SAFETY INSPECTOR | 2 | SUPERVIS | (b) (6) | ANCHORA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60512200 | OPERATIONS & POLICY BRANCH | CLARKE, CHARLOTTE K | GS | 0301 | 14 | 08 | \$138,160 | VICTIM ASSISTANCE PROGRAM MANAGER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | CLEMENT, JOEL P. | ES | 0340 | 00 | 00 | \$180,078 | DIRECTOR, OFFICE OF POLICY ANALYSIS | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824200 | BILLINGS FIELD OFFICE | CLIFFORD, KAYLYN M | GS | 0986 | 07 | 04 | \$44,754 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | BILLINGS,IKR |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60122000 | ECONOMIC ANALYSIS STAFF | CLINE, SARAH A. | GS | 0110 | 13 | 05 | \$107,435 | ECONOMIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | CLOSE, RYAN P. | GS | 0343 | 14 | 06 | \$130,692 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60118000 | ANCHORAGE OFFICE | COCHON, GRACE M | GS | 0028 | 09 | 01 | \$54,985 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | ANCHORA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | COLLINGE, DANIEL P. | GS | 0343 | 13 | 01 | \$94,796 | MANAGEMENT AND PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | COLSON, ALLEN LEE | GS | 1801 | 13 | 04 | \$94,398 | AVIATION SFTY COM SPEC (EQUIP) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | CORL, SUZAN A. | GS | 0343 | 15 | 06 | \$153,730 | MANAGEMENT AND PROGRAM OFFICER | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | CORLEY, JOYCE M. | GS | 0260 | 13 | 09 | \$120,074 | EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60210000 | DIR OFFICE, OFFICE OF BUDGET | CORONA, JACLYN T. | GS | 0341 | 13 | 03 | \$101,116 | ADMINISTRATIVE OFFICER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60830000 | OFC OF COLLABRVTY & ALTERN DIS RESOLTN | COSTELLO, MATTHEW J. | GS | 0301 | 15 | 03 | \$140,552 | DEPUTY DIRECTOR | 2 | SUPERVIS | (b) (6) | ARLNGTK K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60822000 | BOARD OF INDIAN APPEALS | COSTELLO, SARA E | GS | 0905 | 15 | 07 | \$158,123 | ATTORNEY-ADVISOR (DOCKET) | 8 | ALL OTHE | (b) (6) | ARLNGTK K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211400 | BUDGET AND REPORTING OPERATIONS | COWINS, KIMBERLY H | GS | 0560 | 15 | 06 | \$153,730 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60224000 | FINANCIAL SYSTEMS DIVISION | CRAMEN, ADAM M | GS | 0510 | 15 | 03 | \$127,238 | SENIOR SYSTEMS ACCOUNTANT | 8 | ALL OTHE | (b) (6) | HONEOYEK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60542000 | TECHNICAL SERVICES DIVISION | CRAIG, WALKER D | GS | 0301 | 14 | 03 | \$108,170 | SUPERVISORY AVIATION TECHNICAL | 2 | SUPERVIS | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60122000 | ECONOMIC ANALYSIS STAFF | CROWLEY, CHRISTIAN NMN. | GS | 0110 | 13 | 08 | \$116,914 | ECONOMIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60543000 | EASTERN REGIONAL OFFICE | CRUMP, FRANK III | GS | 0340 | 15 | 05 | \$141,818 | EASTERN REGIONAL DIRECTOR | 2 | SUPERVIS | (b) (6) | ATLANTA, K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | CRUZ, RAYLEEN | GS | 2210 | 15 | 09 | \$161,900 | SUPERVISORY IT SPECIALIST (APPSW) | 2 | SUPERVIS | (b) (6) | LAKEWOCK 1 |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | CUNNINGHAM, MONICA A. | GS | 0343 | 13 | 04 | \$104,275 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | PHOENIX, I |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | CURTIS, STANTON L. | GS | 2210 | 14 | 10 | \$135,855 | SUPVY INFORMATION TECHNOLOGY SPEC | 2 | SUPERVIS | (b) (6) | PHOENIX, I |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60703300 | GEOSPATIAL TECHNOLOGY BRANCH | DABOLT, THOMAS O | SL | 0340 | 00 | 00 | \$158,398 | GEOSPATIAL INFORMATION OFFICER | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | DAILY, MICHAEL P. | GS | 2210 | 13 | 10 | \$111,560 | INFORMATION TECHNOLOGY SPECIALIST | 8 | ALL OTHE | (b) (6) | BEAUFORT K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60490000 | OFF OF STRATEGIC EMP DEVELOPMENT | DALTON, MICHELLE A. | GS | 0318 | 07 | 10 | \$58,428 | SECRETARY (OA) | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60121000 | PROGRAM COORDINATION STAFF | DANIEL, RAYCHELLE G | GS | 0301 | 12 | 01 | \$79,720 | POLICY ANALYST (TRIBAL CLIMATE) | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60112000 | PHILADELPHIA OFFICE | DARBY, VALINICIA R. | GS | 0028 | 09 | 02 | \$55,361 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | PHILADEL K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824700 | SACRAMENTO FIELD OFFICE | DAVIDSON, FRANCES L. | GS | 0950 | 09 | 09 | \$68,013 | PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | SACRAME K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | DAVIES, AMY L. | GS | 0342 | 12 | 03 | \$85,035 | SUPPORT SERVICES SPECIALIST | 8 | ALL OTHE | (b) (6) | RESTON,VK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60705000 | BUSINESS OPERATIONS DIVISION | DAVIS, MARK H. | ES | 0340 | 00 | 00 | \$187,000 | DIRECTOR, BUSINESS SERVICES | 2 | SUPERVIS | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | DAVIS, RICHARD L. | GS | 0301 | 09 | 07 | \$59,720 | FLIGHT COORDINATION SPECIALIST | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60821000 | ADMINISTRATIVE DIVISION | DAVIS, TAWANNA J. | GS | 0341 | 13 | 06 | \$110,595 | ADMINISTRATIVE OFFICER | 2 | SUPERVIS | (b) (6) | ARLNGTK K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | DECARLO, JASON S. | GS | 0343 | 13 | 03 | \$101,116 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | DEELEY, MEGAN M | GS | 0201 | 13 | 04 | \$101,625 | HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | (b) (6) | PHILADEL K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | DEGRANGE, HAROLD W. | GS | 1801 | 13 | 05 | \$97,258 | AVIATION SFTY COM SPEC (EQUIP) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | DEL BENE, JASON N | GS | 2210 | 13 | 07 | \$111,562 | IT SPECIALIST (INFOSEC) | 8 | ALL OTHE | (b) (6) | LAKEWOCK KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60221000 | FINANCIAL REPORTING DIVISION | DENARD, DOUG G. | GS | 0510 | 14 | 10 | \$142,821 | SYSTEMS ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60221000 | FINANCIAL REPORTING DIVISION | DENARD, JENNIFER M. | GS | 0510 | 14 | 09 | \$139,159 | STAFF ACCOUNTANT | 8 | ALL OTHE | (b) (6) | DENVER,CK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | DERRICK, ANISSA E | GS | 0301 | 09 | 02 | \$51,424 | AVIATION TRAINING PROJECT COORDINATOR | 8 | ALL OTHE | (b) (6) | BOISE,IDA KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | DILLINGS, ALVIN NMN | GS | 0260 | 15 | 07 | \$161,900 | EQUAL EMPLOYMENT SPECIALIST | 5 | MANAGEM | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | DIMUZIO, CHESTER L | GS | 0340 | 15 | 08 | \$158,123 | PROGRAM MANAGER | 5 | MANAGEM | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | DIXON, FLORINDA F | GS | 0986 | 07 | 01 | \$50,311 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | ALBUQUEIK KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | DOMINGUEZ, ADAN NMN | GS | 0950 | 09 | 08 | \$49,894 | PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | ALBUQUEIK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60830000 | OFC OF COLLABRVTY & ALTERN DIS RESOLTN | DOMINIQUE, JO-ANN JARNARC | GS | 0301 | 14 | 06 | \$130,692 | CONFLICT MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | ARLNGTK K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | DONOVAN, LARRY M. | AL | 0935 | 03 | 07 | \$172,100 | ADMINISTRATIVE LAW JUDGE | 2 | SUPERVIS | (b) (6) | RAPID CIT K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | DOWNS, DAVID R. | GS | 0343 | 15 | 1 | | | | | | |

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|----|----|-------------|-------------------------|----------|--|---------------------------|----|------|----|----|-----------|--|---|----------|---------|-------------|
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60513000 | SECURITY DIVISION | FRANKLIN, CHARLES N. JR. | GS | 0080 | 14 | 07 | \$134,426 | SECURITY SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | FRANKLIN, CRYSTAL L. | GS | 0986 | 08 | 09 | \$63,040 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | FREDERICK, BRENDAN M | GS | 0501 | 14 | 04 | \$123,223 | FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | (b) (6) | RESTON,VK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | FREHAGE, JASON E. | ES | 0560 | 00 | 00 | \$157,593 | CHIEF, DIV OF BUDGET & PROG REVIEW | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | FRIEMAN, STEVEN R | GS | 0340 | 15 | 06 | \$150,767 | PROGRAM MANAGER | 8 | MANAGER | (b) (6) | BRIGHTON,K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824700 | SACRAMENTO FIELD OFFICE | FUKUMOTO, SCOTT K. | GS | 0905 | 14 | 10 | \$139,728 | ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | (b) (6) | WASHOUCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60513100 | INTERIOR COMPLEX SEC OPS BRANCH | FYOCK, KEVIN D. | GS | 0080 | 14 | 03 | \$119,489 | SUPERVISORY PHYSICAL SECURITY SPEC | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60480000 | OFFICE OF OCCUPATNL HEALTH & SAFETY | GALINDO, ARMANDO NMN JR. | GS | 0018 | 14 | 07 | \$134,426 | SAFETY AND OCC HEALTH MANAGER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60513000 | SECURITY DIVISION | GALLAGHER, JAMES P. | GS | 1811 | 15 | 10 | \$161,900 | SUPERVISORY CRIMINAL INVESTIGATOR | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | GARCIA, CARLOS M | GS | 0986 | 05 | 02 | \$34,028 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | ALBUQUEKF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | GERSTENKORN, ANDRA D. | GS | 0343 | 14 | 03 | \$117,186 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | GIACCARDO, GENEVIEVE L. | GS | 1035 | 14 | 04 | \$123,223 | PUBLIC AFFAIRS SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | GIANCARLO, GUY A | GS | 0343 | 14 | 03 | \$117,186 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60480000 | OFFICE OF OCCUPATNL HEALTH & SAFETY | GILBERT, TRAVIS C | GS | 2210 | 13 | 01 | \$92,969 | IT SPECIALIST | 8 | ALL OTHE | (b) (6) | LAKEWOCKCF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | GIVIDEN, JOHN R | GS | 1720 | 14 | 07 | \$121,692 | EDUCATION PROGRAM SPECIALIST | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | GLEESON, PHILIP M. | GS | 0560 | 15 | 06 | \$153,730 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60220000 | DIR OFC, OFFICE OF FINANCIAL MGT | GLENN, DOUGLAS A | ES | 0505 | 00 | 00 | \$187,000 | DIRECTOR, OFFICE OF FINANCIAL MNGT & 2 | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | GLOMB, STEPHEN J. | ES | 0340 | 00 | 00 | \$183,959 | DIRECTOR, OFFICE OF RESTORATION AND 2 | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60121000 | PROGRAM COORDINATION STAFF | GOKLANY, INDUR M. | ES | 0301 | 00 | 00 | \$183,294 | SENIOR ADVISOR | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60494000 | NATIONAL INDIAN PROGRAM TRAINING CENT | GOLDSTON, MARK ROBERT | GS | 2210 | 13 | 07 | \$103,247 | INFORMATION TECHNOLOGY SPECIALIST | 8 | ALL OTHE | (b) (6) | ALBUQUEK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60494000 | NATIONAL INDIAN PROGRAM TRAINING CENT | GONZALEZ, APRIL D. | GS | 0201 | 13 | 06 | \$100,379 | HUMAN RESOURCES SPECIALIST (HRD) | 8 | ALL OTHE | (b) (6) | ALBUQUEK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60800000 | DEP ASST SECY-TECHN, INFO & BUS SERV | GONZALEZ, MARIA E | ES | 0340 | 00 | 00 | \$187,000 | DEPUTY ASSISTANT SECRETARY-TECHNOL 2 | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60531000 | WF ES & DEC SUPPORT | GOODMAN, SUSAN W. | GS | 0401 | 13 | 08 | \$114,661 | FIRE MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCM |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60522000 | INTERIOR OPERATIONS CENTER | GOODRICH, ANDREW | GS | 0089 | 12 | 02 | \$82,377 | EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60830000 | OFF OF COLLABRVTY & ALTERN DIS RESOLTN | GOODWIN, SUSAN LIEBERMAN | GS | 0301 | 14 | 07 | \$134,426 | SENIOR CONFLICT MANAGEMENT SPECIALI 8 | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | GORACKE, TAMMY D. | GS | 0510 | 14 | 10 | \$142,821 | SUPERVISORY ACCOUNTANT | 2 | SUPERVIS | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | GORDON, WILLIAM | GS | 0560 | 15 | 10 | \$161,900 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | GRAF, MELISSA A | GS | 0501 | 13 | 02 | \$96,068 | FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCKCF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | GRAHAM, KARIS K | GS | 0301 | 15 | 06 | \$153,730 | DIVERSITY AND OUTREACH COORDINATOR | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | GRANT, JEFFREY D. | GS | 2210 | 13 | 10 | \$123,234 | IT SPECIALIST | 8 | ALL OTHE | (b) (6) | RESTON,VK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | GREEN, ALBERT L. JR | GS | 1101 | 14 | 08 | \$138,160 | PROPERTY MGMT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60542000 | TECHNICAL SERVICES DIVISION | GREEN, BRIAN C | GS | 1801 | 13 | 06 | \$100,118 | AIRCRAFT MAINTENANCE SPEC (FLEET) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60522000 | INTERIOR OPERATIONS CENTER | GREEN, BRYAN K | GS | 0089 | 13 | 06 | \$110,595 | EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60821000 | ADMINISTRATIVE DIVISION | GRIFFIN, BERNADETTE | GS | 0560 | 12 | 02 | \$82,377 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | GRIFFIN, FELISHA T. | GS | 0343 | 11 | 02 | \$68,727 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING KR |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | GUDGER, SHERRI R | GS | 0560 | 14 | 10 | \$145,629 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | GUPTA, REBECCA | GS | 0510 | 14 | 05 | \$124,510 | SYSTEMS ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | HAIRSTON, ANITA R. | GS | 1109 | 14 | 07 | \$134,426 | GRANTS MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | HALL, LATRICIA A. | GS | 0560 | 15 | 07 | \$158,123 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60822000 | BOARD OF INDIAN APPEALS | HALL, ROBERT E. | SL | 0905 | 00 | 00 | \$158,206 | ADMINISTRATIVE JUDGE | 8 | ALL OTHE | (b) (6) | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | HALL, TINA LOUISE | GS | 0260 | 12 | 04 | \$87,693 | EEO RECORDS MANAGER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60830000 | OFF OF COLLABRVTY & ALTERN DIS RESOLTN | HALL, WILLIAM E | SL | 0301 | 00 | 00 | \$165,109 | SENIOR ADVISOR FOR COLLABORATIVE | 2 | SUPERVIS | (b) (6) | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | HAMLIN, GREGORY C | GS | 0560 | 15 | 01 | \$131,767 | LEAD BUDGET ANALYST | 7 | TEAM LEA | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | HANEY, JACQUELINE M. | GS | 2210 | 13 | 10 | \$120,858 | IT SPECIALIST | 8 | ALL OTHE | (b) (6) | LAKEWOC1 |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60492000 | LEADERSHIP DEVELOPMENT AND FORUM EVEN | HANSCOMB, SHARI A. | GS | 0201 | 13 | 07 | \$113,755 | HUMAN RESOURCES SPEC (HR DEVELOPMNT 8 | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | HANSEN, SCOTT D | GS | 0343 | 14 | 07 | \$131,835 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | HARDY, ELIZABETH A. | GS | 0560 | 15 | 07 | \$158,123 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING C |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | HARGRAVE, STEVEN T. | GS | 0080 | 15 | 05 | \$149,337 | SUPERVISORY SECURITY OFFICER | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | HARMON, LESLIE C. | GS | 0301 | 09 | 07 | \$65,969 | ADMINISTRATIVE SERVICES SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60821000 | ADMINISTRATIVE DIVISION | HARRIS, LEON NMN | GS | 0301 | 07 | 01 | \$44,941 | MANAGEMENT SUPPORT SPECIALIST | 8 | ALL OTHE | (b) (6) | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVNRMNTL POLICY & CMLPNC | HARRIZ, KIMBERLY J. | GS | 0028 | 14 | 07 | \$134,426 | ENVIRONMENTAL PROTECTION SPECIALIST 8 | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60700000 | OFFICE OF THE CIO | HARTLEY, DEBORAH J. | SL | 2210 | 00 | 00 | \$187,000 | SENIOR ASSOCIATE CHIEF INFORMATION 2 | 2 | SUPERVIS | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | HATCHER-CAPERS, LOLA M. | GS | 0260 | 15 | 08 | \$161,900 | EQUAL EMPLOYMENT MANAGER | 2 | SUPERVIS | (b) (6) | WASHING C |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | Haugen-Brown, Stephanie L | GS | 0950 | 09 | 04 | \$54,742 | PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | RAPID CIT K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60703200 | TECHNOLOGY & INNOVATION BRANCH | HAVELY, ANDREW W. | SL | 2210 | 00 | 00 | \$165,745 | CHIEF TECHNOLOGY OFFICER | 2 | SUPERVIS | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | HAYLETT, KELLI R | GS | 0501 | 14 | 02 | \$113,524 | FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | HEATH, BRIAN A. | GS | 1102 | 14 | 07 | \$134,426 | PROCUREMENT ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | HEFFERNAN, JAMES HARTWELL | AL | 0935 | 03 | F | \$172,100 | ADMINISTRATIVE LAW JUDGE | 8 | ALL OTHE | (b) (6) | SALT LAKI C |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60226000 | CUSTODIAL REPORTING DIVISION | HEGER, RAYMOND M. | GS | 0510 | 13 | 03 | \$99,167 | ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | HELMS, CHRISTOPHER D | AL | 0935 | 03 | D | \$153,030 | ADMINISTRATIVE LAW JUDGE | 8 | ALL OTHE | (b) (6) | SALT LAKI K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | HENRY, CAROLINE D | GS | 0301 | 15 | 04 | \$144,945 | FEDERAL PRESERVATION OFFICER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60543000 | EASTERN REGIONAL OFFICE | HERMAN, DONNIE RAY | GS | 1801 | 13 | 07 | \$108,027 | AVIATION SFTY COM SPEC (EQUIP) | 8 | ALL OTHE | (b) (6) | ATLANTA, K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | HERNANDEZ, EDWIN A | GS | 2210 | 11 | 02 | \$68,727 | IT SPECIALIST | 8 | ALL OTHE | (b) (6) | RESTON,VKF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | HERNANDEZ, NIEL L | GS | 0080 | 14 | 02 | \$115,755 | SECURITY SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | HEYING, MARY C. | GS | 0801 | 15 | 10 | \$161,900 | GENERAL ENGINEER | 8 | ALL OTHE | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | HILL, STACEY M | GS | 0560 | 15 | 07 | \$158,123 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824400 | PHOENIX FIELD OFFICE | HINES, RICHARD D. | AL | 0935 | 03 | F | \$172,100 | ADMINISTRATIVE LAW JUDGE | 4 | SUPERVIS | (b) (6) | PHOENIX,K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | HOBBIIE, BROOKE S | GS | 0343 | 13 | 06 | \$110,595 | PROGRAM ANALYST (INTL. POLICY) | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | HOELZLE, TIMOTHY B | GS | 0028 | 13 | 05 | \$105,364 | ENVIRONMENTAL PROTECTION SPECIALIST 8 | 8 | ALL OTHE | (b) (6) | LAKEWOCKCF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | HOLLEY, AMY LIN | SL | 0301 | 00 | 00 | \$187,000 | SR ADVISOR TO THE ASST SEC | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510100 | INCIDENT MGMT ANALYSIS & RPTG SYS | HOOD, ALAN S. | GS | 2210 | 14 | 06 | \$125,581 | IT SPECIALIST (INFOSEC) | 8 | ALL OTHE | (b) (6) | VERO BEA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | HOOLEY, SHARON L. | GS | 0343 | 12 | 02 | \$74,574 | SUPERVISORY MANAGEMENT ANALYST | 2 | SUPERVIS | (b) (6) | KALISPELL K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60115000 | DENVER OFFICE | HOOVER, COURTNEY L. | GS | | | | | | | | | |

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| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60121000 | PROGRAM COORDINATION STAFF | JOHNSON, LIZA MCDANIEL | GS | 0301 | 14 | 03 | \$119,489 | POLICY ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60118000 | ANCHORAGE OFFICE | JOHNSON, PHILIP C. | GS | 0028 | 14 | 06 | \$130,723 | REGIONAL ENVIRONMENTAL OFFICER | 2 | SUPERVIS | ANCHORA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60531000 | WF ES & DEC SUPPORT | JOHNSON, RUSSELL D. | GS | 0343 | 14 | 07 | \$121,692 | PROGRAM ANALYST | 8 | ALL OTHE | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | JOHNSON, VICKI G | GS | 0201 | 15 | 09 | \$161,900 | SUPERVISORY HUMAN RESOURCES SPEC | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | JOHNSTON, VICKI L | GS | 0343 | 12 | 06 | \$84,197 | PROGRAM ANALYST | 8 | ALL OTHE | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824200 | BILLINGS FIELD OFFICE | JONES, ALBERT C | GS | 0905 | 15 | 10 | \$155,073 | ATTORNEY ADVISOR (INDIAN MATTERS) | 8 | ALL OTHE | BILLINGS,IK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | JONES, EILEEN GAY | SL | 0905 | 00 | 00 | \$184,507 | CHIEF ADMINISTRATIVE JUDGE IBLA | 2 | SUPERVIS | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | JOOS, PATRICK C. | GS | 0560 | 15 | 08 | \$161,900 | BUDGET ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | JOSEPH, EMILY A | GS | 0028 | 14 | 05 | \$126,958 | SUPVY ENVIRON PROTECTION SPEC | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | JUN, STEVEN I | GS | 0560 | 14 | 02 | \$115,755 | BUDGET ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | KALAVRITINOS, CHRISTINA S | SL | 0905 | 00 | 00 | \$180,675 | ADMINISTRATIVE JUDGE - IBLA | 2 | SUPERVIS | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60140000 | OFFICE OF NATIVE HAWAIIAN RELATIONS | KALOI, KAINI J. | GS | 0343 | 14 | 08 | \$138,160 | PROGRAM ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | KAZMIER, AMY S | GS | 1712 | 12 | 02 | \$74,574 | TRAINING SPECIALIST (AVIATION) | 8 | ALL OTHE | REDMONC M |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | KEARNER, ALBERT P | GS | 1801 | 13 | 07 | \$102,979 | AVN SFTY COM SPEC (LEADER) | 7 | TEAM LEA | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | KEATING, JOHN T. | GS | 0080 | 15 | 05 | \$149,337 | SECURITY OFFICER | 8 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211400 | BUDGET AND REPORTING OPERATIONS | KEEL, DAVID L | GS | 0560 | 15 | 09 | \$161,900 | BUDGET ANALYST | 2 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | KELLY, CHERYL L | GS | 0028 | 13 | 04 | \$104,275 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | KELLY, CHRISTINE | GS | 0950 | 12 | 09 | \$91,654 | SUPERVISORY PARALEGAL SPECIALIST | 2 | SUPERVIS | ALBUQUEK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | KENNEDY, SUSAN C | GS | 0028 | 14 | 04 | \$120,848 | SUPERVISORY ENV. PROTECTION SPEC. | 2 | SUPERVIS | LAKEWOCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | KESSLER, JON W. | GS | 1712 | 13 | 03 | \$91,537 | SUPV AVIATION TRAINING SERVICE MGR | 2 | SUPERVIS | BOISE,IDA M |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | KIERNAN, DIONNA M | GS | 0560 | 14 | 06 | \$130,692 | BUDGET ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | KIM, KELLY H | GS | 0343 | 09 | 02 | \$56,805 | MANAGEMENT AND PROGRAM ANALYST | 8 | ALL OTHE | WASHING KF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60118000 | ANCHORAGE OFFICE | KING, SUSAN ELAINE | GS | 0028 | 13 | 05 | \$97,512 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | ALBUQUEK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | KIRBY, CHARLES W | GS | 0028 | 14 | 04 | \$123,223 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510100 | INCIDENT MGMT ANALYSIS & RPTG SYS | KIRCHMEIER, KEVIN L | GS | 2210 | 14 | 05 | \$114,931 | IT SPECIALIST | 8 | ALL OTHE | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824800 | TWIN CITIES FIELD OFFICE | KIRCHNER, MARLO M. | GS | 0905 | 14 | 09 | \$137,005 | ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | TWIN CITIK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60124000 | NATL INVASIVE SPEC COUNCIL STAFF | KIRKEY, JASTON R | GS | 1083 | 11 | 01 | \$66,510 | TECHNICAL WRITER-EDITOR | 8 | ALL OTHE | WASHING KF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | KISH, CHRISTINA THORNBLOM | GS | 0343 | 14 | 05 | \$126,958 | PROGRAM ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | KISHPAUGH, AMY C. | GS | 0560 | 13 | 03 | \$91,537 | BUDGET ANALYST | 8 | ALL OTHE | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60702000 | PLANNING AND PERFORMANCE MGMT DIV. | KLINNER, KENNETH OSCAR | SL | 2210 | 00 | 00 | \$141,000 | DIRECTOR, PLANNING AND PERFORMANCE | 8 | ALL OTHE | SIoux FALK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | KNIGHT, HEATHER R. | GS | 0343 | 13 | 02 | \$97,956 | PROGRAM ANALYST | 8 | ALL OTHE | RESTON,VK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60540000 | OFFICE OF AVIATION SERVICES | KOECKERITZ, BRADLEY S. | GS | 1825 | 15 | 02 | \$123,261 | SUPERVISORY AVIATION SAFETY INSPECT | 2 | SUPERVIS | BOISE,IDA M |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60830000 | OFFC OF COLLABRTV & ALTERN DIS RESOLTN | KOOL, LISA J | GS | 0301 | 13 | 02 | \$97,956 | CONFLICT MANAGEMENT SPECIALIST | 8 | ALL OTHE | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510100 | INCIDENT MGMT ANALYSIS & RPTG SYS | KOONCE, MARILYN M. | GS | 0343 | 14 | 09 | \$141,894 | PROGRAM ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | KOWALSKI, LEANNE C. | GS | 2210 | 12 | 09 | \$100,981 | IT SPECIALIST (CUSTSPT) | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | KREUTZER, DAVID J | GS | 1712 | 13 | 03 | \$101,140 | SR. TRAINING SPEC.(AVIATION) | 8 | ALL OTHE | ANCHORA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | KUNZ, GARY G | GS | 0340 | 15 | 02 | \$123,261 | WESTERN REGIONAL DIRECTOR | 2 | SUPERVIS | BOISE,IDA K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | LABAZZETTA, JOSHUA MICHAEL | GS | 0343 | 13 | 02 | \$97,956 | PROGRAM ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | LAHER, TRACY ANN | GS | 0950 | 09 | 03 | \$53,083 | PARALEGAL SPECIALIST | 8 | ALL OTHE | RAPID CIT KR |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | LAKOTA, MISTY DAWN | GS | 1811 | 14 | 01 | \$140,026 | SUPVY CRIMINAL INVEST | 2 | SUPERVIS | WASHING M |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60222000 | INTERNAL CONTROL/AUDIT FOLLOW-UP DIV | LAMPROS, ALEXANDRA | GS | 0501 | 14 | 07 | \$134,426 | FINANCIAL SPECIALIST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | LANDIN, JULIANA M. | GS | 1101 | 14 | 05 | \$124,510 | FBMS PROPERTY MANAGEMENT SPECIALIS | 8 | ALL OTHE | LAKEWOCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | LANE, DEBRA M | GS | 2210 | 12 | 03 | \$85,035 | IT SPECIALIST (INFOSEC) | 8 | ALL OTHE | RESTON,VK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60225000 | POLICY COLLABORATION & OPERATIONS DIV | LANE, MONICA TAYLOR | GS | 0510 | 14 | 10 | \$145,629 | STAFF ACCOUNTANT | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | LANG, JEFFREY W. | GS | 0560 | 15 | 01 | \$131,767 | BUDGET ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | LANG, SUSAN R | GS | 0341 | 12 | 02 | \$82,377 | ADMINISTRATIVE OFFICER | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | LANG, DEBRA R | GS | 0343 | 14 | 08 | \$135,497 | MANAGEMENT ANALYST | 8 | ALL OTHE | LAKEWOCK 1 |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | LASSER, CRAIG S. | GS | 0801 | 15 | 08 | \$161,900 | GENERAL ENGINEER | 5 | MANAGEN | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | LATIMER, KELLY J. | GS | 0905 | 14 | 05 | \$114,931 | ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | SALT LAKK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60522000 | INTERIOR OPERATIONS CENTER | LAUER, NICHOLAS P. | GS | 0089 | 13 | 09 | \$120,074 | EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60124000 | NATL INVASIVE SPEC COUNCIL STAFF | LAURIER, FABREN J G | GS | 0401 | 15 | 07 | \$158,123 | ASSISTANT DIRECTOR FOR | 4 | SUPERVIS | WASHING KF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60222000 | INTERNAL CONTROL/AUDIT FOLLOW-UP DIV | LAWRENCE, ALLEN L | GS | 0510 | 14 | 04 | \$144,945 | SUPVY STAFF ACCOUNTANT | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | LAWSON, CHRISTOPHER B. | GS | 0201 | 15 | 08 | \$161,900 | HUMAN RESOURCES SPEC (INFO SYSTEMS) | 4 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60111000 | BOSTON OFFICE | LAZINSKY, DIANE NMM | GS | 0028 | 09 | 02 | \$56,639 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | BOSTON,AK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | LEE, JEANNIE KAM-JEN | GS | 0343 | 15 | 10 | \$161,900 | MANAGEMENT AND PROGRAM ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60221000 | FINANCIAL REPORTING DIVISION | LEE, SHERRY L | GS | 0510 | 14 | 05 | \$126,958 | STAFF ACCOUNTANT | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | LEETHAM, CARL G | GS | 0343 | 14 | 06 | \$128,173 | MANAGEMENT ANALYST | 8 | ALL OTHE | LAKEWOCK 1 |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60523000 | CONTINUITY PROGRAMS DIVISION | LEWIS-MCBRIDE, ESTLE R. | GS | 0089 | 15 | 09 | \$161,900 | SPVY EMERGENCY MANAGEMENT SPEC. | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60480000 | OFFICE OF OCCUPATNL HEALTH & SAFETY | LIEBGOFF, JASON EDWARD | GS | 2210 | 13 | 08 | \$114,661 | IT SPECIALIST (APPLICATION SOFTWARE) | 8 | ALL OTHE | LAKEWOCK KF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | LIMON, RAYMOND A | ES | 0201 | 00 | 00 | \$187,000 | DEPUTY CHIEF HUMAN CAP. OFFICER | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60820000 | DIRECTOR'S OFFICE, OHA | LIN, JANET H. | SL | 0905 | 00 | 00 | \$178,965 | DEPUTY DIRECTOR | 2 | SUPERVIS | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60522000 | INTERIOR OPERATIONS CENTER | LINDGREN, GORDON W | GS | 0089 | 11 | 01 | \$66,510 | EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | WASHING KF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | LITERAS, MARGARET A. | GS | 0560 | 15 | 09 | \$161,900 | BUDGET ANALYST | 8 | ALL OTHE | WASHING 1 |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | LOA, JORGE ANN | GS | 0560 | 14 | 03 | \$119,489 | BUDGET ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60490000 | OFF OF STRATEGIC EMP DEVELOPMENT | LOCKE, SHAE | GS | 0301 | 11 | 03 | \$70,943 | ADMINISTRATIVE PROGRAM SPECIALIST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | LOCKWOOD, RENAE D | GS | 0201 | 14 | 01 | \$106,380 | HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | CANTON,CK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | LODDER, WILLIAM B. JR. | GS | 0028 | 15 | 08 | \$161,900 | LEAD ENVIRONMENTAL PROTECTION | 7 | TEAM LEA | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | LOPEZ, HENRY J | GS | 0560 | 14 | 03 | \$119,489 | BUDGET ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | LOS, DEBORAH A | GS | 0501 | 14 | 08 | \$135,497 | FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | LAKEWOCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | LOVEDAY, TONITA ROBIN | GS | 0986 | 07 | 10 | \$52,893 | LEGAL ASSISTANT | 8 | ALL OTHE | SALT LAKI 1 |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60820000 | DIRECTOR'S OFFICE, OHA | LUKENS, RACHEL R | GS | 0905 | 14 | 04 | \$123,223 | ATTORNEY-ADVISOR | 8 | ALL OTHE | ARLNGTCK KF |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | LUNDEEN, DIANA A. | GS | 0905 | 15 | 02 | \$136,160 | ATTORNEY - ADVISOR | 2 | SUPERVIS | ARLNGTCK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | LY, KIMBERLY PHOUNG | GS | 0101 | 13 | 03 | \$101,116 | SOCIAL SCIENCE RESEARCH ANALYST | 8 | ALL OTHE | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | LYNN, TIM K | ES | 1811 | 00 | 00 | \$169,918 | DIRECTOR, OFFICE OF LAW ENFORCEMENT | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | MACEWEN, REBECCA A | GS | 0028 | 11 | 02 | \$67,402 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | DENVER,CK |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | MACK, JONATHAN J. | GS | 0201 | 15 | 07 | \$158,123 | SUPVY HUMAN RESOURCES SPECIALIST | 2 | SUPERVIS | WASHING K |
| IN | 01 | OFFICE OI60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | MANCANO, MARIA C. | GS | 1801 | 13 | 10 | \$114, | | | | |

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|----|----|--------------|-------------------------|----------|---------------------------------------|---------------------------|----|------|----|----|--|---|----------|---------|--------------|
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | MERONY, KRISTIN A | GS | 0301 | 13 | 01 | \$94,796 SENIOR LEADERSHIP ADVISOR | 8 | ALL OTHE | (b) (6) | WASHING KR |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60545200 | AIRCRAFT MAINTENANCE DIVISION | MILBRETT, BRIAN W | WG | 8852 | 11 | 05 | \$78,951 AIRCRAFT MECHANIC INSPECTOR | 8 | ALL OTHE | (b) (6) | ANCHORA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60117000 | PORTLAND OFFICE | MILCHAK, BRIAN AH | GS | 0028 | 11 | 01 | \$63,815 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | PORTLANIKR |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60200000 | DEP ASST SECY,BUDGT, FIN, PERF & ACQN | MILLER, ABIGAIL D. | GS | 0303 | 11 | 10 | \$86,460 SECRETARIAL ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | MILLER, ANN W | GS | 0110 | 13 | 03 | \$101,116 ECONOMIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60542000 | TECHNICAL SERVICES DIVISION | MILLER, ARLYN E. | GS | 0301 | 13 | 08 | \$105,839 HELICOPTER SPECIALIST (PILOT) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60513000 | SECURITY DIVISION | MILLER, HEATHER LYNN | GS | 0080 | 14 | 06 | \$130,692 PERSONNEL SECURITY SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | MILLER, JODI M | GS | 0343 | 14 | 06 | \$128,173 SUPVY MANAGEMENT ANALYST | 2 | SUPERVIS | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | MILLER, MARIBEL L. | GS | 0343 | 14 | 09 | \$141,894 PROGRAM ANALYST (INTERNAL CONTROL) | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60223000 | DEPARTMENTAL OFFICES FINANCE DIVISION | MILLETTE, KATRINA CECILIA | GS | 0510 | 14 | 02 | \$113,524 ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | MILLHOUSE, ANGELA D | GS | 0560 | 11 | 08 | \$82,027 BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | MILLS, JOHN E | GS | 1815 | 13 | 09 | \$108,699 AIR SAFETY INVESTIGATOR (ANALYSIS) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | MILONE, COLIN B. | GS | 1712 | 13 | 04 | \$94,398 SR. TRAINING SPEC.(AVIATION) | 8 | ALL OTHE | (b) (6) | WEST GL,K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60545000 | ALASKA REGIONAL OFFICE | MINDER, KIMMERLE | GS | 1910 | 11 | 07 | \$79,829 QUALITY ASSURANCE SPEC (AIRCRAFT) | 8 | ALL OTHE | (b) (6) | ANCHORA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | MINOR, KASHIEKA IVEY | GS | 0301 | 11 | 08 | \$82,027 PROGRAM SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60521000 | OFFICE OF EMERGENCY MANAGEMENT | MISENHEIMER, KEVIN S | GS | 0089 | 14 | 07 | \$134,426 EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | MX, CANNON J. | GS | 1712 | 12 | 05 | \$79,386 TRAINING SPECIALIST (AVIATION) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | MOCK, CHAD W | GS | 2210 | 15 | 04 | \$149,337 SUPERVISORY IT SPECIALIST | 2 | SUPERVIS | (b) (6) | RESTON,V,K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | MOCK, LANDON J | GS | 0180 | 14 | 02 | \$115,755 PERSONNEL PSYCHOLOGIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | MOLONY, JEFFREY G | GS | 0028 | 14 | 02 | \$115,755 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | MONTANO, RENEE N | GS | 0501 | 13 | 03 | \$99,167 FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60493000 | LEARNING AND TECHNOLOGY BRANCH | MOORE, CHRISTINA H | GS | 1799 | 05 | 01 | \$35,581 STUDENT TRAINEE | 8 | ALL OTHE | (b) (6) | LAKEWOCK KF |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | MORIARTY, BLAINE M | GS | 0301 | 13 | 05 | \$97,258 AVIATION PROGRAM EVAL SPEC | 8 | ALL OTHE | (b) (6) | BOISE,IDA M |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60210000 | DIR OFFICE, OFFICE OF BUDGET | MOSS, ADRIANNE L. | ES | 0560 | 00 | 00 | \$187,000 DEPUTY DIRECTOR, OFFICE OF BUDGET | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60543000 | EASTERN REGIONAL OFFICE | MOULTRIE, SHARI L. | GS | 0301 | 11 | 09 | \$80,001 FLIGHT COORDINATION SPECIALIST | 8 | ALL OTHE | (b) (6) | ATLANTA, K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | MUNNO, BRENDA N. | GS | 2210 | 13 | 09 | \$120,074 IT SPECIALIST | 8 | ALL OTHE | (b) (6) | RESTON,VA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | NARAYAN, JAYA V. | GS | 2210 | 14 | 05 | \$126,958 IT SPECIALIST (SYSANALYSIS) | 8 | ALL OTHE | (b) (6) | RESTON,VA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60820000 | OFFICE OF FACILITIES & ADMINISTRATIVE | NASSAR, JOSEPH W | ES | 0340 | 00 | 00 | \$171,650 DIRECTOR, OFFICE OF FACILITIES | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60225000 | POLICY COLLABORATION & OPERATIONS DIV | NAVARRO, MELANIE I. | GS | 0510 | 15 | 06 | \$153,730 SUPVY STAFF ACCOUNTANT | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | NELSON, JOHN V | GS | 0028 | 12 | 01 | \$79,720 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING KF |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | NELSON, LINDY M | GS | 0028 | 14 | 05 | \$123,731 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | PHILADEL K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | NESSLAGE, BRUCE A | GS | 0560 | 14 | 10 | \$145,629 BUDGET OFFICER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | NEWBY, KAI A. | GS | 2210 | 14 | 09 | \$141,894 IT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60510100 | INCIDENT MGMT ANALYSIS & RPTG SYS | NEWBY, LYNETTE D | GS | 0343 | 14 | 04 | \$123,223 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | NEWSON, ACQUANETTA | GS | 0260 | 13 | 07 | \$113,755 EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | NGUYEN, HA V | GS | 0343 | 13 | 05 | \$107,435 MANAGEMENT & PROG ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60545200 | AIRCRAFT MAINTENANCE DIVISION | NICHOLS, KENTON M | WG | 8852 | 11 | 03 | \$73,337 AIRCRAFT INSPECTOR MECHANIC | 8 | ALL OTHE | (b) (6) | ANCHORA 5 |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | NICHOLSON, LAURA K. | GS | 0560 | 15 | 08 | \$161,900 SUPERVISORY BUDGET ANALYST | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60221000 | FINANCIAL REPORTING DIVISION | NICKELS, CYNTHIA L. | GS | 0510 | 14 | 04 | \$120,848 STAFF ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | NOBLE, MICHAELA E | ES | 0340 | 00 | 00 | \$162,925 DIRECTOR, OFFICE OF ENVIRONMENTAL | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60500000 | DEP ASST SEC-PUB SAF, RES PRO & EM SV | NOEM, STACEY LEE | GS | 1811 | 15 | 06 | \$161,900 SUPERVISORY SPECIAL INVESTIGATOR | 2 | SUPERVIS | (b) (6) | WASHING M |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60480000 | OFFICE OF OCCUPATNL HEALTH & SAFETY | NOLL, BARRY C. | GS | 0018 | 15 | 10 | \$161,900 SAFETY AND OCC HEALTH MANAGER | 4 | SUPERVIS | (b) (6) | WASHING 1 |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60824200 | BILLINGS FIELD OFFICE | NYSTROM, MONA L | GS | 0986 | 06 | 01 | \$36,611 LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | BILLINGS, KF |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60270000 | OFF OF PLANNING & PERFORMANCE MGMT | O'BRIEN, KEVIN P | GS | 0343 | 15 | 07 | \$158,123 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60117000 | PORTLAND OFFICE | O'BRIEN, TRISHA A | GS | 0028 | 14 | 10 | \$139,728 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | PORTLAN K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | OLIVER, MARK H | GS | 0340 | 15 | 09 | \$161,900 SENIOR ADVISOR FOR PARTNERSHIPS | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60250000 | OFFC OF SMALL & DISADV BUS UTL | OLSEN, MEGAN C. | ES | 0340 | 00 | 00 | \$168,630 DIRECTOR, OFFICE OF SMALL & | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60512300 | BORDER MANAGEMENT BRANCH | OMAN, CURTIS C | GS | 1811 | 14 | 06 | \$147,890 SUPVY CRIMINAL INVEST | 2 | SUPERVIS | (b) (6) | SPOKANE M |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60140000 | OFFICE OF NATIVE HAWAIIAN RELATIONS | OSHIRO-SUGANUMA, LISA C. | GS | 0343 | 11 | 07 | \$74,046 POLICY ANALYST | 8 | ALL OTHE | (b) (6) | HONOLULU K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | OWENS, JONATHAN D | GS | 0905 | 14 | 06 | \$130,692 ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | (b) (6) | ARLINGTCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | OWENS, PAULETTE R | GS | 0343 | 13 | 06 | \$101,116 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING C |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | OWENS, TRACEY L. | GS | 0343 | 14 | 06 | \$130,692 MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | RESTON,VA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | OXYER, MICHELLE R. | GS | 0201 | 14 | 10 | \$145,629 HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60510100 | INCIDENT MGMT ANALYSIS & RPTG SYS | PACELLA, JANICE A. | GS | 2210 | 14 | 10 | \$145,629 SUPVY INFORMATION TECHNOLOGY SPEC. | 2 | SUPERVIS | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60542000 | TECHNICAL SERVICES DIVISION | PALMER, EARL S. JR | GS | 2101 | 13 | 06 | \$100,118 FIXED WING SPECIALIST | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60830000 | OFF OF COLLABRTY & ALTERN DIS RESOLTN | PALMER, SARAH E | GS | 0301 | 14 | 06 | \$118,929 PROGRAM SPECIALIST | 8 | ALL OTHE | (b) (6) | TUCSON, K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60800000 | DEP ASST SECY-TECHN, INFO & BUS SERV | PARRISH, JEAN H. | GS | 0341 | 12 | 10 | \$103,639 ADMINISTRATIVE OFFICER | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60543000 | EASTERN REGIONAL OFFICE | PARSONS, DAVID L. | GS | 1801 | 13 | 07 | \$102,979 AVIATION SAFETY COMPLIANCE SPECIALIS | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60545200 | AIRCRAFT MAINTENANCE DIVISION | PATRICKS, MARK A | WG | 8852 | 11 | 05 | \$78,951 AIRCRAFT MECHANIC INSPECTOR | 8 | ALL OTHE | (b) (6) | ANCHORA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60121000 | PROGRAM COORDINATION STAFF | PATTISON, MALKA L | GS | 0343 | 15 | 10 | \$161,900 PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60824700 | SACRAMENTO FIELD OFFICE | PAYNE, JOHN R. | GS | 0905 | 15 | 10 | \$161,900 ATTORNEY-ADVISOR (INDIAN MATTERS) | 8 | ALL OTHE | (b) (6) | SACRAM K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | PEABODY, LESLIE A. | GS | 0343 | 14 | 06 | \$128,173 MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | PEARLSTEIN, ANDREW S. | AL | 0935 | 03 | F | \$172,100 ADMINISTRATIVE LAW JUDGE | 8 | ALL OTHE | (b) (6) | SALT LAKI K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60531000 | WF ES & DEC SUPPORT | PEDERSON, KIMBER ROSHELLE | GS | 0301 | 14 | 05 | \$114,931 IRWIN BUSINESS LEAD | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60545100 | AVIATION SAFETY COMPLIANCE | PENA, TERRY JAMES | GS | 1801 | 13 | 03 | \$101,140 AVIATION SFTY COM SP (OPS-HEL) | 8 | ALL OTHE | (b) (6) | ANCHORA KF |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | PERERA, CYNTHIA E. | GS | 0343 | 15 | 09 | \$161,900 PROJECT ANALYST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | PERRY, DAWN S. | GS | 0905 | 14 | 05 | \$114,931 ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | (b) (6) | SALT LAKI K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60820000 | DIRECTOR'S OFFICE, OHA | PERRY, SHELIA B | GS | 0950 | 11 | 05 | \$75,377 PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | ARLINGTCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60512100 | TRAINING BRANCH | PETERS, BRIAN S. | GS | 1811 | 14 | 09 | \$155,073 CRIMINAL INVESTIGATOR | 8 | ALL OTHE | (b) (6) | GLYNCO, CM |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | PFUFF, DEBORAH A | GS | 0201 | 15 | 08 | \$161,900 HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHING K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60824800 | TWIN CITIES FIELD OFFICE | PFISTER, THOMAS K | GS | 0905 | 15 | 10 | \$161,900 ATTORNEY-ADVISOR (INDIAN MATTERS) | 8 | ALL OTHE | (b) (6) | TWIN CITH K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60824800 | TWIN CITIES FIELD OFFICE | PICARDAL, AIDA A | GS | 0986 | 07 | 09 | \$54,968 LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | TWIN CITH K |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | PICKERING, CARLA K. | GS | 0950 | 09 | 05 | \$56,548 PARALEGAL SPECIALIST | 8 | ALL OTHE | (b) (6) | ALBUQUEIK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60223000 | DEPARTMENTAL OFFICES FINANCE DIVISION | PICKETT, MYRA A | GS | 0510 | 11 | 02 | \$67,402 ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY,POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | | | | | | | | | | |

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| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | REIF, ARON R | GS | 0801 | 15 | 05 | \$149,337 | GENERAL ENGINEER | 8 | ALL OTHE | (b) (6) | WASHINGTON |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | REIF, NANCY A. | GS | 0201 | 11 | 08 | \$74,256 | HUMAN RESOURCES SPEC (EMP BENEFITS) | 8 | ALL OTHE | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | REILLY, REBECCA M. | GS | 0343 | 14 | 05 | \$126,958 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | RESTON,V K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60822000 | BOARD OF INDIAN APPEALS | REMEDIOS, CAILAN DANIELLE | GS | 0905 | 13 | 02 | \$97,956 | ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | (b) (6) | ARLINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | REROAD, BREANA R | GS | 0986 | 06 | 01 | \$36,611 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | RAPID CIT,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60513100 | INTERIOR COMPLEX SEC OPS BRANCH | REYNOLDS, MALCOLM E | GS | 0080 | 07 | 01 | \$44,941 | PHYSICAL SECURITY SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60220000 | DIR OFC, OFFICE OF FINANCIAL MGT | RHODES, VICKIE D. | GS | 0343 | 14 | 06 | \$130,692 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824700 | SACRAMENTO FIELD OFFICE | RHONE, LARYSA A | GS | 0986 | 06 | 02 | \$40,817 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | SACRAMEN,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | RICE, BRYAN C. | ES | 0340 | 00 | 00 | \$169,316 | DIRECTOR,OFFICE OF WILDLAND FIRE | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | RICHEY, CHRISTOPHER W. | GS | 0560 | 15 | 09 | \$161,900 | BUDGET ANALYST | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | RIEHEL, SILVIA MARIA | SL | 0905 | 00 | 00 | \$154,697 | ADMINISTRATIVE JUDGE IBLA | 8 | ALL OTHE | (b) (6) | ARLINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | RIEMER, CHRISTOPHER A. | GS | 0080 | 14 | 06 | \$130,692 | SECURITY SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | RILEY, DONNA M. | GS | 0301 | 11 | 06 | \$77,593 | ADMINISTRATIVE SERVICES SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | RILEY, JASON T. | GS | 0343 | 14 | 03 | \$108,170 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | MORRO B,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | RIOS, CATHLEEN S | GS | 0343 | 14 | 04 | \$120,848 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | ROACH, KASANDRA LYNN | GS | 0303 | 07 | 05 | \$50,935 | ADMINISTRATIVE AND BUDGET TECHNICIAN | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | ROARK, JOSHUA T | GS | 0510 | 14 | 02 | \$115,755 | SYSTEMS ACCOUNTANT | 7 | TEAM LEA | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | ROBERSON, BERNICE B. | GS | 0343 | 15 | 05 | \$139,844 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | ROBERTS, CARL L. | GS | 0560 | 14 | 07 | \$134,426 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60823000 | BOARD OF LAND APPEALS | ROBERTS, JAMES F. | SL | 0905 | 00 | 00 | \$187,000 | DEPUTY CHIEF ADMINISTRATIVE JUDGE | 2 | SUPERVIS | (b) (6) | ARLINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | ROCKER, MIRANDA RAE | GS | 0343 | 14 | 02 | \$115,755 | MANAGEMENT & PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | ROGERS O'GORMAN, SHERILYN | GS | 0260 | 13 | 04 | \$102,265 | EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211100 | BUDGET ADMINISTRATION | ROSE-DULLAGHAN, JENI L. | GS | 0560 | 14 | 05 | \$129,505 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | CAMARILL,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | ROSE, KIMBERLY A | GS | 0343 | 13 | 02 | \$96,068 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60523000 | CONTINUITY PROGRAMS DIVISION | ROSEN, JONATHAN G | GS | 0089 | 09 | 01 | \$54,972 | EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | ROSS, DAVID A. | GS | 0028 | 13 | 05 | \$105,364 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | LAKEWOCK,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60880000 | OFFICE OF VALUATION SERVICES | ROSS, JOHN W. | ES | 0340 | 00 | 00 | \$187,000 | DIRECTOR, OFFICE OF VALUATION | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60512100 | TRAINING BRANCH | ROTHBAUM, ALLEN F. | GS | 1811 | 13 | 07 | \$142,193 | CRIMINAL INVESTIGATOR | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60701000 | INFORMATION ASSURANCE DIVISION | RUFFIN, LAWRENCE K. | SL | 2210 | 00 | 00 | \$187,000 | CHIEF INFORMATION SECURITY OFFICER | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545100 | AVIATION SAFETY COMPLIANCE | RUSSELL, RODNEY D | GS | 1801 | 13 | 08 | \$116,942 | AVN SFTY COM SPEC (EQUIPMENT) | 8 | ALL OTHE | (b) (6) | ANCHORA,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | RYBERG, CYNTHIA A. | GS | 0560 | 15 | 09 | \$161,900 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | SADDLER, DAWN M. | GS | 2210 | 14 | 09 | \$141,894 | SUPVY IT SPECIALIST (PLCYPLN) | 2 | SUPERVIS | (b) (6) | RESTON,V K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60521000 | OFFICE OF EMERGENCY MANAGEMENT | SADDLER, MARCIA S | GS | 0301 | 11 | 04 | \$73,160 | ADMINISTRATIVE SERVICES SPECIALIST | 4 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | SALWASSER, KIMBERLY R. | GS | 0560 | 15 | 03 | \$140,552 | BUDGET OFFICER | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60522000 | INTERIOR OPERATIONS CENTER | SAMPLE, CHERYL D | GS | 0089 | 12 | 08 | \$98,323 | EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545100 | AVIATION SAFETY COMPLIANCE | SAN AGUSTIN, GERALDINE U | GS | 0303 | 07 | 02 | \$46,451 | ADMINISTRATIVE SERVICES ASST (OA) | 8 | ALL OTHE | (b) (6) | ANCHORA,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60494000 | NATIONAL INDIAN PROGRAM TRAINING CENT | SANCHEZ, DAVID A | GS | 0391 | 13 | 05 | \$97,512 | TELECOMMUNICATIONS SPECIALIST | 8 | ALL OTHE | (b) (6) | ALBUQUE,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60930000 | OFFICE OF YOUTH IN NATURAL RESOURCES | SANDERS, ERIC C. | GS | 0303 | 09 | 05 | \$62,303 | PROGRAM ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60703000 | INFORMATION & TECHNOLOGY MGMT DIV. | SANTOSA, DAUD | SL | 2210 | 00 | 00 | \$171,995 | ENTERPRISE SOLUTIONS STRATEGIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | SCHROEDER, FRANCES CHICKI | GS | 0343 | 09 | 07 | \$59,720 | MANAGEMENT & PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | BOISE,IDA C |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60480000 | OFFICE OF OCCUPATNL HEALTH & SAFETY | SCHULLER, DAVID ROBERT | GS | 0018 | 14 | 06 | \$130,692 | SAFETY AND OCC HEALTH MANAGER | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | SCIDA, PASQUALE J | GS | 0028 | 14 | 06 | \$130,692 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60130000 | OFFICE OF INTERNATIONAL AFFAIRS | SENHADJI, KAREN M. | GS | 0301 | 15 | 08 | \$161,900 | DIRECTOR, OFFICE OF INTERNATIONAL | 5 | MANAGEV | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | SERVATIUS, JEROD R | GS | 2210 | 11 | 04 | \$71,750 | IT SPECIALIST (CUSTSPT) | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824800 | TWIN CITIES FIELD OFFICE | SHAFFER, JEAN M | GS | 0986 | 07 | 04 | \$47,733 | LEGAL ASSISTANT | 8 | ALL OTHE | (b) (6) | MINNEAP,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | SHARMA, BINITA NMN | GS | 1102 | 15 | 01 | \$131,767 | PROCUREMENT ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60512200 | OPERATIONS & POLICY BRANCH | SHEA, CANDACE H | GS | 1811 | 13 | 01 | \$118,495 | CRIMINAL INVESTIGATOR | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60544000 | WESTERN REGIONAL OFFICE | SHEPHERD, TRAVIS L | GS | 1801 | 13 | 01 | \$85,816 | AVIATION SFTY COM SPEC (EQUIP) | 8 | ALL OTHE | (b) (6) | BOISE,IDA KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | SHERMAN, JOHN W. | GS | 0343 | 14 | 08 | \$135,497 | MANAGEMENT ANALYST | 8 | ALL OTHE | (b) (6) | LAKEWOCK,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60830000 | OFFC OF COLLABRTV & ALTRN DIS RESOLTN | SHERMAN, SIGAL NMN | GS | 0301 | 12 | 01 | \$86,663 | OMBUDSMAN | 8 | ALL OTHE | (b) (6) | SAN FRAN,KR |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60000000 | ASST SECY-POLICY, MGMT & BUDGET/CFO | SHORTER, ANDREA N. | GS | 0303 | 05 | 02 | \$37,491 | PROGRAM SUPPORT ASSISTANT | 8 | ALL OTHE | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | SIERRA, OLIVIA Y | GS | 0343 | 13 | 02 | \$97,956 | PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60820000 | DIRECTOR'S OFFICE, OHA | SIMMONS, SHAYLA F. | ES | 0905 | 00 | 00 | \$187,000 | DIRECTOR, OFFICE OF HEARINGS | 2 | SUPERVIS | (b) (6) | ARLINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60122000 | ECONOMIC ANALYSIS STAFF | SIMON, BENJAMIN M. | GS | 0110 | 15 | 10 | \$161,900 | SUPERVISORY ECONOMIST | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | SIMS, DAVID M. | SL | 0301 | 00 | 00 | \$187,000 | DEBARMENT & SUSPENSION MANAGER | 8 | ALL OTHE | (b) (6) | WASHINGTON,1 |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | SINGIREDDY, SMITHA B | GS | 2210 | 14 | 10 | \$145,629 | SUPVY INFORMATION TECHNOLOGY SPEC. | 2 | SUPERVIS | (b) (6) | RESTON,V KR |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | SITZE, DEBRA F. | GS | 0510 | 14 | 09 | \$139,159 | SYSTEMS ACCOUNTANT | 8 | ALL OTHE | (b) (6) | LAKEWOCK,1 |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | SIVARAJAN, VANITHA NMN | GS | 0301 | 13 | 01 | \$94,796 | POLICY ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | SIZEMORE, WILLIAM A. | GS | 0201 | 13 | 02 | \$88,677 | SUPERVISORY HUMAN RESOURCES SPEC | 2 | SUPERVIS | (b) (6) | BOISE,IDA K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211300 | OS BUDGET OFFICE-WORKING CAPITAL FUND | SKEETERS, JACOB L | GS | 0560 | 14 | 01 | \$112,021 | BUDGET ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | SKINNER, TAMI A. | GS | 1101 | 14 | 09 | \$139,159 | FMS PROPERTY MANAGEMENT SPECIALIS | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60122000 | ECONOMIC ANALYSIS STAFF | SKRABIS, KRISTIN E | GS | 0110 | 15 | 09 | \$161,900 | ECONOMIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60115000 | DENVER OFFICE | SLOAN, RYAN E. | GS | 0028 | 12 | 04 | \$86,002 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | DENVER,C K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60825000 | DEPARTMENTAL CASES HEARINGS DIVISION | SMART, LUCAS M. | GS | 0905 | 14 | 07 | \$121,692 | ATTORNEY - ADVISOR (GENERAL) | 8 | ALL OTHE | (b) (6) | SALT LAKE,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60220000 | DIR OFC, OFFICE OF FINANCIAL MGT | SMITH, CLARENCE E. | GS | 0510 | 15 | 10 | \$161,900 | SENIOR STAFF ACCOUNTANT | 8 | ALL OTHE | (b) (6) | WASHINGTON,1 |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60514000 | INFO SHARING (INTELL) DIVISION | SMITH, DARREL A. | GS | 0132 | 14 | 10 | \$145,629 | SUPV. INTELLIGENCE RESEARCH SPEC. | 2 | SUPERVIS | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | SMITH, HILARY A. | GS | 0301 | 15 | 04 | \$144,945 | INVASIVE SPECIES COORDINATOR | 8 | ALL OTHE | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60225000 | POLICY COLLABORATION & OPERATIONS DIV | SMITH, ROBERT A. | GS | 0501 | 14 | 05 | \$126,958 | FINANCIAL SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545200 | AIRCRAFT MAINTENANCE DIVISION | SMITH, WADE R. | WL | 8852 | 11 | 05 | \$86,840 | AIRCRAFT MECH INSPECTOR LEADER | 6 | LEADER | (b) (6) | ANCHORA,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | SMITH, WANDA MARIE | GS | 0343 | 15 | 10 | \$161,900 | MANAGEMENT AND PROGRAM ANALYST | 8 | ALL OTHE | (b) (6) | WASHINGTON,K |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | SMITH, WILLARD F | GS | 0028 | 13 | 03 | \$99,167 | ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | (b) (6) | LAKEWOCK |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | SOAVE, CAROLINE E | GS | 0201 | 12 | 02 | \$82,377 | HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | (b) (6) | WASHINGTON,KF |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | SONDERMAN, DEBRA E. | ES | 1102 | 00 | 00 | \$185,100 | DIR/ACQUISITION & PROP. MGMT. | 2 | SUPERVIS | (b) (6)</ | |

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| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | TAYLOR, TIFFANY M. | GS | 0560 | 15 | 08 | \$150,701 BUDGET ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | TEENSMA, PETER D A | GS | 0301 | 15 | 08 | \$161,900 SENIOR POLICY ADVISOR | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | TESSEMA, TESFAYE H. | GS | 2210 | 13 | 04 | \$104,275 IT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60270000 | OFF OF PLANING & PERFORMANCE MGMT | TETTELBACH, ROBERT J. | GS | 0343 | 15 | 07 | \$158,123 PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60513100 | INTERIOR COMPLEX SEC OPS BRANCH | THOMAS, JEFFREY W. | GS | 0080 | 11 | 04 | \$73,160 PHYSICAL SECURITY SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60222000 | INTERNAL CONTROL/AUDIT FOLLOW-UP DIV | THOMAS, NANCY M. | GS | 0510 | 14 | 09 | \$141,894 STAFF ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60531000 | WF ES & DEC SUPPORT | THOMPSON, CRAIG N. | GS | 2210 | 13 | 08 | \$105,839 IT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | THORSTENSON, MARY P | GS | 0905 | 15 | 10 | \$155,073 ATTORNEY - ADVISOR (INDIAN MATTERS) | 4 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60540000 | OFFICE OF AVIATION SERVICES | THURAU, RICHARD G | GS | 0150 | 12 | 03 | \$83,396 GEOGRAPHER | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | THURSTON, HILDA I | GS | 0501 | 13 | 07 | \$111,562 FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | TIMURLEA, LISA T. | GS | 0340 | 14 | 06 | \$128,173 PROGRAM MANAGER | 4 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60210000 | DIR OFFICE, OFFICE OF BUDGET | TOWNS, KEVIN R. | GS | 0303 | 07 | 10 | \$58,428 ADMINISTRATIVE SUPPORT ASSISTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | TREICHEL, LISA C. | GS | 0401 | 14 | 10 | \$145,629 BIOLOGIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60523000 | CONTINUITY PROGRAMS DIVISION | TROUNAR, KERRY A. | GS | 0089 | 14 | 07 | \$134,426 EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545100 | AVIATION SAFETY COMPLIANCE | TUNSTALL, MARC EARICH | GS | 1825 | 14 | 05 | \$126,988 SUPERVISORY AVIATION SAFETY INSPECTOR | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | UNGER, CARLANN NMN | GS | 0301 | 12 | 06 | \$93,008 POLICY ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824200 | BILLINGS FIELD OFFICE | UNTRAUER, LAURINE R. | GS | 0950 | 09 | 06 | \$58,060 PARALEGAL SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | URBINA-ASHFORD, LIZABETH | GS | 2210 | 12 | 01 | \$78,183 IT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | VAN GILDER, NOAH J | GS | 0301 | 11 | 04 | \$73,160 POLICY ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545100 | AVIATION SAFETY COMPLIANCE | VAN METER, MARK ALAN | GS | 1801 | 13 | 05 | \$107,460 AVN SFTY COM SPEC (EQUIPMENT) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60522000 | INTERIOR OPERATIONS CENTER | VANBUSKIRK, DANIEL W JR. | GS | 0089 | 13 | 01 | \$94,796 EMERGENCY MANAGEMENT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | VANHAVERBEKE, ELIZABETH D | GS | 0501 | 13 | 01 | \$92,969 FINANCIAL SYSTEMS ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | VANHEMELRYCK, KIMBERLY M. | GS | 0301 | 14 | 06 | \$130,692 FUELS PROGRAM LEAD | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | VARGAS, JODI B. | GS | 0201 | 14 | 10 | \$145,629 HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | VARGAS, JULIET M | GS | 0560 | 15 | 01 | \$131,767 LEAD BUDGET ANALYST | 7 | TEAM LEA | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | VARNER, ELIZABETH C | GS | 1015 | 13 | 02 | \$97,956 STAFF CURATOR (MUSEUM MANAGEMENT) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | VASHRO, ANISETA M. | GS | 0201 | 11 | 05 | \$68,236 HUMAN RESOURCES SPEC (EMP BENEFITS) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60270000 | OFF OF PLANING & PERFORMANCE MGMT | VAUGHAN, ERIKA D | GS | 0343 | 14 | 03 | \$119,489 PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | VAUGHN, MELBA D. | GS | 0260 | 14 | 07 | \$134,426 EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60160000 | OFFC OF NATURAL RESOURCE RESTORATION | VELASCO, ANTHONY L. | GS | 0028 | 13 | 04 | \$104,275 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | VICTOR, VANESSA C | GS | 0260 | 15 | 05 | \$149,337 SENIOR EQUAL OPPORTUNITY POLICY | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60540000 | OFFICE OF AVIATION SERVICES | VOGEL, JOHN M | GS | 0150 | 12 | 06 | \$84,197 GEOGRAPHER | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824600 | RAPID CITY FIELD OFFICE | VOGT, BECKY ANN | GS | 0905 | 14 | 03 | \$108,170 ATTORNEY-ADVISER (GENERAL) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60541000 | AVIATION SAFETY & EVALUATION DIVISION | WADDELL, JOHN L | GS | 1815 | 13 | 04 | \$94,398 AIR SAFETY INVEST (GENERAL) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | WAITS, EARL J. | AL | 0935 | 02 | 00 | \$172,100 CHIEF, ADMINISTRATIVE LAW JUDGE | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60223000 | DEPARTMENTAL OFFICES FINANCE DIVISION | WALBRUCK, BRAD A | GS | 0510 | 14 | 06 | \$118,312 STAFF ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | WALDRON, SANDRA L. | GS | 0343 | 13 | 06 | \$108,463 MANAGEMENT ANALYST (TRAINING) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | WALL, ANGIE ANNA | GS | 0986 | 07 | 02 | \$42,150 LEGAL ASSISTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | WAMACK, DAVID C. JR. | GS | 0301 | 14 | 05 | \$114,931 IRWIN BUSINESS LEAD | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | WANDERER, AGNES C | GS | 0201 | 14 | 08 | \$138,160 HUMAN RESOURCES SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60511100 | INTELLIGENCE BRANCH | WARD, DARRYL R. | GS | 1811 | 14 | 07 | \$161,900 CRIMINAL INVESTIGATOR | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824300 | OKLAHOMA CITY FIELD OFFICE | WARE, LEAH H. | GS | 0905 | 15 | 06 | \$139,167 ATTORNEY - ADVISOR | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60225000 | POLICY COLLABORATION & OPERATIONS DIV | WASHINGTON, CHARLES III | GS | 0501 | 14 | 07 | \$134,426 FINANCIAL SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60221000 | FINANCIAL REPORTING DIVISION | WASHINGTON, DERRICK R. | GS | 0510 | 14 | 07 | \$134,426 STAFF ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60221000 | FINANCIAL REPORTING DIVISION | WASHINGTON, DIANE L. | GS | 0510 | 14 | 10 | \$145,629 STAFF ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60540000 | OFFICE OF AVIATION SERVICES | WATKINS, MARTHA | GS | 0341 | 12 | 03 | \$76,980 SUPERVISORY ADMINISTRATIVE OFFICER | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545200 | AIRCRAFT MAINTENANCE DIVISION | WATKINS, YANNICK Y. | GS | 2010 | 09 | 04 | \$60,485 INVENTORY MANAGEMENT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | WATT, JAMEY D | GS | 0028 | 13 | 08 | \$116,914 ENVIRONMENTAL PROTECTION SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | WAY, STEPHEN D | GS | 2210 | 14 | 04 | \$120,848 SUPPLY IT SPECIALIST | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211000 | DIVISION OF BUDGET ADMIN & DEPT MGMT | WAYSON, THOMAS C. | ES | 0560 | 00 | 00 | \$178,627 CHIEF, BUDGET ADMINISTRATION AND | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60131000 | INTERNATIONAL PROGRAMS STAFF | WEITZEL, MARC M. | GS | 0343 | 15 | 05 | \$152,334 PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | WELDY, LISA J. | GS | 2210 | 15 | 07 | \$155,075 IT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | WEST-BUTLER, AKIA S | GS | 0201 | 13 | 03 | \$101,116 HR SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | WEST, JEREMY J | GS | 0301 | 14 | 05 | \$126,958 EMERGENCY MANAGEMENT COORDINATOR | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | WHEELER, TAMIKA S | GS | 0301 | 11 | 07 | \$79,810 EXECUTIVE ASSISTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | WHITE, TAMMY J | GS | 0560 | 14 | 06 | \$130,692 BUDGET ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | WHITREE, HEIDI R. | GS | 0560 | 14 | 10 | \$145,629 BUDGET ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60116000 | OAKLAND CALIFORNIA OFFICE | WHITLOCK, JANET L. | GS | 0028 | 14 | 05 | \$138,015 SUPPLY ENVIRON PROTECTION SPEC | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | WHITNEY, KRISTIN ELISE | GS | 0343 | 15 | 06 | \$153,730 MANAGEMENT & PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | WICKS, LISA A | GS | 0343 | 14 | 07 | \$134,426 FINANCIAL ANALYST | 4 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60700100 | OFFICE OF THE DEPUTY CIO | WIGHT, TIMOTHY S. | SL | 2210 | 00 | 00 | \$161,749 ASSOCIATE CHIEF INFORMATION OFFICER | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | WILKINSON, LINDA JOYCE | GS | 0343 | 15 | 08 | \$161,900 MANAGEMENT AND PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60250000 | OFFC OF SMALL & DISADV BUS UTL | WILLIAMS, CHANELLE N. | GS | 0301 | 13 | 04 | \$104,275 SMALL BUSINESS SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & CMLPNC | WILLIAMS, FREIDA B. | GS | 0343 | 13 | 05 | \$107,435 PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60250000 | OFFC OF SMALL & DISADV BUS UTL | WILLIAMS, LAROY C. | GS | 0301 | 13 | 07 | \$113,755 SMALL BUSINESS SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60211200 | OS BUDGET OFFICE-DEPARTMENTAL MGMT | WILLIAMS, LATEEFA M | GS | 0560 | 13 | 03 | \$101,116 BUDGET ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60495000 | FEDERAL CONSULTING GROUP | WILLIAMS, RAFAEL T | GS | 0343 | 11 | 01 | \$66,510 PROGRAM ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60514000 | INFO SHARING (INTELL) DIVISION | WILSON, LORI A. | GS | 0080 | 12 | 08 | \$98,323 INFORMATION SECURITY SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | WINBERG, PENNINGTON MARY | GS | 0260 | 13 | 01 | \$94,796 EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60545100 | AVIATION SAFETY COMPLIANCE | WITKOP, JAMES V. | GS | 1825 | 13 | 03 | \$101,140 AVIATION SAFETY INSPECTOR | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | WOODS, MAUREEN NMN | GS | 0301 | 11 | 10 | \$86,460 ADMINISTRATIVE SERVICES SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60223000 | DEPARTMENTAL OFFICES FINANCE DIVISION | WOODS, ZELDA Z. | GS | 0510 | 13 | 06 | \$110,595 STAFF ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | WRIGHT, LYNELL LYNN | GS | 0343 | 14 | 04 | \$120,848 MANAGEMENT ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | WRIGHT, MICHAEL C | GS | 1101 | 15 | 06 | \$147,719 SPACE MANAGEMENT ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60223000 | DEPARTMENTAL OFFICES FINANCE DIVISION | WYATT, CARRIE E | GS | 0510 | 13 | 02 | \$96,068 ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824100 | ALBUQUERQUE FIELD OFFICE | YAZZIE, JANET A | GS | 0905 | 15 | 06 | \$139,530 ATTORNEY-ADVISOR (INDIAN MATTERS) | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60824500 | PORTLAND FIELD OFFICE | YELLOWTAIL, JAMES L. | AL | 0935 | 03 | F | \$172,100 ADMINISTRATIVE LAW JUDGE | 2 | SUPERVIS | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | ZAHRADNIK, MARY NMN | GS | 2210 | 13 | 01 | \$92,969 IT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60223000 | DEPARTMENTAL OFFICES FINANCE DIVISION | ZALLAPS, GREGORY J. | GS | 0510 | 13 | 04 | \$102,265 ACCOUNTANT | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | ZELLERS, STACY A | GS | 0343 | 14 | 06 | \$130,692 MANAGEMENT ANALYST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | ZIEHNERT, THOMAS P | GS | 0260 | 13 | 01 | \$94,796 EQUAL EMPLOYMENT SPECIALIST | 8 | ALL OTHE | |
| IN | 01 | OFFICE OI 60 | ASST SECY.POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | ZIMMERMAN, L. MICHAEL | GS | 0260 | 12 | | | | | |

From: Ferriter, Olivia
To: Holley, Amy
Subject: Re: Draft invasive mussels paper for eventual Water and Science 45 minute briefing for the Secretary
Date: Wednesday, March 01, 2017 4:17:42 PM

Thank you.

Olivia Barton Ferriter
Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition
U.S. Department of the Interior
1849 C St. NW MS 7228, Washington, DC 20240
Desk: 202-208-4881 Cell: 202-251-4139 FAX: 202-208-1067
Olivia_Ferriter@ios.doi.gov

On Wed, Mar 1, 2017 at 4:04 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

FYI

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

From: **Glomb, Steve** <steve_glomb@ios.doi.gov>
Date: Wed, Mar 1, 2017 at 3:58 PM
Subject: Fwd: Draft invasive mussels paper for eventual Water and Science 45 minute briefing for the Secretary
To: Amy Holley <amy_holley@ios.doi.gov>
Cc: Joel Clement <joel_clement@ios.doi.gov>

Amy -

This may provide some answers to the question you asked about why AS-WS was putting together a freshwater mussel invasive species paper last week. Here's the latest that Joel has gotten from them.

I would figure that if there is a budget initiative on this, you and Olivia are already aware of it.

I'll keep you informed if OPA hears anything more on this.

Steve

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Wed, Mar 1, 2017 at 12:16 PM
Subject: Fwd: Draft invasive mussels paper for eventual Water and Science 45 minute briefing for the Secretary
To: Steve Glomb <Steve_Glomb@ios.doi.gov>, Hilary Smith <hilary_smith@ios.doi.gov>

Steve just a heads up that the engagement with ASWS hallway on invasive species continues. See Scott Cameron's memo to the Secretary, attached. We had provided some fact-checking for an earlier version, as I noted to you and Amy last week or so.

I've asked Sarah Ryker to be sure to circle back with PMB to be sure the hallways are

mutually informed, so Amy will be hearing from her.

There are a couple of ways this memo, if delivered as Scott intends, could have implications for PMB. First, there may be a budget initiative on invasive mussels, which I assume would be led by POB (Jason) with our help. Jason is aware of this ongoing area of interest. Second, see the first action item regarding an SO - I expect that we will be involved in helping to draft or edit such a document, should it come to pass, so we're getting some information together in advance.

The action item is:

1. Be a good neighbor. The Secretary should reach out to the governors of the Columbia River Basin states to indicate his interest in helping them address this issue, and potentially prepare a Secretarial Order to ensure DOI-wide coordination on the initiatives that follow.

So that's the latest, mostly just an FYI but I want to make sure you guys are in the loop.

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

From: **Ryker, Sarah** <sryker@usgs.gov>

Date: Mon, Feb 27, 2017 at 12:40 PM

Subject: Fwd: Draft invasive mussels paper for eventual Water and Science 45 minute briefing for the Secretary

To: Joel Clement <joel_clement@ios.doi.gov>, "Smith, Hilary" <hilary_smith@ios.doi.gov>

Here's our current posture. Please hold close at this point. OMB's 2018 passback this afternoon could reserve the budget direction!

Sarah J Ryker, PhD
Office of the Assistant Secretary for Water & Science
U.S. Department of the Interior
202-513-0314 office, 571-533-7000 mobile, sryker@usgs.gov

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

From: **Cameron, Scott** <scott_cameron@ios.doi.gov>

Date: Mon, Feb 27, 2017 at 12:37 PM

Subject: Fwd: Draft invasive mussels paper for eventual Water and Science 45 minute briefing for the Secretary

To: Kerry Rae <kerry_rae@ios.doi.gov>, Sarah Ryker <sryker@usgs.gov>

FYI, this reflects some minor tweaks from last week.

Thanks,

Scott

Scott J. Cameron

Special Assistant

Office of the Secretary of the Interior
Desk 202 208 0969
Cell 202 706 9031

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

From: **Cameron, Scott** <scott_cameron@ios.doi.gov>

Date: Mon, Feb 27, 2017 at 12:31 PM

Subject: Draft invasive mussels paper for eventual Water and Science 45 minute briefing for the Secretary

To: Virginia Johnson <virginia_johnson@ios.doi.gov>, Benjamin Keel <benjamin_keel@ios.doi.gov>, Katharine Macgregor <katharine_macgregor@ios.doi.gov>, Casey Hammond <casey_hammond@ios.doi.gov>, Kathleen Benedetto <kathleen_benedetto@ios.doi.gov>

Virginia, Kate, Ben, Casey, and Kathy,

As Jim Cason suggested at our weekly A/S meeting a couple of weeks ago, I have drafted the attached paper on the implications of zebra mussels getting into the Columbia River Basin. This document reflects input to varying degrees from FWS, BIA, Reclamation, USGS, NPS, and BLM.

Please let me know if you see anything problematic in here. Also, if you wouldn't mind acknowledging the interbureau coordination on this topic during your own 45 minute sessions with the Secretary, that would be most appreciated. Not yet knowing what the OMB Passback is going to look like, my current plan is to promote the idea of putting a placeholder on this topic in Reclamation's FY18 request; the money could then be shared with participating bureaus based on their programmatic responsibilities.

Thanks,

Scott

Scott J. Cameron

Special Assistant

Office of the Secretary of the Interior

Desk 202 208 0969

Cell 202 706 9031

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Hilary Smith
Invasive Species Coordinator
U.S. Department of the Interior
Office of Policy Analysis, 3522 MIB, MS-3530
1849 C Street, N.W.
Washington, DC 20240

Office: 202.208.4103
Cell: 202.763.3118
Fax: 202.208.4118
Hilary_Smith@ios.doi.gov

|

From: Amy Holley
To: Glomb, Steve
Subject: Re: Secretary Visit to the Office of Policy Analysis
Date: Monday, March 27, 2017 11:58:54 AM

You could attend if you are available....

Sent from my iPhone

On Mar 27, 2017, at 10:40 AM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

News to me. First I heard of it. Have fun. Let me know how it goes.

On Mon, Mar 27, 2017 at 10:23 AM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

I assume you're aware, but fyi below.

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

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

From: **Yakhour, Wadi** <wadi_yakhour@ios.doi.gov>
Date: Fri, Mar 24, 2017 at 12:22 PM
Subject: Secretary Visit to the Office of Policy Analysis
To: Joel Clement <joel_clement@ios.doi.gov>
Cc: Shawn Buckner <shawn_buckner@ios.doi.gov>, Russell Roddy <russell_rodny@ios.doi.gov>, Caroline Boulton <caroline_boulton@ios.doi.gov>

Gentlemen,

Hope your Friday is going smoothly! After speaking with Shawn, I'm writing to confirm that the Secretary will be visiting the Office of Policy Analysis on Tuesday, March 28th, from 2:00-3:00 pm. If you could please gather your staff in your conference room (rm. 3512), the Secretary will arrive, make his introductions, and take questions. This will also be a good time for your staff to introduce themselves to him.

For the last 20-30 minutes of the scheduled hour, it would also be a good opportunity for the leadership to have a one-on-one with the Secretary.

Please let me know if you have any questions. Shawn, it was great meeting you today! I hope you all have a fantastic weekend.

Regards,

Wadi (Wuh-dee-uh) Yakhour
DOI Office of the Secretary
Scheduling and Advance
O - (202) 208-5359
C - (202) 706-9041
Rm. 6013

From: Magallanes, Downey
To: [James Cason](mailto:James.Cason@ios.doi.gov)
Cc: [Daniel Jorjani](mailto:Daniel.Jorjani@ios.doi.gov); [Haugrud, Kevin](mailto:Haugrud, Kevin@ios.doi.gov); [James Schindler](mailto:James.Schindler@ios.doi.gov)
Subject: Fwd: Mitigation and CC Policy Compilation
Date: Sunday, April 02, 2017 11:55:45 AM
Attachments: [Mitigation CC Documents of Interest 3.31.2017.docx](#)

Please see below.

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

From: **Michaela Noble** <michaela_noble@ios.doi.gov>
Date: Fri, Mar 31, 2017 at 3:08 PM
Subject: Mitigation and CC Policy Compilation
To: Downey Magallanes <downey_magallanes@ios.doi.gov>, James Schindler <james_schindler@ios.doi.gov>
Cc: Joel Clement <joel_clement@ios.doi.gov>, Benjamin Simon <benjamin_simon@ios.doi.gov>, Carol Braegelmann <carol_braegelmann@ios.doi.gov>

Attached please find the list of DOI policies, handbooks, and manuals that reference, may be related to, or are directly relevant to mitigation and climate change.

This list is a first draft compilation to capture policies and documents that may be applicable to the Mitigation and Climate Change Policy Review required in the Secretary's Order No. 3349, Sections 5 a & b (March 29, 2017).

However, this may not be a completely comprehensive list and has policies and documents which are also outside the scope of the S.O. This compilation will hopefully assist leadership and SOL in their policy review under S.O. 3349.

Thanks goes to the Solicitor's office and the Bureau's NEPA contacts for turning this document around so quickly.

Thank you,

Michaela E. Noble

Director, Office of Environmental Policy & Compliance

The Department of the Interior

1849 C Street, NW

Washington, DC 20240

Office: 202-208-3891

Email: michaela_noble@ios.doi.gov

Website: <https://www.doi.gov/oepe>

--

Downey Magallanes

Office of the Secretary

downey_magallanes@ios.doi.gov

202-501-0654 (desk)

202-706-9199 (cell)

Mitigation, GHG, and Climate Change Documents of Interest

Presidential Documents

- (1) **Council on Environmental Quality Memorandum, *Appropriate Use of Mitigation and Monitoring and Clarifying the Appropriate Use of Mitigated Findings of No Significant Impact*** (January 14, 2011). This memorandum provides guidance to federal agencies relating to their reliance on mitigation measures when reaching a “mitigated FONSI” determination (thus avoiding having to do an EIS).
- (2) **Presidential Memorandum, *Mitigating Impacts on Natural Resources from Development and Encouraging Related Private Investments*** (November 3, 2015) (revoked by E.O. signed March 28, 2017). This memorandum encouraged the Department and other affected agencies to develop and implement clear and consistent mitigation policies, consistent with their underlying legal authorities.
- (3) **Council on Environmental Quality Memorandum, *Final Guidance for Federal Departments and Agencies on Consideration of Greenhouse Gas Emissions and the Effects of Climate Change in the National Environmental Policy Act Reviews*** (August 5, 2016). Revoked by E.O. signed March 28, 2017. This memorandum provided guidance to federal agencies on setting a consistent approach for analyzing an actions’ GHG emissions and effects of climate change.
- (4) **Executive Order 13653, *Preparing the United States for the Impacts of Climate Change*** (November 1, 2013) Revoked by E.O. signed March 28, 2016. Instructed federal agencies to undertake climate preparedness and resilience.
- (5) **Presidential Memorandum, *Power Sector Carbon Pollution Standards*** (June 25, 2013) Revoked by E.O. signed March 28, 2016. Directed EPA to regulate carbon pollution from power plants.
- (6) **Presidential Memorandum, *Climate Change and National Security*** (September 21, 2016), Revoked by E.O. signed March 28, 2016. Required climate change related impacts to be considered in the development of national security doctrine, policies and plans.

Secretarial Orders

- (1) **Secretary of the Interior, Order 3330, *Improving Mitigation Policies and Practices of the Department of the Interior*** (October 31, 2013)

(revoked by Secretary’s Order 3349). This Order establishes a Department-wide mitigation strategy that encourages the use of a landscape-scale approach to identify and facilitate investment in conservation priorities and integrate mitigation considerations early into the project planning and design processes

- (2) **Secretary of the Interior, Order 3289, *Addressing the Impacts of Climate Change on America’s Water, Land, and Other Natural and Cultural Resources*** (September 14, 2009). This Order establishes a Department-wide approach for applying scientific tools to increase understanding of climate change and to coordinate an effective response to its impacts on tribes and on the land, water, ocean, fish and wildlife, and cultural heritage resources that the Department manages.

Departmental Documents

- (1) **Department of the Interior Regulations, 43 CFR Part 46—Implementation of the National Environmental Policy Act of 1969** (October 15, 2008). These regulations implement the Department’s NEPA procedures, including those on mitigation measures in NEPA analyses. (does not address compensatory mitigation)
- (2) **516 Departmental Manual Series, Environmental Quality Programs - Chapter 1 *Protection and Enhancement of Environmental Quality*** (September 1, 2009); **Ch. 3 *Managing the NEPA process*** (September 1, 2009); **and Ch. 4 *Review of Environmental Impact Statements and Project Proposals Prepared by other Federal Agencies*** (September 1, 2009). These Departmental Manual chapters cite NEPA authorities and implementing regulations, including mitigation provisions, establishing processes for compliance which bureaus and offices follow in complying with and fulfilling the Department’s responsibilities under NEPA. (does not address compensatory mitigation)
- (3) **Adaptive Management Implementation Policy (522 DM 1) (February 1, 2008)**. This Departmental Manual provides guidance for Departmental bureaus and offices to incorporate adaptive management strategies into their land and resource management decisions. “Adaptive management promotes flexible decision-making that can be adjusted in the face of uncertainties as management actions are better understood. ...” It also references the establishment of an Adaptive Management Working Group, which group is no longer active since completing the Adaptive Management Technical Guide.
- (4) **DOI-AAAP-0026, Addressing Natural Hazards and Climate Change**

Risks for Real Property Assets (May 5, 2016). This policy provides detail on bureau and office responsibilities for integrating natural hazards and climate change risk management into the planning, design, construction and management of real property assets and related personal property. (internal only).

- (5) **Departmental Manual 523 DM 1, *Climate Change Policy*** (December 20, 2012) This chapter establishes Departmental policy and provides guidance to bureaus and offices for addressing climate change impacts upon the Department’s mission, programs, operations, and personnel.
- (6) **DOI Energy and Climate Change Task Force, *A Strategy for Improving the Mitigation Policies and Practices of the Department of the Interior*** (April 8, 2014). This report includes a coordinated Department-wide strategy to strengthen mitigation practices, including a list of deliverables and timelines for developing or revising landscape-scale mitigation policies and practices of Department bureaus and offices.
- (7) **DOI Departmental Manual 600 DM 6, *Landscape-Scale Mitigation Policy*** (October 23, 2015). This chapter of the Departmental manual establishes Departmental policy and provides guidance to bureaus and offices to best implement mitigation measures associated with legal and regulatory responsibilities and the management of Federal lands, waters, and other natural and cultural resources under the jurisdiction of the Department of the Interior, including use of the best available science and landscape-scale approaches.
- (8) **DOI Environmental Statement Memorandum No. 16-2, *Landscape-Scale Mitigation in NEPA Analysis, Decision-Making and Implementation Monitoring*** (June 21, 2016). This memorandum provides guidance to bureaus and office within the Department of the Interior regarding how to consider mitigation in the NEPA process, consistent with the recommendation of the Energy and Climate Change Task Force report on *A Strategy for improving the Mitigation policies and practices of the Department of the Interior* and the Council on Environmental Quality (CEQ) NEPA guidance on *Appropriate Use of Mitigation and Monitoring and Clarifying the Appropriate Use of Mitigated Findings of No Significant Impact*.

Office of the Solicitor

- (1) **Solicitor's Opinion M-37039, *The Bureau of Land Management's Authority to Address Impacts of its Land Use Authorizations through Mitigation*** (December 21, 2016) (suspended and temporarily withdrawn on 2/6/17). This Opinion explains how the Secretary and the BLM have discretion under FLPMA to identify and require appropriate mitigation when authorizing uses of the public lands.
- (2) **Associate Solicitor, Energy & Resources, Opinion, *Reference Guide to Socioeconomic Mitigation*** (February 18, 1986). This memorandum appears to give comments on chapters to a BLM reference guide, which appears to have involved discussion of requirements for offsite social and economic mitigation for mineral or other development on federal lands.
- (3) **Assistant Solicitor, Branch of Water and Power Energy and Resources, Opinion, *Funding of Cultural Resources Mitigation for Small Reclamation Projects*** (March 29, 1982). This opinion addresses funding issues related to cultural resources mitigation and may not be of interest for this exercise. The Small Reclamation Projects Act is inactive, hasn't been funded for approximately 2 decades.
- (4) **Acting Associate Solicitor's Opinion M-36895, *The Applicability of the Concept of Mitigation to Critical Habitat*** (July 14, 1977). The opinion addresses the applicability of the concept of "mitigation" to federal agency activities which are anticipated to modify or destroy the critical habitat of species listed under the Endangered Species Act.

Bureau of Land Management

- (1) **BLM's hardrock mining regulations, 43 CFR 3809** - Among the general performance standards for surface management within a mining plan of operations is the requirement to "take mitigation measures specified by BLM to protect public lands." (M-37039 at 19-20) (citing 43 CFR 3809.420(a)(4)).
- (2) **BLM's FLPMA right of way regulations, 43 CFR 2800** (requiring holders to "restore, revegetate, and curtail erosion or conduct any other rehabilitation measures BLM determines necessary" including conditioning agreements on compensatory mitigation, 43 CFR 2805.12(i)) and **BLM's easement regulations, 43 CFR 2920** (which "direct BLM to include terms and conditions that . . . "minimize damage" and "require the use to be located in an area which shall cause least damage to the environment." 43 CFR 2920.7(b)) (M-37039 at 21-21,

n.122, 126).

- (3) ***Protecting Cultural Resources Manual (MS-8140)*** (December 2004). This Manual provides general guidance for protecting cultural resources from inadvertent adverse effects associated with BLM land use decisions, pursuant to the National Historic Preservation Act, the National Environmental Policy Act, Executive Order 11593, and the National Programmatic Agreement regarding the manner in which the BLM will meet its responsibilities under the National Historic Preservation Act.
- (4) **BLM's land use planning regulations, 43 CFR 1600 and the BLM's Land Use Planning Handbook H-1601-1** (2005) - "The BLM has exercised its broad statutory authority [granted by FLPMA, such as in 1712(c)(6) to "consider the relative scarcity of the values involved and the availability of alternative means . . . and sites for realization of those values"] by incorporating in its land use planning regulations, Land Use Planning Handbook . . . the congressional direction to protect the longevity and resiliency of public land resources and values, including, by extension, through instituting appropriate mitigation requirements." M-37039 at 16, n.89, 91, 92.
- (5) **BLM National Environmental Policy Act Handbook, H-1790-1** (January 2008). Assists BLM in implementing CEQ and Department NEPA regulations.
- (6) **BLM Special Status Species Manual (M 6840)** (December 2008). This Manual identifies and interprets BLM's responsibilities under the Endangered Species Act and mentions off-site compensatory mitigation as a means to further the conservation of federally-listed species.
- (7) **BLM Instruction Memorandum No. 2009-011, Assessment and Mitigation of Potential Impacts to Paleontological Resources** (October 10, 2008). Provides guidelines for assessing potential impacts to paleontological resources in order to determine mitigation steps for federal actions on public lands.
- (8) **BLM Instruction Memorandum No. 2008-204, Offsite Mitigation** (September 30, 2008). This instruction memorandum outlines policy for the use of offsite mitigation for authorizations issued by the Bureau of Land Management and replaced IM WO-2005-069 *Interim Offsite Compensatory Mitigation for Oil, Gas, Geothermal and Energy Rights-of-way Authorizations* (February 1, 2005).
- (9) **BLM Instruction Memorandum No. 2008-050 – Migratory Bird**

Treaty Act – Interim Management Guidance (December 2007). This Memorandum provides direction to avoid, reduce or mitigate adverse impacts to the habitats of migratory bird species of conservation concern to the extent feasible, and in a manner consistent with regional or statewide bird conservation priorities handbook.

- (10) **Barrick Nevada Sage-Grouse Bank Enabling Agreement** (March 2015). This agreement between the Bureau of Land Management, the U.S. Fish and Wildlife Service, and Barrick Gold of North America establishes a conservation bank that allows the mining company to accumulate credits for successful mitigation projects benefitting sage-grouse habitat on the company's private lands, which can be used to offset impacts to habitat from the company's mine expansion on public lands.
- (11) **BLM Instruction Memorandum No. 2017-003, *The Council on Environmental Quality Guidance on Consideration of Greenhouse Gas Emissions and the Effects of Climate Change in National Environmental Policy Act Reviews*** (January 12, 2017) - Implementing CEQ's GHG guidance and calculation of direct and indirect effects, including accepted emissions factors for estimating indirect GHG emissions.
- (12) **BLM Mitigation Manual, MS-1794 & Mitigation Handbook, H-1794-1** (December 2016). These documents include principles for mitigation that require, "effective mitigation is durable, defined by outcomes, implemented and monitored for effectiveness, considered within an adaptive management framework, reported upon, managed by a responsible party, guided by the best available science, and developed through effective, early, and frequent communication with the public land used, cooperating agencies, and other stakeholders, including the public."
- (13) **BLM Instruction Memorandum No. 2017-021** (January 30, 2017), Directs State Directors to identify State Office Mitigation Leads to facilitate implementation of BLM Mitigation Manual 1794 and Handbook 1794-1.

Bureau of Indian Affairs

- (1) **BIA National Environmental Policy Act Guidebook, 59 IAM 3-H (August, 2012)**. This document provides guidance to Indian Affairs to help comply with the National Environmental Policy Act, the Council on Environmental Quality's NEPA regulations (40 CFR Parts 1500–1508) and the Department of the Interior's NEPA regulations (43 CFR Part 46).

U.S. Fish and Wildlife Service

- (1) ***Director's Order No. 218 Policy Regarding Voluntary Prelisting Conservation Actions*** (January 18, 2017). This policy provides States with an additional tool and incentive to engage landowners, government agencies, and others in carrying out voluntary conservation actions for species not listed under the Endangered Species Act. This order establishes that landowners participating in a qualifying State administered species conservation program can obtain conservation credits for efforts that benefit declining species. These credits can later be redeemed to offset or mitigate actions that are detrimental to a species should it subsequently be listed under the ESA. The credits may also be traded or sold to a third party.
- (2) ***Interim Guidance on Implementing the Final Endangered Species Act Compensatory Mitigation Policy*** (January 17, 2017). The interim guidance provides Service personnel with detailed information on how to evaluate and implement compensatory mitigation. The interim guidance implements the new ESA Compensatory Mitigation Policy and replaces previous Service guidance documents issued in 2003 and 2008.
- (3) ***Habitat Conservation Planning Handbook Revision*** (December 21, 2016). The purpose of the HCP handbook is to: (1) provide current guidance to NMFS and FWS staff to ensure consistent application of ESA section 10(a)(1)(B) regulations, policy, and guidance across the nation; (2) create efficiencies to streamline the HCP and incidental take permitting process as requested by the regulated public; (3) inspire conservation results associated with HCPs that contribute to listed species recovery, resiliency, and response to the effects climate change; and (4) provide guidance to Service' staff to ensure the development of legally sufficient incidental take permitting decision documents.
- (4) ***Endangered Species Act Compensatory Mitigation Policy*** (December 15, 2016). This policy steps down and implements the Service's revised Mitigation Policy and was established to improve consistency and effectiveness in the use of compensatory mitigation as recommended or required under the ESA. The primary intent of the policy is to provide Service personnel with direction and guidance in the planning and implementation of compensatory mitigation under the ESA.

- (5) ***U.S. Fish and Wildlife Service Mitigation Policy*** (November 9, 2016). This revision to the 1981 Mitigation Policy guides FWS recommendations on mitigating the adverse impacts of land and water developments on fish, wildlife, plants, and their habitats. The primary intent of the Policy is to apply mitigation in a strategic manner that ensures an effective linkage with conservation strategies at appropriate landscape scales
- (6) ***FWS, Land-Based Wind Energy Guidelines*** (March 23, 2012). These voluntary guidelines are designed to help wind energy project developers avoid and minimize impacts of land-based wind energy projects on wildlife and their habitats. The guidelines outline a consistent and predictable approach to wind energy development while also providing flexibility to developers in recognition of the unique circumstances of each project. The guidelines replace previous interim guidance issued in 2003.
- (7) ***FWS, Director’s Memorandum For Consultations on Actions that Would Emit Greenhouse Gases*** (May 14, 2008). This memorandum provides guidance to Federal Agencies, including the Fish and Wildlife Service, regarding ESA section 7 consultations for actions that emit greenhouse gases.
- (8) ***FWS, Policy on the National Wildlife Refuge System and Compensatory Mitigation Under the Section 10/404 Program*** (September 10, 1999) – Establishes guidelines for the use of the National Wildlife Refuges System for meeting the compensatory mitigation requirements for water resource development projects authorized by the Army Corps of Engineers under Section 10 of the River and Harbors Act and Section 404 of the Clean Water Act.
- (9) **056 FW 1 (Service Policy Manual)**: A. Establishes overall U.S. Fish and Wildlife Service (Service) policy and staff responsibilities on climate change adaptation, and B. Steps down the Departmental policy on climate change adaptation (523 DM 1)
- (10) **56 FW 2 (Service Policy Manual)**: Establishes the Climate Adaptation Network in the Service, a team of senior-level Service staff which guides the Service to enhance preparedness, adaptation, and resilience in the face of the impacts of climate change and its interaction with non-climate influences on fish, wildlife, plants, ecosystems, cultural

resources, and facilities.

- (11) **Fiscal Year 2009 Climate Change Action Priorities:** This document provides thirteen priorities that represent changes necessary to improve the Service's ability to strategically deliver conservation effectively on the ground related to climate change and other conservation issues.
- (12) **FWS Climate Change Strategic Plan:** Completed in 2010, the Service's Climate Change Strategic Plan goals and objectives necessary to help the Service address climate change in order to help sustain diverse, distributed, and abundant populations of fish and wildlife through conservation of healthy habitats in a network of interconnected, ecologically functioning landscapes.
- (13) **Appendix: 5-Year Action Plan for Responding to Accelerating Climate Change.** This document detailed the actions that the Service intended to pursue during fiscal years 2009 through 2013 to implement the goals and objectives of the FWS Climate Change Strategic Plan.
- (14) **FWS lead: *Considering Multiple Futures: Scenario Planning To Address Uncertainty in Natural Resource Conservation.*** (2014). This guide present a broad synthesis of scenario planning concepts and approaches, focused on applications in natural resource management and conservation to cope with uncertainties of the effects of climate and other drivers of change on natural and human systems.
- (15) **FWS report: *A Landscape-Scale Approach to Refuge System Planning*** (2013). This report recommends that FWS focus on the next generation of planning on Landscape Conservation Designs, developed by the greater conservation community through partnerships. In addition to recommending an approach for landscape-scale planning, the report also addresses: Comprehensive Conservation Plan revisions and amendments, plan schedules and tracking, standardized templates, and some policy changes required to fully implement these recommendations.

National Park Service

NPS documents guide parks in climate change adaptation, sustainability, and interpretation. They are non-regulatory, and inwardly focused on national park units and the NPS workforce to improve agency investments in infrastructure and

resource management activities to better protect park values and assets.

- (1) **National Park Service NEPA Handbook** (2015). Following the Council on Environmental Quality’s regulations at 40 CFR 1508.20, the Handbook defines mitigation and states that mitigation can be used to reduce the effects of an action below the threshold of significance, thereby avoiding the need to prepare an EIS. It also states that mitigation can be applied to an action so that extraordinary circumstances would not preclude the use of a categorical exclusion (see 43 CFR 46.205; 46.215). The Handbook states that when applicable, climate change should be included as a contributing factor to resource condition trends in the affected environment of an EA or EIS, and that issues related to climate change should be included, when applicable, in the impact analysis section of an EA or EIS.
- (2) **516 DM 12, Managing the NEPA Process - National Park Service** (May 27, 2004), Implementing NEPA for the NPS, primarily for use of additional Categorical Exclusions, not already covered by the Department.
- (3) **National Park Service, *Climate Change Response Strategy***, (2010). The NPS Climate Change Response Strategy provides a coordinated approach across the NPS to understand, communicate, and respond to the effects of climate change, guiding a scientific approach and urging cooperation, collaboration, and partnership across all directorates and divisions within the National Park System, partner organizations, other government agencies, and neighboring communities. It articulates overarching goals and objectives to protect natural and cultural resources under our care through four integrated components: science, adaptation, mitigation, and communication.
- (4) **National Park Service, *Green Parks Plan*** (2016). The Green Parks Plan is a roadmap for achieving sustainable management of NPS operations by reducing greenhouse gas emissions, water, and energy use, promoting energy efficiency, reducing waste, and adopting sustainable practices for NPS facilities management and operations.
- (5) **National Park Service, *Policy Memorandum 12-02: Applying National Park Service Management Policies in the Context of Climate Change*** (2012). Addresses emergent questions regarding the influence of climate change on the guiding principles of park natural resource management, and specifically focuses on how climate change relates to (1) “impairment,” and (2) NPS Management Policies directive to maintain “natural” conditions and processes within parks.

- (6) **National Park Service, Director's Order 100 - Resource Stewardship for the 21st Century** (2017). It specifies NPS "Participate and collaborate in interagency and non-governmental efforts to promote connectivity that in particular address issues such as climate change."
- (7) **National Park Service, Policy Memorandum 15-01: Addressing Climate Change and Natural Hazards for Facilities** (2015). This memorandum provides guidance on the design of facilities to incorporate impacts of climate change adaptation and natural hazards when making decisions regarding facility development in national parks. The policy memo, in conjunction with an accompanying handbook (*Addressing Climate Change and Natural Hazards Handbook*), guides planning and design of facilities to respond to existing and projected climate change and other hazards.
- (8) **National Park Service, Policy Memorandum 14-02: Climate Change and Stewardship of Cultural Resources** (2014). This memorandum provides guidance and direction regarding the stewardship of cultural resources in relation to climate change, highlighting the knowledge embodied within the nation's cultural resources, and addressing the nature of climate change adaptation, communication, and decisions for cultural resources.
- (9) **National Park Service, Cultural Resources Climate Change Strategy** (2017). This strategy expands on NPS Director's Policy Memorandum 14-2 regarding stewardship of cultural resources in an era of climate change. It sets out a broad vision for managing cultural resources in relation to climate change for NPS and also is relevant for partners in historic preservation.
- (10) **National Park Service, Coastal Adaptation Strategies Handbook** (2016). Summarizes the current state of NPS climate adaptation and key approaches currently in practice or considered for climate change adaptation in coastal areas in order to guide adaptation in more than ¼ of NPS units that are coastal parks.
- (11) **National Park Service, Preserving Coastal Heritage, Workshop and Report** (2014). Presents diverse discussions and initial approaches to decision-making for climate-vulnerable cultural resources based on an NPS-lead 2-day workshop of governmental and non-governmental cultural heritage partners. The workshop was based at Federal Hall in New York City and used situations from Hurricane Sandy as case examples.
- (12) **National Park Service, Study of Climate Change Impacts on**

Cultural Landscapes in the Pacific West Region (2017). This study details vulnerability assessment process for cultural landscapes, using six park-based cultural landscapes in the Pacific West Region to develop and illustrate the process. Assessment process uses information derived from fieldwork and desktop spatial analysis.

- (13) **National Park Service, Climate Change Interpretation and Education Strategy** (2016). The strategy advances four broad goals and supporting actions as a systematic approach for communicating about the science and impacts of climate change across the National Park System. The Climate Change Communication Toolkit (3CT) has been developed as an online companion to the strategy, hosting resources that facilitate the inclusion of climate change topics in programming.

Bureau of Offshore Energy Management

- (1) **516 DM 15, Managing the NEPA Process - Mineral Management Service** (May 27, 2004) - Implementing NEPA process for BOEM and BSEE, including NEPA’s mitigation analysis.
- (2) **Memorandum of Agreement between BOEM and BSEE, Environmental and NEPA**, 2011. Establishes the working relationship between BOEM and BSEE regarding environmental review and enforcement processes, and includes each bureau’s role in identifying and requiring mitigation measures.
- (3) **NTL 2016-G02, Implementation of Seismic Survey Mitigation Measures and Protected Species Observer Program; NTL 2016-G01, Vessel Strike Avoidance and Injured/Dead Protected Species Reporting; NTL 2009-G34, Ancillary Activities**. These three NTLs implement the measures that have grown out of ESA consultation with NOAA’s National Marine Fisheries Service and for recent and new leases compliance with these NTLs is required by lease stipulations. For older leases, compliance with these NTLs may be required through a condition of approval on a post-lease authorization.
- (4) **Bureau of Ocean Energy Management Proposed Rule on Air Quality Control, Reporting and Compliance**, (April 5, 2016). The proposed rule would (1) require the reporting and tracking of the emissions of all pollutants defined by the U.S. Environmental Protection Agency (USEPA) to affect human health and public welfare, (2) apply the National Ambient Air Quality Standards to all facility and related support vessel emissions, (3) establish new recordkeeping and performance measure criteria, (4) alter requirements for what emissions must be reported in an operator’s plans to allow for more accurate

estimating and reporting of the emissions associated with offshore operations, and (5) replace the air pollution control-related standards in the current regulations with cross-references to the corresponding standards in the USEPA's regulations.

- (5) **Bureau of Ocean Energy Management 30 CFR 550.** Existing sections relating to air quality reporting and regulation can be found in Subparts A, B, C and J. Oil and gas operators are required to submit data as part of their plans. Mitigation is required only if plans exceed predetermined thresholds based upon a distance to shore ratio. For air emissions, there is one provision that allows for emissions offsets as a form of compensatory mitigation (550.303(g) and (i)).
- (6) **Bureau of Ocean Energy Management, OCS Oil and Natural Gas: Potential Lifecycle Greenhouse Gas Emissions and Social Cost of Carbon,** (November 2016). Technical report prepared in conjunction with the 2017-2022 5-Year EIS.

Bureau of Safety and Environmental Enforcement

- (1) **Environmental Compliance Manual of Standard Operating Procedures,** (September 2016). Manual for Gulf of Mexico (GOM) and Atlantic Outer Continental Shelf (OCS) environmental verification, enforcement, and assessment functions including NEPA, monitoring, and regulatory consultation and coordination.
- (2) **Gulf of Mexico OCS Region Mitigation List,** (May 2016). Working list of mitigations applied to authorizations issued by BSEE Gulf of Mexico Region.

Bureau of Reclamation

- (1) **Reclamation's NEPA Handbook** (2012). A guidance document (not policy) for implementing NEPA requirements within BOR. Includes sections on climate change and mitigation.
- (2) **Reclamation Manual, Policy ENV P07, *Environmental Mitigation*** (March, 21, 2010). Affirms responsibilities for effective mitigation, defines environmental mitigation activities, and establishes tracking for improved management, implementation, cost, and effectiveness.
- (3) **Reclamation Manual, Policy LND P03, *Wetlands Mitigation and Enhancement*** (May 15, 1998). Establishes policy to use in determining appropriate mitigation for all actions affecting wetlands.

- (4) **Reclamation Manual, Policy CMP P16, *Climate Change Adaptation*** (March 20, 2015). Establishes it is Reclamation policy to determine climate change impacts to Reclamation’s mission and operations; integrate adaptation strategies in planning, investments and operations to meet Reclamation contractual obligations and other federal mandates; and avoid actions that may have detrimental outcomes in a changing climate.
- (5) **NOTE:** While Departmental Manual 600 DM 6, *Landscape-Scale Mitigation Policy*, applies to Reclamation, there is a specific carveout for situations “when implementation costs are reimbursable under Reclamation law.”

Office of Surface Mining Reclamation and Enforcement

- (1) **516 DM 13, *Managing the NEPA Process - Office of Surface Mining*** (May 27, 2004). Implements NEPA process for OSMRE, including requirements for additional NEPA when specialized mitigation measures are required.
- (2) **OSMRE NEPA Handbook** (1989). Provides guidance for implementing NEPA, including monitoring and enforcement programs for mitigation. This Handbook is currently being updated.

Collaborative and multi-Bureau Papers, Studies:

- (1) **Scanning the Horizon: A Guide to Climate Change Vulnerability Assessment. (2011).** This handbook, which underwent scientific peer review, produced in part with FWS input, focuses on the key components of vulnerability--sensitivity and exposure--and reviews best practices for conducting assessments focusing on species, habitats, or ecosystems. Vulnerability assessments are a key step in adaptation planning by enabling managers to identify those species and systems most likely to be in need of conservation actions as a result of climate change, develop adaptation strategies tailored for managing species and habitats in greatest need, foster collaboration at statewide and regional scales by providing a shared understanding of impacts and management options, and allow scarce resources for wildlife conservation to be allocated efficiently in the face of climate change.
- (2) **National Fish, Wildlife, and Plants Climate Adaptation Strategy:** This Strategy represents the collaborative work of Federal, State, and Tribal agencies and their stakeholders (led by CEQ and DOI) to help

sustain the nation's living natural resources for the benefit of the American people. Developed at the direction of Congress and published in 2013 following public review, the *Strategy* provides a framework for coordinated actions among jurisdictions and authorities from the local to the national level to sustain native fish, wildlife, and plants and their habitats in a changing climate.

- (3) **Planning for Climate Change on the National Wildlife Refuge System (2014).** This document originated in 2008 as a collaborative project of the U.S. Fish and Wildlife Service (FWS) and the University of Maryland's Graduate Program in Sustainable Development and Conservation Biology. The purpose of this document is to help Refuge System planners and managers fulfill DOI and FWS mandates to incorporate climate change considerations into planning documents. Collaborators include: USGS, US Forest Service, USA National Phenology Network, University of AZ, SD State University, Biodiversity Research Institute, Colorado State University, and NOAA.
- (4) **Climate-Smart Conservation: Putting Adaptation Principles into Practice. (2014).** This handbook by the National Wildlife Federation, provides guidance for designing and carrying out conservation in the face of a changing climate. Developed by an expert workgroup, consisting of leaders in climate adaptation from federal and state agencies (including DOI) and non-governmental organizations, the guide is designed to help conservationists and resource managers incorporate climate change considerations into their work. The guide offers an approach to adaptation planning and implementation that breaks the process into discrete and manageable steps.

From: Glomb, Steve
To: [Gareth Rees](#)
Cc: [Amy Holley](#)
Subject: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 1:47:57 PM

Gareth -

Amy Holley directed me to check with you about scheduling two meetings with Jim Cason (wearing his PMB hat) in the next week or so.

One is on the Deepwater Horizon Oil Spill settlement. That would include me, John Carlucci in SOL, possibly Amy, and potentially one or more of the SOL senior managers (Anne Navarro and Jack Haugrud)

The other would be a follow-up to a topic Jim raised in a PMB senior managers meeting regarding Office of Policy Analysis support for a BIE project. That would include three managers from Policy Analysis - Joel Clement, Shawn Buckner, and Ben Simon - as well as Amy and me.

Please let me know what openings Jim has on his calendar and I will check with other folks to see when they are available. Give me a call if you have any questions.

Thank you,
Steve

Steve Glomb, Director
Office of Restoration and Damage Assessment
U.S. Department of the Interior
202-208-4863
steve_glomb@ios.doi.gov

From: Rees, Gareth
To: [Glomb, Steve](#)
Cc: [Amy Holley](#)
Subject: Re: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 2:04:23 PM

Hi Steve

Are you thinking two 30 minute meetings? I currently have Thursday between 3-5pm available, would that be an option? Also the same time on Friday April 14.

Thanks

On Wed, Apr 5, 2017 at 1:47 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Glomb, Steve
To: [Rees, Gareth](#)
Cc: [Amy Holley](#)
Subject: Re: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 2:20:57 PM

Thank you. I think 30 each should do it. I'm checking with the other folks who need to be there but please pencil us in for 3 and 3:30 on Thursday 4/13. I'll get back to you if we need to switch to later or to Friday.

Steve

On Wed, Apr 5, 2017 at 2:04 PM, Rees, Gareth <gareth_rees@ios.doi.gov> wrote:

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--

Gareth C. Rees

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U.S. Department of the Interior

Tel: 202-208-6291

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Cell: 202-957-8299

From: Glomb, Steve
To: [Rees, Gareth](#)
Cc: [Amy Holley](#)
Subject: Re: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 3:22:17 PM

Gareth -

The Policy Analysis folks have something else on Thursday afternoon. Can we possibly shift them to 3 on Friday 4/14 and keep the Deepwater at 3 on 4/13?

Thanks for your flexibility.

Steve

On Wed, Apr 5, 2017 at 2:20 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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Please let me know what openings Jim has on his calendar and I will check with other folks to see when they are available. Give me a call if you have any questions.

Thank you,
Steve

Steve Glomb, Director
Office of Restoration and Damage Assessment
U.S. Department of the Interior
202-208-4863
steve_glomb@ios.doi.gov

--

Gareth C. Rees

Office to the Deputy Secretary

U.S. Department of the Interior

Tel: 202-208-6291

Fax: 202-208-1873

Cell: 202-957-8299

From: Rees, Gareth
To: Glomb, Steve
Cc: Amy Holley
Subject: Re: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 3:24:16 PM

I can make that work. Let me know who you would like me to invite for each meeting and I can send it out

On Wed, Apr 5, 2017 at 3:22 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:
Gareth -

The Policy Analysis folks have something else on Thursday afternoon. Can we possibly shift them to 3 on Friday 4/14 and keep the Deepwater at 3 on 4/13?

Thanks for your flexibility.

Steve

On Wed, Apr 5, 2017 at 2:20 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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On Wed, Apr 5, 2017 at 2:04 PM, Rees, Gareth <gareth_rees@ios.doi.gov> wrote:

Hi Steve

Are you thinking two 30 minute meetings? I currently have Thursday between 3-5pm available, would that be an option? Also the same time on Friday April 14.

Thanks

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Cell: 202-957-8299

From: Glomb, Steve
To: [Amy Holley](mailto:Amy.Holley)
Subject: Fwd: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 3:32:36 PM

Amy -

Do you want to go to either of these meetings with Jim?
Any thought on how many SOL managers or can it just be my NRDAR lawyer?

Steve

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Date: Wed, Apr 5, 2017 at 3:24 PM
Subject: Re: scheduling meetings with Jim Cason
To: "Glomb, Steve" <steve_glomb@ios.doi.gov>
Cc: Amy Holley <amy_holley@ios.doi.gov>

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Fax: 202-208-1873

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From: Holley, Amy
To: Glomb, Steve
Subject: Re: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 3:53:40 PM

Happy to go. I think it can just be the one you work with, but you might check with him to see if SOL has any interest in adding to it. Since it is with Jim, I don't think you would need others.

On Wed, Apr 5, 2017 at 3:32 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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From: Glomb, Steve
To: [Holley, Amy](mailto:Amy.Holley@ios.doi.gov)
Subject: Re: scheduling meetings with Jim Cason
Date: Wednesday, April 05, 2017 4:01:31 PM

Thank you

On Wed, Apr 5, 2017 at 3:53 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

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From: Glomb, Steve
To: [Holley, Amy](mailto:Amy.Holley@ios.doi.gov)
Subject: Re: comments on the climate change piece
Date: Wednesday, April 05, 2017 5:40:00 PM

I didn't scribble on it so you can have it back

On Wed, Apr 5, 2017 at 5:32 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Thank you! I think I gave you my only copy though, so I probably need it to show the changes Joel proposes. Let's talk sometime this week...

On Wed, Apr 5, 2017 at 4:44 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

Amy -

forwarding Joe's comments on the climate change one-pager.

I agree with his first comment. An important change to make.

The current version is very USGS-centric. From the bolded comment at the bottom, it looks like the plan is to have other bureaus add a paragraph or two about their relevant activities. If so, perhaps some wordsmithing to indicate that USGS primary role is scientific management and other bureaus use science to make natural resource management decisions would allay Joel's concern, which is a valid one.

Steve

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

From: Clement, Joel <joel_clement@ios.doi.gov>
Date: Wed, Apr 5, 2017 at 3:33 PM
Subject: comments on the climate change piece
To: Steve Glomb <Steve_Glomb@ios.doi.gov>

Steve I just have two comments on that piece you brought me.

2nd paragraph, 2nd sentence currently reads "In that context, climate is just another variable, one that sometimes...."

In order to pass the sniff test, I recommend: "In that context, climate change is an important variable, one that..."

I recommend that change because saying that climate is "just another variable" will, at best, get snickers of derision. Making that small change makes the piece far more credible and won't attract undue attention. It also fits just fine with the intent of the paragraph.

My second comment regards the second sentence of the third paragraph. I would not recommend saying that USGS is "the Department's natural science agency" unless you really want to tick off FWS, NPS, and BLM science programs. Unnecessarily provocative.

That's it. Thanks for the opportunity to comment.

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Holley, Amy
To: Glomb, Steve
Subject: Re: comments on the climate change piece
Date: Wednesday, April 05, 2017 5:41:34 PM

Thanks!

On Wed, Apr 5, 2017 at 5:39 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:
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Joel Clement - Director, Office of Policy Analysis, U.S. Department of the
Interior 202.208.3295

From: Holley, Amy
To: Glomb, Steve
Subject: Re: comments on the climate change piece
Date: Wednesday, April 05, 2017 5:43:18 PM

Also, with regard to his second comment, I believe USGS, FWS, NPS, and BLM can decide that one.

On Wed, Apr 5, 2017 at 5:39 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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Joel Clement - Director, Office of Policy Analysis, U.S. Department of the
Interior 202.208.3295

From: Lawson, Christopher
To: [Mary Pletcher](#); [Jonathan Mack](#)
Subject: Fwd: Can you get me current list of SES on probationary period
Date: Friday, April 07, 2017 5:19:07 PM
Attachments: [SES.xlsx](#)

resending

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

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

From: Lawson, Christopher <christopher_lawson@ios.doi.gov>
Date: Fri, Apr 7, 2017 at 4:57 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Jonathan Mack <jonathan_mack@ios.doi.gov>

Jonathan:

Michelle indicated that there are errors in FPPS, so I pulled all SES and included the relevant dates. I only pulled SES. Let me know if she needs SL/ST.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Fri, Apr 7, 2017 at 4:33 PM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

Sent from my iPad

Begin forwarded message:

From: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Date: April 7, 2017 at 3:51:07 PM EDT
To: Jonathan Mack <jonathan_mack@ios.doi.gov>
Subject: Fwd: Can you get me current list of SES on probationary period

Does not include how long employees have been in the SES or how long they

have been in their current positions. I think these are separate data fields Michelle pulls.

Thanks,
Mary

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

From: **Oxyer, Michelle** <michelle_oxyer@ios.doi.gov>

Date: Tue, Mar 14, 2017 at 2:56 PM

Subject: Re: Can you get me current list of SES on probationary period

To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Mary, Here is the latest report. Full disclosure, I have reviewed the previous report that I ran and highlighted the errors but have not worked with the bureaus to fix them. So there are still errors on this report. Will contact the bureaus this week.

Michelle Oxyer

Executive Resources Division

Office of Human Resources

Department of the Interior

Phone 202-208-6943

Fax 202-208-5285

michelle_oxyer@ios.doi.gov

On Tue, Mar 14, 2017 at 12:07 PM, Mary Pletcher

<mary_pletcher@ios.doi.gov> wrote:

I know we have had some kick off the list now that we are in March.
Can you send me the latest?

Thanks,
Mary

Sent from my iPhone

--

Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

| FY Pay Period | Pay Period | End Date | Dept | Dept Desc | Bureau | Bureau Desc | Sub Bur | Sub Bur Desc | Org | Org Desc | Cost Center Ctd | Name | Series | Pay Plan | Pay Plan Desc | Occupational Series | SES/SL | Date Entered On Duty | Date Entered Ses Position | Date Entered Present Grade | Date Entered Current Position | Date Probation Period Begins | Date Supv Prob Beg | Date Last Promotion |
|---------------|------------|----------|------|----------------------------|--------|---|---------|-------------------------|----------|---------------------------------------|-----------------|------------------------------|---------------|----------|--------------------------------|---------------------|---------------|----------------------|---------------------------|----------------------------|-------------------------------|------------------------------|--------------------|---------------------|
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 10 | OCF OF SECY SECY IMMED | 10000000 | SECRETARY'S IMMEDIATE OFFICE | DS10100000 | HOMMEL SCOTT C | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 1/27/2017 | 3/19/2017 | 3/19/2017 | 3/19/2017 | | | 3/19/2017 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 10 | OCF OF SECY SECY IMMED | 10200000 | EXEC SEC & OFFC OF REG AFFAIRS | DS10200000 | LILLIE JULIETTE ANNE FALKNER | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 8/7/2016 | 7/4/1999 | 8/7/2016 | 8/7/2016 | 8/7/2016 | 8/7/2016 | 8/7/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 10 | OCF OF SECY SECY IMMED | 10410000 | OFFC OF LEGISLATIVE COUNSEL | DS10410000 | SALOTTI CHRISTOPHER P. | ES-0905-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0905 | Senior Leader | 1/18/1998 | 1/18/2009 | 1/18/2009 | 1/18/2009 | | | 1/18/2009 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 15 | ASST SECY-INSULAR AREAS | 15010000 | OFFICE OF THE DIR/ OF INSULAR AFFAIRS | DI70010000 | PALUTA NIKOLAIO IULI | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 8/3/1993 | 2/4/2007 | 2/4/2007 | 2/4/2007 | | | 2/4/2007 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 20 | ASST SECY-LAND & MIN | 20000000 | ASST SECY-LAND & MINERALS | DS20000000 | CARDINALE RICHARD T. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 6/16/1997 | 6/16/1997 | 10/18/2015 | 10/18/2015 | | | 10/18/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 40 | OS ASST SECY FISH WILDL | 40000000 | ASST SECY-FISH & WILDLIFE & PARKS | DS40000000 | ESTENOZ SHANNON A. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 12/14/2010 | 12/14/2010 | 12/14/2010 | 12/14/2010 | | | 8/24/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 50 | OS ASST SEC INDIAN AFFR | 50260000 | OFF OF FAC ENVRMTL & CULT RES | DS58200000 | FREEMAN SHARRE M. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 1/21/2007 | 1/21/2007 | 1/21/2007 | 1/21/2007 | | | 1/21/2007 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 50 | OS ASST SEC INDIAN AFFR | 50170000 | OFFICE OF INDIAN GAMING | DS58700000 | HART PAULA L. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 3/23/1992 | 7/27/2003 | 1/31/2010 | 1/31/2010 | | 1/31/2010 | 5/1/2005 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 50 | OS ASST SEC INDIAN AFFR | 50210000 | OFFICE OF CHIEF FINANCIAL OFFICER | DS5C100000 | SCHOCK JAMES H. | ES-0501-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0501 | Senior Leader | 3/28/1999 | 12/29/2013 | 12/29/2013 | 12/29/2013 | | | 12/29/2013 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 50 | OS ASST SEC INDIAN AFFR | 50213000 | OFFICE OF BUDGET MANAGEMENT | DS5C130000 | BEARPAW GEORGE WATIE | ES-0560-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0560 | Senior Leader | 2/9/2014 | 2/9/2014 | 2/9/2014 | 2/9/2014 | | | 2/9/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 50 | OS ASST SEC INDIAN AFFR | 50240000 | OFF OF HUMAN CAPITAL MANAGEMENT | DS5C400000 | BURCKMAN JAMES N. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 8/6/2006 | 2/1/2009 | 2/1/2009 | 2/1/2009 | | | 2/1/2009 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 50 | OS ASST SEC INDIAN AFFR | 50260000 | OFF OF FAC ENVRMTL & CULT RES | DS5C600000 | LAROCHE DARRELL WILLIAM | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 6/1/2014 | 41 791 | 6/1/2014 | 6/1/2014 | | | 6/1/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60000000 | ASST SECY-POLICY MGMT & BUDGET/CFO | DS60000000 | PLETCHER MARY F. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 4/16/2006 | 4/16/2006 | 5/29/2009 | 5/29/2009 | | | 12/15/2013 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & Cmplnc | DS61100000 | BLANCHARD MARY JOSIE | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 3/6/1994 | 10/6/2002 | 3/6/1994 | 6/7/1993 | | | 10/6/2002 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60110000 | OFFC OF ENVRNMTL POLICY & Cmplnc | DS61100000 | NOBLE MICHAELA E | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 7/24/2016 | 7/24/2016 | 7/24/2016 | 7/24/2016 | | | 7/24/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | DS61200000 | BUCKNER SHAWN M. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 8/25/2013 | 8/25/2013 | 9/4/2016 | 9/4/2016 | | | 9/4/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60120000 | OFFICE OF POLICY ANALYSIS | DS61200000 | CLEMENT JOEL P. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 1/2/2011 | 1/2/2011 | 1/2/2011 | 1/2/2011 | | | 1/2/2011 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60121000 | PROGRAM COORDINATION STAFF | DS61210000 | GOKLANY INDEUR M. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 12/15/1985 | 12/15/1985 | 12/29/1992 | 12/29/1992 | | | 7/29/2012 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60124000 | OFFC OF NATURAL RESOURCE RESTORATION | DS61600000 | GLOMB STEPHEN J. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 5/15/1994 | 6/19/2011 | 6/19/2011 | 7/19/2009 | | | 6/19/2011 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60200000 | DEP ASST SECY-BUDGT FIN PERF & ACQN | DS62000000 | FERRITER OLIVIA B. | ES-0501-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0501 | Senior Leader | 7/20/1997 | 7/20/1997 | 8/6/2006 | 8/6/2006 | | | 11/30/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60210000 | DIR OFFICE OFFICE OF BUDGET | DS62100000 | FLANAGAN DENISE A. | ES-0560-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0560 | Senior Leader | 1/31/2010 | 1/31/2010 | 1/31/2010 | 1/31/2010 | | | 1/31/2010 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60210000 | DIR OFFICE OFFICE OF BUDGET | DS62100000 | MOSS ADRIANNE L. | ES-0560-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0560 | Senior Leader | 2/1/2009 | 11/25/2007 | 2/1/2009 | 2/1/2009 | | | 2/1/2009 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60211000 | DIVISION OF BUDGET ADMIN & DEPT MGMT | DS62110000 | WAYSON THOMAS C. | ES-0560-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0560 | Senior Leader | 7/4/2010 | 7/4/2010 | 10/21/2012 | 10/21/2012 | | | 7/26/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60212000 | DIVISION OF BUDGET & PROGRAM REVIEW | DS62120000 | FREHAGE JASON E. | ES-0560-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0560 | Senior Leader | 10/25/2009 | 10/5/2014 | 10/5/2014 | 10/5/2014 | | | 10/5/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60220000 | DIR OFC OFFICE OF FINANCIAL MGT | DS62200000 | GLENN DOUGLAS A | ES-0505-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0505 | Senior Leader | 5/8/2011 | 5/8/2011 | 6/27/2004 | 6/27/2004 | | | 5/8/2011 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60220000 | DIR OFC OFFICE OF FINANCIAL MGT | DS62200000 | HUNTER TERESA R. | ES-0505-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0505 | Senior Leader | 11/3/2013 | 11/3/2013 | 11/3/2013 | 11/3/2013 | | | 11/3/2013 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60230000 | BUSINESS INTEGRATION OFFICE | DS62300000 | QUINLAN MARTIN J. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 6/26/1994 | 10/19/2014 | 10/19/2014 | 10/19/2014 | | | 5/1/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | DS62400000 | BAGLEY TAMMY L. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 9/5/1989 | 1/22/2017 | 1/22/2017 | 1/22/2017 | | | 1/22/2017 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60240000 | OFFC OF ACQUISITION & PROP MGT | DS62400000 | SONDERMAN DEBRA E. | ES-1102-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1102 | Senior Leader | 12/25/1994 | 12/25/1994 | 12/25/1994 | 10/11/1998 | | | 12/25/1994 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60250000 | OFFC OF SMALL & DISADV BUS UTL | DS62500000 | OLSEN MEGAN C. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 9/7/2003 | 2/10/2013 | 7/12/2015 | 7/12/2015 | | | 7/12/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60270000 | OFFC OF PLANNING & PERFORMANCE MGMT | DS62700000 | BECK RICHARD T. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 8/8/2004 | 8/8/2004 | 8/8/2004 | 1/17/2010 | | | 8/8/2004 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60460000 | OFFICE OF HUMAN RESOURCES | DS64600000 | LIMON RAYMOND A | ES-0201-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0201 | Senior Leader | 8/9/2015 | 10/7/2012 | 10/7/2012 | 8/9/2015 | | | 10/7/2012 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60470000 | OFFICE OF CIVIL RIGHTS | DS64700000 | BURDEN JOHN W. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 11/25/2007 | 11/25/2007 | 8/1/2010 | 8/1/2010 | | | 6/15/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60490000 | OFF OF STRATEGIC EMP DEVELOPMENT | DS64900000 | PIERRE-LOUIS ALESIA J. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 12/12/2004 | 5/31/2015 | 5/31/2015 | 5/31/2015 | | | 5/31/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60500000 | DEP ASST SEC-PUB SAF RES PRO & EM SV | DS65000000 | ANDREW JONATHAN M. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 8/29/2010 | 8/29/2010 | 8/29/2010 | 8/29/2010 | | | 8/29/2010 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60500000 | DEP ASST SEC-PUB SAF RES PRO & EM SV | DS65000000 | HUMBERT HARRY L | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 8/25/2013 | 8/25/2013 | 8/25/2013 | 1/10/2016 | | | 8/25/2013 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60510000 | OFFICE OF LAW ENFORCEMENT & SECURITY | DS65100000 | LYNN TIM K | ES-1811-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1811 | Senior Leader | 9/9/2012 | 7/10/2016 | 7/10/2016 | 7/10/2016 | | 7/10/2016 | 7/10/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60521000 | OFFICE OF EMERGENCY MANAGEMENT | DS65210000 | BRANUM LISA A. | ES-0089-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0089 | Senior Leader | 7/23/2006 | 7/23/2006 | 8/9/2015 | 8/9/2015 | | | 8/9/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL MGT & BUD | 60530000 | OFFICE OF WILDLAND FIRE | DS65300000 | RICE BRYAN C | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 1/10/2016 | 1/10/2016 | | | | | |

| | | | | | | | | | | | | | | | | | | | | | | | |
|--------|------|----------|----|----------------------------|--|------------------------------|------------|---------------------------------------|------------|------------------------|---------------|----|--------------------------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|-----------|
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 01 OFFICE OF THE SECRETARY OF THE INTERIOR | 99 OFF OF THE SEC IBC | 60866900 | ACQUISITION SERVICES DIRECTORATE | D568690000 | ONEILL KEITH JAMES | ES-1102-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1102 Senior Leader | 8/12/2012 | 8/12/2012 | 8/12/2012 | 8/12/2012 | 8/12/2012 | 8/12/2012 | 8/12/2012 | | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | AK ALASKA STATE OFFICE | LLAK910000 | OFFICE OF STATE DIRECTOR | LLAK910000 | CRIBLEY BUD C | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 4/11/1976 | | 11/7/2010 | 12/14/2003 | 11/7/2010 | 11/7/2010 | 11/7/2010 | 12/14/2003 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | AZ ARIZONA STATE OFFICE | LLAZ910000 | OFFICE OF THE STATE DIRECTOR | LLAZ910000 | SUJAZO RAYMOND | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 8/6/2006 | 8/6/2006 | 1/1/2012 | 1/31/2010 | 1/1/2012 | 1/1/2012 | 1/1/2012 | 1/31/2010 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | CA CALIFORNIA STATE OFFICE | LLCA910000 | OFFICE OF THE STATE DIRECTOR | LLCA910000 | PEREZ JEROME E | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 9/23/2012 | 9/23/2012 | 9/23/2012 | 9/23/2012 | 1/10/2016 | 9/23/2012 | 9/23/2012 | 1/23/2012 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | CO COLORADO STATE OFFICE | LLCO000000 | COLORADO STATE OFFICE | LLCO000000 | WELCH RUTH L | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 5/30/1993 | 4/22/2012 | 4/22/2012 | 5/18/2014 | 4/22/2012 | 11/26/2006 | 4/22/2012 | 11/26/2006 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | CS EASTERN STATES OFFICE | LLCS910000 | OFFICE OF STATE DIRECTOR | LLCS910000 | MURITSEN KAREN E. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 10/4/1992 | 8/25/2002 | 5/29/2016 | 5/29/2016 | 5/29/2016 | 5/29/2016 | 5/29/2016 | 5/29/2016 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | FD BLM - OFFICE OF FIRE & ID | LLFA100000 | FIRE & AVIATION DIRECTORATE NIFC | LLFA100000 | DUNTON RONALD L | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 4/6/2003 | 9/20/2008 | 6/14/2015 | 6/14/2015 | 6/14/2015 | 6/14/2015 | 6/14/2015 | 6/14/2015 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | ID IDAHO STATE OFFICE | LLID910000 | OFFICE OF THE STATE DIRECTOR | LLID910000 | MURPHY TIMOTHY M. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 8/18/1981 | 8/18/1981 | 4/29/2007 | 4/29/2007 | 9/7/2014 | 1/14/2001 | 9/7/2014 | 1/14/2001 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | NM NEW MEXICO STATE OFFICE | LLNM910000 | OFFICE OF STATE DIRECTOR | LLNM910000 | LUEDERS AMY L. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 4/3/1983 | 4/3/1983 | 7/31/2011 | 7/31/2011 | 11/29/2015 | 1/25/2004 | 11/29/2015 | 1/25/2004 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | NV NEVADA STATE OFFICE | LLNV910000 | OFFICE OF STATE DIRECTOR | LLNV910000 | RUHS JOHN F | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 2/24/1991 | 5/14/2006 | 9/7/2014 | 9/7/2014 | 11/29/2015 | 9/7/2014 | 11/29/2015 | 9/7/2014 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | OC NOC | LLOC100000 | OFFICE OF THE DIRECTOR | LLOC100000 | CANTOR HOWARD M | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 1/8/2017 | 1/8/2017 | 1/8/2017 | 1/8/2017 | 1/8/2017 | 1/8/2017 | 1/8/2017 | 1/8/2017 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | OR OREGON STATE OFFICE | LLOR910000 | OFFICE OF THE STATE DIRECTOR | LLOR910000 | CONNELL JAMIE E | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 1/12/2003 | 1/12/2003 | 11/7/2010 | 10/10/2010 | 2/10/2017 | 11/7/2010 | 2/10/2017 | 3/1/2009 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | UT UTAH STATE OFFICE | LLUT910000 | OFFICE OF STATE DIRECTOR | LLUT910000 | ROBERSON EDWIN L | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 9/4/1979 | 9/4/1979 | 8/5/2007 | 8/5/2007 | 10/2/2016 | 11/22/1998 | 10/2/2016 | 11/22/1998 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | W0 WASHINGTON OFFICE-BLM | LLW0120000 | OFFICE OF LAW ENFORCEMENT & SECURITY | LLW0120000 | LAURO SALVATORE R. | ES-1811-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1811 Senior Leader | 11/14/2004 | 6/19/2011 | 6/19/2011 | 12/19/2011 | 6/19/2011 | 6/19/2011 | 6/19/2011 | 4/16/2006 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WO WASHINGTON OFFICE-BLM | LLW0200000 | ASST DIR RESOURCES AND PLANNING | LLW0200000 | BALL KRISTIN MARA | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 9/6/2015 | 9/6/2015 | 9/6/2015 | 9/6/2015 | 8/7/2016 | 9/6/2015 | 9/6/2015 | 8/7/2016 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WO WASHINGTON OFFICE-BLM | LLW0300000 | ASST DIR ENERGY MIN & REAL MGMT | LLW0300000 | NEDD MICHAEL D. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 4/21/1991 | 6/2/2002 | 6/2/2002 | 9/14/2008 | 6/2/2002 | 9/14/2008 | 6/2/2002 | 9/14/2008 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WO WASHINGTON OFFICE-BLM | LLW0400000 | NAT'L LANDSCAPE CONSER SYS & COMM PAR | LLW0400000 | MCALFEAR CHRISTOPHER J | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 6/1/1995 | 6/1/1995 | 2/10/2017 | 2/10/2017 | 2/10/2017 | 2/10/2017 | 2/10/2017 | 12/16/2012 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WO WASHINGTON OFFICE-BLM | LLW0600000 | ASST DIR COMMUNICATION | LLW0600000 | ALLEN MATTHEW R | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 11/3/2013 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WO WASHINGTON OFFICE-BLM | LLW0700000 | ASST DIR HUMAN CAPITAL MGMT | LLW0700000 | HUGSON JODY LEE | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 1/17/2017 | 1/17/2017 | 1/17/2017 | 1/17/2017 | 1/15/2017 | 1/17/2017 | 1/15/2017 | 10/16/2016 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WO WASHINGTON OFFICE-BLM | LLW0800000 | AD BUSINESS FISCAL & INFO RES MGMT | LLW0800000 | VELASCO JANINE M. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 1/31/1999 | 9/24/2006 | 9/24/2006 | 12/15/2013 | 9/24/2006 | 9/24/2006 | 12/15/2013 | 9/24/2006 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 05 BUREAU OF LAND MANAGEMENT | WY WYOMING STATE OFFICE | LLWY910000 | STATE DIRECTORS OFFICE | LLWY910000 | RUGWELL MARY J. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 12/25/1983 | 4/17/2016 | 4/17/2016 | 4/17/2016 | 4/17/2016 | 4/17/2016 | 4/17/2016 | 4/17/2016 | 4/17/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | AA GREAT PLAINS REGION | A00101 | REGIONAL DIRECTOR GREAT PLAINS | AAA001010 | LAPONTE TIMOTHY L. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 10/4/1992 | 2/27/2011 | 11/2/2014 | 2/27/2011 | 11/2/2014 | 11/2/2014 | 11/2/2014 | 2/27/2011 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | BB SOUTHERN PLAINS REGION | B00101 | REGIONAL DIRECTOR SOUTHERN PLAINS | AAB8001010 | DEERINWATER DANIEL J. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 12/12/1982 | 6/26/2005 | 6/26/2005 | 6/26/2005 | 6/26/2005 | 6/26/2005 | 6/26/2005 | 4/12/1998 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | CC ROCKY MOUNTAIN REGION | C00101 | REGIONAL DIRECTOR ROCKY MTN REGION | AACC001010 | LA COUNTE DARRYL D. II | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 7/18/1988 | 3/8/2015 | 12/12/2004 | 3/8/2015 | 3/8/2015 | 3/8/2015 | 3/8/2015 | 4/16/2006 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | DD OFC OF INDIAN ED PROGMS | D00100 | DIRECTOR BUREAU OF INDIAN EDUCATION | AADD001000 | DEARMAN TONY L. | ES-1710-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1710 Senior Leader | 1/1/2006 | 1/1/2006 | 11/1/2015 | 11/1/2015 | 10/30/2016 | 1/1/2006 | 10/30/2016 | 1/1/2006 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | DD OFC OF INDIAN ED PROGMS | D00101 | DEPUTY DIRECTOR SCHOOL OPERATIONS | AADD001010 | STEVENS BARTHOLOMEW S. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 7/23/2006 | 1/22/2017 | 1/22/2017 | 1/22/2017 | 1/22/2017 | 1/22/2017 | 1/22/2017 | 1/22/2017 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | DD OFC OF INDIAN ED PROGMS | D00300 | DIVISION OF PERFORMANCE AND ACCOUNTAB | AADD003000 | HAMLEY JEFFREY L. | ES-1720-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1720 Senior Leader | 7/23/2006 | 7/23/2006 | 4/26/2009 | 4/26/2009 | 4/26/2009 | 4/26/2009 | 4/26/2009 | 4/26/2009 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | DD OFC OF INDIAN ED PROGMS | D00800 | ADD-NAVAJO | AADD008000 | PFIEFFER TAMARAH NMN | ES-1701-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1701 Senior Leader | 6/29/2015 | 6/29/2015 | 6/29/2015 | 6/29/2015 | 6/29/2015 | 6/29/2015 | 6/29/2015 | 6/29/2015 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | DD OFC OF INDIAN ED PROGMS | D00900 | ADD-TRIBALLY CONTROLLED SCHOOLS | AADD009000 | DAVIS ROSE MARIE | ES-1701-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1701 Senior Leader | 3/20/2000 | 3/20/2000 | 2/21/2016 | 2/21/2016 | 2/21/2016 | 2/21/2016 | 2/21/2016 | 5/14/2006 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | GG EASTERN OKLAHOMA REGION | G00101 | REGIONAL DIRECTOR EASTERN OKLA REGION | AAGG001010 | STREATER EDDIE R. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 11/16/1992 | 7/12/2015 | 10/20/2013 | 7/12/2015 | 7/12/2015 | 7/12/2015 | 7/12/2015 | 7/12/2015 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | HH WESTERN REGION | H00101 | REGIONAL DIRECTOR WESTERN REGION | AAHH001010 | BOWKER BRYAN L. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 2/14/1988 | 7/4/2010 | 7/4/2010 | 7/4/2010 | 7/4/2010 | 7/4/2010 | 7/4/2010 | 5/19/2002 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | JJ PACIFIC REGION | J00101 | REGIONAL DIRECTOR PACIFIC REGION | AJJ001010 | DUTSCHKE AMY L. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 12/12/1982 | | 10/10/2010 | 10/10/2010 | 10/10/2010 | 10/10/2010 | 10/10/2010 | 6/17/2001 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | KK CENTRAL OFFICE HDQTRS. | K00100 | DIRECTOR BUREAU OF INDIAN AFFAIRS | AAK1001000 | BLACK MICHAEL S. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 Senior Leader | 1/21/1987 | 7/20/2008 | 7/20/2008 | 11/2/2016 | 7/20/2008 | 11/2/2016 | 7/20/2008 | 11/2/2016 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | KK CENTRAL OFFICE HDQTRS. | K00100 | DIRECTOR BUREAU OF INDIAN AFFAIRS | AAK1001000 | HANNA JEANETTE D. | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 Senior Leader | 5/31/1992 | 7/13/2014 | 7/13/2014 | 7/13/2014 | 7/13/2014 | 7/13/2014 | 7/13/2014 | 7/13/2014 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | KK CENTRAL OFFICE HDQTRS. | K00100 | DIRECTOR BUREAU OF INDIAN AFFAIRS | AAK1001000 | LOUDERMILK WELDON B. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 12/29/1991 | 3/2/2008 | 6/13/2010 | 6/26/2005 | 11/2/2016 | 6/13/2010 | 6/13/2010 | 6/13/2010 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | KK CENTRAL OFFICE HDQTRS. | K00300 | DEPUTY DIRECTOR INDIAN SERVICES | AAK3003000 | ORTIZ HANKIE P. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 3/25/2012 | 9/30/2007 | 3/25/2012 | 3/25/2012 | 3/25/2012 | 3/25/2012 | 3/25/2012 | 3/25/2012 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | KK CENTRAL OFFICE HDQTRS. | K00400 | DEPUTY DIRECTOR TRUST SERVICES | AAK4004000 | RIGGS HELEN | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 1/25/1993 | 12/14/2014 | 12/14/2014 | 10/3/2004 | 12/14/2014 | 10/3/2004 | 12/14/2014 | 10/3/2004 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | KK CENTRAL OFFICE HDQTRS. | K0L100 | OFFICE OF JUSTICE SERVICES | AAKL001000 | CRUZAN DARRAN A. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 9/26/2010 | 9/26/2010 | 9/26/2010 | 9/26/2010 | 1/8/2017 | 9/26/2010 | 9/26/2010 | 9/26/2010 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | MM SOUTHWEST REGION | M00100 | SOUTHWEST REGIONAL DIRECTOR'S OFFICE | AAMM001010 | WALKER WILLIAM T. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 5/31/1992 | 12/20/2009 | 12/20/2009 | 12/20/2009 | 12/20/2009 | 12/20/2009 | 12/20/2009 | 12/20/2009 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | NN NAVAJO REGION | N00101 | REGIONAL DIRECTOR NAVAJO REGION | AANN001010 | PINTO SHARON ANN | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 10/29/2001 | 10/29/2001 | 10/9/2011 | 10/9/2011 | 10/9/2011 | 10/9/2011 | 10/9/2011 | 2/1/2009 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | PP NORTHWEST REGION | P00101 | REGIONAL DIRECTOR NORTHWEST REGION | AAPP001010 | SPEAKS STANLEY M. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 12/12/1982 | 7/13/1979 | 7/13/1979 | 2/22/2004 | 7/13/1979 | 2/22/2004 | 7/13/1979 | 2/22/2004 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 06 BUREAU OF INDIAN AFFAIRS | SS EASTERN REGION | S00101 | OFCE OF REGIONAL DIRECTOR EASTERN REG | AASS001010 | MATYUBBY BRUCE W. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 Senior Leader | 12/12/1982 | 9/6/2015 | 9/6/2015 | 9/6/2015 | 9/6/2015 | 9/6/2015 | 9/6/2015 | 6/27/2004 | |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 07 BUREAU OF RECLAMATION | 01 PACIFIC NORTHWEST REG | | | | | | | | | | | | | | | | | |

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|--------|------|----------|----|----------------------------|------------------------------|----|-------------------------|------------|--|------------|------------------------|---------------|----|--------------------------------|------|---------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 08 GEOLOGICAL SURVEY | AL | SOUTHEAST REGION | GGESMA0000 | OFFC OF REG DIR SOUTHEAST REGION | GGESMA0000 | WEYERS HOLLY S. | ES-0401-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0401 | Senior Leader | 7/29/2001 | 7/29/2001 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 | 10/16/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 08 GEOLOGICAL SURVEY | AM | SOUTHWEST REGION | GGCMRA0000 | OFFC OF REG DIR SOUTHWEST REGION | GGCMRA0000 | ETHRIDGE MAX M. | ES-1301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1301 | Senior Leader | 9/11/1990 | 9/11/1990 | 5/23/1995 | 9/11/1990 | 11/30/2014 | | | | | | | 5/23/1995 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 08 GEOLOGICAL SURVEY | AO | PACIFIC REGION | GGWSZA0000 | OFFC OF REG DIR PACIFIC REGION | GGWSZA0000 | SOGGE MARK K. | ES-0401-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0401 | Senior Leader | 11/14/1993 | 11/14/1993 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 6/30/2013 | 11/21/2010 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 08 GEOLOGICAL SURVEY | AP | NORTHWEST REGION | GGWNYA0000 | OFFC OF REG DIR NORTHWEST REGION | GGWNYA0000 | FERRA RICHARD C. | ES-0401-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0401 | Senior Leader | 6/8/2008 | 6/8/2008 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 | 5/31/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 08 GEOLOGICAL SURVEY | AQ | ALASKA REGION | GGWAWA0000 | OFFC OF REG DIR ALASKA REGION | GGWAWA0000 | DEVARIS AIMEE MARIE | ES-1301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 1301 | Senior Leader | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 | 11/29/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | AK | NATL PK SVC ALASKA FIE | 9911 | IMMEDIATE OFFICE AK RD | PPAKAKRO00 | FROST HERBERT C. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 12/25/1994 | 6/22/2008 | 6/22/2008 | 6/22/2008 | 4/20/2014 | | | | | | | 6/12/2005 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | DS | NAT PK SVC DENVR SVC CN | 2001 | DSC DIRECTOR | PPWODESD1 | TODD RAYMOND K. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 6/26/1989 | | 3/6/2016 | 3/6/2016 | 3/6/2016 | | | | 3/6/2016 | | | 3/6/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | IM | NATL PK SVC INTERMOUNT | 1212 | REGIONAL DIRECTOR | PPIMMRO10 | MASICA SUE E. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 7/19/1998 | | 7/19/1998 | 7/19/1998 | 1/12/2014 | | | | | | | 7/19/1998 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | IM | NATL PK SVC INTERMOUNT | 1461 | OFFICE OF THE SUPERINTENDENT | PPIMGRTE50 | VELA RAYMOND DAVID | ES-0025-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0025 | Senior Leader | 10/11/1998 | 10/11/1998 | 5/11/2008 | 5/11/2008 | 3/9/2014 | | | | | | | 5/28/2006 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | IM | NATL PK SVC INTERMOUNT | 1571 | OFFICE OF THE SUPERINTENDENT | PPIMYELLO | WENK DANIEL N. | ES-0025-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0025 | Senior Leader | 2/19/1984 | 8/27/1978 | 12/2/2001 | 12/2/2001 | 2/27/2011 | | | | | | | 12/25/1994 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | IM | NATL PK SVC INTERMOUNT | 1811 | OFFICE OF THE SUPERINTENDENT | PPIMGRCASO | LEHNERTZ CHRISTINE S. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 2/4/2007 | 2/4/2007 | 8/1/2010 | 8/1/2010 | 8/21/2016 | | | | | | | 1/26/2003 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | MW | NATL PK SVC MIDWEST RE | 6022 | REGIONAL DIRECTOR'S OFFICE | PPMWMWR0K0 | SHOLLY CAMERON H | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 6/9/2002 | 6/9/2002 | 8/12/2012 | 3/8/2015 | 3/8/2015 | | | | | | | 8/12/2012 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | NC | NATL PK SVC NATL CAPIT | 3060 | IMMEDIATE OFFICE NC RD | PPNCCROD00 | VOELT ROBERT A. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 7/14/1991 | | 7/17/2011 | 7/17/2011 | 12/14/2014 | | | | | | | 7/17/2011 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | NC | NATL PK SVC NATL CAPIT | 3041 | OFFICE OF THE SUPERINTENDENT | PPNCCNAM50 | GASICA VEGE E. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 7/12/1992 | | 9/20/2015 | 9/20/2015 | 9/20/2015 | | | | | | | 9/20/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | NE | NATL PK SVC NORTH EAST | 1765 | NATIONAL PARKS OF NEW YORK HARBOR | PPNENPNH00 | LAIRD JOSHUA RADBILL | ES-0301-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0301 | Senior Leader | 6/16/2013 | 6/16/2013 | 6/16/2013 | 6/16/2013 | 6/16/2013 | | | | | | | 6/16/2013 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | NE | NATL PK SVC NORTH EAST | 4504 | OFFICE OF THE REGIONAL DIRECTOR | PPNENROE00 | CALDWELL MICHAEL A. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 2/9/1991 | | 2/9/2014 | 2/9/2014 | 2/9/2014 | | | | | | | 2/9/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | PW | NATL PK SVC PACIFIC WE | 8001 | IMMED OFFICE PW RD | PPWPWR0D00 | JOSS LAURA | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 12/7/1989 | | 3/6/2016 | 3/6/2016 | 3/6/2016 | | | | | | | 3/6/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | PW | NATL PK SVC PACIFIC WE | 8361 | OFFICE OF THE SUPERINTENDENT | PPPWLAKE50 | RICHARDSON LIZETTE | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 10/31/2004 | 10/31/2004 | 10/4/2015 | 10/4/2015 | 10/4/2015 | | | | | | | 10/4/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | SE | NATL PK SVC SOUTHEAST | 5011 | REGIONAL DIRECTOR'S OFFICE | PPSEER5000 | AUSTIN STANLEY J. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 12/25/2005 | 7/14/2013 | 7/14/2013 | 7/14/2013 | 7/14/2013 | | | | | | | 7/14/2013 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | SE | NATL PK SVC SOUTHEAST | 5281 | OFFICE OF THE SUPERINTENDENT | PPSEVER100 | RAMOS PEDRO M | ES-0025-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0025 | Senior Leader | 1/28/2001 | | 1/25/2015 | 1/25/2015 | 1/25/2015 | | | | | | | 1/28/2001 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | SE | NATL PK SVC SOUTHEAST | 5461 | OFFICE OF THE SUPERINTENDENT | PPSEGRSM50 | CASH CASSIUS M | ES-0025-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0025 | Senior Leader | 2/14/2010 | 2/14/2010 | 2/8/2015 | 2/8/2015 | 2/8/2015 | | | | | | | 2/8/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 10 | OFFICE OF THE COMPTROLLER | PPWOCMPC00 | BOWRON JESSICA L. | ES-0501-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0501 | Senior Leader | 8/19/2007 | 8/19/2007 | 1/8/2017 | 10/16/2016 | 1/8/2017 | | | | | | | 1/1/2017 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 10 | OFFICE OF THE COMPTROLLER | PPWOCMPC00 | MCDOWALL LENA E. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 1/4/2004 | 1/4/2004 | 2/12/2012 | 2/12/2012 | 1/11/2015 | | | | | | | 2/12/2012 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2151 | DEPUTY DIRECTOR FOR OPERATIONS | PPWODIRE20 | BENGTSON MICHAEL T. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 6/10/1984 | 4/24/2011 | 7/31/2016 | 7/31/2016 | 7/31/2016 | | | | | | | 4/24/2011 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2201 | AD CULTURAL RESOURCES (IMMED OFFICE) | PPWOCRA010 | TOOTHMAN STEPHANIE S. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 2/19/1984 | 5/31/1981 | 7/4/2010 | 7/4/2010 | 7/4/2010 | | | | | | | 12/31/2000 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2301 | IMM OFC AD NATURAL RES S & S | PPWONRAD00 | SAUVAJOT RAYMOND MARC | ES-0401-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0401 | Senior Leader | 6/27/1993 | | 12/14/2014 | 12/14/2014 | 12/14/2014 | | | | | | | 12/14/2014 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2400 | AD VISITOR & RESOURCE PROTECTION | PPWVOPAD00 | OBERNESSER RICHARD | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 7/8/1984 | 7/8/1984 | 10/4/2015 | 10/4/2015 | 10/4/2015 | | | | | | | 10/4/2015 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2500 | AD PARK PLANNING FACILITIES & LANDS | PPWVOPFL00 | BENGE SHAWN T. | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 5/22/1988 | | 10/2/2016 | 10/2/2016 | 10/2/2016 | | | | | | | 10/2/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2550 | INFORMATION RESOURCES MANAGEMENT (IRM) | PPWVORAD00 | COMPTON JEFFREY S. | ES-2210-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 2210 | Senior Leader | 2/28/1999 | | 9/18/2016 | 6/3/2012 | 9/18/2016 | | | | | | | 6/3/2012 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 10 NATIONAL PARK SERVICE | WO | NATL PK SVC WASH OFFIC | 2601 | IMMED OFFICE BUSINESS SERVICES | PPWOBASD10 | AUSTIN TERESA MADEYA | ES-0340-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0340 | Senior Leader | 5/1/2005 | 5/1/2005 | 10/30/2016 | 10/16/2016 | 10/30/2016 | | | | | | | 10/30/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 01 | FISH & W/L SVC REGION 1 | FF01G00000 | OFFICE OF THE REGIONAL DIRECTOR | FF01G00000 | THORSON ROBYN | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 4/14/1985 | | 8/13/2000 | 8/13/2000 | 3/23/2014 | | | | | | | 8/13/2000 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 02 | FISH & W/L SVC REGION 2 | FF02G00000 | REGION 2 ALBUQUERQUE NM | FF02G00000 | TUGGLE BENJAMIN N. | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 6/10/1984 | | 3/1/1979 | 9/17/2006 | 3/9/2015 | | | | | | | 9/17/2006 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 03 | FISH & W/L SVC REGION 3 | FF03G00000 | REGIONAL DIRECTOR REGION 3 | FF03G00000 | MELIUS THOMAS O | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 10/18/1998 | | 12/8/1998 | 12/8/1998 | 9/23/2012 | | | | | | | 10/18/1998 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 04 | FISH & W/L SVC REGION 4 | FF04G00000 | OFRC REG DIRECTOR ATLANTA GA | FF04G00000 | DOHNER CYNTHIA | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 12/5/1993 | | 11/8/2009 | 11/6/2009 | 10/21/2012 | | | | | | | 4/25/1999 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 05 | FISH & W/L SVC REGION 5 | FF05G00000 | OFRC REC DIR HADLEY MA | FF05G00000 | WEBER WENDI | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 4/26/1998 | 4/26/1998 | 10/5/2011 | 10/5/2011 | 9/23/2012 | | | | | | | 8/22/2004 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 06 | FISH & W/L SVC REGION 6 | FF06G00000 | OFRC REG DIRECTOR DENVER CO | FF06G00000 | WALSH NOREEN E. | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 2/19/1995 | | 11/29/2012 | 11/29/2012 | 11/29/2012 | | | | | | | 11/29/2012 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 07 | FISH & W/L SVC REGION 7 | FF07G00000 | OFRC OF REGIONAL DIRECTOR AK | FF07G00000 | SIKANEC GREGORY EUGENE | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 8/1/2016 | 8/1/2016 | 1/4/2009 | 8/1/2016 | 8/1/2016 | | | | | | | 8/1/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 08 | FISH & W/L SVC REGION 8 | FF08G00000 | REGIONAL DIRECTOR - REGION 8 | FF08G00000 | SOULA PAUL | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 11/18/2001 | 4/2/2006 | 8/24/2014 | 8/24/2014 | 8/7/2016 | | | | | | | 8/7/2016 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 09 | FISH & W/L SVC REGION 9 | FF09A00000 | ASST DIR-INTERNATIONAL AFFAIRS | FF09A00000 | ARROYO BRYAN | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 8/26/1990 | | 1/7/2007 | | 11/3/2013 | | | | | | | 1/7/2007 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 09 | FISH & W/L SVC REGION 9 | FF09B00000 | ASST DIR-BUDGET PLAN & HUMAN CAPITAL | FF09B00000 | SHEHAN DENISE E. | ES-0341-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0341 | Senior Leader | 11/1/1992 | | 6/21/1998 | 10/27/1996 | 11/3/2013 | | | | | | | 10/27/1996 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 09 | FISH & W/L SVC REGION 9 | FF09D00000 | DIRECTOR-U.S. FISH & WILDLIFE SERVICE | FF09D00000 | GURTEIN STEPHEN D. | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | Senior Leader | 12/2/1990 | | 2/3/2008 | 2/3/2008 | 11/4/2012 | | | | | | | 1/30/2000 |
| 201708 | 2017 | 4/1/2017 | IN | DEPARTMENT OF THE INTERIOR | 15 FISH AND WILDLIFE SERVICE | 09 | FISH & W/L SVC REGION 9 | FF09D00000 | DIRECTOR-U.S. FISH & WILDLIFE SERVICE | FF09D00000 | KURTH JAMES W. | ES-0480-00/00 | ES | SENIOR EXECUTIVE SERVICE (SES) | 0480 | | | | | | | | | | | | | |

From: Goklany, Indur
To: [Douglas Domenech](#); [Daniel Jorjani](#)
Cc: [James Cason](#)
Subject: Fwd: Detail description for Goks
Date: Monday, April 10, 2017 8:12:16 AM

My office is thinking of detailing me to the Ethics Office, but I would rather work on climate (change)-related matters, as had been suggested. Could that be arranged?

I had mentioned your interest to Joel, the Director of this office, just before going home last Friday, that there was some thought that I would be working for "upstairs" on climate change but he apparently felt he had to be responsive to the Ethics Office also.

Best regards,
Goks

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

From: **Melinda Loftin** <melinda.loftin@sol.doi.gov>
Date: Fri, Apr 7, 2017 at 5:04 PM
Subject: Re: Detail description for Goks
To: "Clement, Joel" <joel_clement@ios.doi.gov>
Cc: Steve Glomb <Steve_Glomb@ios.doi.gov>, Amy Holley <Amy_Holley@ios.doi.gov>, "Indur M. Goklany" <Indur_Goklany@ios.doi.gov>

Thanks Joel, I will discuss this with Dave on Monday and get back to you.

Sent from my iPhone

On Apr 7, 2017, at 3:05 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Melinda, Steve, and Amy, see attached for a quick sketch of the detail assignment we discussed and let me know if it's accurate based on your understanding of what Jim Cason was asking for. Once we're good with this doc we can get things started with paperwork and it's off to the races!

Thanks,

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

<Goklany Detail Assignment.docx>

From: Lawson, Christopher
To: [Pletcher, Mary](mailto:Mary.Pletcher@ios.doi.gov)
Cc: [Jonathan Mack](mailto:Jonathan.Mack@ios.doi.gov)
Subject: Re: Can you get me current list of SES on probationary period
Date: Monday, April 10, 2017 12:26:13 PM
Attachments: [SES - PP 2017-08.xlsx](#)

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Mon, Apr 10, 2017 at 11:54 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
This seems to be missing the positions individuals are in - can you rerun?

Thanks,
Mary

On Fri, Apr 7, 2017 at 5:18 PM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

resending

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

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

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Fri, Apr 7, 2017 at 4:57 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Jonathan Mack <jonathan_mack@ios.doi.gov>

Jonathan:

Michelle indicated that there are errors in FPPS, so I pulled all SES and included the relevant dates. I only pulled SES. Let me know if she needs SL/ST.

Thanks!

Chris Lawson
Director, HR Information Systems

Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Fri, Apr 7, 2017 at 4:33 PM, Jonathan Mack <jonathan_mack@ios.doi.gov> wrote:

Sent from my iPad

Begin forwarded message:

From: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Date: April 7, 2017 at 3:51:07 PM EDT
To: Jonathan Mack <jonathan_mack@ios.doi.gov>
Subject: Fwd: Can you get me current list of SES on probationary period

Does not include how long employees have been in the SES or how long they have been in their current positions. I think these are separate data fields Michelle pulls.

Thanks,
Mary

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

From: **Oxyer, Michelle** <michelle_oxyer@ios.doi.gov>
Date: Tue, Mar 14, 2017 at 2:56 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Mary, Here is the latest report. Full disclosure, I have reviewed the previous report that I ran and highlighted the errors but have not worked with the bureaus to fix them. So there are still errors on this report. Will contact the bureaus this week.

Michelle Oxyer
Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
Fax 202-208-5285
michelle_oxyer@ios.doi.gov

On Tue, Mar 14, 2017 at 12:07 PM, Mary Pletcher
<mary_pletcher@ios.doi.gov> wrote:

I know we have had some kick off the list now that we are in March.
Can you send me the latest?

Thanks,
Mary

Sent from my iPhone

--

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

--

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

From: Cameron, Scott
To: [Katharine Macgregor](#); [Virginia Johnson](#); [Benjamin Keel](#); [Casey Hammond](#); [Kathleen Benedetto](#); [Maureen Foster](#); [Richard Cardinale](#); [Michael Black](#); [Amy Holley](#); [Lorri Lee](#)
Subject: Request bureau assistance in planning for a successful WGA/National Invasive Species Council meeting in Whitefish, Montana in late June
Date: Monday, April 10, 2017 7:15:41 PM

All,

The Secretary has agreed to meet with various Western governors at the WGA summer meeting, probably on June 28, to discuss mutual cooperation to keep invasive zebra and quagga mussels out of the Columbia River Basin. This will coincide with the first National Invasive Species Council meeting in 8 years, and the first ever outside of DC.

We want this to be a substantive interaction, where the principals can sign off on a package of initiatives designed to improve intergovernmental coordination and natural resource conservation results that will have real impact on the ground/water. That means a lot of staff work has to happen over the next ten weeks or so to tee up items for federal/state approval.

I ask that we all authorize appropriate staff from BLM, FWS, NPS, BIA, USGS and Reclamation to participate in this exercise. I have also asked Reclamation's Regional Director for the Pacific Northwest, Lorri Gray, to coordinate with her senior executive colleagues in other agencies at the regional level.

Joel Clement, Hilary Smith and Sarah Abdelrahim of PMB will be coordinating internally inside DOI as we set up interbureau teams to explore options for improving the effectiveness of federal/state efforts in boat decontamination, boat inspection, monitoring, research, engineering mitigation practices, and education and outreach.

Thanks for your help, and let me know if you have any questions.

Scott
Scott J. Cameron
Special Assistant
Office of the Secretary of the Interior
Desk 202 208 0969
Cell 202 706 9031

From: Cardinale, Richard
To: [Katharine Macgregor](mailto:Katharine.Macgregor@ios.doi.gov)
Subject: Fwd: Request bureau assistance in planning for a successful WGA/National Invasive Species Council meeting in Whitefish, Montana in late June
Date: Tuesday, April 11, 2017 8:47:29 AM

Kate,

I recommend forwarding this to Mike Nedd.

Rich

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

From: **Cameron, Scott** <scott_cameron@ios.doi.gov>
Date: Mon, Apr 10, 2017 at 7:15 PM
Subject: Request bureau assistance in planning for a successful WGA/National Invasive Species Council meeting in Whitefish, Montana in late June
To: Katharine Macgregor <katharine_macgregor@ios.doi.gov>, Virginia Johnson <virginia_johnson@ios.doi.gov>, Benjamin Keel <benjamin_keel@ios.doi.gov>, Casey Hammond <casey_hammond@ios.doi.gov>, Kathleen Benedetto <kathleen_benedetto@ios.doi.gov>, Maureen Foster <Maureen_Foster@ios.doi.gov>, Richard Cardinale <richard_cardinale@ios.doi.gov>, Michael Black <mike.black@bia.gov>, Amy Holley <amy_holley@ios.doi.gov>, Lorri Lee <lgray@usbr.gov>

All,

The Secretary has agreed to meet with various Western governors at the WGA summer meeting, probably on June 28, to discuss mutual cooperation to keep invasive zebra and quagga mussels out of the Columbia River Basin. This will coincide with the first National Invasive Species Council meeting in 8 years, and the first ever outside of DC.

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Thanks for your help, and let me know if you have any questions.

Scott
Scott J. Cameron
Special Assistant
Office of the Secretary of the Interior

Desk 202 208 0969
Cell 202 706 9031

From: Symmes, Peter
To: [Pletcher, Mary](#)
Cc: [Lawson, Christopher B](#); [Ray Limon](#)
Subject: Re: Can you get me current list of SES on probationary period
Date: Tuesday, April 11, 2017 12:44:28 PM
Attachments: [SES.xlsx](#)

Mary,

Please see the attached.

Sorry for the delay. I had to build a decode for the 'State Code Ste Tax Ste 1' column which did not have descriptions. Had to go out and find some state codes on the Internet.

I am going down to get a quick bite. I will be back soon if you need anything else.

Peter H. Symmes
HR Information Systems
Department of the Interior
Office: 202-208-3172
Fax: 202-219-2184
Mobile: 202-738-2005

On Tue, Apr 11, 2017 at 10:16 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
Here's the report that Chris provided me.

Thanks,
Mary

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

From: **Lawson, Christopher** <christopher_lawson@ios.doi.gov>
Date: Mon, Apr 10, 2017 at 12:24 PM
Subject: Re: Can you get me current list of SES on probationary period
To: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Cc: Jonathan Mack <jonathan_mack@ios.doi.gov>

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Mon, Apr 10, 2017 at 11:54 AM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:
This seems to be missing the positions individuals are in - can you rerun?

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resending

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

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

From: Lawson, Christopher <christopher_lawson@ios.doi.gov>
Date: Fri, Apr 7, 2017 at 4:57 PM
Subject: Re: Can you get me current list of SES on probationary period
To: Jonathan Mack <jonathan_mack@ios.doi.gov>

Jonathan:

Michelle indicated that there are errors in FPPS, so I pulled all SES and included the relevant dates. I only pulled SES. Let me know if she needs SL/ST.

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Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4042
202-208-5284 office
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christopher_lawson@ios.doi.gov

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Sent from my iPad

Begin forwarded message:

From: "Pletcher, Mary" <mary_pletcher@ios.doi.gov>
Date: April 7, 2017 at 3:51:07 PM EDT
To: Jonathan Mack <jonathan_mack@ios.doi.gov>
Subject: Fwd: Can you get me current list of SES on probationary period

Does not include how long employees have been in the SES or how long they have been in their current positions. I think these are separate data fields Michelle pulls.

Thanks,
Mary

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

From: **Oxyer, Michelle** <michelle_oxyer@ios.doi.gov>

Date: Tue, Mar 14, 2017 at 2:56 PM

Subject: Re: Can you get me current list of SES on probationary period

To: Mary Pletcher <mary_pletcher@ios.doi.gov>

Mary, Here is the latest report. Full disclosure, I have reviewed the previous report that I ran and highlighted the errors but have not worked with the bureaus to fix them. So there are still errors on this report. Will contact the bureaus this week.

Michelle Oxyer

Executive Resources Division

Office of Human Resources

Department of the Interior

Phone 202-208-6943

Fax 202-208-5285

michelle_oxyer@ios.doi.gov

On Tue, Mar 14, 2017 at 12:07 PM, Mary Pletcher

<mary_pletcher@ios.doi.gov> wrote:

I know we have had some kick off the list now that we are in March.
Can you send me the latest?

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Mary

Sent from my iPhone

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Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

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

From: Glomb, Steve
To: [Amy Holley](#)
Subject: Re:
Date: Monday, April 17, 2017 11:04:53 AM

Amy -

I know you said you gave Jim Cason the NGS paper that PPA produced, but I don't recall hearing if it ever got to Scott Cameron who originally requested the info. Joel is asking about whether the loop actually got closed.

Thanks,
Steve

On Mon, Apr 17, 2017 at 10:23 AM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Hey Steve my understanding was that Amy or Jim C were going to look at the NGS docs and send them over to Scott Cameron, but I never did receive confirmation that it happened that way. The big meeting was last week, and the Secretary stopped by and so on, but do you know if Scott received the documents he asked us for?

Thanks and happy Monday.

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Senhadji, Karen
To: [Gulac, Catherine](#); [Amy Holley](#); [Steve Glomb](#)
Cc: [Margo Harris](#); [Virginia Burkett](#)
Subject: Re: TIME SENSITIVE - Request for Assistance from Acting Deputy Secretary Jim Cason
Date: Monday, April 17, 2017 4:18:10 PM
Attachments: [Info Memo on DOI at Paris Accords April 2017.docx](#)

Hi Cathy,

Please find attached a quick summary of the role DOI played in the Paris Accords, based on the briefing materials I've found for Secretary Jewell's trip to Paris. My office helped handle the trip and assembled some of the briefing materials, but we were not the ones who staffed the working groups nor developed any substantive positions or actions leading up to and after the trip, so I don't know if there is additional material out there that might be helpful. I think that it was primarily the political team who handled all of that, but am not sure. Copying Amy Holley, PMB Chief of Staff and Acting Assistant Secretary, who may know more about where to locate any further material that may be needed.

Please let me know if you need anything else from our office.

Thanks! Karen

Karen Senhadji
Director, Office of International Affairs
Office of the Secretary
U.S. Department of the Interior
karen_senhadji@ios.doi.gov
Office 202-208-5479 , Cell 202-510-0651

On Mon, Apr 17, 2017 at 3:03 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:
Joel Clement said that since this is an international agreement, the person that I should reach out to is Karen Senhadji.

Karen,
Are you able to assist with this request?
Thank you!
Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

On Mon, Apr 17, 2017 at 2:57 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:
Hi Ms. Burkett,
Thank you for your quick response!
I'm sorry, but I don't have any information on what kind of briefing paper Mr. Cason would like. I think whatever you can put together (scientific basis for the agreement and the projected outcomes with and without mitigation) would be a good start and DOI's posture on climate change. From there, Mr. Cason would probably have other questions.

Sorry for the short notice, but we just word this afternoon, and no specifics.

Thank you!

Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

On Mon, Apr 17, 2017 at 2:45 PM, Burkett, Virginia <virginia_burkett@usgs.gov> wrote:

Hi Cathy,

USGS was not involved in the Paris agreement but we are familiar with the science basis for the agreement and the the projected outcomes with and without mitigation. What kind of briefing paper are you seeking? If you send me a list of questions or headings, we can pull the facts together this afternoon.

Virginia

On Mon, Apr 17, 2017 at 2:24 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Hello Mr. Werkheiser and Ms. Burkett,

Acting Deputy Secretary Jim Cason is requesting papers (briefing or white) and DOI's posture on the Paris Accords (Accord de Paris), re: Climate Change. He may surrogate for Secretary Zinke for a meeting called for by the National Economic Council, for tomorrow, Tuesday, April 18, 1:30 - 2:30 p.m., at the White House.

Please advise. Thank you.

Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

INFORMATION MEMORANDUM

DATE: April 17, 2017
FROM: Karen Senhadji, Director, Office of International Affairs
SUBJECT: DOI's Posture on Paris Accords re Climate Change

In 2015, Secretary Sally Jewell represented the U.S. Department of the Interior at the 21st Conference of the Parties (COP-21) of the UN Framework Convention on Climate Change (UNFCCC) in Paris. The U.S. negotiating approach was led by the Department of State in coordination with the White House. At COP-21, the parties to the UNFCCC sought agreement on commitments to reduce greenhouse emissions (starting in 2020), as well as measures to strengthen the capacity to adapt to climate change. DOS requested DOI participation in side events at the COP. Specifically, Secretary Jewell represented DOI at a side event titled "From the Arctic to the Islands: Building Resilience Now in the Face of Rapid Climate Change" as well as in a meeting with the Inuit Circumpolar Council and the Saami Council.

BACKGROUND

Emissions Reductions

The U.S. emission commitment included proposed BLM regulations to reduce methane venting and flaring from oil production on federal lands.

Adaptation

The negotiations on adaptation to climate change and its impacts were considered particularly relevant to discussions of resilience. While the U.S. worked intensively with partners from insular areas, island nations and other vulnerable countries to find a cooperative, effective approach on adaptation, disagreement remains on some specifics of how to approach adaptation. The U.S. supported a focus on incremental, qualitative steps on adaptation -- "qualitative" meaning geared toward improvements in resilience rather than "quantitative" levels of financial assistance. The U.S. proposed that each Party to the Convention undertake a national adaptation planning process, and communicate their efforts, priorities and needs on a periodic basis. Following up on Paris, DOI was expected to assist with safeguards for wildlife or indigenous peoples' interests in the implementation of forest management commitments, and how to build resilience for natural and human systems to support adaptation to climate change.

DOI's Previous Participation in UNFCCC

DOI's previous high level participation at a UNFCCC COP was in the 2009 meeting in Copenhagen, where then-DOI Secretary Ken Salazar and other senior officials appeared. While some USGS scientists provided contributions to COP side events, DOI did not join the delegation to the formal negotiations which focused on the legal architecture of the agreement and emissions reductions commitments based largely on decisions under the authority of other Federal agencies.

From: Holley, Amy
To: [Senhadji, Karen](mailto:karen_senhadji@ios.doi.gov)
Cc: [Gulac, Catherine](mailto:Catherine.Gulac@ios.doi.gov); [Steve Glomb](mailto:Steve.Glomb@ios.doi.gov); [Margo Harris](mailto:Margo.Harris@ios.doi.gov); [Virginia Burkett](mailto:Virginia.Burkett@ios.doi.gov)
Subject: Re: TIME SENSITIVE - Request for Assistance from Acting Deputy Secretary Jim Cason
Date: Monday, April 17, 2017 4:23:11 PM

I do not have additional information on this, so thank you for pulling it together!

On Mon, Apr 17, 2017 at 4:17 PM, Senhadji, Karen <karen_senhadji@ios.doi.gov> wrote:
Hi Cathy,

Please find attached a quick summary of the role DOI played in the Paris Accords, based on the briefing materials I've found for Secretary Jewell's trip to Paris. My office helped handle the trip and assembled some of the briefing materials, but we were not the ones who staffed the working groups nor developed any substantive positions or actions leading up to and after the trip, so I don't know if there is additional material out there that might be helpful. I think that it was primarily the political team who handled all of that, but am not sure. Copying Amy Holley, PMB Chief of Staff and Acting Assistant Secretary, who may know more about where to locate any further material that may be needed.

Please let me know if you need anything else from our office.

Thanks! Karen

Karen Senhadji
Director, Office of International Affairs
Office of the Secretary
U.S. Department of the Interior
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Karen,
Are you able to assist with this request?
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202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine.Gulac@ios.doi.gov

On Mon, Apr 17, 2017 at 2:57 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:
Hi Ms. Burkett,
Thank you for your quick response!

I'm sorry, but I don't have any information on what kind of briefing paper Mr. Cason would like. I think whatever you can put together (scientific basis for the agreement and the projected outcomes with and without mitigation) would be a good start and DOI's posture on climate change. From there, Mr. Cason would probably have other questions.

Sorry for the short notice, but we just word this afternoon, and no specifics.

Thank you!

Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine.Gulac@ios.doi.gov

On Mon, Apr 17, 2017 at 2:45 PM, Burkett, Virginia <virginia_burkett@usgs.gov> wrote:

Hi Cathy,
USGS was not involved in the Paris agreement but we are familiar with the science basis for the agreement and the the projected outcomes with and without mitigation. What kind of briefing paper are you seeking? If you send me a list of questions or headings, we can pull the facts together this afternoon.
Virginia

On Mon, Apr 17, 2017 at 2:24 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

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Acting Deputy Secretary Jim Cason is requesting papers (briefing or white) and DOI's posture on the Paris Accords (Accord de Paris), re: Climate Change. He may surrogate for Secretary Zinke for a meeting called for by the National Economic Council, for tomorrow, Tuesday, April 18, 1:30 - 2:30 p.m., at the White House.

Please advise. Thank you.

Cathy

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Catherine.Gulac@ios.doi.gov

From: Gulac, Catherine
To: [Senhadji, Karen](mailto:Senhadji_Karen)
Cc: [Amy Holley](mailto:Amy_Holley); [Steve Glomb](mailto:Steve_Glomb); [Margo Harris](mailto:Margo_Harris); [Virginia Burkett](mailto:Virginia_Burkett)
Subject: Re: TIME SENSITIVE - Request for Assistance from Acting Deputy Secretary Jim Cason
Date: Monday, April 17, 2017 4:32:38 PM

Thank you very much, Karen! I just handed your paper to Mr. Cason. I'll let you know if he'll be needing anything else.

Cathy

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Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

On Mon, Apr 17, 2017 at 4:17 PM, Senhadji, Karen <karen_senhadji@ios.doi.gov> wrote:

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Please find attached a quick summary of the role DOI played in the Paris Accords, based on the briefing materials I've found for Secretary Jewell's trip to Paris. My office helped handle the trip and assembled some of the briefing materials, but we were not the ones who staffed the working groups nor developed any substantive positions or actions leading up to and after the trip, so I don't know if there is additional material out there that might be helpful. I think that it was primarily the political team who handled all of that, but am not sure. Copying Amy Holley, PMB Chief of Staff and Acting Assistant Secretary, who may know more about where to locate any further material that may be needed.

Please let me know if you need anything else from our office.

Thanks! Karen

Karen Senhadji
Director, Office of International Affairs
Office of the Secretary
U.S. Department of the Interior
karen_senhadji@ios.doi.gov
Office 202-208-5479 , Cell 202-510-0651

On Mon, Apr 17, 2017 at 3:03 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Joel Clement said that since this is an international agreement, the person that I should reach out to is Karen Senhadji.

Karen,
Are you able to assist with this request?
Thank you!
Cathy

Catherine Gulac
U.S. Department of the Interior
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1849 C St, NW, MS-7328

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1849 C St, NW, MS-7328
Washington, D.C. 20240



202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

From: Senhadji, Karen
To: [Holley, Amy](#); [Steve Glomb](#)
Subject: Re: TIME SENSITIVE - Request for Assistance from Acting Deputy Secretary Jim Cason
Date: Monday, April 17, 2017 5:09:59 PM

Just further on this fyi, that Cathy, called, emailed and came down to my office all in the space of about fifteen minutes seeking this information from Jim, while I was in other meetings. Even after I said I'd look for anything we had, she called again fifteen minutes after leaving here to make sure I was sending something asap. I ended up cutting and pasting from some memos I found, as quickly as I could.

I did ask her if she had contacted Amy to get info from the PMB offices, and she seemed to think Amy was out today and that Jim needed it right away?

On Mon, Apr 17, 2017 at 4:22 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

I do not have additional information on this, so thank you for pulling it together!

On Mon, Apr 17, 2017 at 4:17 PM, Senhadji, Karen <karen_senhadji@ios.doi.gov> wrote:

Hi Cathy,

Please find attached a quick summary of the role DOI played in the Paris Accords, based on the briefing materials I've found for Secretary Jewell's trip to Paris. My office helped handle the trip and assembled some of the briefing materials, but we were not the ones who staffed the working groups nor developed any substantive positions or actions leading up to and after the trip, so I don't know if there is additional material out there that might be helpful. I think that it was primarily the political team who handled all of that, but am not sure. Copying Amy Holley, PMB Chief of Staff and Acting Assistant Secretary, who may know more about where to locate any further material that may be needed.

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Karen Senhadji
Director, Office of International Affairs
Office of the Secretary
U.S. Department of the Interior
karen_senhadji@ios.doi.gov
Office 202-208-5479 , Cell 202-510-0651

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Catherine_Gulac@ios.doi.gov

From: Holley, Amy
To: Glomb, Steve
Subject: Re:
Date: Monday, April 17, 2017 5:37:13 PM

I never got it back from Jim, so let me check...

On Mon, Apr 17, 2017 at 11:04 AM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

Amy -

I know you said you gave Jim Cason the NGS paper that PPA produced, but I don't recall hearing if it ever got to Scott Cameron who originally requested the info. Joel is asking about whether the loop actually got closed.

Thanks,
Steve

On Mon, Apr 17, 2017 at 10:23 AM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Hey Steve my understanding was that Amy or Jim C were going to look at the NGS docs and send them over to Scott Cameron, but I never did receive confirmation that it happened that way. The big meeting was last week, and the Secretary stopped by and so on, but do you know if Scott received the documents he asked us for?

Thanks and happy Monday.

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Glomb, Steve
To: [Holley, Amy](mailto:Amy.Holley@ios.doi.gov)
Subject: Re:
Date: Monday, April 17, 2017 5:43:48 PM

Thank you

On Mon, Apr 17, 2017 at 5:36 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:
I never got it back from Jim, so let me check....

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Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Pletcher, Mary
To: [Mary Pletcher](#)
Subject: moratorium working files
Date: Monday, May 01, 2017 5:10:28 PM
Attachments: [Moratorium - Key Considerations Summary v2.docx](#)
[Permanent ERB_050117.docx](#)
[SES Roster 050117.xlsx](#)
[SES Vacancies.docx](#)

--

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

Moratorium Key Considerations Reassignments and Details

Moratorium on Involuntary Reassignments

To prevent peremptory reassignments by new appointees without adequate knowledge of the individuals involved, the law provides that an agency may not involuntarily reassign an SES career appointee filling either a career reserved or general position:

- within 120 days after an appointment of the head of the agency; or
- within 120 days after the appointment in the agency of the career appointee's most immediate supervisor who is a noncareer appointee and has the authority to make an initial appraisal of the career appointee's performance under 5 U.S.C. Chapter 43, subchapter II.

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

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

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

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

SES to SES Details

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

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

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

Non SES to SES Details

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

Effect of the Moratorium on Details

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

Memorandum

To: Chief of Staff
Associate Deputy Secretary
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 for the Department of the Interior and constitute the membership as follows:

- Chief of Staff, Chairperson
(Mr. Scott Hommel)
- Associate Deputy Secretary, Member
(Mr. James Cason)
- 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 Executive Resources Board.

The ERB will continue to play a prominent role in determining the executive resources needs of the Department's bureaus and offices. While overseeing all aspects of the management of executive resources to include Senior Executive Service, Senior Level, and Scientific and Professional resources they will retain final approval for all aspects of these programs. 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

Memorandum

To: Secretary

From: Tommy Beaudreau
Chief of Staff

Subject: Executive Resources Board (ERB)

On July 16, 2009, a permanent Executive Resources Board was established to conduct matters pertaining to the Senior Executive Service. Subject to your approval, the ERB members would like to invite Elizabeth Washburn to serve as a member of the ERB. Enclosed you will find a biography for Ms. Washburn.

The enclosed memorandum for your signature will accomplish this. Should you wish to change the composition of the ERB at a later date, my office will effect that action for you with another memorandum.

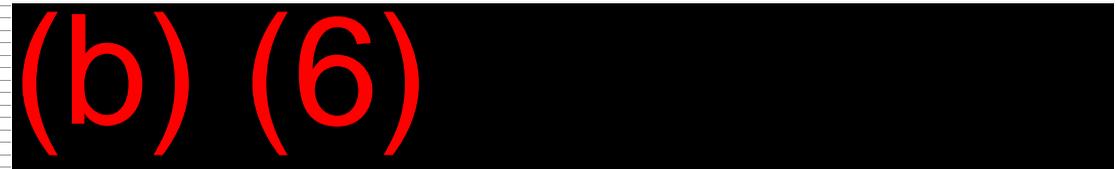
If you have any questions, please contact me on 208-5403.

Biography – Libby Rodke Washburn

Libby Rodke Washburn joined the U.S. Department of the Interior after President Barack Obama appointed her the Deputy Commissioner for External and Intergovernmental Affairs at the Bureau of Reclamation in 2013. She was designated as the Chief of Staff to the Deputy Secretary of the Interior in March 2014. Previously, she served as the state director for U.S. Senator Jeff Bingaman, chairman of the Senate Energy & Natural Resources Committee. Ms. Washburn has taught cultural property law at two different law schools. She previously served as an attorney at the U.S. Department of the Interior, working on complex cases involving Indian lands, tribal jurisdictional issues, and environmental matters. While in private practice at a boutique Washington, D.C. law firm, she worked on *Minnesota v. Mille Lacs Band of Chippewa Indians*, decided in 1999 by the U.S. Supreme Court. Ms. Washburn has served as a judge for the Minnesota Chippewa Tribe Appellate Court, president of the board of directors for the American Indian Graduate Center, and a board member for New Mexico Legal Aid and the Disciplinary Board of the New Mexico Supreme Court. Ms. Washburn holds a Bachelor of Arts in Journalism from the University of Oklahoma, a Master of Arts in Government from Texas Woman's University, and a Juris Doctorate with a concentration in Indian Law from the University of New Mexico, School of Law. She is a citizen of the Chickasaw Nation of Oklahoma

| | | | | | | | | | | | | | | | | | |
|----|----|--|----|---------------------------------|------------|---|--------------------------|----|------|----|-----------|---------------------------------------|--------------------------|----|-------------------|----------|----------|
| IN | 10 | NATIONAL PARK SERVICE | WD | NATL Pk SVC, WASH OFFICE | 2101 | IMM OFIC AD, NATURAL RES S & S | SAVAJUD, RAYMOND MARC | ES | 0401 | 00 | \$148,411 | AD,NATURAL RESOURCE STEWARD & SCIENCE | WASHINGTON,DC | 50 | CAREER (SES PERM) | 12/14/14 | 12/14/14 |
| IN | 10 | NATIONAL PARK SERVICE | NC | NATL Pk SVC, NATL CAVT | 3600 | IMMEDIATE OFF CE, NC RD | VOGLER, ROBERT A | ES | 0340 | 00 | \$180,079 | REG ONAL DIR, NATL CAVTRES, REG ON | WASHINGTON,DC | 50 | CAREER (SES PERM) | 12/14/14 | 07/17/11 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | AD | ASST SECY POL MGT & BUD | 60200000 | DEP ASST SECY POL MGT, FIN, PROF & ACQN | FERRERIS, DANIEL B | ES | 0501 | 00 | \$187,200 | DEP ASST SECY BUDGET, FIN, PROF & AC | WASHINGTON,DC | 50 | CAREER (SES PERM) | 12/02/14 | 08/16/08 |
| IN | 08 | GEOLOGICAL SURVEY | AM | SOUTHWEST REGION | 05G6400000 | OFFICE OF REG D L, SOUTHWEST REG ON | ETHM DGE, NAM M | ES | 0301 | 00 | \$187,200 | REG ONAL DIRECTOR - SOUTHWEST REGION | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 11/07/14 | 05/23/05 |
| IN | 06 | BUREAU OF INDIAN AFFAIRS | AA | GREAT PLAINS REG ON | AD00101 | REGIONAL D RECTOR,GREAT PLAINS | LAPONTE, T MOTHY L | ES | 0340 | 00 | \$149,246 | REG ONAL DIRECTOR-GREAT PLAINS | ABERDEEN,SOUTH DAKOTA | 50 | CAREER (SES PERM) | 11/02/14 | 11/02/14 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 99 | OFFICE OF THE SEC. IBC | 60866600 | FINANCIAL MANAGEMENT DIRECTORATE | EDSALL, DONNA LYNN | ES | 0505 | 00 | \$187,200 | ASSOCIATE D RECTOR, FMO | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 10/19/14 | 10/19/14 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60202000 | INV SEN OF BUDGET & PROGRAM REVIEW | FERRERIS, JASON E | ES | 0500 | 00 | \$157,393 | CHIEF, DIV OF BUDGET & PROG REVIEW | WASHINGTON,DC | 50 | CAREER (SES PERM) | 10/05/14 | 10/05/14 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 08 | DERIVER | 84400000 | SECURITY SAFETY & EMP PROTECTION | MULLINS, BRUCE L C JR | ES | 0340 | 00 | \$187,200 | DIR SECURITY/LAW ENFORCEMENT | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 08/21/14 | 08/21/14 |
| IN | 05 | BUREAU OF LAND MANAGEMENT | 01 | DIAPHR STATE OFF CE | LD00100000 | OFFICE OF THE STATE DIRECTOR | MURPHY, T MOTHY M | ES | 0340 | 00 | \$156,812 | STATE D RECTOR | BOISE,IDAHO | 50 | CAREER (SES PERM) | 09/07/14 | 04/29/07 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 40 | OLASST SECY FISH WILD | 4000000000 | ASST SECY FISH & WILDLIFE & PARKS | ESTINGO, SHANNON A | ES | 0340 | 00 | \$157,888 | DIRECTOR, EVERGLADES RESTORATION | MIAMI,FLORIDA | 50 | CAREER (SES PERM) | 08/24/14 | 08/24/14 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60700000 | OFFICE OF THE CIO | BURNS, TYLVA W | ES | 2210 | 00 | \$187,200 | CHIEF INFORMATION OFFICER | WASHINGTON,DC | 50 | CAREER (SES PERM) | 08/24/14 | 08/24/14 |
| IN | 06 | BUREAU OF INDIAN AFFAIRS | KA | CENTRAL OFFICE HOODTS | 60100000 | DIRECTOR, BUREAU OF INDIAN AFFAIRS | HARRIS, JENNIFER BA | ES | 0301 | 00 | \$187,200 | REG ONAL DIRECTOR, BIA | WASHINGTON,DC | 50 | CAREER (SES PERM) | 07/11/14 | 07/10/14 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60470000 | OFFICE OF CIV L RIGHTS | BURKIN, JOHN W | ES | 0340 | 00 | \$177,200 | CHIEF EMPOWER OFFICER,REG ON | WASHINGTON,DC | 50 | CAREER (SES PERM) | 06/15/14 | 08/01/10 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 50 | OLASST SEC INDIAN AFFR | 50200000 | OFF OF CAL ENVMTL & CLAT RES | LARDNER, DARRELL WILLIAM | ES | 0340 | 00 | \$175,336 | DIR, FACULTY, SAFETY & PROEP MGMT | RESTON V VIRGINIA | 50 | CAREER (SES PERM) | 06/01/14 | 06/01/14 |
| IN | 07 | BUREAU OF LAND MANAGEMENT | 08 | DERIVER | 86400000 | TECHNICAL SERVICE CENTER | LURBE, THOMAS A | ES | 0340 | 00 | \$178,467 | DIRECTOR, TECHN CAL SERVICE CENTER | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 06/01/14 | 06/01/14 |
| IN | 05 | BUREAU OF LAND MANAGEMENT | CO | COLORADO STATE OFFICE | 1000000000 | COLORADO STATE OFFICE | WELSH, RUTH L | ES | 0340 | 00 | \$165,993 | STATE D RECTOR | BRIVIER, COLORADO | 50 | CAREER (SES PERM) | 05/14/14 | 04/22/12 |
| IN | 10 | NATIONAL PARK SERVICE | AM | NATL Pk SVC, ALASKA REG | 9011 | MANAGER OFF CE, AL RD | FROST, HERBERT C | ES | 0340 | 00 | \$185,100 | REG ONAL DIRECTOR, ALASKA | ANCHORAGE ALASKA | 50 | CAREER (SES PERM) | 04/22/14 | 04/22/08 |
| IN | 10 | NATIONAL PARK SERVICE | IM | NATL Pk SVC, INTERMOUNT | 1461 | OFFICE OF THE SUPERINTENDENT | VELA, RAYMOND DAV D | ES | 0025 | 00 | \$164,210 | PARK MANAGER (SUPERINTENDENT) | MOOSE,WYOMING | 50 | CAREER (SES PERM) | 03/09/14 | 05/11/08 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 50 | OLASST SEC INDIAN AFFR | 50210000 | OFFICE OF BUDGET MANAGEMENT | BEARMAN, GEORGE WAT E | ES | 0560 | 00 | \$168,489 | BUDGET OFF CER | WASHINGTON,DC | 50 | CAREER (SES PERM) | 02/09/14 | 02/09/14 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 98 | OFF NATL RES REVENUE | 64000000 | COORD., FIN, VALUATION & APPRAIS | MELHUOFF, JOHN J | ES | 0340 | 00 | \$176,068 | PROGRAM DIRECTOR (CEVA) | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 02/09/14 | 02/09/14 |
| IN | 10 | NATIONAL PARK SERVICE | NE | NATL Pk SVC, NORTH EAST | 4031 | OFFICE OF THE REG ONAL DIRECTOR, NE | CARROLL, W CHAS A | ES | 0340 | 00 | \$172,812 | REG ONAL DIRECTOR | PHOENIX,ARIZONA | 50 | CAREER (SES PERM) | 02/09/14 | 02/09/14 |
| IN | 10 | NATIONAL PARK SERVICE | IM | NATL Pk SVC, INTERMOUNT | 1312 | REGIONAL D RECTOR | MASICA, SUE E | ES | 0340 | 00 | \$187,200 | REG ONAL DIRECTOR, INTERMNTN. REGION | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 01/12/14 | 07/19/08 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 50 | OLASST SEC INDIAN AFFR | 50210000 | OFFICE OF CHIEF FINANCIAL OFFICER | SCHOCK, JAMES H | ES | 0501 | 00 | \$165,419 | CHIEF FINANCIAL OFFICER | WASHINGTON,DC | 50 | CAREER (SES PERM) | 12/29/13 | 12/29/13 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60000000 | ASST SECY POLICY, MGMT & BUDGET/O | FLITCHER, MARY F | ES | 0340 | 00 | \$187,200 | IAS, HUMAN CAPITAL AND DIVERSITY | WASHINGTON,DC | 50 | CAREER (SES PERM) | 12/15/13 | 05/29/09 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 09 | F SH & W/LV SVC REGION 9 | F090000000 | ASST DIR-EXTERNAL AFFAIRS | H LOEBMANN, BETSY J | ES | 0340 | 00 | \$177,137 | ASSISTANT D RECTOR - EXTERNAL AFFAIRS | WASHINGTON,DC | 50 | CAREER (SES PERM) | 11/17/13 | 11/17/13 |
| IN | 27 | BUREAU OF OCEAN ENERGY MANAGEMENT | MA | BOEM D RECTOR | MM40000000 | OFFICE OF ENVIRONMENTAL PROGRAMS | MARTON, WILLIAM A | ES | 0340 | 00 | \$184,474 | REG ONAL DIRECTOR | WASHINGTON,DC | 50 | CAREER (SES PERM) | 11/13/13 | 11/13/13 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60200000 | DIR OFICE, OFFICE OF FINANCIAL MGT | HUNTER, TERESA R | ES | 0505 | 00 | \$168,171 | DEPUTY DIRECTOR, OFF CE OF FINANCIAL | WASHINGTON,DC | 50 | CAREER (SES PERM) | 11/01/13 | 11/01/13 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 09 | F SH & W/LV SVC REGION 9 | F090000000 | ASST DIR-FISH & AQUAT C CONSERVA | HOGKINS, DAVID WILLIAM | ES | 0480 | 00 | \$185,888 | AD-FISHERS & HABITAT CONSERVATION | WASHINGTON,DC | 50 | CAREER (SES PERM) | 11/01/13 | 06/16/13 |
| IN | 10 | NATIONAL PARK SERVICE | SE | NATL Pk SVC, SOUTHWEST | 5011 | REGIONAL D RECTOR'S OFF CE | AUSTIN, STANLEY J | ES | 0340 | 00 | \$185,100 | REG ONAL DIRECTOR | ATLANTA GEORGIA | 50 | CAREER (SES PERM) | 07/14/13 | 07/14/13 |
| IN | 08 | GEOLOGICAL SURVEY | AD | PACIFIC REGION | 05G6400000 | OFFICE OF REG D PAC FIC REGION | TOBIAS, MARIE E | ES | 0401 | 00 | \$171,216 | REG ONAL DIRECTIVE, PACIFIC REGION | SACRAMENTO,CALIFORNIA | 50 | CAREER (SES PERM) | 06/20/13 | 06/20/13 |
| IN | 10 | NATIONAL PARK SERVICE | NE | NATL Pk SVC, NORTH EAST | 1765 | NATIONAL PARKS OF NEW YORK HARBOR | LA RO, JOSHUA RABBITL | ES | 0301 | 00 | \$161,628 | EXECUTIVE D RECTOR | NEW YORK, NEW YORK | 50 | CAREER (SES PERM) | 06/16/13 | 06/16/13 |
| IN | 23 | OFFICE OF THE SOL CICTOR | 17 | ALASKA REGION | 90970 | ANCHORAGE REG ONAL OFFICE | DARNELL, JOSEPH D | ES | 0905 | 00 | \$166,914 | REG ONAL SOL CICTOR | ANCHORAGE ALASKA | 50 | CAREER (SES PERM) | 02/10/13 | 02/10/13 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 70 | CI OF SPEC TRUSTEE | 76100000 | DEP SPEC TRUSTEE-PROGRAM MANAGEMENT | WHITE, JOHN ETHAN | ES | 0340 | 00 | \$180,062 | DEPUTY SPECIAL TRUSTEE FOR PROGRAM | ALBUQUERQUE,NEW MEXICO | 50 | CAREER (SES PERM) | 01/13/13 | 12/02/12 |
| IN | 07 | BUREAU OF RECLAMATION | 02 | M D PACIFIC REG ON | 20100000 | OFFICE OF REGIONAL DIRECTOR | MURRILLO, DAVID G | ES | 0340 | 00 | \$187,200 | REG ONAL DIRECTOR, MID PACIFIC REGION | SACRAMENTO,CALIFORNIA | 50 | CAREER (SES PERM) | 12/14/12 | 11/21/10 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 70 | CI OF SPEC TRUSTEE | 76000000 | DEP SPEC TRUSTEE-FIELD OPERATIONS | JAMES, JAMES D R | ES | 0340 | 00 | \$187,200 | DEP SPEC TRUSTEE F FIELD OPS | ALBUQUERQUE,NEW MEXICO | 50 | CAREER (SES PERM) | 12/02/12 | 12/02/09 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 70 | CI OF SPEC TRUSTEE | 79000000 | DEPUTY SPECIAL TRUSTEE-TRUST SERVICES | LOUIS, DOUGLAS A | ES | 0340 | 00 | \$187,200 | DEP SPEC TRUSTEE TRUST SVCS | ALBUQUERQUE,NEW MEXICO | 50 | CAREER (SES PERM) | 12/02/12 | 11/10/06 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 08 | F SH & W/LV SVC REGION 6 | F080000000 | CI REG DIRECTOR DENVER CO | WALSH, NOREEN E | ES | 0480 | 00 | \$181,539 | REG ONAL DIRECTOR - DENVER, CO | LAKENWOOD COLORADO | 50 | CAREER (SES PERM) | 11/29/12 | 11/29/12 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 09 | F SH & W/LV SVC REGION 9 | F090000000 | DIRECTOR-U.S F SH & WILDLIFE SERVICE | GURTEIN, STEPHEN D | ES | 0480 | 00 | \$187,200 | DEPUTY D RECTOR (PROG. MGMT. & PLAN) | ARLINGTON V VIRGINIA | 50 | CAREER (SES PERM) | 11/09/12 | 02/03/08 |
| IN | 26 | BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | 01 | ASSOC DIRECTOR DENVER | 05C2000000 | ASSOC DIRECTOR FOR ADMINISTRATION | MANNING, SCOTTY L | ES | 0340 | 00 | \$189,000 | ASSOC DIR FOR ADMINISTRATION | WASHINGTON,DC | 50 | CAREER (SES PERM) | 11/09/12 | 07/17/11 |
| IN | 07 | BUREAU OF RECLAMATION | 03 | LOWER COLORADO REGION | 30200000 | OFFICE OF THE REG ONAL DIRECTOR | FIALA, TERRENCE J | ES | 0340 | 00 | \$183,479 | REG ONAL DIRECTOR | BOULDER CITY,NEVADA | 50 | CAREER (SES PERM) | 09/21/12 | 09/21/12 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 70 | CI OF SPEC TRUSTEE | 79400000 | NAVAJO/SOUTHWEST | W LILIAS, MARGARET C | ES | 0340 | 00 | \$187,200 | REG FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE,NEW MEXICO | 50 | CAREER (SES PERM) | 08/12/12 | 11/03/02 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 99 | OFFICE OF THE SEC. IBC | 60866600 | ACQUISIT ON SERVICES D RECTORATE | ONE LL, KEITH JAMES | ES | 1102 | 00 | \$177,161 | ASSOCIATE D RECTOR FOR ACQ SERVICES | HERNDON,VIRGINIA | 50 | CAREER (SES PERM) | 08/12/12 | 08/12/12 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60121000 | PROGRAM COORDINATOR ON STAFF | GODLANS, INDIRA M | ES | 0301 | 00 | \$183,224 | SEN OR ADVISOR | WASHINGTON,DC | 50 | CAREER (SES PERM) | 07/29/12 | 12/29/02 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 09 | F SH & W/LV SVC REGION 9 | F090000000 | ASST DIR-INTERNATIONAL AFFAIRS | HANNO, BRYAN | ES | 0480 | 00 | \$187,200 | ASST D RECTOR -INTERNATL AFFAIRS | WASHINGTON,DC | 50 | CAREER (SES PERM) | 07/06/12 | 07/07/07 |
| IN | 06 | BUREAU OF INDIAN AFFAIRS | KA | CENTRAL OFFICE HOODTS | 60100000 | DEPUTY DIRECTOR, INDIAN SERVICES | ORTIZ, MANUE F | ES | 0340 | 00 | \$185,207 | DEPUTY DIRECTOR, INDIAN SVCS | WASHINGTON,DC | 50 | CAREER (SES PERM) | 01/21/12 | 09/16/07 |
| IN | 21 | OFFICE OF THE SOL CICTOR | 01 | IMMEDI OFF CE OF THE SOL CICTOR | 90100 | IMMEDIATE OFFICE OF THE SOLICITOR | KEAME, EDWARD T | ES | 0905 | 00 | \$187,200 | DEPUTY SOLICITOR | WASHINGTON,DC | 50 | CAREER (SES PERM) | 01/21/12 | 11/16/03 |
| IN | 05 | BUREAU OF LAND MANAGEMENT | AZ | ARIZONA STATE OFFICE | 12AR100000 | OFFICE OF THE STATE DIRECTOR | SUZALO, WYMOND | ES | 0340 | 00 | \$155,278 | STATE D RECTOR | PHOEN X ARIZONA | 50 | CAREER (SES PERM) | 01/01/12 | 01/01/12 |
| IN | 07 | BUREAU OF RECLAMATION | 03 | PACIFIC NORTHWEST REG ON | 10100000 | OFFICE OF REGIONAL DIRECTOR | GRAY, LOU J | ES | 0340 | 00 | \$184,130 | REG ONAL DIRECTOR | BOISE,IDAHO | 50 | CAREER (SES PERM) | 01/01/12 | 08/01/07 |
| IN | 07 | BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | EA | SAFE DIRECTOR | 05A1000000 | SAFE DIRECTOR | SCHNEIDER, MARGARET R | ES | 0340 | 00 | \$187,200 | SAFE OFFICE DIRECTOR | WASHINGTON,DC | 50 | CAREER (SES PERM) | 01/01/12 | 01/01/12 |
| IN | 08 | GEOLOGICAL SURVEY | AM | CL MATE & LAND USE | 05GH000000 | REG ONAL CENTER OFF CE OF THE D R | KEELY, FRANCES P | ES | 1301 | 00 | \$187,200 | DIR,REGONAL CENTER & POL C OF ADVISOR | S OUK FALLS,SOUTH DAKOTA | 50 | CAREER (SES PERM) | 12/09/11 | 01/11/02 |
| IN | 26 | BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | EE | OFFSHORE REG PROG | 05E0000000 | OFFICE OF OFFSHORE REGULATORY PROGRAMS | MORRIS, DOUGLAS W | ES | 0340 | 00 | \$188,664 | REGULATORY PROGRAMS CHIEF | WASHINGTON,DC | 50 | CAREER (SES PERM) | 11/06/11 | 11/06/11 |
| IN | 06 | BUREAU OF INDIAN AFFAIRS | NA | NAVAJO REG ON | ND00101 | REGIONAL D RECTOR,NAVAJO REGION | PIRRO, SHARON ANN | ES | 0340 | 00 | \$159,311 | REG ONAL DIRECTOR | SALLUP,NEW MEXICO | 50 | CAREER (SES PERM) | 10/09/11 | 10/09/11 |
| IN | 26 | BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | BA | BOEM DENVER REGION | MM40000000 | BOEM DENVER REGIONAL D RECTOR | HANBY, LARRY | ES | 0340 | 00 | \$187,200 | REG ONAL D RECTOR | WASHINGTON,DC | 50 | CAREER (SES PERM) | 10/09/11 | 10/09/11 |
| IN | 27 | BUREAU OF OCEAN ENERGY MANAGEMENT | MA | BOEM D RECTOR | MM40000000 | BOEM DEPUTY DIRECTOR/O | CRICKSHANK, WALTER D | ES | 0340 | 00 | \$187,200 | DEPUTY DIRECTOR | WASHINGTON,DC | 50 | CAREER (SES PERM) | 10/09/11 | 10/28/07 |
| IN | 27 | BUREAU OF OCEAN ENERGY MANAGEMENT | MM | BOEM ACOCS REG D R | MM40000000 | BOEM ALASKA ACOCS REGIONAL DIRECTOR | KENDALL, JAMES J, JR | ES | 0340 | 00 | \$184,609 | ALASKA REGIONAL D RECTOR | ANCHORAGE ALASKA | 50 | CAREER (SES PERM) | 10/09/11 | 09/11/11 |
| IN | 27 | BUREAU OF OCEAN ENERGY MANAGEMENT | MC | OFFICE OF STRATEGIC RES | MM40000000 | OFFICE OF STRATEGIC RESOURCES PROGRAMS | ONE L, RENEE | ES | 0340 | 00 | \$187,200 | STRATEGIC RESOURCES CH F | WASHINGTON,DC | 50 | CAREER (SES PERM) | 10/09/11 | 09/29/11 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 08 | F SH & W/LV SVC REGION 8 | F080000000 | CI OFICE OF FISHERY & WILDLIFE | WEBER, WENDEE | ES | 0480 | 00 | \$187,200 | F SH & WILDLIFE ADMIN STRATOR | HAILEY,IDAHO | 50 | CAREER (SES PERM) | 10/09/11 | 10/05/11 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTER OR | 60 | ASST SECY POL MGT & BUD | 60000000 | ASST DIR-EXTERNAL AFFAIRS | ANDREWS, JONATHAN M | ES | 0301 | 00 | \$187,200 | DEPUTY DIRECTOR, EXTERNAL AFFAIRS | WASHINGTON,DC | 50 | CAREER (SES PERM) | 07/29/10 | 07/29/10 |
| IN | 15 | FISH AND WILDLIFE SERV CE | 09 | F SH & W/LV SVC REGION 9 | F090000000 | | | | | | | | | | | | |

| | | | | | | | | | | | | | | | | | |
|----|----|---|----|-----------------------------------|-----------|---|--------------------------|----|------|----|-----------|------------------------------------|-----------------------------|----|-------------------|----------|----------|
| IN | 22 | OFFICE OF SURFACE MINING, RECLAMATION & ENF | 27 | OFFICE OF SURFACE MINING | 2000 | FINANCE & ADMINISTRATION | WORNENKA, THEODORE | ES | 0340 | 00 | \$170,315 | ASST DIR FOR FINANCE & ADMIN | WASHINGTON, DC | 50 | CAREER (SES PERM) | 04/04/04 | 11/05/09 |
| IN | 08 | GEOLOGICAL SURVEY | AA | DIRECTORS OFFICE | 6030A1000 | OFFICE OF COASTAL & PUBLIC SHIPING | WAINMAN, BARBARA W. | ES | 0340 | 00 | \$187,200 | ASSOCIATE DIRECTOR FOR | RESTON VA VIRGINIA | 50 | CAREER (SES PERM) | 03/23/04 | 03/21/04 |
| IN | 03 | OFFICE OF THE SECRETARY OF THE INTERIOR | 70 | OFFICE OF SPECIAL TRUSTS | 70300000 | STAFF PLANNING/ADMINISTRATION/OPERATIONS | BARON, MELVINE E. | ES | 0340 | 00 | \$187,200 | REGIONAL DUTY TRUST | ALBUQUERQUE, NEW MEXICO | 50 | CAREER (SES PERM) | 01/07/04 | 03/07/04 |
| IN | 06 | BUREAU OF INDIAN AFFAIRS | PK | NORTHWEST REGION | PK03101 | REGIONAL DIRECTOR/NORTHWEST REGION | SPEAKS, STANLEY M. | ES | 0340 | 00 | \$184,487 | REGIONAL DIRECTOR | PORTLAND OREGON | 50 | CAREER (SES PERM) | 02/22/04 | 07/13/09 |
| IN | 07 | BUREAU OF RECLAMATION | 08 | DENVER | 8430000 | POLICY AND ADMINISTRATION | GONZALES-SCHREINER, ROSA | ES | 0340 | 00 | \$187,200 | DIRECTOR POLICY AND ADMINISTRATION | LAKEWOOD COLORADO | 50 | CAREER (SES PERM) | 11/02/03 | 11/02/03 |
| IN | 15 | FISH AND WILDLIFE SERVICE | 09 | FISH & WILDLIFE DIVISION REGION 9 | FF09L0000 | LAW ENFORCEMENT | WOODY, WILLIAM C. | ES | 1811 | 00 | \$187,200 | CHEF, OFFICE OF LAW ENFORCEMENT | RALEIGH CROSSROADS VIRGINIA | 50 | CAREER (SES PERM) | 09/08/03 | 09/08/03 |
| IN | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL, MGT & BUD | 60200000 | OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE | BLANCHARD, MARY JOSE E. | ES | 0340 | 00 | \$187,200 | DEPUTY DIRECTOR | WASHINGTON, DC | 50 | CAREER (SES PERM) | 12/06/02 | 03/06/04 |
| IN | 21 | OFFICE OF THE SOLICITOR | 18 | SOUTHEAST REGION | 90900 | ATLANTA REGIONAL OFFICE | CLARK, ROBERT G. | ES | 0905 | 00 | \$175,075 | REGIONAL SOLICITOR | ATLANTA GEORGIA | 50 | CAREER (SES PERM) | 10/29/02 | 01/28/02 |
| IN | 07 | BUREAU OF RECLAMATION | 09 | WASHINGTON DC | 9430000 | PROGRAM & BUDGET OFFICE | WOLF, ROBERT W. | ES | 0340 | 00 | \$187,200 | DIR, PROGRAM & BUDGET | WASHINGTON, DC | 50 | CAREER (SES PERM) | 01/27/02 | 10/24/09 |
| IN | 22 | OFFICE OF SURFACE MINING, RECLAMATION & ENF | 27 | OFFICE OF SURFACE MINING | 1000 | OFFICE OF THE DIRECTOR/DEPT OF I | DWINS, GLENDA HUDSON | ES | 0340 | 00 | \$187,200 | DEPUTY DIRECTOR - O&M | WASHINGTON, DC | 50 | CAREER (SES PERM) | 01/14/01 | 01/14/01 |
| IN | 01 | OFFICE OF THE SECRETARY OF THE INTERIOR | 60 | ASST SECY POL, MGT & BUD | 60200000 | OFFICE OF ACQUISITION & PROP. MGMT. | SOMMERMAN, DEBRA E. | ES | 1102 | 00 | \$185,100 | DIRECTOR ACQUISITION & PROP. MGMT. | WASHINGTON, DC | 50 | CAREER (SES PERM) | 10/11/98 | 12/25/04 |
| IN | 15 | FISH AND WILDLIFE SERVICE | 09 | FISH & WILDLIFE DIVISION REGION 9 | FF09R0000 | ASST DIR BUDGET, PLAN & HUMAN CAPITAL | JENKINS, DENISE L. | ES | 0341 | 00 | \$187,200 | ASST DIR BUDGET, PLAN & HR | RALEIGH CROSSROADS VIRGINIA | 50 | CAREER (SES PERM) | 06/21/98 | 06/21/98 |
| IN | 21 | OFFICE OF THE SOLICITOR | 14 | PACIFIC NORTHWEST REGION | 90940 | PORTLAND REGIONAL OFFICE | PETERSON, PENNY LYNN | ES | 0905 | 00 | \$187,200 | REGIONAL SOLICITOR | PORTLAND OREGON | 50 | CAREER (SES PERM) | 07/06/97 | 10/30/04 |



SES Vacancies

NPS

Associate Director for Workforce, Relevancy and Inclusion
Associate Director for Interpretation and Education
Superintendent, Golden Gate National Recreation Area
Superintendent, Yosemite
Regional Director, Northeast Region (later in May)

FWS

Associate Director for Business Management Operations
Associate Director for Science Applications
Associate Chief Information Officer (new position, currently SL level Associate Director for Information Resources in FWS)

SOL

Associate Solicitor for Parks and Wildlife

BLM

Deputy Director for Operations
State Director – Montana/Dakotas

OST

Principal Deputy Special Trustee

Indian Affairs

ASIA - Deputy Assistant Secretary – Management
BIA – Deputy Director – Field Operations
BIA – Deputy Director – Justice Services
BIA – Regional Director – Midwest (Minneapolis)
BIA – Regional Director – Alaska (Anchorage)
BIE – Associate Director – BIE Operated Schools (Albuquerque)
BIE – Chief Academic Officer (new position)

PMB

Director – Office of Law Enforcement and Security

From: Pletcher, Mary
To: [Mary Pletcher](#)
Subject: moratorium files
Date: Thursday, May 04, 2017 5:54:00 PM
Attachments: [SES Reassignment Ideas.docx](#)
[SES Roster 050117.xlsx](#)
[SES Vacancies.docx](#)

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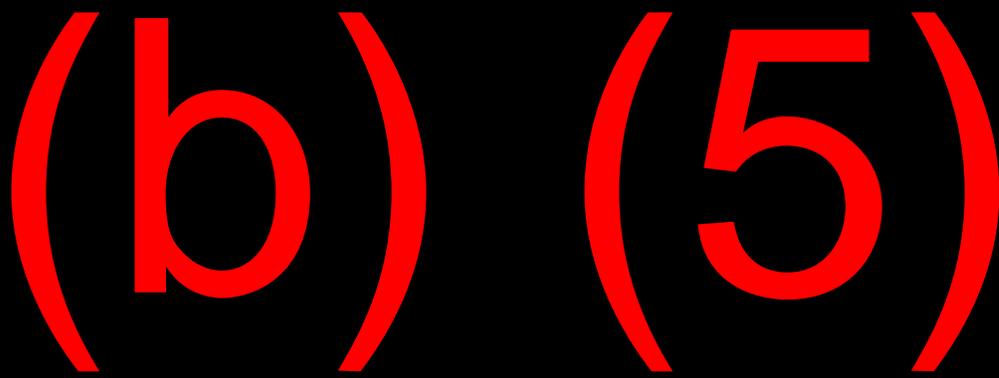
Mary Pletcher
Department of the Interior
Deputy Assistant Secretary for Human Capital and Diversity
Chief Human Capital Officer
(202) 208-4505

Reassignment Ideas

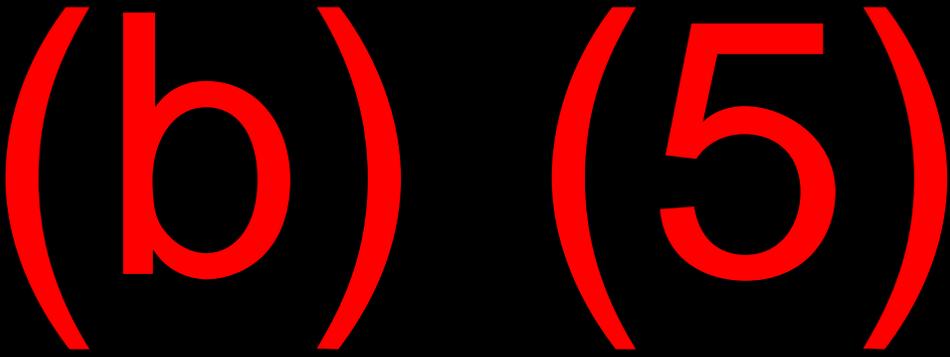
- 1) Administrative Functions – Many admin Executives have served in jobs for an extended period of time and are entrenched.

| SES | From | To |
|----------------|------|----|
| (b) (5) | | |

2) Mobility within and across Land Management Bureaus

| SES | From | To |
|--|------|----|
|  | | |

3) Other moves

| SES | From | To |
|--|------|----|
|  | | |



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 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | SHEEHAN, DENISE E. | 0341 | ASST-DIR BUDGET, PLNG & HR | BAILEYS CROSSROADS, VIRGI | 06/21/98 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | SONDERMAN, DEBRA E. | 1102 | DIR, OFFICE OF ACQUISITION & PROP. MGMT. | WASHINGTON, DC | 10/11/98 | Currently Eligible |
| OFC OF SURFACE MINING, RECLAMATION & ENF | OWENS, GLENDA HUDSON | 0340 | DEPUTY DIRECTOR - OSM | WASHINGTON, DC | 01/14/01 | Currently Eligible |
| BUREAU OF RECLAMATION | WOLF, ROBERT W | 0340 | DIR, PROGRAM & BUDGET | WASHINGTON, DC | 01/27/02 | Currently Eligible |
| OFFICE OF THE SOLICITOR | CLARK, HORACE G. | 0905 | REGIONAL SOLICITOR | ATLANTA, GEORGIA | 03/28/02 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BLANCHARD, MARY JOSIE | 0340 | DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC | WASHINGTON, DC | 10/06/02 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | WOODY, WILLIAM C. | 1811 | CHIEF, OFFICE OF LAW ENFORCEMENT | BAILEYS CROSSROADS, VIRGI | 09/08/03 | Eligible 2018-2020 |
| BUREAU OF RECLAMATION | GONZALES-SCHREINER, ROSEA | 0340 | DIRECTOR, POLICY AND ADMINISTRATION | LAKEWOOD, COLORADO | 11/02/03 | Eligible 2018-2020 |
| BUREAU OF INDIAN AFFAIRS | SPEAKS, STANLEY M. | 0340 | REGIONAL DIRECTOR, NORTHWEST REGION | PORTLAND, OREGON | 02/22/04 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - OST | BURCH, MELVIN E. | 0340 | REGIONAL FIDUCIARY TRUST | ALBUQUERQUE, NEW MEXICO | 03/07/04 | Currently Eligible |
| GEOLOGICAL SURVEY | WAINMAN, BARBARA W. | 0340 | ASSOCIATE DIRECTOR FOR COMM | RESTON, VIRGINIA | 03/21/04 | Currently Eligible |
| OFC OF SURFACE MINING, RECLAMATION & ENF | WORONKA, THEODORE | 0340 | ASST DIR-FOR FINANCE & ADMIN. | WASHINGTON, DC | 04/04/04 | Currently Eligible |
| OFC OF SURFACE MINING, RECLAMATION & ENF | RIDEOUT, STERLING J. JR | 0340 | ASST DIRECTOR-PROGRAM SUPPORT | WASHINGTON, DC | 10/03/04 | Eligible 2021+ |
| BUREAU OF INDIAN AFFAIRS | DEERINWATER, DANIEL J. | 0340 | REGIONAL DIRECTOR, SOUTHERN PLAINS | ANADARKO, OKLAHOMA | 06/26/05 | Currently Eligible |
| BUREAU OF RECLAMATION | RYAN, MICHAEL J. | 0340 | REGIONAL DIRECTOR, GREAT PLAINS | BILLINGS, MONTANA | 06/26/05 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BATHRICK, MARK L. | 0340 | DIRECTOR, OFFICE OF AVIATION SERVICES | BOISE, IDAHO | 11/01/05 | Eligible 2018-2020 |
| BUREAU OF RECLAMATION | CORDOVA-HARRISON, ELIZABE | 0340 | DIR, MISSION SUPPORT ORGANIZATION | LAKEWOOD, COLORADO | 04/16/06 | Eligible 2018-2020 |
| OFFICE OF THE SECRETARY OF THE INTERIOR - OST | REYNOLDS, THOMAS G. | 0340 | REGIONAL FIDUCIARY TRUST ADMIN | ALBUQUERQUE, NEW MEXICO | 05/24/06 | Eligible 2021+ |
| OFFICE OF THE SECRETARY OF THE INTERIOR - OST | CRAFF, ROBERT C. | 0340 | REG FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE, NEW MEXICO | 05/28/06 | Eligible 2021+ |
| FISH AND WILDLIFE SERVICE | TUGGLE, BENJAMIN N. | 0480 | REGIONAL DIRECTOR, ALBUQUERQUE | ALBUQUERQUE, NEW MEXICO | 09/17/06 | Currently Eligible |
| BUREAU OF LAND MANAGEMENT | VELASCO, JANINE M. | 0340 | ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT | WASHINGTON, DC | 09/24/06 | Eligible 2021+ |
| OFFICE OF THE SOLICITOR | LOFTIN, MELINDA J. | 0905 | DESIG. AGENCY ETHICS OFFICIAL | WASHINGTON, DC | 10/01/06 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA | FREEMAN, SHAREE M. | 0340 | DIRECTOR, OFC OF SELF-GOV | WASHINGTON, DC | 01/21/07 | Currently Eligible |
| OFC OF SURFACE MINING, RECLAMATION & ENF | SHOPE, THOMAS D. | 0340 | REGIONAL DIRECTOR | GREEN TREE, PENNSYLVANIA | 10/14/07 | Eligible 2018-2020 |
| BUREAU OF LAND MANAGEMENT | NEDD, MICHAEL D. | 0340 | AD, MINS, REAL, & RES PRO | WASHINGTON, DC | 09/14/08 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | SLACK, JAMES J. | 0340 | DIRECTOR, NCTC | SHEPHERDSTOWN, WEST VIRGI | 09/21/08 | Eligible 2021+ |
| FISH AND WILDLIFE SERVICE | THORSON, ROBYN | 0480 | REGIONAL DIRECTOR-PORTLAND | PORTLAND, OREGON | 10/12/08 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | MELIUS, THOMAS O | 0480 | REGIONAL DIRECTOR - TWIN CITIES | MINNEAPOLIS, MINNESOTA | 10/12/08 | Currently Eligible |
| OFFICE OF THE SOLICITOR | BROWN, LAURA B. | 0905 | ASSOCIATE SOLICITOR | WASHINGTON, DC | 01/04/09 | Currently Eligible |
| OFFICE OF THE SOLICITOR | MCKEOWN, MATTHEW J. | 0905 | REGIONAL SOLICITOR | LAKEWOOD, COLORADO | 01/12/09 | Eligible 2021+ |
| OFFICE OF THE SECRETARY OF THE INTERIOR | SALOTTI, CHRISTOPHER P. | 0905 | LEGISLATIVE COUNSEL | WASHINGTON, DC | 01/18/09 | Eligible 2021+ |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA | BURCKMAN, JAMES N. | 0301 | DIRECTOR OF HUMAN CAPITAL MGMT | WASHINGTON, DC | 02/01/09 | Currently Eligible |

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 | Eligible 2018-2020 |
| BUREAU OF INDIAN AFFAIRS | HAMLEY, JEFFREY L. | 1720 | ASSOC DEP DIR - PERFORMANCE & ACCTBY | WASHINGTON,DC | 04/26/09 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | FRAZER, GARY D. | 0480 | ASST DIRECTOR - ENDANGERED SPECIES | WASHINGTON,DC | 07/31/09 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | DOHNER, CYNTHIA | 0480 | REGIONAL DIRECTOR - ATLANTA | ATLANTA,GEORGIA | 11/08/09 | Eligible 2018-2020 |
| BUREAU OF INDIAN AFFAIRS | WALKER, WILLIAM T. | 0340 | REGIONAL DIRECTOR, SOUTHWEST REGION | ALBUQUERQUE,NEW MEXICO | 12/20/09 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BECK, RICHARD T. | 0340 | DIRECTOR, OFFICE OF PLANNING & PERFORMANCE MGMT | WASHINGTON,DC | 01/17/10 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ASIA | HART, PAULA L. | 0301 | DIR, OFF OF INDIAN GAMING MGT | WASHINGTON,DC | 01/31/10 | Eligible 2021+ |
| OFFICE OF THE SECRETARY OF THE INTERIOR - IBC | WILLIAMS, LC | 0340 | ASSOCIATE DIRECTOR, HRD | LAKEWOOD,COLORADO | 01/31/10 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | FLANAGAN, DENISE A. | 0560 | DIRECTOR, OFFICE OF BUDGET | WASHINGTON,DC | 01/31/10 | Eligible 2021+ |
| OFFICE OF THE SECRETARY OF THE INTERIOR - Insular | PULA, NIKOLAO IULI | 0301 | DIRECTOR, OFFICE OF INSULAR AFFAIRS | WASHINGTON,DC | 03/28/10 | Currently Eligible |
| BUREAU OF INDIAN AFFAIRS | BOWKER, BRYAN L. | 0340 | REGIONAL DIRECTOR, WESTERN | PHOENIX,ARIZONA | 07/04/10 | Eligible 2018-2020 |
| NATIONAL PARK SERVICE | TOOTHMAN, STEPHANIE S. | 0340 | ASSOC DIRECTOR, CULTURAL RESOURCES | WASHINGTON,DC | 07/04/10 | Currently Eligible |
| BUREAU OF INDIAN AFFAIRS | DUTSCHKE, AMY L. | 0340 | REGIONAL DIRECTOR, PACIFIC | SACRAMENTO,CALIFORNIA | 10/10/10 | Currently Eligible |
| BUREAU OF RECLAMATION | PAYNE, GRAYFORD F. | 0340 | DEPUTY COMMISSIONER, PAB | WASHINGTON,DC | 10/10/10 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | GOULD, GREGORY J. | 0340 | DIR, OFC OF NATURAL RESOURCES REVENUE | LAKEWOOD,COLORADO | 10/10/10 | Currently Eligible |
| BUREAU OF LAND MANAGEMENT | CRIBLEY, BUD C | 0340 | STATE DIRECTOR, ALASKA | ANCHORAGE,ALASKA | 11/07/10 | Currently Eligible |
| OFFICE OF THE SOLICITOR | HAUGRUD, KEVIN JACK | 0905 | DEPUTY SOLICITOR | WASHINGTON,DC | 11/07/10 | Eligible this calendar year |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | CLEMENT, JOEL P. | 0340 | DIRECTOR, OFFICE OF POLICY ANALYSIS | WASHINGTON,DC | 01/02/11 | Eligible 2021+ |
| OFFICE OF THE SOLICITOR | HAWBECKER, KAREN S. | 0905 | ASSOCIATE SOLICITOR | WASHINGTON,DC | 01/16/11 | Eligible 2018-2020 |
| NATIONAL PARK SERVICE | WENK, DANIEL N. | 0025 | PARK MANAGER (SUPERINTENDENT) | YELLOWSTONE PARK,WYOMING | 02/27/11 | Currently Eligible |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | ROSS, JOHN W | 0340 | DIRECTOR, OFFICE OF VALUATION | WASHINGTON,DC | 02/27/11 | Eligible 2018-2020 |
| GEOLOGICAL SURVEY | CARL, LEON M. | 0401 | REGIONAL EXECUTIVE - EASTERN REGION | ANN ARBOR,MICHIGAN | 03/13/11 | Currently Eligible |
| GEOLOGICAL SURVEY | KINSINGER, ANNE E. | 0401 | ASSOCIATE DIRECTOR FOR ECOSYSTEMS | RESTON,VIRGINIA | 04/19/11 | Eligible 2018-2020 |
| GEOLOGICAL SURVEY | GALLAGHER, KEVIN T | 0340 | ASSOCIATE DIRECTOR FOR CORE SCI SYS | RESTON,VIRGINIA | 04/21/11 | Eligible 2018-2020 |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | GLENN, DOUGLAS A | 0505 | DIRECTOR, OFFICE OF FINANCIAL MNGT & | WASHINGTON,DC | 05/08/11 | Eligible 2021+ |
| GEOLOGICAL SURVEY | APPLEGATE, JAMES D. R. | 1301 | ASSOCIATE DIR FOR NATURAL HAZARDS | RESTON,VIRGINIA | 05/22/11 | Eligible 2021+ |
| BUREAU OF LAND MANAGEMENT | LAURO, SALVATORE R. | 1811 | DIRECTOR, LAW ENFORCEMENT | WASHINGTON,DC | 06/19/11 | Eligible 2021+ |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | GLOMB, STEPHEN J. | 0340 | DIRECTOR, OFFICE OF NATURAL RESOURCE RESTORATION | WASHINGTON,DC | 06/19/11 | Currently Eligible |
| FISH AND WILDLIFE SERVICE | FORD, JEROME E. | 0480 | ASST DIRECTOR - MIGRATORY BIRDS & STATE | BAILEYS CROSSROADS,VIRGI | 06/29/11 | Eligible 2018-2020 |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | ANDREW, JONATHAN M. | 0301 | INTERAGENCY BORDERLAND COORDINATOR | WASHINGTON,DC | 07/17/11 | Currently Eligible |

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 | Eligible 2021+ |
| BUREAU OF INDIAN AFFAIRS | PINTO, SHARON ANN | 0340 | REGIONAL DIRECTOR, NAVAJO | GALLUP, NEW MEXICO | 10/09/11 | Eligible 2021+ |
| BUREAU OF OCEAN ENERGY MANAGEMENT | ORR, L. RENEE | 0340 | STRATEGIC RESOURCES CHIEF | WASHINGTON, DC | 10/09/11 | Eligible 2018-2020 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | KENDALL, JAMES J. JR. | 0340 | ALASKA REGIONAL DIRECTOR | ANCHORAGE, ALASKA | 10/09/11 | Currently Eligible |
| BUREAU OF OCEAN ENERGY MANAGEMENT | CRUICKSHANK, WALTER D. | 0340 | DEPUTY DIRECTOR | WASHINGTON, DC | 10/09/11 | Currently Eligible |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | HERBST, LARS T. | 0340 | GULF OF MEXICO REGIONAL DIRECTOR | JEFFERSON, LOUISIANA | 10/09/11 | Currently Eligible |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | MORRIS, DOUGLAS W. | 0340 | REGULATORY PROGRAMS CHIEF | WASHINGTON, DC | 11/06/11 | Currently Eligible |
| GEOLOGICAL SURVEY | KELLY, FRANCIS P. | 1301 | DIR (EROS) CENTER & POLICY ADVISOR | SIOUX FALLS, SOUTH DAKOTA | 12/04/11 | Eligible 2018-2020 |

SES Vacancies

NPS

Associate Director for Workforce, Relevancy and Inclusion
Associate Director for Interpretation and Education
Superintendent, Golden Gate National Recreation Area
Superintendent, Yosemite
Regional Director, Northeast Region (later in May)

FWS

Associate Director for Business Management Operations
Associate Director for Science Applications
Associate Chief Information Officer (new position, currently SL level Associate Director for Information Resources in FWS)

SOL

Associate Solicitor for Parks and Wildlife

BLM

Deputy Director for Operations
State Director – Montana/Dakotas

OST

Principal Deputy Special Trustee

Indian Affairs

ASIA - Deputy Assistant Secretary – Management
BIA – Deputy Director – Field Operations
BIA – Deputy Director – Justice Services
BIA – Regional Director – Midwest (Minneapolis)
BIA – Regional Director – Alaska (Anchorage)
BIE – Associate Director – BIE Operated Schools (Albuquerque)
BIE – Chief Academic Officer (new position)

PMB

Director – Office of Law Enforcement and Security
Deputy Director – Office of Acquisition and Property Management

From: Pletcher, Mary
To: [Michelle Oxyer](#)
Subject: reassignment files
Date: Tuesday, May 09, 2017 4:06:35 PM
Attachments: [SES Roster 050117.xlsx](#)
[SES Vacancies.docx](#)

Purple tab on the spreadsheet.

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

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 INDIAN AFFAIRS | SPEAKS, STANLEY M. | 0340 | REGIONAL DIRECTOR,NORTHWEST REGION | PORTLAND,OREGON | 02/22/04 | | (b) (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 | LOUDERMILK, WELDON B. | 0340 | DIRECTOR, BUREAU OF INDIAN AFFAIRS | WASHINGTON,DC | 11/02/16 | | |
| BUREAU OF INDIAN AFFAIRS | BLACK, MICHAEL S. | 0301 | SENIOR ADVISOR TO THE DIRECTOR-BIA | BILLINGS,MONTANA | 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 | | |
| BUREAU OF LAND MANAGEMENT | VELASCO, JANINE M. | 0340 | ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFO RES MGMT | WASHINGTON,DC | 09/24/06 | | |
| 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 | | |

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 | ROBERSON, EDWIN L | 0340 | STATE DIRECTOR, UTAH | SALT LAKE CITY,UTAH | 10/02/16 | | (b) (6) |
| 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 | MCALEAR, 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 | | |
| 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 OCEAN ENERGY MANAGEMENT | BROWN, WILLIAM Y | 0340 | CHIEF ENVIRONMENTAL OFFICER | WASHINGTON,DC | 11/17/13 | | |
| BUREAU OF OCEAN ENERGY MANAGEMENT | CELATA, MICHAEL A. | 0340 | GULF OF MEXICO REGIONAL DIRECTOR | JEFFERSON,LOUISIANA | 11/15/15 | | |
| 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 | |
| BUREAU OF RECLAMATION | WOLF, ROBERT W | 0340 | DIR, PROGRAM & BUDGET | WASHINGTON,DC | 01/27/02 | | |
| BUREAU OF RECLAMATION | GONZALES-SCHREINER, ROSEA | 0340 | DIRECTOR,POLICY AND ADMINISTRATION | LAKEWOOD,COLORADO | 11/02/03 | | |
| BUREAU OF RECLAMATION | RYAN, MICHAEL J. | 0340 | REGIONAL DIRECTOR, GREAT PLAINS | BILLINGS,MONTANA | 06/26/05 | | |
| BUREAU OF RECLAMATION | CORDOVA-HARRISON, ELIZABE | 0340 | DIR,MISSION SUPPORT ORGANIZATION | LAKEWOOD,COLORADO | 04/16/06 | | |
| BUREAU OF RECLAMATION | PAYNE, GRAYFORD F. | 0340 | DEPUTY COMMISSIONER, PAB | WASHINGTON,DC | 10/10/10 | | |
| BUREAU OF RECLAMATION | GRAY, LORRI J | 0340 | REGIONAL DIRECTOR, PACIFIC NORTHWEST | BOISE,IDAHO | 01/01/12 | | |
| BUREAU OF RECLAMATION | FULP, TERRANCE J | 0340 | REGIONAL DIRECTOR, LOWER COLORADO | BOULDER CITY,NEVADA | 09/23/12 | | |
| BUREAU OF RECLAMATION | MURILLO, DAVID G. | 0340 | REGIONAL DIRECTOR, MID PACIFIC REGION | SACRAMENTO,CALIFORNIA | 12/16/12 | | |
| BUREAU OF RECLAMATION | LUEBKE, THOMAS A | 0340 | DIRECTOR, TECHNICAL SERVICE CENTER | LAKEWOOD,COLORADO | 06/01/14 | | |
| BUREAU OF RECLAMATION | MULLER, BRUCE C JR | 0340 | DIR,SECURITY,SAFETY&LAW ENFORCEMENT | LAKEWOOD,COLORADO | 09/21/14 | | |
| BUREAU OF RECLAMATION | RHEES, BRENT B. | 0340 | REGIONAL DIRECTOR, UPPER COLORADO | SALT LAKE CITY,UTAH | 04/05/15 | | |
| BUREAU OF RECLAMATION | PALUMBO, DAVID M. | 0340 | DEPUTY COMMISSIONER- OPERATIONS | WASHINGTON,DC | 10/04/15 | | |
| BUREAU OF RECLAMATION | SMILEY, KARLA J. | 2210 | ASSOCIATE CHIEF INFORMATION OFFICER | LAKEWOOD,COLORADO | 01/13/16 | | |
| 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 | | |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | SCHNEIDER, MARGARET N. | 0340 | DEPUTY DIRECTOR | WASHINGTON,DC | 01/01/12 | | |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | MABRY, SCOTT L | 0340 | ASSOC DIR FOR ADMINISTRATION | WASHINGTON,DC | 11/04/12 | | |
| 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 | | |

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 |
|---------------------------|---------------------------|---------|---|--------------------------|-------------------------------|----------------------------------|------------------------|
| FISH AND WILDLIFE SERVICE | DOHNER, CYNTHIA | 0480 | REGIONAL DIRECTOR - ATLANTA | ATLANTA,GEORGIA | 11/08/09 | | (b) (6) |
| 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 | | |
| FISH AND WILDLIFE SERVICE | MARTINEZ, CYNTHIA T | 0480 | AD-NATIONAL WLDLFE REFUGE MANAGER | WASHINGTON,DC | 05/11/15 | | |
| 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 | | |
| GEOLOGICAL SURVEY | WAINMAN, BARBARA W. | 0340 | ASSOCIATE DIRECTOR FOR COMM | RESTON,VIRGINIA | 03/21/04 | | |
| 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 | | |
| GEOLOGICAL SURVEY | APPLEGATE, JAMES D. R. | 1301 | ASSOCIATE DIR FOR NATURAL HAZARDS | RESTON,VIRGINIA | 05/22/11 | | |
| GEOLOGICAL SURVEY | KELLY, FRANCIS P. | 1301 | DIR (EROS) CENTER & POLICY ADVISOR | SIOUX FALLS,SOUTH DAKOTA | 12/04/11 | | |
| GEOLOGICAL SURVEY | SOGGE, MARK K. | 0401 | REGIONAL EXECUTIVE - PACIFIC REGION | SACRAMENTO,CALIFORNIA | 06/30/13 | | |
| GEOLOGICAL SURVEY | ETHRIDGE, MAX M. | 1301 | REGIONAL DIRECTOR - SOUTHWEST REGION | LAKEWOOD,COLORADO | 11/30/14 | | |
| GEOLOGICAL SURVEY | ARAGON, JOSE RAMON | 0340 | ASSOCIATE DIRECTOR FOR ADMINISTRATION | ALBUQUERQUE,NEW MEXICO | 12/28/14 | | |
| GEOLOGICAL SURVEY | LODGE, CYNTHIA LOUISE | 0501 | ASSOCIATE DIRECTOR FOR BUDGET, PLANNING AND INTEGRATION | RESTON,VIRGINIA | 04/05/15 | | |
| GEOLOGICAL SURVEY | FERRERO, RICHARD C. | 0401 | REGIONAL DIRECTOR - NORTHWEST REGION | SEATTLE,WASHINGTON | 05/31/15 | | |
| GEOLOGICAL SURVEY | BURKETT, VIRGINIA | 0401 | ASSOCIATE DIRECTOR FOR CLIMATE | MANY,LOUISIANA | 09/17/15 | | |
| GEOLOGICAL SURVEY | DEVARIS, AIMEE MARIE | 1301 | REGIONAL DIRECTOR - ALASKA | ANCHORAGE,ALASKA | 11/29/15 | | |
| GEOLOGICAL SURVEY | WERKHEISER, WILLIAM H. | 1301 | DEPUTY DIRECTOR | RESTON,VIRGINIA | 12/27/15 | | |
| GEOLOGICAL SURVEY | CLINE, DONALD WALTER | 1301 | ASSOCIATE DIRECTOR FOR WATER | RESTON,VIRGINIA | 01/10/16 | | |
| GEOLOGICAL SURVEY | TUPPER, MICHAEL H. | 0340 | REGIONAL DIRECTOR-NORTHEAST | RESTON,VIRGINIA | 03/06/16 | | |
| 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 | 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 | | |

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 |
|---|---------------------------|---------|---|--------------------------|-------------------------------|----------------------------------|------------------------|
| NATIONAL PARK SERVICE | AUSTIN, STANLEY J. | 0340 | REGIONAL DIRECTOR | ATLANTA,GEORGIA | 07/14/13 | | (b) (6) |
| 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 | OBERNESSER, 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 | COMPTROLLER | WASHINGTON,DC | 01/08/17 | 01/08/18 | |
| OFC OF SURFACE MINING, RECLAMATION & ENF | OWENS, GLENDA HUDSON | 0340 | DEPUTY DIRECTOR - OSM | WASHINGTON,DC | 01/14/01 | | |
| 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 | | |
| OFC OF SURFACE MINING, RECLAMATION & ENF | SHOPE, THOMAS D. | 0340 | REGIONAL DIRECTOR | GREEN TREE,PENNSYLVANIA | 10/14/07 | | |
| OFC OF SURFACE MINING, RECLAMATION & ENF | BERRY, DAVID A | 0340 | REGIONAL DIRECTOR | DENVER,COLORADO | 03/08/15 | | |
| 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 | SALOTTI, CHRISTOPHER P. | 0905 | LEGISLATIVE COUNSEL | WASHINGTON,DC | 01/18/09 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR | ESTENOZ, SHANNON A. | 0340 | DIRECTOR, EVERGLADES RESTORATION | MIAMI,FLORIDA | 08/24/14 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR | CARDINALE, RICHARD T. | 0301 | SENIOR POLICY PROGRAM MANAGER | WASHINGTON,DC | 10/18/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR | LILLIE, JULIETTE ANNE FAL | 0301 | DIRECTOR, OFFICE OF THE EXECUTIVE SEC | WASHINGTON,DC | 08/07/16 | | |
| 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 | | |

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 |
|---|--------------------------|---------|---|------------------------|-------------------------------|----------------------------------|------------------------|
| OFFICE OF THE SECRETARY OF THE INTERIOR - OST | JAMES, JAMES D. JR. | 0340 | DEP SPEC TRUSTEE-FIELD OPS | ALBUQUERQUE,NEW MEXICO | 12/02/12 | | (b) (6) |
| 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 | 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 | | |
| 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 | | |
| 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 - IBC | ONEILL, KEITH JAMES | 1102 | ASSOCIATE DIRECTOR FOR ACQ SERVICES | HERNDON,VIRGINIA | 08/12/12 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - IBC | EDSALL, DONNA LYNN | 0505 | ASSOCIATE DIRECTOR, FMD | LAKEWOOD,COLORADO | 10/19/14 | | |
| 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 - IBC | BEALL, JAMES W | 0340 | ASSOCIATE DIRECTOR, ENTERPRISE MGMT | WASHINGTON,DC | 10/16/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - IBC | SINGER, MICHELE F. | 0340 | DIRECTOR, INTERIOR BUSINESS CENTER | KINGS,NEW YORK | 11/27/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - Insular | PULA, NIKOLAO IULI | 0301 | DIRECTOR, OFFICE OF INSULAR AFFAIRS | WASHINGTON,DC | 03/28/10 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | GOULD, GREGORY J. | 0340 | DIR, OFC OF NATURAL RESOURCES REVENUE | LAKEWOOD,COLORADO | 10/10/10 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | MEHLHOFF, JOHN J. | 0340 | PROGRAM DIRECTOR (CEVA) | LAKEWOOD,COLORADO | 02/09/14 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | STEWART, JAMES D. | 0340 | DEP DIR, OFC OF NATURAL RESOURCES REV | LAKEWOOD,COLORADO | 09/06/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | TYLER, PAUL GRAHAM | 0340 | PRGM DIR FOR AUDIT & COMPLIANCE MGMT | LAKEWOOD,COLORADO | 12/13/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | DAVIS, KIMBRA G | 0340 | PRGM DIR FOR FIN & PRODUCTION MGMT | LAKEWOOD,COLORADO | 04/17/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - ONRR | GIDNER, JEROLD L. | 0301 | SENIOR PROGRAM ADVISOR | WASHINGTON,DC | 08/21/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | SONDERMAN, DEBRA E. | 1102 | DIR, OFFICE OF ACQUISITION & PROP. MGMT. | WASHINGTON,DC | 10/11/98 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BLANCHARD, MARY JOSIE | 0340 | DEPUTY DIRECTOR, OFFICE OF ENVRNMTL POLICY & CMLPNC | WASHINGTON,DC | 10/06/02 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BATHRICK, MARK L. | 0340 | DIRECTOR, OFFICE OF AVIATION SERVICES | BOISE,IDAHO | 11/01/05 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | MOSS, ADRIANNE L. | 0560 | DEPUTY DIRECTOR, OFFICE OF BUDGET | WASHINGTON,DC | 02/01/09 | | |
| 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 - PMB | FLANAGAN, DENISE A. | 0560 | DIRECTOR, OFFICE OF BUDGET | WASHINGTON,DC | 01/31/10 | | |
| 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 SECRETARY OF THE INTERIOR - PMB | ROSS, JOHN W | 0340 | DIRECTOR, OFFICE OF VALUATION | WASHINGTON,DC | 02/27/11 | | |

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 |
|---|-------------------------|---------|---|-----------------------|-------------------------------|----------------------------------|------------------------|
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | GLENN, DOUGLAS A | 0505 | DIRECTOR, OFFICE OF FINANCIAL MNGT & | WASHINGTON,DC | 05/08/11 | | (b) (6) |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | GLOMB, STEPHEN J. | 0340 | DIRECTOR, OFFICE OF NATURAL RESOURCE RESTORATION | WASHINGTON,DC | 06/19/11 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | ANDREW, JONATHAN M. | 0301 | INTERAGENCY BORDERLAND COORDINATOR | WASHINGTON,DC | 07/17/11 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | GOKLANY, INDUR M. | 0301 | SENIOR ADVISOR | WASHINGTON,DC | 07/29/12 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | HUNTER, TERESA R | 0505 | DEPUTY DIRECTOR, OFFICE OF FINANCIAL MGMT | WASHINGTON,DC | 11/03/13 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | PLETCHER, MARY F. | 0340 | DAS, HUMAN CAPITAL AND DIVERSITY | WASHINGTON,DC | 12/15/13 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BURDEN, JOHN W. | 0340 | CHIEF DIVERSITY OFFICER/DIRECTOR, | WASHINGTON,DC | 06/15/14 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BURNS, SYLVIA W. | 2210 | CHIEF INFORMATION OFFICER | WASHINGTON,DC | 08/24/14 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | FREIHAGE, JASON E. | 0560 | CHIEF, DIV OF BUDGET & PROG REVIEW | WASHINGTON,DC | 10/05/14 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | FERRITER, OLIVIA B. | 0501 | DEP ASST SECY-BUDGT,FIN,PERF&AC | WASHINGTON,DC | 11/30/14 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | PIERRE-LOUIS, ALESIA J. | 0340 | CHIEF LEARNING OFFICER/DIR.OSEOD | WASHINGTON,DC | 05/31/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | OLSEN, MEGAN C. | 0340 | DIRECTOR, OFFICE OF SMALL & DISADV BUS UTL | WASHINGTON,DC | 07/12/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | WAYSON, THOMAS C. | 0560 | CHIEF, BUDGET ADMINISTRATION AND DEPT MGMT | WASHINGTON,DC | 07/26/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BRANUM, LISA A. | 0089 | DIRECTOR, OFFICE OF EMERGENCY MGMT | WASHINGTON,DC | 08/09/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | SIMMONS, SHAYLA F. | 0905 | DIRECTOR, OFFICE OF HEARINGS AND APPEALS | ARLINGTON,VIRGINIA | 08/09/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | LIMON, RAYMOND A | 0201 | DEPUTY CHIEF HUMAN CAP. OFFICER | WASHINGTON,DC | 08/09/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | NASSAR, JOSEPH W | 0340 | DIRECTOR, OFFICE OF FACILITIES & ADMINISTRATIVE SVCS | WASHINGTON,DC | 11/29/15 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | HUMBERT, HARRY L | 0340 | DAS-PUBLIC SAFETY,RESOURCE PROTEC.,& | WASHINGTON,DC | 01/10/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | GONZALEZ, MARIA E | 0340 | DEPUTY ASSISTANT SECRETARY-TECHNOLOGY | WASHINGTON,DC | 02/28/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | DOWNNS, BRUCE M | 2210 | DEPUTY CHIEF INFORMATION OFFICER | WASHINGTON,DC | 03/06/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | RICE, BRYAN C | 0340 | DIRECTOR,OFFICE OF WILDLAND FIRE | WASHINGTON,DC | 05/01/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | QUINLAN, MARTIN J. | 0340 | DIRECTOR, BUSINESS INTEGRATION OFFICE | LAKEWOOD,COLORADO | 05/01/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | NOBLE, MICHAELA E | 0340 | DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY & COMPLIANCE | WASHINGTON,DC | 07/24/16 | 07/24/17 | |
| 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 | DAVIS, MARK H | 0340 | DIRECTOR, BUSINESS SERVICES | WASHINGTON,DC | 10/02/16 | | |
| OFFICE OF THE SECRETARY OF THE INTERIOR - PMB | BAGLEY, TAMMY L. | 0340 | ASSOCIATE DIRECTOR, OFFICE OF ACQUISITION & PROP MGT | WASHINGTON,DC | 01/22/17 | 01/22/18 | |
| OFFICE OF THE SOLICITOR | PETERSON, PENNY LYNN | 0905 | REGIONAL SOLICITOR | PORTLAND,OREGON | 07/06/97 | | |
| OFFICE OF THE SOLICITOR | CLARK, HORACE G. | 0905 | REGIONAL SOLICITOR | ATLANTA,GEORGIA | 03/28/02 | | |
| OFFICE OF THE SOLICITOR | LOFTIN, MELINDA J. | 0905 | DESIG. AGENCY ETHICS OFFICIAL | WASHINGTON,DC | 10/01/06 | | |
| 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 SOLICITOR | HAUGRUD, KEVIN JACK | 0905 | DEPUTY SOLICITOR | WASHINGTON,DC | 11/07/10 | | |
| OFFICE OF THE SOLICITOR | HAWBECKER, KAREN S. | 0905 | ASSOCIATE SOLICITOR | WASHINGTON,DC | 01/16/11 | | |
| OFFICE OF THE SOLICITOR | KEABLE, EDWARD T. | 0905 | DEPUTY SOLICITOR | WASHINGTON,DC | 03/25/12 | | |
| OFFICE OF THE SOLICITOR | DARNELL, JOSEPH D. | 0905 | REGIONAL SOLICITOR | ANCHORAGE,ALASKA | 02/10/13 | | |
| OFFICE OF THE SOLICITOR | JOSEPHSON, CLEMENTINE | 0905 | REGIONAL SOLICITOR | SACRAMENTO,CALIFORNIA | 12/28/14 | | |

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 |
|-------------------------|-----------------------|---------|---------------------------------------|------------------------|-------------------------------|----------------------------------|------------------------|
| OFFICE OF THE SOLICITOR | SHEPARD, ERIC N. | 0905 | ASSOCIATE SOLICITOR - INDIAN AFFAIRS | WASHINGTON,DC | 08/30/15 | | (b) (6) |
| OFFICE OF THE SOLICITOR | ROMANIK, PEG A. | 0905 | REGIONAL SOLICITOR - NORTHEAST | WASHINGTON,DC | 12/13/15 | | |
| OFFICE OF THE SOLICITOR | SMITH, MARC ALAN | 0905 | ASSOCIATE SOLICITOR FOR | WASHINGTON,DC | 01/24/16 | | |
| OFFICE OF THE SOLICITOR | STEIGER, JOHN W. | 0905 | REGIONAL SOLICITOR-INTERMOUNTAIN | SALT LAKE CITY,UTAH | 02/21/16 | | |
| OFFICE OF THE SOLICITOR | WENGER, LANCE C. | 0905 | REGIONAL SOLICITOR-SOUTHWEST | ALBUQUERQUE,NEW MEXICO | 02/24/16 | | |
| OFFICE OF THE SOLICITOR | SAXE, KEITH E | 0905 | ASSOCIATE SOLICITOR - WATER RESOURCES | WASHINGTON,DC | 03/06/16 | | |
| OFFICE OF THE SOLICITOR | TUCKER, KAPRICE LYNCH | 0905 | ASSOC SOL FOR GEN LAW | WASHINGTON,DC | 01/15/17 | | |

SES Vacancies

NPS

Associate Director for Workforce, Relevancy and Inclusion
Associate Director for Interpretation and Education
Superintendent, Golden Gate National Recreation Area
Superintendent, Yosemite
Regional Director, Northeast Region (after 5/19/17)
Associate Director, Cultural Resources (after 6/3/17)

FWS

Associate Director for Business Management Operations
Associate Director for Science Applications
Associate Chief Information Officer (new position, currently SL level Associate Director for Information Resources in FWS)

SOL

Associate Solicitor for Parks and Wildlife

BLM

Deputy Director for Operations
State Director – Montana/Dakotas
Assistant Director – Fire and Aviation (pending retirement effective 5/13/17)

PMB

Director – Office of Law Enforcement and Security
Deputy Director – Office of Acquisition and Property Management

ASFWP

Director, Gulf of Mexico Restoration (new position)

OST

Principal Deputy Special Trustee

Indian Affairs

ASIA - Deputy Assistant Secretary – Management
BIA – Deputy Director – Field Operations
BIA – Deputy Director – Justice Services
BIA – Regional Director – Midwest (Minneapolis)
BIA – Regional Director – Alaska (Anchorage)
BIE – Associate Director – BIE Operated Schools (Albuquerque)
BIE – Chief Academic Officer (new position)

From: Pletcher, Mary
To: [Lori Mashburn](#)
Subject: Pay Categories and Policy
Date: Thursday, May 11, 2017 11:39:55 AM
Attachments: [New SES Pay Policy November 2014.pdf](#)
[MASTER LIST - PAY CATEGORIES DEC 2015.xlsx](#)

Lori,

Here is our pay policy and the list of career positions and their associated categories. It also shows the minimum pay rates over time as government-wide pay raises have gone into effect. Let me know if there's anything I can provide.

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

Senior Executive Service Pay Setting Policy November 2014

PURPOSE

The purpose of this Regulation is to set forth the Department of the Interior's (DOI) policy on pay setting for Career and Limited-Term Senior Executive Service new appointments, reassignments, and transfer actions.

AUTHORITY

This policy complies with 5 U.S.C. 5382 et seq. and Title 5 Code of Federal Regulations (CFR) 534, Subpart D, Pay and Performance Awards Under the SES.

DELEGATIONS OF AUTHORITY

Bureau and Office Heads are responsible for recommending and justifying the salary levels for SES employees appointed, reassigned, and transferred to their Bureau or Office and for recommending category designations for positions under their area of authority in accordance with the guidance set out in this policy.

The Executive Resources Board (ERB), as delegated by the Secretary, retains the authority to approve final salary determinations for all SES employees and for approving exceptions to the 12-month rule.

DEFINITIONS

Bureaus: Refers to mission areas or agencies within the Department of the Interior (such as National Park Service or Bureau of Land Management).

Office: Staff level office whose head reports to the Secretary of the Interior (such as Office of the Solicitor or Assistant Secretary – Policy, Management and budget)

Agency Head: The head of the Department of Interior (DOI) agency or an official who has been delegated the authority to act for the head of the agency in the matter concerned.

Category Structure: A five-level system that groups positions with common characteristics. Category levels delineate the importance of different positions by placing emphasis on the characteristics of positions such as impact on mission, level of complexity, span of control, inherent authority, scope and breath of responsibility and influence in national security matters.

RESPONSIBILITIES

The ERB is responsible for setting policy and providing overall technical guidance and direction for this policy.

The Chief Human Capital Officer is responsible for serving as a key advisor to the ERB on SES pay, as well as providing executive oversight of the implementation of this policy.

Bureau and Office Heads are responsible for adhering to this policy and for reporting to ERD as requested. They are responsible for ensuring compliance with the provisions of this policy so that the processes associated with managing it are fair, equitable, credible, and transparent. They are responsible for recommending category designations for positions under their area of authority.

The Executive Resources Division (ERD), Office of Human Resources shall provide staff assistance to Bureaus and Offices and monitor compliance with Departmental policy. The ERD will report to the Office of Personnel Management as required.

GENERAL GUIDELINES FOR SETTING AND ADJUSTING OF SES PAY

The SES pay range has a minimum rate of basic pay equal to 120 percent of the rate for GS-15, step 1, and a maximum rate of basic pay equal to the rate for Level III of the Executive Schedule. Agencies certified under 5 U.S.C. 5307(d) as having a performance appraisal system which, as designed and applied, makes meaningful distinctions based on relative performance, have a maximum rate of basic pay equal to the rate for Level II of the Executive Schedule.

12-MONTH RULE

Pursuant to 5 CFR 534.404(c), a senior executive's rate of basic pay may not be adjusted more than once during a 12-month period. This is commonly referred to as the 12-month rule. A pay increase made as a result of a determination to approve an exception to the 12-month rule is considered a pay adjustment and begins a new 12-month period.

EXCEPTIONS TO THE 12-MONTH RULE

SES employees may receive an increase in base pay more than once during a 12-month period for the following reasons:

- For an exceptionally meritorious accomplishment that significantly contributes to the Agency's performance;

- When it is necessary to reassign an executive to a position with substantially greater scope and responsibility or to recruit a senior executive with superior leadership or other competencies from a position in another agency;
- For the retention of a senior executive who is critical to the mission of the agency and who would be likely to leave the agency in the absence of a pay increase; and
- To align a senior executive with the agency’s senior executive appraisal and pay adjustment cycle.

CATEGORY STRUCTURE

All DOI SES positions will be classified into 5 categories based upon the position characteristics described in Table 1 for initial salary setting purposes. The category structure is a tool to promote a common understanding of position differences, and a common perspective about the relationship of these differences on mission outcomes. If a position has a higher or greater scope and a bureau or office feels that an exception to the category needs to be granted, they can follow exhibit 3 to request approval. Exceptions should be rare and will require review by ERD and approval by the ERB.

Table 1

| Category | Description | Minimum Pay |
|--|--|---|
| Category 1 <i>No more than 15% of Career SES positions shall be designated as Category 1 positions.</i> | Highest level of responsibility for organization performance or mission delivery at the Department or Bureau/Office headquarters level. Category 1 positions are the senior leadership positions that are most critical for mission success. The positions have the most significant levels of latitude and responsibility as indicated by degree of policy and decision-making authority. The impact is extraordinary and substantially furthers the Department’s objectives and strategic goals. | 5% above the GS-15 step 10 for the Washington, DC metropolitan area |
| Category 2 | Has major impact on organizational performance or mission delivery at a regional or state level. Included within Category 2 are the BLM State Directors and Regional Directors (all other bureaus). | GS-15 step 08 in the locality of the position |

| Category | Description | Minimum Pay |
|-----------------|--|---|
| Category 3 | Has major impact on organizational performance or mission delivery at a headquarters level. The impact is tangible and furthers the Department's objectives and strategic goals. Category 3 positions have responsibility for Department-wide policy programs or operations and/or critical bureau operational or programmatic responsibilities. | GS-15 step 08 in the Washington, DC locality area |
| Category 4 | Significant responsibility for organizational performance or mission delivery. Can be at the headquarters or field level. | GS-15 step 04 for the locality of the position |
| Category 5 | Moderate degree of responsibility for organizational performance and mission delivery. The scope of responsibility is well-defined. Can be at the headquarters or field level. | SES pay range minimum |

The salary levels will be adjusted commensurate with any annual adjustment awarded by Executive Order each year.

UPON INITIAL APPOINTMENT TO THE SES

An individual receiving an initial appointment to a DOI SES position will be placed in the category which their position has been designated. The category of each position will determine the pay minimum for that position. Individuals can be compensated above the minimum but not below. This category structure ensures comparability and transparency in SES positions and compensation management across the Department.

Note: Limited Term SES positions will be evaluated and assigned a category when they are established and classified.

Initial Appointment of External Appointees

Once a decision has been made regarding the appropriate category in which an employee should be placed, initial pay recommendations within the appropriate category should be based on the following factors:

- The nature and quality of the individual's experience, qualifications, and accomplishments as they relate to the requirements of the SES position.
- The individual's current pay.
- The individual's current responsibilities.
- The scope of authority and responsibility of the SES position to which the individual is being appointed.

- The geographic location of the position to which the employee is being appointed.

Initial Appointment of Current Federal Employees

The information below should be used as the guide when making recommendations to the ERB on establishing the initial pay rate for current Federal employees entering the SES.

Below Six Percent: This amount may be recommended for individuals who will be performing work similar to their current duties with respect to scope and responsibility. For example, individuals placed into the SES that are GS-15/10 will already be earning considerably more than the entry level pay for the SES, and in these instances, pay increases below six percent may be appropriate.

Six to Nine Percent: This is the typical amount recommended for individuals entering SES positions, i.e., the incumbent has strong credentials and will occupy a position with responsibility that is clearly greater than their current position.

Above Nine to Twelve Percent: This amount may be recommended when the position has a Department-wide impact and the candidate brings special skills and qualifications to the position that would be difficult to find even with a nationwide search.

Above Twelve Percent: This amount should only be recommended when the position has a nationwide impact and the individual leads a program critical to the Department's mission.

Setting Pay Above Executive Level III Upon Initial Appointment

In accordance with 5 CFR 534.403(a), rates of basic pay above the rate for level III of the Executive Schedule, but less than or equal to the rate of level II of the Executive Schedule generally are reserved for those newly appointed senior executives who possess superior leadership or other competencies. Cases reviewed by the ERB must present a strong business case for exceeding EX-III, including (but not limited to) the following criteria:

- Quality of the appointee's skills, competencies, and accomplishments,
- Candidate's existing salary and salary history, or a more competitive written offer from a different employer,
- Documented disparities between Federal and non-Federal salaries for the skills required in the position,
- Existing labor market conditions and employment trends,
- Availability of candidates for the position.

UPON REASSIGNMENT OR TRANSFER IN THE SES

Employees being reassigned to positions with similar scope and responsibility to their current positions are reassigned at their current pay rate. This observes OPM's "12-month" rule in 5 CFR 534.404(c), which permits agencies to adjust the pay of a senior executive "not more than once during any 12-month period."

OPM's regulations allow the ERB Chairperson to approve an increase if it can be determined through a business case presentation that "a pay increase is necessary to reassign a senior executive to a position with substantially greater scope and responsibility..."

In such an instance, the requesting office must produce an assessment of how the two positions differ and what the substantially greater scope and responsibilities are. In these cases, pay increases upon reassignment are typically 6% of current salary.

Additionally, when a geographic move is involved, and the cost of living is significantly higher at the new duty station, the ERB will consider a Bureau or Office's business case for exceeding 6%.

The following factors can be considered in these cases:

- Comparable pay for like SES positions;
- Loss of locality pay for employees moving from a GS or comparable position into the SES and for those employees who transfer to higher locality areas to accept DOI SES position;
- Functional and program responsibilities, including geographic scope (e.g., local, regional, national, or international), budget size, and impact on the accomplishment of the agency's and organization's mission;
- Organizational characteristics, including the level in the agency where the position is located, and the size and complexity of the organization (including subordinate organizational units);
- Degree and scope of executive, managerial, and/or supervisory authorities and responsibilities;
- Level and purpose of contacts (Contacts should be essential for successful performance of the work, be a recurring requirement of the position, and have a demonstrable impact on the difficulty and responsibility of the position).

This provision is not intended to replace a relocation allowance; rather, it is intended to provide Bureaus and Offices with flexibility to encourage service in SES in locations that have a higher cost of living.

PAY FOR PERFORMANCE SALARY SETTING DETERMINATION

Pay adjustment and performance award decisions will be made by the Executive Resources Board annually, subject to budgetary constraints. Prior to convening the annual Performance Review Boards, the ERB will publish the approved ranges for pay increases and performance awards based on an executive's annual performance appraisal. The category system is to be used only for initial pay setting purposes. There is nothing in this policy to restrict an SES from exceeding any category level after initial pay setting through the pay for performance system or as an exception to the 12-month rule.

BUREAU AND STAFF PAY SETTING RECOMMENDATION REQUESTS

Bureaus and Offices should follow the examples shown in Exhibits 1, 2, and 3, as appropriate, to request and justify an SES employee's pay for new appointments, reassignments, transfers and exceptions to the category structure.

Bureaus and Offices wishing to provide more than one pay adjustment in a 12-month period must specify in their selection or reassignment package that they are seeking an exception to the 12-month rules and specifically address why the exception might be justified. The pay rate analysis should also note the rationale supporting the request.

EXHIBIT 1

SAMPLE

Pay Justification for Initial Pay Setting

(This document is to be included with the ERB appointment request)

Subject: Pay Justification for (name), tentative selectee for Senior Executive Service (SES) position of (position title), (series), (organization)

Background: (Selectee name) was recently selected for the subject position. Upon conversion to the SES, he/she is eligible for a pay increase as recommended by the agency head/selecting official. (Selectee name) current salary is (amount) per year. Consistent with the pay setting policy the position is most closely in category _____.

Justification: (provide rationale of agency's determination of the appropriate rate of pay based on the nature and the quality of the individual's experience, qualifications, and accomplishments as they relate to the requirements of the SES position, and the employee's current responsibilities as outlined in the SES pay policy.)

Recommendation: Based on (Selectee's name) experience, qualifications, and accomplishments as they relate to the requirements of the SES position, we are recommending a pay increase of _____(percentage) for total salary of _____ (dollar amount).

EXHIBIT 2

SAMPLE

**Pay Justification for Reassignment or Transfer
(This document is to be included with the ERB appointment request)**

Subject: Pay Justification for (name), tentative selectee for Senior Executive Service (SES) position of (position title), (series), (organization)

Background: (Selectee name) was recently selected for the subject position. Consistent with the pay setting policy the position is most closely in category _____.

Justification:

Justification: (Bureau or Office name) requests an increase in (employee name) salary from (current salary) to (proposed salary). The (Bureau or Office name) has determined that this pay increase, an exception to the 12- month rule, is necessary to (Provide reason and rationale for the pay recommendation, including current salary, proposed salary, factors taken into consideration, and any applicable data/information to support the request). Consistent with the pay setting policy the position is in category ____.

Recommendation: Based on (Selectee's name) experience and qualifications, as well as the factors outlined above, we are recommending a pay increase of _____(percentage) for total salary of _____ (dollar amount).

EXHIBIT 3

SAMPLE

**Request for SES Category Change Recommendation
(This document is to be included with the ERB recruitment request)**

Subject: Senior Executive Service (SES) position of (position title), (series), (organization)

Background: (Position) is currently in category _____. Positions meeting the criteria of band definitions can be placed into another existing band with the approval of an exception. Consistent with the pay setting policy and exhibit 1, the position is most closely in category _____.

JUSTIFICATION: (Bureau or Office name) requests a category change for (position), from (current category) to (proposed category). The Bureau or Office has determined that this position is an exception to the category system and has a substantially greater scope and responsibility than category _____. (Provide specific details of determination.)

_____ Approve

_____ Disapprove

For the Executive Resources Board

Date

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|--------|--|-----------------------|-----------------------------|------------------|---------------------------|---------------------------|---------------------------|
| ASIA | DEPUTY ASST SECRETARY - MANAGEMENT | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BIA | DIRECTOR, BUREAU OF INDIAN AFFAIRS | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BIE | DIRECTOR, BUREAU OF INDIAN EDUCATION | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BLM | DEPUTY DIRECTOR FOR OPERATIONS | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BOEM | DEPUTY DIRECTOR | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BOR | REGIONAL DIRECTOR - MID PACIFIC REGION | SACRAMENTO,CALIFORNIA | 1 | SAC | \$164,955 | \$166,635 | \$168,315 |
| BOR | DEPUTY COMMISSIONER - OPERATIONS | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BSEE | DEPUTY DIRECTOR | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| FWS | DEPUTY DIRECTOR (OPERATIONS) | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| FWS | DEPUTY DIRECTOR (PROG. MGMT. & PLCY) | ARLINGTON,VIRGINIA | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| NPS | DEPUTY DIRECTOR, OPERATIONS | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| OS/PMB | DEPUTY ASSISTANT SECRETARY - HUMAN CAPITAL AND DIVERSITY | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| OS/PMB | DEPUTY ASSISTANT SECRETARY - TECHNOLOGY, INFORMATION AND BUSINESS SERVICES | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| OS/PMB | CHIEF INFORMATION OFFICER | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| OS/PMB | DEPUTY ASSISTANT SECRETARY - PUBLIC SAFETY, RESOURCE PROTECTION AND EMERGENCY SERVICES | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| OSM | DEPUTY DIRECTOR | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| OST | PRINCIPAL DEPUTY SPECIAL TRUSTEE | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| SOL | DESIGNATED AGENCY ETHICS OFFICIAL | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| SOL | DEPUTY SOLICITOR | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| SOL | DEPUTY SOLICITOR | WASHINGTON,DC | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| USGS | PRINCIPAL DEPUTY DIRECTOR | RESTON,VIRGINIA | 1 | DC | \$154,160 | \$166,635 | \$168,315 |
| USGS | DEPUTY DIRECTOR | RESTON,VIRGINIA | 1 | DC | \$164,955 | \$166,635 | \$168,315 |
| BIA | REGIONAL DIRECTOR - ALASKA | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| BLM | STATE DIRECTOR - ALASKA | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| BOEM | ALASKA REGIONAL DIRECTOR | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| FWS | REGIONAL DIRECTOR - ANCHORAGE | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| NPS | REGIONAL DIRECTOR, ALASKA | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| SOL | REGIONAL SOLICITOR - ALASKA REGION | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| USGS | REGIONAL DIRECTOR - ALASKA REGION | ANCHORAGE,ALASKA | 2 | AK | \$154,743 | \$156,294 | \$158,453 |
| FWS | REGIONAL DIRECTOR - ATLANTA | ATLANTA,GEORGIA | 2 | ATL | \$148,041 | \$149,525 | \$151,388 |
| NPS | REGIONAL DIRECTOR, SOUTHEAST REGION | ATLANTA,GEORGIA | 2 | ATL | \$148,041 | \$149,525 | \$151,388 |
| SOL | REGIONAL SOLICITOR - SOUTHEAST REGION | ATLANTA,GEORGIA | 2 | ATL | \$148,041 | \$149,525 | \$151,388 |
| USGS | REGIONAL DIRECTOR - SOUTHEAST REGION | NORCROSS,GEORGIA | 2 | ATL | \$148,041 | \$149,525 | \$151,388 |
| SOL | REGIONAL SOLICITOR - NORTHEAST REGION | BOSTON, MASSACHUSETTS | 2 | BOSTON | \$154,879 | \$156,432 | \$158,491 |
| BLM | STATE DIRECTOR - COLORADO | DENVER, COLORADO | 2 | CO | \$152,050 | \$153,574 | \$155,629 |
| FWS | REGIONAL DIRECTOR - DENVER | LAKEWOOD,COLORADO | 2 | CO | \$152,050 | \$153,574 | \$155,629 |
| NPS | REGIONAL DIRECTOR, INTERMOUNTAIN REGION | LAKEWOOD,COLORADO | 2 | CO | \$152,050 | \$153,574 | \$155,629 |
| OSM | REGIONAL DIRECTOR, WESTERN REGION | DENVER,COLORADO | 2 | CO | \$152,050 | \$153,574 | \$155,629 |
| SOL | REGIONAL SOLICITOR - ROCKY MOUNTAIN REGION | LAKEWOOD,COLORADO | 2 | CO | \$152,050 | \$153,574 | \$155,629 |
| USGS | REGIONAL DIRECTOR - SOUTHWEST REGION | LAKEWOOD,COLORADO | 2 | CO | \$152,050 | \$153,574 | \$155,629 |
| BLM | STATE DIRECTOR - EASTERN STATES | SPRINGFIELD,VIRGINIA | 2 | DC | \$154,160 | \$155,705 | \$157,971 |
| NPS | REGIONAL DIRECTOR, NATIONAL CAPITAL REGION | WASHINGTON,DC | 2 | DC | \$154,160 | \$155,705 | \$157,971 |

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|--------|---|---------------------------|-----------------------------|------------------|------------------------|---------------------------|---------------------------|
| USGS | REGIONAL DIRECTOR - NORTHEAST REGION | RESTON,VIRGINIA | 2 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | REGIONAL DIRECTOR - MIDWEST REGION | ANN ARBOR,MICHIGAN | 2 | DET | \$153,998 | \$155,542 | \$157,490 |
| FWS | REGIONAL DIRECTOR - HADLEY | HADLEY,MASSACHUSETTS | 2 | HART | \$156,145 | \$157,710 | \$159,769 |
| BIA | REGIONAL DIRECTOR - MIDWEST | BLOOMINGTON,MINNESOTA | 2 | MINN | \$150,114 | \$151,619 | \$153,566 |
| FWS | REGIONAL DIRECTOR - TWIN CITIES | MINNEAPOLIS,MINNESOTA | 2 | MINN | \$150,114 | \$151,619 | \$153,566 |
| NPS | REGIONAL DIRECTOR, NORTHEAST REGION | PHILADELPHIA,PENNSYLVANIA | 2 | PHIL | \$151,144 | \$152,659 | \$154,731 |
| BIA | REGIONAL DIRECTOR - WESTERN | PHOENIX,ARIZONA | 2 | PHOE | \$144,901 | \$146,354 | \$148,274 |
| BLM | STATE DIRECTOR - ARIZONA | PHOENIX,ARIZONA | 2 | PHOE | \$144,901 | \$146,354 | \$148,274 |
| OSM | REGIONAL DIRECTOR, APPALACHIN REGION | GREEN TREE,PENNSYLVANIA | 2 | PITT | \$144,417 | \$145,865 | \$147,717 |
| BIA | REGIONAL DIRECTOR - NORTHWEST | PORTLAND,OREGON | 2 | PORT | \$149,357 | \$150,854 | \$152,794 |
| BLM | STATE DIRECTOR - OREGON | PORTLAND,OREGON | 2 | PORT | \$149,357 | \$150,854 | \$152,794 |
| FWS | REGIONAL DIRECTOR - PORTLAND | PORTLAND,OREGON | 2 | PORT | \$149,357 | \$150,854 | \$152,794 |
| SOL | REGIONAL SOLICITOR - PACIFIC NORTHWEST REGION | PORTLAND,OREGON | 2 | PORT | \$149,357 | \$150,854 | \$152,794 |
| BIA | REGIONAL DIRECTOR - NAVAJO | GALLUP,NEW MEXICO | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BIA | REGIONAL DIRECTOR - EASTERN OKLAHOMA | MUSKOGEE,OKLAHOMA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BIA | REGIONAL DIRECTOR - SOUTHERN PLAINS | ANADARKO,OKLAHOMA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BIA | REGIONAL DIRECTOR - GREAT PLAINS | ABERDEEN, SOUTH DAKOTA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BIA | REGIONAL DIRECTOR - ROCKY MOUNTAIN REGION | BILLINGS, MONTANA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BIA | REGIONAL DIRECTOR - EASTERN REGION | NASHVILLE, TENNESSEE | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BLM | STATE DIRECTOR - UTAH | SALT LAKE CITY,UTAH | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BLM | STATE DIRECTOR - MONTANA | BILLINGS,MONTANA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BLM | STATE DIRECTOR - IDAHO | BOISE,IDAHO | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BLM | STATE DIRECTOR - WYOMING | CHEYENNE,WYOMING | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BLM | STATE DIRECTOR - NEVADA | RENO,NEVADA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BOEM | GULF OF MEXICO REGIONAL DIRECTOR | JEFFERSON,LOUISIANA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BOR | REGIONAL DIRECTOR - PACIFIC NORTHWEST REGION | BOISE,IDAHO | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BOR | REGIONAL DIRECTOR - GREAT PLAINS REGION | BILLINGS,MONTANA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BOR | REGIONAL DIRECTOR - UPPER COLORADO REGION | SALT LAKE CITY,UTAH | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BSEE | GULF OF MEXICO REGIONAL DIRECTOR | JEFFERSON,LOUISIANA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| NPS | REGIONAL DIRECTOR, MIDWEST REGION | OMAHA, NEBRASKA | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| OS/PMB | DIRECTOR, OFFICE OF AVIATION SERVICES | BOISE,IDAHO | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| SOL | REGIONAL SOLICITOR - INTERMOUNTAIN REGION | SALT LAKE CITY,UTAH | 2 | RUS | \$141,675 | \$143,095 | \$144,767 |
| BIA | REGIONAL DIRECTOR - SOUTHWEST | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| BLM | STATE DIRECTOR - NEW MEXICO | SANTA FE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| FWS | REGIONAL DIRECTOR - ALBUQUERQUE | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | REGIONAL FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | REGIONAL FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | REGIONAL FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | REGIONAL FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | REGIONAL FIDUCIARY TRUST ADMINISTRATOR | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | DEPUTY SPECIAL TRUSTEE FOR PROGRAM MANAGEMENT | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | DEPUTY SPECIAL TRUSTEE - FIELD OPERATIONS | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| OST | DEPUTY SPECIAL TRUSTEE - TRUST SERVICES | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| SOL | REGIONAL SOLICITOR - SOUTHWEST REGION | ALBUQUERQUE,NEW MEXICO | 2 | RUS/ALB | \$141,675 | \$143,095 | \$144,792 |
| BOR | REGIONAL DIRECTOR - LOWER COLORADO REGION | BOULDER CITY,NEVADA | 2 | RUS/LV | \$141,675 | \$143,095 | \$145,020 |

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|--------|---|------------------------|-----------------------|---------------|---------------------|---------------------|---------------------|
| OSM | REGIONAL DIRECTOR, MID CONTINENT REGIONAL COORDINATING CENTER | ALTON, ILLINOIS | 2 | RUS/STL | \$141,675 | \$143,095 | \$144,944 |
| BIA | REGIONAL DIRECTOR - PACIFIC | SACRAMENTO, CALIFORNIA | 2 | SAC | \$151,653 | \$153,173 | \$155,224 |
| BLM | STATE DIRECTOR - CALIFORNIA | SACRAMENTO, CALIFORNIA | 2 | SAC | \$151,653 | \$153,173 | \$155,224 |
| FWS | REGIONAL DIRECTOR - SACRAMENTO | SACRAMENTO, CALIFORNIA | 2 | SAC | \$151,653 | \$153,173 | \$155,224 |
| SOL | REGIONAL SOLICITOR - PACIFIC SOUTHWEST REGION | SACRAMENTO, CALIFORNIA | 2 | SAC | \$151,653 | \$153,173 | \$155,224 |
| USGS | REGIONAL DIRECTOR - PACIFIC REGION | SACRAMENTO, CALIFORNIA | 2 | SAC | \$151,653 | \$153,173 | \$155,224 |
| USGS | REGIONAL DIRECTOR - NORTHWEST REGION | SEATTLE, WASHINGTON | 2 | SEA | \$151,169 | \$152,684 | \$154,871 |
| NPS | REGIONAL DIRECTOR, PACIFIC WEST REGION | OAKLAND, CALIFORNIA | 2 | SJ/SF/OAK | \$157,100 | \$158,700 | \$160,300 |
| ASIA | DIRECTOR, OFFICE OF SELF GOVERNANCE | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BIA | DEPUTY DIRECTOR - JUSTICE SERVICES | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BIA | DEPUTY DIRECTOR - INDIAN SERVICES | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BIA | DEPUTY DIRECTOR - TRUST SERVICES | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BIA | DEPUTY DIRECTOR - FIELD OPERATIONS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BIE | DEPUTY DIRECTOR - SCHOOLS OPERATIONS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | ASSISTANT DIRECTOR, RENEWABLE RESOURCES AND PLANNING | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | DIRECTOR, LAW ENFORCEMENT, SECURITY AND PROTECTION | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | ASSISTANT DIRECTOR, HUMAN CAPITAL MANAGEMENT | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | ASSISTANT DIRECTOR, BUSINESS, FISCAL AND INFORMATION RESOURCES MANAGEMENT | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | ASSISTANT DIRECTOR, NATIONAL LANDSCAPE CONSERVATION SYSTEM AND COMMUNITY PARTNERSHIPS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | ASSISTANT DIRECTOR, MINERALS, REALTY AND RESOURCE PROTECTION | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BLM | ASSISTANT DIRECTOR FOR COMMUNICATIONS AND PUBLIC RELATIONS | WASHINGTON, DC | 3 | DC | | Position est 2016 | \$157,971 |
| BOEM | CHIEF ENVIRONMENTAL OFFICER | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BOEM | STRATEGIC RESOURCES CHIEF | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BOR | DEPUTY COMMISSIONER, PROGRAM, ADMINISTRATION AND BUDGET | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BSEE | ASSOCIATE DIRECTOR FOR ADMINISTRATION | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| BSEE | REGULATORY PROGRAMS CHIEF | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| FWS | ASSISTANT DIRECTOR - EXTERNAL AFFAIRS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| FWS | CHIEF, NATIONAL WILDLIFE REFUGE SYSTEM | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| FWS | ASSISTANT DIRECTOR - ENDANGERED SPECIES | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| NPS | CHIEF FINANCIAL OFFICER | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF POLICY ANALYSIS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF INSULAR AFFAIRS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, BUSINESS INTEGRATION OFFICE | HERNDON, VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF RESTORATION AND DAMAGE ASSESSMENT | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | CHIEF DIVERSITY OFFICER/DIRECTOR, OFFICE OF CIVIL RIGHTS | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF BUDGET | WASHINGTON, DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|--------|--|--------------------|-----------------------|---------------|---------------------|---------------------|---------------------|
| OS/PMB | DIRECTOR, OFFICE OF EMERGENCY MANAGEMENT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF HUMAN RESOURCES | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF FINANCIAL MNGT & DEPUTY CHIEF FINANCIAL OFFICER | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF VALUATION SERVICES | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF LAW ENFORCEMENT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF NATURAL RESOURCES REVENUE | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, INTERIOR BUSINESS CENTER | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF HEARINGS AND APPEALS | ARLINGTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF PLANNING AND PERFORMANCE MANAGEMENT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, EXECUTIVE SECRETARIAT AND OFFICE OF REGULATORY AFFAIRS | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF ACQUISITION AND PROPERTY MANAGEMENT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF WILDLAND FIRE COORDINATION | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OS/PMB | CHIEF LEARNING OFFICER/DIRECTOR, OFFICE OF STRATEGIC EMPLOYEE AND ORGANIZATION DEVELOPMENT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OSM | ASSISTANT DIRECTOR, PROGRAM SUPPORT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OSM | ASSISTANT DIRECTOR FOR FINANCE AND ADMINISTRATION | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| OST | DEPUTY SPECIAL TRUSTEE FOR BUSINESS MANAGEMENT | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - MINERAL RESOURCES | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - LAND RESOURCES | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - WATER RESOURCES | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - PARKS AND WILDLIFE | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - GENERAL LAW | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - ADMINISTRATION | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| SOL | ASSOCIATE SOLICITOR - INDIAN AFFAIRS | WASHINGTON,DC | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | DIRECTOR, OFFICE OF SCIENCE QUALITY AND INTEGRITY | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR ADMINISTRATION | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR CORE SCIENCE SYSTEMS | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR WATER | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR COMMUNICATIONS AND PUBLISHING | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIR FOR NATURAL HAZARDS | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR ECOSYSTEMS | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR BUDGET, PLANNING AND INTEGRATION | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR ENERGY AND MINERALS AND ENVIRONMENTAL HEALTH | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR CLIMATE AND LAND USE CHANGE | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | ASSOCIATE DIRECTOR FOR HUMAN CAPITAL | RESTON,VIRGINIA | 3 | DC | \$154,160 | \$155,705 | \$157,971 |
| USGS | CHIEF SCIENTIST FOR HYDROLOGY | RESTON,VIRGINIA | 3 | DC | \$137,494 | \$155,705 | \$157,971 |

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|--------|--|--------------------------|-----------------------|---------------|---------------------|---------------------|---------------------|
| BLM | DIRECTOR, NATIONAL OPERATIONS CENTER | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| BOR | DIRECTOR, TECHNICAL SERVICE CENTER | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| BOR | DIRECTOR, SAFETY, SECURITY AND LAW ENFORCEMENT | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| BOR | DIRECTOR, MANAGEMENT SERVICES OFFICE | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| BOR | DIRECTOR, POLICY AND ADMINISTRATION | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| NPS | MANAGER, DENVER SERVICE CENTER | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF NATURAL RESOURCES REVENUE MANAGEMENT | LAKWOOD, COLORADO | 4 | CO | \$135,612 | \$136,970 | \$138,803 |
| ASIA | BUDGET OFFICER | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| ASIA | CHIEF FINANCIAL OFFICER | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| ASIA | DIRECTOR, OFFICE OF INDIAN GAMING MANAGEMENT | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| ASIA | DIRECTOR, FACILITIES, PROPERTY AND SAFETY MANAGEMENT | RESTON, VIRGINIA | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| ASIA | DIRECTOR, INDIAN ENERGY AND ECONOMIC DEVELOPMENT | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| ASIA | DIRECTOR OF HUMAN CAPITAL MANAGEMENT | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| BOR | DIRECTOR, PROGRAM AND BUDGET | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR - MIGRATORY BIRD PROGRAMS | ARLINGTON, VIRGINIA | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | DIRECTOR, NATIONAL CONSERVATION TRAINING CENTER | SHEPHERDSTOWN, WEST VIRG | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR - INTERNATIONAL AFFAIRS | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR FOR SCIENCE APPLICATION | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR - FISHERIES AND HABITAT CONSERVATION | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR - BUSINESS MANAGEMENT AND OPERATIONS | ARLINGTON, VIRGINIA | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR - WILDLIFE AND SPORTFISH RESTORATION PROGRAMS | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | CHIEF, OFFICE OF LAW ENFORCEMENT | ARLINGTON, VIRGINIA | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| FWS | ASSISTANT DIRECTOR - BUDGET, PLANNING AND HUMAN CAPITAL | ARLINGTON, VIRGINIA | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSOCIATE DIRECTOR, INTERPRETATION AND EDUCATION | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSISTANT DIRECTOR, BUSINESS SERVICES | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSOCIATE DIRECTOR, NATURAL RESOURCES STEWARDSHIP AND SCIENCE | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | SUPERINTENDENT, NATIONAL MALL AND MEMORIAL PARKS | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSOCIATE DIRECTOR, CULTURAL RESOURCES | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSOCIATE DIRECTOR, VISITOR RESOURCE AND PROTECTION | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSOCIATE DIRECTOR, PARKS PLANNING, FACILITIES AND LANDS | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | ASSOCIATE DIRECTOR, WORKFORCE MANAGEMENT | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | COMPTRROLLER | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY CHIEF INFORMATION OFFICER | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF FINANCIAL MANAGEMENT | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY DIRECTOR, INTERIOR BUSINESS CENTER | WASHINGTON, DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|--------|---|--------------------------|-----------------------|---------------|---------------------|---------------------|---------------------|
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF ACQUISITION AND PROPERTY MANAGEMENT | WASHINGTON,DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF BUDGET | WASHINGTON,DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | PRINCIPAL DEPUTY DIRECTOR, OFFICE OF HEARINGS AND APPEALS | ARLINGTON,VIRGINIA | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF STRATEGIC EMPLOYEE AND ORGANIZATION DEVELOPMENT | WASHINGTON,DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | ASSOCIATE DEPUTY CHIEF INFORMATION OFFICER | WASHINGTON,DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF POLICY ANALYSIS | WASHINGTON,DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| OS/PMB | DEPUTY DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE | WASHINGTON,DC | 4 | DC | \$137,494 | \$138,871 | \$140,892 |
| NPS | SUPERINTENDENT, EVERGLADES NATIONAL PARK | MIAMI-DADE,FLORIDA | 4 | MIAMI | \$133,698 | \$135,036 | \$136,680 |
| BIE | ASSOCIATE DEPUTY DIRECTOR - TRIBALLY CONTROLLED SCHOOLS | BLOOMINGTON,MINNESOTA | 4 | MINN | \$126,359 | \$135,226 | \$136,962 |
| NPS | EXECUTIVE DIRECTOR, NATIONAL PARKS OF NEW YORK HARBOR | NEW YORK, NEW YORK | 4 | NY | \$142,475 | \$143,901 | \$145,882 |
| BLM | ASSISTANT DIRECTOR, FIRE AND AVIATION | BOISE,IDAHO | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| NPS | SUPERINTENDENT, GRAND TETON NATIONAL PARK | MOOSE,WYOMING | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| NPS | SUPERINTENDENT, GREAT SMOKY MOUNTAIN NATIONAL | GATLINBURG,TENNESSEE | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| NPS | SUPERINTENDENT, GRAND CANYON NATIONAL PARK | GRAND CANYON,ARIZONA | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| NPS | SUPERINTENDENT, YOSEMITE NATIONAL PARK | YOSEMITE NATL PARK,CALIF | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| NPS | SUPERINTENDENT, YELLOWSTONE NATIONAL PARK | YELLOWSTONE PARK,WYOMIN | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| USGS | DIRECTOR, EARTH RESOURCES OBSERVATION AND SCIENCE CENTER AND SPACE POLICY ADVISOR | SIoux FALLS,SOUTH DAKOTA | 4 | RUS | \$126,359 | \$127,624 | \$129,115 |
| BIE | ASSOCIATE DEPUTY DIRECTOR - BIE CONTROLLED SCHOOLS | ALBUQUERQUE,NEW MEXICO | 4 | RUS/ALB | \$126,359 | \$127,624 | \$129,137 |
| BIE | ASSOCIATE DEPUTY DIRECTOR - COMPLIANCE, MONITORING AND ACCOUNTABILITY | ALBUQUERQUE,NEW MEXICO | 4 | RUS/ALB | \$126,359 | \$127,624 | \$129,137 |
| BIE | ASSOCIATE DEPUTY DIRECTOR - NAVAJO | ALBUQUERQUE,NEW MEXICO | 4 | RUS/ALB | \$126,359 | \$127,624 | \$129,137 |
| NPS | SUPERINTENDENT, LAKE MEAD NATIONAL RECREATION AREA | BOULDER CITY,NEVADA | 4 | RUS/LV | \$126,359 | \$127,624 | \$129,341 |
| NPS | PARK MANAGER, GOLDEN GATE NATIONAL RECREATION AREA | SAN FRANCISCO,CALIFORNIA | 4 | SJ/SF/OAK | \$149,592 | \$151,090 | \$153,278 |
| BIA | SPECIAL ASST TO THE DIRECTOR, BUREAU OF INDIAN AFFAIRS | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| BOR | SENIOR ADVISOR | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | DIRECTOR, EVERGLADES RESTORATION INITIATIVES/EXECUTIVE DIRECTOR, SOUTH FLORIDA ECOSYSTEM RESTORATION TASK FORCE | MIAMI,FLORIDA | 5 | MIAMI | \$120,748 | \$121,956 | \$123,175 |
| OS/PMB | ASSOCIATE DIRECTOR, HUMAN RESOURCES DIRECTORATE | LAKWOOD,COLORADO | 5 | CO | \$120,748 | \$121,956 | \$123,175 |
| OS/PMB | ASSOCIATE DEPUTY CHIEF INFORMATION OFFICER | LAKWOOD,COLORADO | 5 | CO | \$120,748 | \$121,956 | \$123,175 |
| OS/PMB | PROGRAM DIRECTOR FOR FINANCIAL AND PROGRAM MANAGEMENT | LAKWOOD,COLORADO | 5 | CO | \$120,748 | \$121,956 | \$123,175 |
| OS/PMB | CHIEF FINANCIAL OFFICER | HERNDON,VIRGINIA | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | ASSOCIATE DIRECTOR, FACILITY AND PROPERTY MANAGEMENT | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | SENIOR ADVISOR | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |

SES Pay Categories Minimum Pay Levels
2014 to present

| Bureau | Position Title | Location | ERB Approved Category | Locality Area | Minimum Salary 2014 | Minimum Salary 2015 | Minimum Salary 2016 |
|---------------|---|-------------------|--------------------------------------|--------------------------|--------------------------------|------------------------------------|------------------------------------|
| OS/PMB | CHIEF STRATEGY AND PERFORMANCE MANAGEMENT OFFICER | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | ASSOCIATE DIRECTOR FOR ACQUISTION SERVICES | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | CHIEF, DIVISION OF BUDGET AND PROGRAM REVIEW | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | CHIEF, BUDGET ADMINISTRATION AND | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | INTERAGENCY BORDERLAND COORDINATOR | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | LEGISLATIVE COUNSEL | WASHINGTON,DC | 5 | DC | \$120,748 | \$121,953 | \$123,175 |
| OS/PMB | PROGRAM DIRECTOR FOR AUDIT AND COMPLIANCE MANAGEMENT | LAKEWOOD,COLORADO | 5 | CO | \$120,748 | \$121,956 | \$123,175 |
| OS/PMB | PROGRAM DIRECTOR FOR COORDINATION, ENFORCEMENT, VALUATION AND APPEALS | LAKEWOOD,COLORADO | 5 | CO | \$120,748 | \$121,956 | \$123,175 |
| OS/PMB | ASSOCIATE DIRECTOR, FINANCIAL MANAGEMENT DIRECTORATE | LAKEWOOD,COLORADO | 5 | CO | \$120,748 | \$121,956 | \$123,175 |

From: Holley, Amy
To: Glomb, Steve
Subject: Re: ethics
Date: Wednesday, May 17, 2017 4:14:16 PM

I'll take it up to Jim. I think he may be concerned that the assignment has not yet started...

On Wed, May 17, 2017 at 3:35 PM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

Amy -

Just changing Acting Dep Sec to Associate Dep Sec to reflect Jim's newly official title. Other than that it looks good to go

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Wed, May 17, 2017 at 11:35 AM
Subject: ethics
To: Steve Glomb <Steve_Glomb@ios.doi.gov>

Still waiting on word from Jim/Amy on whether that outline of the ethics assignment is accurate. We're in a holding pattern until then. Amy can probably interpret and respond. I've re-attached it here so you have it handy.

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Lawson, Christopher
To: [Mary Pletcher](#)
Subject: Re: Onboard in DC and Denver
Date: Friday, May 19, 2017 4:25:22 PM
Attachments: [DC and Denver.xlsx](#)

Here is an extract of the people in DC and Denver. Let me know if this is what you want. If not, I will work on this over the weekend.

Thanks!

Chris Lawson
Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

On Fri, May 19, 2017 at 11:16 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:
I would just like the list electronically. I don't think we need to print it. Maybe just a pivot table with list and numbers of occupations?

Mary

Sent from my iPhone

On May 18, 2017, at 7:51 PM, Lawson, Christopher <christopher_lawson@ios.doi.gov> wrote:

Mary:

I have been working to come up with a manageable list of the people in DC and Denver for you.

There are 11,954 staff working in the DC or Denver metropolitan areas. This is a long list for printing, 141 pages.

Do you want a list with each employee name, or would you rather have a list of position title, series, and grade?

I do not mind printing a list for each bureau for each meeting.

| Bureau / Metropolitan Area | Count |
|--|--------------|
| BUREAU OF INDIAN AFFAIRS | 235 |
| DENVER, COLORADO | 40 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 195 |
| BUREAU OF LAND MANAGEMENT | 844 |

| | |
|--|--------------|
| DENVER, COLORADO | 455 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 389 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | 202 |
| DENVER, COLORADO | 2 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 200 |
| BUREAU OF RECLAMATION | 930 |
| DENVER, COLORADO | 874 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 56 |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | 280 |
| DENVER, COLORADO | 7 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 273 |
| FISH AND WILDLIFE SERVICE | 1122 |
| DENVER, COLORADO | 346 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 776 |
| GEOLOGICAL SURVEY | 2167 |
| DENVER, COLORADO | 941 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 1226 |
| NATIONAL PARK SERVICE | 3018 |
| DENVER, COLORADO | 611 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 2407 |
| OFC OF SURFACE MINING, RECLAMATION & ENF | 176 |
| DENVER, COLORADO | 81 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 95 |
| OFFICE OF THE INSPECTOR GENERAL | 195 |
| DENVER, COLORADO | 65 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 130 |
| OFFICE OF THE SECRETARY OF THE INTERIOR | 2556 |
| DENVER, COLORADO | 1340 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 1216 |
| OFFICE OF THE SOLICITOR | 229 |
| DENVER, COLORADO | 39 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA- WEST VIRGINIA | 190 |
| Grand Total | 11954 |

Director, HR Information Systems
Department of the Interior
Main Interior Building 4329
202-208-5284 office
202-412-8730 mobile
christopher_lawson@ios.doi.gov

| Bureau or Office | Count |
|---|-------------|
| BUREAU OF INDIAN AFFAIRS | 235 |
| WASHINGTON,DC | 115 |
| RESTON,VIRGINIA | 78 |
| LAKEWOOD,COLORADO | 33 |
| DENVER,COLORADO | 5 |
| PARKER,COLORADO | 1 |
| DISTRICT OF COLUMBIA,DC | 1 |
| BROOMFIELD,COLORADO | 1 |
| FREDERICKSBURG,VIRGINIA | 1 |
| BUREAU OF LAND MANAGEMENT | 844 |
| LAKEWOOD,COLORADO | 451 |
| WASHINGTON,DC | 383 |
| DENVER,COLORADO | 4 |
| LORTON,VIRGINIA | 4 |
| DISTRICT OF COLUMBIA,DC | 1 |
| SPRINGFIELD,VIRGINIA | 1 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | 202 |
| STERLING,VIRGINIA | 163 |
| WASHINGTON,DC | 36 |
| EVERGREEN,COLORADO | 1 |
| HERNDON,VIRGINIA | 1 |
| LAKEWOOD,COLORADO | 1 |
| BUREAU OF RECLAMATION | 930 |
| LAKEWOOD,COLORADO | 873 |
| WASHINGTON,DC | 56 |
| JEFFERSON,COLORADO | 1 |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | 280 |
| STERLING,VIRGINIA | 231 |
| WASHINGTON,DC | 41 |
| LAKEWOOD,COLORADO | 6 |
| GOLDEN,COLORADO | 1 |
| HERNDON,VIRGINIA | 1 |
| FISH AND WILDLIFE SERVICE | 1122 |
| BAILEYS CROSSROADS,VIRGI | 559 |
| LAKEWOOD,COLORADO | 294 |
| SHEPHERDSTOWN, WEST VIRGI | 132 |
| LAUREL,MARYLAND | 41 |
| COMMERCE CITY,COLORADO | 37 |
| WASHINGTON,DC | 20 |
| DENVER,COLORADO | 8 |
| WOODBIDGE,VIRGINIA | 6 |
| ARLINGTON,VIRGINIA | 6 |
| FALLS CHURCH,VIRGINIA | 5 |
| LITTLETON,COLORADO | 4 |

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|------------------------------|-------------|
| FAIRFAX,VIRGINIA | 2 |
| DULLES AIRPORT,VIRGINIA | 1 |
| ARVADA,COLORADO | 1 |
| SPRINGFIELD,VIRGINIA | 1 |
| VIEQUES, VIEQUES,PUERTO | 1 |
| AURORA,COLORADO | 1 |
| BUCKLEY AFB,COLORADO | 1 |
| GUAM | 1 |
| LOVETTSVILLE,VIRGINIA | 1 |
| GEOLOGICAL SURVEY | 2167 |
| RESTON,VIRGINIA | 1079 |
| LAKEWOOD,COLORADO | 803 |
| GOLDEN,COLORADO | 133 |
| LAUREL,MARYLAND | 64 |
| LEETOWN,WEST VIRGINIA | 51 |
| BELTSVILLE,MARYLAND | 13 |
| WASHINGTON,DC | 11 |
| DENVER,COLORADO | 4 |
| GREENBELT,MARYLAND | 3 |
| SUITLAND,MARYLAND | 2 |
| CHARLES TOWN,WEST VIRGIN | 2 |
| KEARNEYSVILLE,WEST VIRGI | 1 |
| STUTTGART,GERMANY | 1 |
| NATIONAL PARK SERVICE | 3018 |
| WASHINGTON,DC | 1529 |
| LAKEWOOD,COLORADO | 601 |
| HARPERS FERRY,WEST VIRGI | 199 |
| HERNDON,VIRGINIA | 103 |
| FREDERICK,MARYLAND | 84 |
| VIENNA,VIRGINIA | 60 |
| ARLINGTON,VIRGINIA | 54 |
| MCLEAN,VIRGINIA | 51 |
| STAFFORD,VIRGINIA | 45 |
| TRIANGLE,VIRGINIA | 44 |
| MANASSAS,VIRGINIA | 33 |
| RESTON,VIRGINIA | 29 |
| DISTRICT OF COLUMBIA,DC | 27 |
| THURMONT,MARYLAND | 26 |
| POTOMAC,MARYLAND | 22 |
| GREENBELT,MARYLAND | 22 |
| CHARLES TOWN,WEST VIRGIN | 11 |
| FORT WASHINGTON,MARYLAND | 9 |
| GREAT FALLS,VIRGINIA | 8 |
| DENVER,COLORADO | 7 |
| FORT MCNAIR,DC | 6 |
| WARREN,VIRGINIA | 6 |
| GLEN ECHO,MARYLAND | 5 |

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|---|-------------|
| LANDOVER,MARYLAND | 5 |
| PORT TOBACCO,MARYLAND | 4 |
| FREDERICKSBURG,VIRGINIA | 4 |
| OXON HILL,MARYLAND | 4 |
| PRINCE GEORGE'S,MARYLAND | 3 |
| SHEPHERDSTOWN,WEST VIRGI | 2 |
| JEFFERSON,COLORADO | 2 |
| ALEXANDRIA,VIRGINIA | 2 |
| SUITLAND,MARYLAND | 1 |
| WASHINGTON NAVY YARD,DC | 1 |
| JEFFERSON,WEST VIRGINIA | 1 |
| MANASSAS PARK,VIRGINIA | 1 |
| SILVER SPRING,MARYLAND | 1 |
| FAIRFAX,VIRGINIA | 1 |
| WOODBIDGE,VIRGINIA | 1 |
| PRINCE WILLIAM,VIRGINIA | 1 |
| CLINTON,MARYLAND | 1 |
| KEARNEYSVILLE,WEST VIRGI | 1 |
| ST JOHN IS,VIRGIN ISLAND | 1 |
| OFC OF SURFACE MINING, RECLAMATION & ENF | 176 |
| WASHINGTON,DC | 94 |
| DENVER,COLORADO | 52 |
| LAKEWOOD,COLORADO | 29 |
| DISTRICT OF COLUMBIA,DC | 1 |
| OFFICE OF THE INSPECTOR GENERAL | 195 |
| HERNDON,VIRGINIA | 99 |
| LAKEWOOD,COLORADO | 65 |
| WASHINGTON,DC | 31 |
| OFFICE OF THE SECRETARY OF THE INTERIOR | 2556 |
| LAKEWOOD,COLORADO | 1324 |
| WASHINGTON,DC | 816 |
| RESTON,VIRGINIA | 207 |
| HERNDON,VIRGINIA | 152 |
| ARLINGTON,VIRGINIA | 34 |
| DENVER,COLORADO | 11 |
| DISTRICT OF COLUMBIA,DC | 4 |
| THORNTON,COLORADO | 3 |
| SANTA ISABEL,PUERTO RICO | 1 |
| UPPER MARLBORO,MARYLAND | 1 |
| FALLS CHURCH,VIRGINIA | 1 |
| ARVADA,COLORADO | 1 |
| BRIGHTON,COLORADO | 1 |
| OFFICE OF THE SOLICITOR | 229 |
| WASHINGTON,DC | 187 |
| LAKEWOOD,COLORADO | 39 |
| FALLS CHURCH,VIRGINIA | 2 |
| RESTON,VIRGINIA | 1 |

Grand Total

11954

| Bureau or Office | Count |
|---------------------------------------|------------|
| BUREAU OF INDIAN AFFAIRS | 235 |
| MISCELLANEOUS ADMIN AND PROGRAM | 39 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 23 |
| MANAGEMENT AND PROGRAM ANALYSIS | 23 |
| CONTRACTING | 14 |
| CIVIL ENGINEERING | 12 |
| HUMAN RESOURCES MANAGEMENT | 12 |
| BUDGET ANALYSIS | 11 |
| FORESTRY | 11 |
| INFORMATION TECHNOLOGY MANAGMENT | 10 |
| PROGRAM MANAGEMENT | 6 |
| TELECOMMUNICATIONS | 5 |
| HUMAN RESOURCES ASSISTANT | 5 |
| EQUAL EMPLOYMENT OPPORTUNITY | 5 |
| MISCELLANEOUS CLERK AND ASSISTANT | 4 |
| GENERAL BUSINESS AND INDUSTRY | 4 |
| ACCOUNTING | 4 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 4 |
| SOCIAL WORK | 3 |
| SECRETARY | 3 |
| REALTY | 3 |
| EDUCATION PROGRAM | 3 |
| | 2 |
| SUPPLY PROGRAM MANAGEMENT | 2 |
| CRIMINAL INVESTIGATING | 2 |
| MUSEUM CURATOR | 2 |
| TRANSPORTATION SPECIALIST | 2 |
| WORKFORCE DEVELOPMENT | 2 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 2 |
| ARCHEOLOGY | 1 |
| SOCIAL SCIENCE | 1 |
| GENERAL FISH AND WILDLIFE ADMIN | 1 |
| MATERIALS HANDLER | 1 |
| HYDROLOGY | 1 |
| FORESTRY TECHNICIAN | 1 |
| GRANTS MANAGEMENT | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| SECURITY ADMINISTRATION | 1 |
| GENERAL ENGINEERING | 1 |
| EDUCATION AND VOCATIONAL TRAINING | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| (blank) | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |

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|---|------------|
| RANGELAND MANAGEMENT | 1 |
| GENERAL PHYSICAL SCIENCE | 1 |
| BUREAU OF LAND MANAGEMENT | 844 |
| MISCELLANEOUS ADMIN AND PROGRAM | 133 |
| MANAGEMENT AND PROGRAM ANALYSIS | 96 |
| INFORMATION TECHNOLOGY MANAGMENT | 50 |
| HUMAN RESOURCES MANAGEMENT | 39 |
| PROGRAM MANAGEMENT | 36 |
| CONTRACTING | 34 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 33 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 28 |
| SECRETARY | 23 |
| REALTY | 21 |
| LAND LAW EXAMINING | 19 |
| ACCOUNTING | 17 |
| PUBLIC AFFAIRS | 15 |
| LAND SURVEYING | 13 |
| GENERAL BUSINESS AND INDUSTRY | 12 |
| OUTDOOR RECREATION PLANNING | 12 |
| GENERAL PHYSICAL SCIENCE | 12 |
| CRIMINAL INVESTIGATING | 11 |
| GEOLOGY | 10 |
| HUMAN RESOURCES ASSISTANT | 10 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 9 |
| BUDGET ANALYSIS | 9 |
| ACCOUNTING TECHNICAL | 8 |
| MISCELLANEOUS CLERK AND ASSISTANT | 8 |
| WILDLIFE BIOLOGY | 8 |
| PETROLEUM ENGINEERING | 7 |
| GEOGRAPHY | 7 |
| COMPLIANCE INSPECTION AND SUPPORT | 7 |
| CIVIL ENGINEERING | 6 |
| | 6 |
| GENERAL ENGINEERING | 6 |
| ECOLOGY | 6 |
| EQUAL EMPLOYMENT OPPORTUNITY | 6 |
| CARTOGRAPHY | 6 |
| LEGAL INSTRUMENTS EXAMINING | 6 |
| RANGELAND MANAGEMENT | 5 |
| SECURITY CLERICAL AND ASSISTANCE | 5 |
| FORESTRY | 5 |
| ECONOMIST | 4 |
| GENERAL EDUCATION AND TRAINING | 4 |
| GENERAL INSP INVES AND COMP | 4 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 3 |
| QUALITY ASSURANCE | 3 |
| ENGINEERING TECHNICAL | 3 |

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|--|------------|
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 3 |
| ARCHEOLOGY | 3 |
| MECHANICAL ENGINEERING | 3 |
| ARCHITECTURE | 3 |
| SECURITY ADMINISTRATION | 3 |
| FISH BIOLOGY | 3 |
| VISUAL INFORMATION | 3 |
| WRITING AND EDITING | 3 |
| BOTANY | 3 |
| ADMINISTRATIVE OFFICER | 3 |
| MINING ENGINEERING | 3 |
| CONTACT REPRESENTATIVE | 2 |
| SOCIAL SCIENCE | 2 |
| EQUIPMENT SERVICES | 2 |
| MAIL AND FILE | 2 |
| LIBRARIAN | 2 |
| FINANCIAL CLERICAL AND ASSISTANCE | 2 |
| ENVIRONMENTAL ENGINEERING | 2 |
| GRANTS MANAGEMENT | 2 |
| LANDSCAPE ARCHITECTURE | 2 |
| HYDROLOGY | 2 |
| LEGAL ASSISTANCE | 2 |
| PRINTING SERVICES | 2 |
| COMPUTER CLERK AND ASSISTANT | 2 |
| TRANSPORTATION SPECIALIST | 1 |
| GEODESY | 1 |
| INVENTORY MANAGEMENT | 1 |
| VOUCHER EXAMINING | 1 |
| METEOROLOGY | 1 |
| ELECTRICAL ENGINEERING | 1 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 1 |
| HISTORY | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |
| CLAIMS ASSISTANCE AND EXAMINING | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| INDUSTRIAL HYGIENE | 1 |
| SOIL SCIENCE | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |
| ARCHIVES TECHNICIAN | 1 |
| (blank) | 1 |
| RECREATION AID AND ASSISTANT | 1 |
| LEGAL OCCUPATIONS STUDENT TRAINEE | 1 |
| PROPERTY DISPOSAL | 1 |
| PROPERTY DISPOSAL CLERICAL TECHNICIAN | 1 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | 202 |
| MISCELLANEOUS ADMIN AND PROGRAM | 41 |
| MANAGEMENT AND PROGRAM ANALYSIS | 31 |

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|---------------------------------------|------------|
| OCEANOGRAPHY | 15 |
| BUDGET ANALYSIS | 12 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 11 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 10 |
| PROGRAM MANAGEMENT | 9 |
| ECONOMIST | 7 |
| SECRETARY | 6 |
| GEOLOGY | 6 |
| CARTOGRAPHY | 6 |
| | 6 |
| PUBLIC AFFAIRS | 5 |
| GENERAL PHYSICAL SCIENCE | 5 |
| PETROLEUM ENGINEERING | 5 |
| ARCHEOLOGY | 4 |
| GEOPHYSICS | 3 |
| SOCIAL SCIENCE | 2 |
| VISUAL INFORMATION | 2 |
| MISCELLANEOUS CLERK AND ASSISTANT | 2 |
| METEOROLOGY | 2 |
| SOCIAL SCIENCE STUDENT TRAINEE | 1 |
| INFORMATION TECHNOLOGY MANAGMENT | 1 |
| STATISTICIAN | 1 |
| INTERNATIONAL RELATIONS | 1 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 1 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 1 |
| SOCIOLOGY | 1 |
| GENERAL STUDENT TRAINEE | 1 |
| TECHNICAL WRITING AND EDITING | 1 |
| GEOGRAPHY | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| CIVIL ENGINEERING | 1 |
| BUREAU OF RECLAMATION | 930 |
| CIVIL ENGINEERING | 251 |
| MANAGEMENT AND PROGRAM ANALYSIS | 66 |
| ELECTRICAL ENGINEERING | 51 |
| INFORMATION TECHNOLOGY MANAGMENT | 40 |
| ACCOUNTING | 40 |
| MECHANICAL ENGINEERING | 36 |
| SECRETARY | 34 |
| HUMAN RESOURCES MANAGEMENT | 33 |
| MISCELLANEOUS ADMIN AND PROGRAM | 28 |
| BUDGET ANALYSIS | 26 |
| PROGRAM MANAGEMENT | 20 |
| CONTRACTING | 17 |
| ENGINEERING TECHNICAL | 17 |
| ACCOUNTING TECHNICAL | 16 |
| GEOLOGY | 15 |

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|---------------------------------------|----|
| GENERAL PHYSICAL SCIENCE | 14 |
| SECURITY ADMINISTRATION | 13 |
| ECONOMIST | 12 |
| ENVIRONMENTAL ENGINEERING | 12 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 11 |
| GENERAL BUSINESS AND INDUSTRY | 11 |
| GENERAL ENGINEERING | 10 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 10 |
| MATERIALS ENGINEERING | 10 |
| GEOPHYSICS | 10 |
| MAIL AND FILE | 9 |
| FISH BIOLOGY | 8 |
| | 7 |
| BUDGET CLERICAL AND ASSISTANCE | 6 |
| GRANTS MANAGEMENT | 6 |
| HUMAN RESOURCES ASSISTANT | 5 |
| TECHNICAL WRITING AND EDITING | 4 |
| PUBLIC AFFAIRS | 4 |
| CHEMICAL ENGINEERING | 4 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 4 |
| MISCELLANEOUS CLERK AND ASSISTANT | 4 |
| INTELLIGENCE | 3 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 3 |
| MODEL MAKING | 3 |
| EQUIPMENT FACILITIES AND SERVICES | 3 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 3 |
| CHEMISTRY | 3 |
| SUPPLY CLERICAL AND TECHNICIAN | 3 |
| WILDLIFE BIOLOGY | 3 |
| PHYSICAL SCIENCE TECHNICIAN | 3 |
| ENGINEER AND ARCH STD TRAIN | 2 |
| METEOROLOGY | 2 |
| TELECOMMUNICATIONS | 2 |
| INFORMATION AND ARTS STUDENT TRAINEE | 2 |
| EDITORIAL ASSISTANCE | 2 |
| ECOLOGY | 2 |
| TECHNICAL INFORMATION SERVICES | 2 |
| BOTANY | 2 |
| ARCHITECTURE | 2 |
| EQUAL EMPLOYMENT OPPORTUNITY | 2 |
| PRINTING SERVICES | 2 |
| HISTORY | 2 |
| BUSINESS AND INDUSTRY STUDENT TRAINEE | 1 |
| MACHINING | 1 |
| SUPPLY STUDENT TRAINEE | 1 |
| ELECTRONICS ENGINEERING | 1 |
| VISUAL INFORMATION | 1 |

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|---|---|
| HYDROLOGY | 1 |
| INVESTIGATIVE ANALYSIS SERIES | 1 |
| ARCHEOLOGY | 1 |
| MUSEUM CURATOR | 1 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 1 |
| SAFETY ENGINEERING | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| AUDIOVISUAL PRODUCTION | 1 |

BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR **280**

| | |
|---|----|
| MISCELLANEOUS ADMIN AND PROGRAM | 44 |
| MANAGEMENT AND PROGRAM ANALYSIS | 39 |
| HUMAN RESOURCES MANAGEMENT | 28 |
| CONTRACTING | 26 |
| INFORMATION TECHNOLOGY MANAGMENT | 19 |
| GENERAL ENGINEERING | 16 |
| ACCOUNTING | 12 |
| PETROLEUM ENGINEERING | 10 |
| SECURITY ADMINISTRATION | 9 |
| MISCELLANEOUS CLERK AND ASSISTANT | 6 |
| BUDGET ANALYSIS | 6 |
| PUBLIC AFFAIRS | 5 |
| PROGRAM MANAGEMENT | 5 |
| GENERAL INSP INVES AND COMP | 5 |
| | 5 |
| HUMAN RESOURCES ASSISTANT | 5 |
| GENERAL BUSINESS AND INDUSTRY | 4 |
| EQUAL EMPLOYMENT OPPORTUNITY | 4 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 4 |
| SUPPORT SERVICES ADMINISTRATION | 4 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 3 |
| INTERNATIONAL RELATIONS | 3 |
| TELECOMMUNICATIONS | 2 |
| GENERAL PHYSICAL SCIENCE | 2 |
| SECRETARY | 2 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 2 |
| TRAINING INSTRUCTION | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| AUDIOVISUAL PRODUCTION | 1 |
| WRITING AND EDITING | 1 |
| VISUAL INFORMATION | 1 |
| CIVIL ENGINEERING | 1 |
| ECONOMIST | 1 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 1 |

FISH AND WILDLIFE SERVICE**1122**

| | |
|---|-----|
| GENERAL NATURAL RESOURCES MANAGEMENT | 192 |
| MISCELLANEOUS ADMIN AND PROGRAM | 79 |
| MANAGEMENT AND PROGRAM ANALYSIS | 75 |
| INFORMATION TECHNOLOGY MANAGMENT | 60 |
| GENERAL FISH AND WILDLIFE ADMIN | 56 |
| WILDLIFE BIOLOGY | 43 |
| BUDGET ANALYSIS | 34 |
| MISCELLANEOUS CLERK AND ASSISTANT | 33 |
| ACCOUNTING | 29 |
| HUMAN RESOURCES MANAGEMENT | 27 |
| PUBLIC AFFAIRS | 25 |
| ADMINISTRATIVE OFFICER | 24 |
| TRAINING INSTRUCTION | 24 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 23 |
| CRIMINAL INVESTIGATING | 23 |
| GENERAL INSP INVES AND COMP | 22 |
| CONTRACTING | 20 |
| GRANTS MANAGEMENT | 19 |
| PARK RANGER | 18 |
| FACILITY OPERATIONS SERVICES | 15 |
| PROGRAM MANAGEMENT | 14 |
| WILDLIFE REFUGE MANAGEMENT | 13 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 13 |
| FISH BIOLOGY | 12 |
| LEGAL INSTRUMENTS EXAMINING | 12 |
| VISUAL INFORMATION | 10 |
| | 10 |
| REALTY | 9 |
| SECRETARY | 9 |
| EQUAL EMPLOYMENT OPPORTUNITY | 8 |
| HYDROLOGY | 8 |
| HUMAN RESOURCES ASSISTANT | 8 |
| GENERAL ARTS AND INFORMATION | 7 |
| AUDIOVISUAL PRODUCTION | 7 |
| STATISTICIAN | 6 |
| ECONOMIST | 6 |
| MAINTENANCE MECHANIC | 5 |
| CARTOGRAPHY | 5 |
| GENERAL ENGINEERING | 5 |
| EDUCATION AND TRAINING TECHNICIAN | 5 |
| CIVIL ENGINEERING | 5 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 5 |
| OUTDOOR RECREATION PLANNING | 5 |
| GENERAL EDUCATION AND TRAINING | 4 |
| GENERAL BUSINESS AND INDUSTRY | 4 |
| WRITING AND EDITING | 4 |

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|--|-------------|
| ECOLOGY | 4 |
| TRACTOR OPERATING | 3 |
| MECHANICAL ENGINEERING | 3 |
| LAND SURVEYING | 3 |
| BIOLOGICAL SCIENCE TECHNICIAN | 3 |
| SECURITY ADMINISTRATION | 3 |
| PRINTING SERVICES | 3 |
| INSTRUCTIONAL SYSTEMS | 3 |
| ENGINEERING EQUIPMENT OPERATING | 3 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 3 |
| ARCHEOLOGY | 2 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINEE | 2 |
| TELECOMMUNICATIONS | 2 |
| RANGE TECHNICIAN | 2 |
| INTELLIGENCE | 2 |
| GENERAL PHYSICAL SCIENCE | 2 |
| TECHNICAL INFORMATION SERVICES | 2 |
| RECREATION AID AND ASSISTANT | 2 |
| ARCHITECTURE | 2 |
| GEOGRAPHY | 2 |
| BUDGET CLERICAL AND ASSISTANCE | 2 |
| BOTANY | 2 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 2 |
| PHYSICAL SCIENCE TECHNICIAN | 2 |
| ENVIRONMENTAL ENGINEERING | 2 |
| INDUSTRIAL HYGIENE | 2 |
| LOGISTICS MANAGEMENT | 1 |
| ARCHIVES TECHNICIAN | 1 |
| BUSINESS AND INDUSTRY STUDENT TRAINEE | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |
| PETROLEUM ENGINEERING | 1 |
| RANGELAND MANAGEMENT | 1 |
| MAIL AND FILE | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| SURVEYING TECHNICAL | 1 |
| INFORMATION TECHNOLOGY STU TRAINEE | 1 |
| LANDSCAPE ARCHITECTURE | 1 |
| ELECTRONICS TECHNICAL | 1 |
| CHEMISTRY | 1 |
| HISTORY | 1 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 1 |
| MUSEUM CURATOR | 1 |
| PROPERTY DISPOSAL | 1 |
| SOCIAL SCIENCE | 1 |
| LABORING | 1 |
| GEOLOGICAL SURVEY | 2167 |
| GEOLOGY | 204 |

| | |
|---|-----|
| GENERAL PHYSICAL SCIENCE | 182 |
| INFORMATION TECHNOLOGY MANAGMENT | 153 |
| HYDROLOGY | 115 |
| MANAGEMENT AND PROGRAM ANALYSIS | 112 |
| CHEMISTRY | 94 |
| GEOPHYSICS | 93 |
| MISCELLANEOUS ADMIN AND PROGRAM | 74 |
| CARTOGRAPHY | 71 |
| GEOGRAPHY | 69 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 65 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 59 |
| MISCELLANEOUS CLERK AND ASSISTANT | 53 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 52 |
| CONTRACTING | 50 |
| HUMAN RESOURCES MANAGEMENT | 45 |
| PHYSICAL SCIENCE TECHNICIAN | 43 |
| ECOLOGY | 29 |
| SECRETARY | 27 |
| HYDROLOGIC TECHNICIAN | 26 |
| BUDGET ANALYSIS | 23 |
| BIOLOGICAL SCIENCE TECHNICIAN | 21 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 21 |
| STATISTICAL ASSISTANT | 20 |
| PROGRAM MANAGEMENT | 20 |
| GENERAL BUSINESS AND INDUSTRY | 20 |
| ECONOMIST | 17 |
| ACCOUNTING | 17 |
| COMPUTER SCIENCE | 17 |
| ADMINISTRATIVE OFFICER | 17 |
| HUMAN RESOURCES ASSISTANT | 16 |
| WILDLIFE BIOLOGY | 16 |
| TECHNICAL INFORMATION SERVICES | 15 |
| LIBRARIAN | 14 |
| FACILITY OPERATIONS SERVICES | 13 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 12 |
| SECURITY ADMINISTRATION | 11 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 11 |
| FISH BIOLOGY | 10 |
| PUBLIC AFFAIRS | 10 |
| ACCOUNTING TECHNICAL | 10 |
| MUSEUM SPECIALIST AND TECHNICIAN | 10 |
| EQUAL EMPLOYMENT OPPORTUNITY | 10 |
| VISUAL INFORMATION | 9 |
| GENERAL ARTS AND INFORMATION | 9 |
| SOCIAL SCIENCE STUDENT TRAINEE | 8 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 7 |
| GRANTS MANAGEMENT | 7 |

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| CIVIL ENGINEERING | 5 |
| GENERAL ENGINEERING | 5 |
| TRAINING INSTRUCTION | 5 |
| STATISTICIAN | 5 |
| ELECTRONICS TECHNICAL | 5 |
| LIBRARY TECHNICIAN | 5 |
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| ENVIRONMENTAL ENGINEERING | 4 |
| SUPPLY CLERICAL AND TECHNICIAN | 4 |
| COMPUTER ENGINEERING | 4 |
| NUCLEAR ENGINEERING | 4 |
| MAINTENANCE MECHANIC | 4 |
| DRILL RIG OPERATING | 4 |
| CARTOGRAPHIC TECHNICIAN | 4 |
| ZOOLOGY | 4 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 3 |
| VETERINARY MEDICAL SCIENCE | 3 |
| OPERATIONS RESEARCH | 3 |
| REALTY | 3 |
| GENERAL FISH AND WILDLIFE ADMIN | 3 |
| MICROBIOLOGY | 3 |
| MAIL AND FILE | 3 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 3 |
| BUSINESS AND INDUSTRY STUDENT TRAINEE | 2 |
| MOTOR VECHICLE OPERATING | 2 |
| SUPPLY PROGRAM MANAGEMENT | 2 |
| PHYSICOLOGY | 2 |
| EDITORIAL ASSISTANCE | 2 |
| COMPUTER CLERK AND ASSISTANT | 2 |
| FINANCIAL CLERICAL AND ASSISTANCE | 2 |
| PROPERTY DISPOSAL | 2 |
| SUPPORT SERVICES ADMINISTRATION | 2 |
| GENERAL SUPPLY | 2 |
| INVENTORY MANAGEMENT | 2 |
| ELECTRONICS ENGINEERING | 2 |
| MATH AND STATISTICS STD TRAINEE | 2 |
| INFORMATION TECHNOLOGY STU TRAINEE | 2 |
| MATHEMATICAL STATISTICS | 2 |
| SECURITY CLERICAL AND ASSISTANCE | 2 |
| PETROLEUM ENGINEERING | 2 |
| SOCIAL SCIENCE | 2 |
| INDUSTRIAL HYGIENE | 2 |
| GENETICS | 1 |
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| MUSEUM CURATOR | 1 |
| TRAFFIC MANAGEMENT | 1 |
| BUDGET CLERICAL AND ASSISTANCE | 1 |
| FINANCIAL MANAGEMENT STUDENT | 1 |
| LIBRARY AND ARCHIVES STUDENT TRAINEE | 1 |
| MATERIALS HANDLER | 1 |
| SOIL SCIENCE | 1 |
| ENGINEERING TECHNICAL | 1 |
| ARCHITECTURE | 1 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| MINING ENGINEERING | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| WRITING AND EDITING | 1 |
| EXHIBITS SPECIALIST | 1 |
| ANIMAL CARETAKING | 1 |
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| CUSTODIAL WORKING | 12 |
| GEOLOGY | 12 |
| AUTOMOTIVE MECHANIC | 10 |
| BIOLOGICAL SCIENCE TECHNICIAN | 10 |
| SOCIAL SCIENCE | 10 |
| GENERAL PHYSICAL SCIENCE | 10 |
| CARTOGRAPHY | 10 |
| ELECTRICIAN | 10 |
| MISC GEN SVCS AND SUPPORT WORK | 10 |
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| GEOGRAPHY | 9 |
| MUSEUM SPECIALIST AND TECHNICIAN | 9 |
| DISPATCHING | 8 |
| ECOLOGY | 8 |
| TRAINING INSTRUCTION | 8 |
| GENERAL ANTHROPOLOGY | 8 |
| PAINTING | 8 |
| WRITING AND EDITING | 7 |
| CARPENTRY | 7 |
| AUDIOVISUAL PRODUCTION | 7 |
| SUPPLY PROGRAM MANAGEMENT | 6 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 6 |
| ARCHIVIST | 6 |
| MECHANICAL ENGINEERING | 6 |
| SECURITY GUARD | 6 |
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| SUPPORT SERVICES ADMINISTRATION | 5 |
| ENGINEERING TECHNICAL | 5 |
| TELECOMMUNICATIONS | 5 |
| PURCHASING | 5 |
| HORTICULTURE | 5 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 5 |
| TRACTOR OPERATING | 4 |
| WOOD CRAFTING | 4 |
| GENERAL SUPPLY | 3 |
| SOCIAL SCIENCE STUDENT TRAINEE | 3 |
| SOCIAL SCIENCE AID AND TECHNICIAN | 3 |
| GENERAL INVESTIGATING | 3 |
| ENVIRONMENTAL ENGINEERING | 3 |
| MISC TRANS MOBILE EQUIP MAINTENANCE | 3 |
| BUDGET CLERICAL AND ASSISTANCE | 3 |
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| INFORMATION TECHNOLOGY STU TRAINEE | 3 |
| ARCHIVES TECHNICIAN | 3 |
| ELECTRONICS TECHNICAL | 3 |
| TRANSPORTATION SPECIALIST | 2 |
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| WILDLIFE BIOLOGY | 2 |
| HOUSING MANAGEMENT | 2 |
| BOTANY | 2 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 2 |
| COMPLIANCE INSPECTION AND SUPPORT | 2 |
| ECONOMIST | 2 |
| ENGINEER AND ARCH STD TRAIN | 2 |
| FINANCIAL ANALYSIS | 2 |
| THEATER SPECIALIST | 2 |
| PLUMBING | 2 |
| INDUSTRIAL HYGIENE | 2 |
| PRINTING SERVICES | 2 |
| BUILDING MANAGEMENT | 2 |
| GENERAL EDUCATION AND TRAINING | 2 |
| WELDING | 2 |
| INSTRUCTIONAL SYSTEMS | 2 |
| METEOROLOGY | 2 |
| FINANCIAL CLERICAL AND ASSISTANCE | 2 |
| CHEMISTRY | 2 |
| PIPEFITTING | 1 |
| ACCOUNTING TECHNICAL | 1 |
| FINANCIAL MANAGEMENT STUDENT | 1 |
| MATERIALS HANDLER | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| EQUIP AND FACILITIES STD TRAINEE | 1 |

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| MISCELLANEOUS METAL WORK | 1 |
| AIR CONDITIONING EQUIPMENT MECHANIC | 1 |
| FIRE PROTECTION ENGINEERING | 1 |
| EDUCATION AND VOCATIONAL TRAINING | 1 |
| MACHINING | 1 |
| QUALITY ASSURANCE | 1 |
| PETROLEUM ENGINEERING | 1 |
| HYDROLOGIC TECHNICIAN | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |
| HYDROLOGY | 1 |
| FINANCIAL MANAGEMENT | 1 |
| MISC INDUSTRIAL EQUIPMENT OPERATION | 1 |
| FIRE PROTECTION AND PREVENTION | 1 |
| MISC PLANT AND ANIMAL WORK | 1 |
| TECHNICAL WRITING AND EDITING | 1 |
| SECURITY CLERICAL AND ASSISTANCE | 1 |
| TELECOMMUNICATIONS PROCESSING | 1 |
| ANIMAL CARETAKING | 1 |
| CRIMINAL INVESTIGATING | 1 |
| SHEET METAL MECHANIC | 1 |
| PEST CONTROLLING | 1 |
| SIGN PAINTING | 1 |
| PHOTOGRAPHY | 1 |
| SMALL ENGINE MECHANIC | 1 |
| EDUCATION AND TRAINING TECHNICIAN | 1 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
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| GENERAL NATURAL RESOURCES MANAGEMENT | 6 |
| GENERAL PHYSICAL SCIENCE | 5 |
| TRAINING INSTRUCTION | 5 |
| EQUAL EMPLOYMENT OPPORTUNITY | 5 |
| CONTRACTING | 4 |
| HYDROLOGY | 4 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 4 |
| GEOGRAPHY | 4 |

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| ACCOUNTING TECHNICIAL | 3 |
| GENERAL BUSINESS AND INDUSTRY | 2 |
| CIVIL ENGINEERING | 2 |
| GRANTS MANAGEMENT | 2 |
| ECOLOGY | 2 |
| ECONOMIST | 2 |
| MINING ENGINEERING | 2 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 1 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| SOIL SCIENCE | 1 |

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| | 1 |
| PUBLIC AFFAIRS | 1 |
| AUDIOVISUAL PRODUCTION | 1 |
| SECRETARY | 1 |
| HUMAN RESOURCES ASSISTANT | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| ARCHEOLOGY | 1 |

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| WRITING AND EDITING | 6 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 4 |
| SUPPORT SERVICES ADMINISTRATION | 4 |
| | 4 |

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| GENERAL INVESTIGATING | 2 |
| PROGRAM MANAGEMENT | 2 |
| CONTRACTING | 2 |
| PARALEGAL SPECIALIST | 1 |
| MISCELLANEOUS CLERK AND ASSISTANT | 1 |
| BUDGET ANALYSIS | 1 |
| SECRETARY | 1 |

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| PUBLIC AFFAIRS | 13 |
| GENERAL INSP INVES AND COMP | 12 |
| ECONOMIST | 11 |
| APPRAISING | 11 |
| HUMAN RESOURCES ASSISTANT | 10 |
| SECURITY CLERICAL AND ASSISTANCE | 10 |
| SUPPORT SERVICES ADMINISTRATION | 9 |
| BUILDING MANAGEMENT | 9 |
| CRIMINAL INVESTIGATING | 9 |
| GRANTS MANAGEMENT | 7 |
| EQUIPMENT FACILITIES AND SERVICES | 7 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINEE | 7 |
| WRITING AND EDITING | 7 |
| LEGAL ASSISTANCE | 6 |
| GENERAL ENGINEERING | 6 |
| SOCIAL SCIENCE | 6 |
| MINING ENGINEERING | 5 |
| GENERAL PHYSICAL SCIENCE | 5 |
| HEARINGS AND APPEALS | 5 |
| GEOGRAPHY | 4 |
| PARALEGAL SPECIALIST | 4 |
| MATERIALS HANDLER | 4 |
| LIBRARIAN | 4 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 4 |
| LOAN SPECIALIST | 4 |
| MAIL AND FILE | 4 |
| MUSEUM CURATOR | 4 |
| INSTRUCTIONAL SYSTEMS | 3 |
| VISUAL INFORMATION | 3 |
| INDUSTRIAL HYGIENE | 3 |

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| COMPUTER SCIENCE | 3 |
| MUSEUM SPECIALIST AND TECHNICIAN | 3 |
| HISTORY | 3 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 3 |
| FINANCIAL MANAGEMENT | 3 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 3 |
| GENERAL ANTHROPOLOGY | 3 |
| MOTOR VECHICLE OPERATING | 3 |
| AUDIOVISUAL PRODUCTION | 3 |
| ELECTRICAL ENGINEERING | 2 |
| LIBRARY TECHNICIAN | 2 |
| MAINTENANCE MECHANIC | 2 |
| EQUAL OPPORTUNITY COMPLIANCE | 2 |
| INTELLIGENCE | 1 |
| EDUCATION STUDENT TRAINEE | 1 |
| CIVIL ENGINEERING | 1 |
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| REALTY | 1 |
| NURSE | 1 |
| GENERAL LEGAL AND KINDRED ADMIN | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| TECHNICAL WRITING AND EDITING | 1 |
| GENERAL ARTS AND INFORMATION | 1 |
| PURCHASING | 1 |
| CHEMICAL ENGINEERING | 1 |
| EQUIPMENT FACILITIES AND SERVICES ASST | 1 |
| PHOTOGRAPHY | 1 |
| GENERAL INVESTIGATING | 1 |
| PRINTING SERVICES | 1 |
| MECHANICAL ENGINEERING | 1 |
| FINANCIAL ANALYSIS | 1 |
| TECHNICAL INFORMATION SERVICES | 1 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| GEOPHYSICS | 1 |
| ECOLOGY | 1 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 1 |
| GENERAL EDUCATION AND TRAINING | 1 |
| PSYCHOLOGY | 1 |

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| GENERAL ATTORNEY | 186 |
| MISCELLANEOUS ADMIN AND PROGRAM | 15 |
| PARALEGAL SPECIALIST | 5 |
| INFORMATION TECHNOLOGY MANAGMENT | 5 |
| SECRETARY | 4 |
| ADMINISTRATIVE OFFICER | 4 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 3 |
| MANAGEMENT AND PROGRAM ANALYSIS | 2 |

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| MISCELLANEOUS CLERK AND ASSISTANT | 2 |
| PATENT ATTORNEY | 1 |
| BUDGET ANALYSIS | 1 |
| LEGAL ASSISTANCE | 1 |
| Grand Total | 11954 |

From: Amy Holley
To: [Steve Glomb](mailto:Steve_Glomb)
Subject: Re: Indur Goklany Detail
Date: Tuesday, May 23, 2017 6:37:43 PM

No worries! Just wanted you to be in the loop...

Sent from my iPhone

On May 23, 2017, at 6:28 PM, Steve Glomb <steve_glomb@ios.doi.gov> wrote:

Not sure what I can add but let me know if you need me on this call tomorrow and I can try to step away from the meeting for a few minutes.

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Holley, Amy" <amy_holley@ios.doi.gov>
Date: 5/23/17 4:54 PM (GMT-06:00)
To: Joel Clement <Joel_Clement@ios.doi.gov>, Steve Glomb <steve_glomb@ios.doi.gov>
Subject: Fwd: Indur Goklany Detail

We need to discuss this tomorrow before any paperwork is completed. As I understand it, Goks has not left PPA but is working on an assignment for Jim. Rather than continue this through email and add to the confusion, I think it best we discuss in person tomorrow.

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Tue, May 23, 2017 at 5:49 PM
Subject: Re: Indur Goklany Detail
To: "Goklany, Indur" <indur_goklany@ios.doi.gov>
Cc: "Gulac, Catherine" <catherine_gulac@ios.doi.gov>, Amy Holley <amy_holley@ios.doi.gov>

Goks we know your title here at PPA. We need your title for this detail. I assume Advisor to the Deputy Secretary or something, but will await word from upstairs.

Amy, Chloe will also need your organizational code for the paperwork, but we'll use ASPMB for now. She will back-date it to May 1, which is when I understand Goks left PPA and started working directly for Jim Cason.

Thanks.

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Tue, May 23, 2017 at 5:33 PM, Goklany, Indur <indur_goklany@ios.doi.gov> wrote:

My title is Senior Advisor, PPA. Thanks

On Tue, May 23, 2017 at 1:33 PM, Gulac, Catherine <catherine_gulac@ios.doi.gov> wrote:

Hi Amy,

Mr. Cason gave his verbal approval for Indur Goklany's detail to the Office of the Deputy Secretary.

He said that Goks will be working with him, but Mr. Cason wants you on paper as the supervisor.

Joel's office also needs Goks' title for entry in FPPS.

Thanks.
Cathy

Catherine Gulac
U.S. Department of the Interior
Office of the Deputy Secretary
1849 C St, NW, MS-7328
Washington, D.C. 20240
202-208-6291 Office / 202-208-1739 Direct / 202-208-1873 Fax
Catherine_Gulac@ios.doi.gov

From: Holley, Amy
To: [Gareth Rees](#)
Subject: Meeting for Jim next week
Date: Thursday, May 25, 2017 3:05:48 PM

I forgot to mention that Jim asked to be briefed on the draft Economic Report next week. The Policy Office is getting ready to circulate it for surname.

Invitees should be me, Joel Clement, Steve Glomb, Ben Simon, and anyone else from the Policy Office Joel thinks should be there. I think half an hour will be enough, but I never know....thanks!

From: Oxyer, Michelle
To: [Pletcher, Mary](#)
Date: Tuesday, May 30, 2017 2:08:08 PM
Attachments: [Joel Clement Consol ECOs Final.docx](#)

Michelle Oxyer

Executive Resources Division
Office of Human Resources
Department of the Interior
Phone 202-208-6943
michelle_oxyer@ios.doi.gov

Executive Core Qualification: Leading Change

Having served in a wide variety of positions during my career, including program officer for a major environmental foundation, business owner, science editor, program manager for an international foundation, and co-founder and treasurer of the board of directors for another international organization, I have an unusually broad perspective on policy and decision making in various sectors of our society. With a background primarily in climate change and the environment, areas that have been subject to radical change resulting from new legislation, changing public attitudes, and new technologies, I have had many opportunities to lead organizations and people through difficult periods of change. Based on my dealings with senior officials in several Federal agencies, including some in the White House (Office of Intergovernmental Affairs and Council on Environmental Quality), I believe my current position is similar in scope and responsibility to Federal Senior Executive Service positions.

I have demonstrated my skills in leading change in my current position as Program Officer for Conservation and Science at the Wilburforce Foundation, the largest environmental foundation in the Pacific Northwest. Other Foundation leaders considered climate change to be entirely a matter of energy issues and “mitigation” – a focus on the causes of climate change and a poor fit for our organizational mission. When I became Program Officer charged with focusing on conservation science and policy in the West, I quickly realized that there was much more to climate change than reforming energy policy.

Given the potential impacts of climate change upon all of our investments, I immediately took the initiative to convince our leadership, and philanthropic leaders around the country, that we needed to act soon on climate change by focusing on “adaptation” – preparing for the effects of climate change upon landscapes, human systems, and ecosystems. Failing to do so would hamstring conservation and management efforts for decades regardless of what happened in the climate and energy arena. Some Foundation leaders resisted my efforts at first; so to advance my vision for dealing with climate change, I talked about it in every Board and staff meeting, using the growing scientific literature on natural resource impacts to steer us away from energy-focused discussions. As the Board became more comfortable with the topic, I began making small grants to organizations that were already pleading for the capacity to deal with the oncoming changes. I then began enlisting other staff in the cause, making collaborative grants with other programs and explaining the extent to which these rapid changes were already affecting their program investments – that is, species and habitat conditions that continued to deteriorate despite strong conservation and management efforts.

Within little more than a year, I had successfully overcome opposition and incorporated climate adaptation into our organizational vision; the staff and Board were not only on the same page but openly advocating for more investments in climate adaptation. Furthermore, grantees in the non-profit and academic world were putting the extra capacity to good use by collaborating with management agencies to develop the knowledge base necessary to minimize uncertainty in the face of rapid and fundamental changes, and to make good decisions on the ground.

Meanwhile, on the national front, I faced the opposite dilemma. Rather than fearful of being drawn into high-dollar energy issues, national and international foundations were actively focusing their climate change work exclusively on energy issues and were openly dismissive of

climate adaptation, deriding it as a form of giving in and “selling out” on the issue. Foundations with an energy focus dominated the climate change bandwidth in our philanthropic affinity groups and annual meetings. Enlisting help from many of our visionary grantees around the country, I began to organize meetings in which I planned to energize this influential community.

After convening and facilitating an initial meeting of scientific experts and land managers from academia, non-governmental organizations, and Federal agencies, I pressed hard and managed to get a slot on the agenda for the annual meeting of the Consultative Group on Biological Diversity (CGBD) – a philanthropic affinity group in the U.S. that includes all of the “household name” foundations as well as dozens of regional funders from every corner of the U.S. I used this opportunity to present a framework for funder engagement and put the “cop-out” notion to rest. My convincing arguments enabled me to leave the CGBD meeting with millions of dollars of verbal commitments to climate adaptation planning and implementation efforts nationwide, including one \$6 million contribution that, based entirely on my recommendations, led to the establishment of national climate change adaptation networks and information depots that are used by hundreds of land managers around the country.

As founding co-chair of the CGBD Conservation Science Working Group, I then convened and facilitated a two-day science seminar on climate adaptation featuring America’s top climate science experts. The seminar led to an effective funder collaboration that leveraged additional resources for domestic adaptation projects such as building community-scale climate preparation plans. As a result of my leadership, over a three-year time-frame the number of foundations that are actively funding specifically in the climate adaptation area, both domestically and abroad, has gone from two or three to over a dozen, representing many millions of dollars in additional investment that has led to comprehensive adaptation planning in a variety of geographies around the world.

On the policy front, these foundation colleagues, with my leadership, are playing an important national role by supporting the White House Council on Environmental Quality (CEQ) as it works with an interagency task force to devise a national climate adaptation strategy. Perhaps most importantly, one of the byproducts of my vision and leadership is the standard practice among American foundations to now examine their conservation, human health, and infrastructure grant-making through the lens of climate adaptation before committing funds. Philanthropy’s understanding of the penetration of climate change into virtually every system’s sustainability would be years away without my leadership.

Complementing the above examples, I continue to enhance my technical and leadership skills by frequently attending and presenting at scientific conferences and reading numerous technical and management journals, I also have completed seminars and training on such topics as innovative grant-making strategies, leadership techniques, effective time management, and managing multi-sector teams.

Executive Core Qualification: Leading People

My strong “people skills” have been invaluable throughout my career in enabling me to establish and lead numerous teams charged with enhancing mission performance. I have recruited leaders and experts and melded them into effective teams; I have motivated them, established performance objectives for them, assessed their performance, and provided rewards and recognition to those who have performed exceptionally. When conflict has arisen, whether it was related to performance or conduct or the inability of various people to work together, I have quickly dealt with the situation, taking fair but firm measures to resolve it before it could escalate and compromise productivity.

When the Wilburforce Foundation’s Board of Directors charged me with developing a priority review process for all of the Foundation’s grant-making across western North America, my skills in leading people were severely tested. Although the goal of the review was to establish geographic priorities for funding, it quickly became clear that building inclusiveness and establishing a consistent strategic framework for the Foundation was the larger challenge. The Board was concerned that the Foundation’s program officers had become complacent in their grant-making activities and regularly made grants to the same organizations year after year. The program officers, however, were highly professional staff who took pride in their work and feared unnecessary interference resulting from the Board’s initiative. I had to find a way to serve the strategic intent of the Board’s request without disrupting the effectiveness of the organization and undermining the morale of its staff.

It was immediately apparent from my carefully constructed interviews with lead staff and Board members that there was no shared sense of mission; none of the various program strategies shared the same goals. This level of confusion in an organization is rare and indicated to me a pattern of mixed signals from the top down. Therefore, I asked the Executive Director and Board Chairman to call an ad hoc Board meeting with the sole intent of getting everyone on the same page before I continued with the priority-setting exercise. By facilitating a series of focused meetings and requiring Board members to articulate their aspirations for the Foundation, I guided staff and Board members through a winnowing process that resulted in a clear articulation of the Foundation’s vision, mission, and goals. Although my charge was not to rewrite the Foundation’s strategy, that was exactly what happened when I focused our attention on the need for a consistent vision before tackling programmatic priorities. Key staff members, the Board, and, importantly, our peer organizations around the country quickly embraced my new, energizing strategy; and several used it as a template for their own strategic planning exercises.

The task of prioritizing our focal regions still remained, however, and had the potential to further disrupt staff morale if not carefully navigated. Appealing to everyone’s dedication to science, I first led a science-driven process of ecological data collection and analysis based upon the criteria established by the Board in the strategic planning process. When I presented the results to staff, I was careful to explain that these maps represented only the ecological priority filter – it would still be up to them to determine the other important filters for grant-making before we could determine true priorities. By establishing that I could count on their trust in the science and that they could count on my respect for the art of grant-making, I built a strong sense of teaming within the group and used the creative tension to proceed with the prioritizing process. I asked each program officer to write down his or her program rankings, and I led a rich discussion in

which we, as a team, reached consensus on priority regions and dropped other areas from consideration for future funding – a difficult set of decisions that staff appreciated and universally endorsed.

As part of this process, I made sure to empower staff members who had previously been reticent to present their ideas in an arena characterized by science-derived information. These “humanities majors” had generally taken a backseat in Foundation-wide strategic discussions because of their lack of scientific background and the dominant personalities of the more science-oriented staff. By carefully soliciting their opinions and making sure that non-scientific strategic concerns were given equal weight with scientific elements, I raised the bar in terms of inclusiveness and encouraged the professional development of several colleagues.

In the end, the Board fully approved each of my recommended changes in geographic priorities. In addition, staff morale improved dramatically once the specter of Board intervention in programmatic priorities was lifted. Recognizing that my performance in this process had brought both strategic and scientific rigor to the Foundation’s operations and further demonstrated my leadership skills, the Board subsequently established a new funding program in Conservation Science and installed me as its program officer. Since that time, several publications have recognized the Foundation as both scientifically and strategically exemplary. A subsequent assessment of how the Foundation performs from the grantee, or customer, perspective indicated a marked improvement in scores related to clarity of communications, quality of interactions, understanding of the field, and general satisfaction. In our internal review of the survey results, our team members noted their own renewed sense of motivation and shared commitment.

Among other innovative techniques that I have implemented to motivate and lead people, I developed and applied performance standards to prospective and returning grantees. Reflecting my strong commitment to diversity, one of those standards requires an awareness of and demonstration of commitment to the principles of diversity. To develop their leadership skills and ensure that they do not burn out or move on, I have provided fully-subsidized professional coaching resources for those grantees and partners who are either key to my own strategic plan because of their abilities or show very good promise as leaders for the future. I have also provided financial planning and organizational development training for these partners, and in every case I have received very enthusiastic feedback; all of the targeted individuals have demonstrated marked improvement in organizational and financial acumen each year – despite the most recent economic challenges. Since many of these people would not be working in this sector if not for the resources and direction I bring, I feel a great deal of responsibility to keep them on an upward trajectory, both strategically and professionally.

To enhance my own leadership and management skills, I have engaged the services of a “coaching” professional for the past several years. As a result, I am able to multi-task more efficiently and have developed effective team-management skills, honed my in-person communication skills, and dramatically improved my time-management skills. I attribute much of my emergence as a leader in my fields of expertise to this ongoing professional development investment. I also have been trained in ethics, prevention of sexual harassment, and diversity awareness – a sensitivity I developed for the past 5 years volunteering as a bilingual community organizer in the under-served community where I live. My work there has directly helped improve relations among the diverse latino, asian, and caucasian families in the neighborhood.

Executive Core Qualification: Results Driven

Having served as a program manager and program officer, I have become by necessity and design a very results-oriented manager. My success in achieving difficult objectives has been due in large part to my ability to lead others in setting and meeting program objectives in a timely and cost effective manner within tight resource restraints. I have led and conducted strategic planning and the establishment of performance metrics designed to enhance progress and improve customer service. I have assembled, managed, and funded multi-year project teams. As indicated throughout this document, I have been particularly successful in linking science with public policy to drive favorable outcomes.

One of the enduring obstacles to effective public lands management is the collective inability to share and interpret existing data. While abundant information exists to support and monitor land management and conservation efforts, it is largely dispersed across a spectrum of agencies and organizations and rarely shared. This “silo effect” is due to data-ownership issues and the great diversity of methods and technologies that are used to collect, house, interpret, and visualize ecological data. Despite these hurdles, I identified data sharing and science communication as a primary need for advancing the field of conservation science. There was some degree of hubris involved in this decision – large scientific societies, major international organizations, and Federal agencies had tried unsuccessfully for years to create data clearinghouses online. Nevertheless, while at a science convention I saw a demonstration of a data-sharing tool being used by military field offices in the Middle East and met with the developer to look for synergies. When the software turned out to be very relevant to natural resource management issues, I contracted with the developers to build a prototype for sharing complex geospatial (mappable) ecological data and partnered them with a team of experienced conservation biology and mapping experts.

I then led a development process that included a brilliant assessment of ‘customer’ or user needs, an extremely targeted work plan, rigorous testing and refinement, and a very attractive and functional prototype. Under my direction, the team crafted a groundbreaking online data-sharing tool that solved all of the problems that had doomed prior efforts. When word of the tool got out, the world’s largest mapping software company soon came courting and, in one of the most difficult decisions of my career, I ended our relationship with the development firm with whom I had crafted the idea and teamed our experts with the larger company and the data platform they developed. Although this meant relinquishing all the programming code in which we had invested, we were left with the more valuable asset – the user interface instincts and expertise of our science and mapping team. I had them team with their new partners and take the tool to a usability and scale that the prior iteration could never have reached.

This high-profile alliance also attracted a host of new data partners in both the public and private sector that had been skeptical of the fiscally-fragile arrangement with the original developer. The increased profile of the tool also allowed me to leverage over \$3 million from other private and public sources, including global development banks, to support its continued development and maintenance. To increase the confidence of these new investors, as well as that of my Board of Directors, I recruited a high-level team of project advisors, including the inventor of the Wiki and other progressive thinkers from the technology sector.

As a result of my leadership and the hard work of my enthusiastic team, the tool has generated buzz among data users around the world, received acclaim as the leading edge of data exchange, and quickly allowed our grantees and their agency partners to more directly influence land management decisions by combining and visualizing data sets that portray such phenomena as species movement over time, the impact of climate change on species and biomes, and areas of the highest conservation value. This new capability is in many ways far superior to the resources being used by state and Federal wildlife agencies in the West, many of which are now eager to engage with this state-of-the-art tool.

This new technology, which is provided to the customer for free, has saved our grantees and their partners millions of dollars that they would otherwise have spent building and developing their own data libraries. Without my entrepreneurial efforts, both in persuading our Board to take a chance on a new technology and in shepherding a challenging effort forward, neither this tool nor the capacity it provides our grantees and partners would exist. The Board of Directors considered my decisive replacement of the development firm to be a very savvy move and commended me for being accountable to the customer rather than devoted to the contractor.

Another example of my skills related to this core qualification occurred when, after leading a challenging and successful strategic planning process for the Wilburforce Foundation, I needed to devise a system to measure success in achieving our strategic objectives. Without such a system, it would have been impossible to assess whether we were investing the Foundation's resources in the most productive manner. To develop this strategy more fully, I devised a logic model for the program and derived "results chains" that mapped out how each investment or intervention would affect outcomes – tracing the impacts of a sequence of results all the way to the desired outcome or target. Although there is no way to predict every eventuality, this planning process brought tremendous clarity to our Foundation's grant-making strategies.

Establishing metrics for evaluating specific grants was a more formidable challenge. Influencing new policies or land management procedures may not in fact lead to positive change on the ground, so I have been leading a coalition of funders and practitioners to devise a system of standards for land management monitoring and evaluation that can be applied to conservation investments. A recent multi-sector convening I funded has generated intense interest in this effort and leveraged significant funding from a major international foundation to implement the concept.

Even in the absence of hardwired measures of success on the land, however, indicators of *contribution* can be far more accessible and immediately useful than indicators that provide direct *attribution*, so I developed metrics that can demonstrate the contributions of my investments and integrated them into my strategy. For example, an intermediate goal may be to bring the best science into a decision-making process, for which one measure of progress would be the level and quality of contact between scientists and policy-makers or the scientific accuracy of subsequent policy statements and practices. I have been investing Foundation resources in establishing measuring techniques that are beginning to fill this fundamental strategic need for accessible benchmarks or indicators. In the Federal sector, where I could have a more direct impact on land management issues, I would like to continue and expand my efforts to develop strategic *responses* to the rapid changes taking place on public and private lands and *measures* to assess the effectiveness of these responses.

Executive Core Qualification: Business Acumen

I have considerable experience developing and implementing business strategies and allocating and managing resources and have excelled at financial and programmatic due diligence. I have performed all of the various aspects of budgeting including formulation, presentation, and execution. I am a widely recognized expert on Federal grant policies and procedures and, through my frequent interactions with Federal agencies, have a working knowledge of Federal budget, financial management, and procurement policies and regulations. As a member of the leadership team at the Consultative Group on Biological Diversity (the premier environmental funder consortium in the U.S.) I have organized and participated in convenings related to grant-making innovations such as leveraging government and academic participation in ongoing investments. In addition, as an entrepreneur I established my own successful business, an environmental consulting firm, and managed it for six years. I developed a comprehensive business plan, investigated alternate financing scenarios, selected a funding source, and secured all of the necessary resources to make the business successful.

I demonstrated my business acumen when, several years ago, the Board of Directors at the Wilburforce Foundation created a new funding program to focus on the science and policy of public lands management and conservation across western North America, from Mexico to the Arctic and including a large swath of western Canada. With a \$1.2 million budget and very little strategic guidance, I was installed as the program officer and charged with establishing and managing this new portfolio of investments. My challenge was to create, staff, and implement a strategic new program that not only added value to the overall Foundation efforts but that would also inspire innovative new financial strategies and reduce redundant expenses within our community of partners.

My first task was to direct the creation of a program strategy from whole cloth that would resonate with our Board and staff. After securing approval of this new program strategy, I requested that the Board allow me to utilize not only the program budget, but also the Foundation's general operations budget, to bring together a team of experts from around the country to enhance our overall effectiveness. I justified this redistribution of funds in terms of the immense benefits the Foundation and its grantees would derive from this relatively inexpensive talent.

After convincing the Board to make the additional funding available, I formed a team of science and policy consultants around the country that had either the scientific acumen or policy insight to influence and inform our partners on relevant public lands science issues. In particular, I sought out leaders in the field and gave them plenty of latitude to develop their ideas. Although I took a hands-off approach on their general work, I was specific about expectations and deliverables and insisted on regular evaluations of progress to ensure accountability. This approach paid off dramatically as these leaders developed policy guidance documents, software, and research tools that have since proven invaluable to our grantees and their partners. Despite the dispersed nature of the team, I stayed in close touch with team members via regular video-conferences, site visits, and email updates. I have received very positive feedback from these consultants on both my management style and the quality of interactions; and every one of them has expressed interest in maintaining the arrangement. The Foundation Board has internalized

this approach and now encourages other program staff to rely less on their traditional grant-making budget and make effective use of consulting experts whenever possible.

In years two and three, after being careful to signal the evolution of the strategy to the Board, I solidified the program strategy around science communications and data-sharing, bridging science and policy, and climate change adaptation. I believed that these topics encompassed the arenas within our purview that were most in need of immediate capacity and least served by private and public resources. Less than a year later, it became clear that the three multiple streams had converged to form a cohesive and interconnected strategy and vision such that grants made to each of the issue areas influenced results in each of the other two – I had achieved an important self-leveraging effect that increased the effectiveness of the relatively limited grant-making budget.

Our Board had enough confidence in my business and program strategies to augment my budget with an additional \$500,000 for an off-docket, web-based, data-sharing initiative I proposed – an initiative that was subsequently chosen as the Board’s favorite investment for several years running and still gets raves as our most innovative and exciting effort. This technical upgrade in information-sharing systems I conceived has led to immense strategic and tactical improvements for the Foundation and huge cost savings for our grantees and their partners, who no longer need to build and maintain data-sharing tools or data libraries.

My streamlined, efficient approach to grant-making, which significantly leveraged the Foundation’s conservation program’s budget, has attracted the attention of other, much larger science-based funders and won rave reviews from our Board. The added technical capacity and information generated by these grants and my team of consultants has led to improved decision-making by grantees throughout the West, saved millions of dollars, and earned praise from Foundation staff. My creative use of the program budget, the Foundation’s overall budget, and the one-time \$500,000 budget enhancement has led to a resurgence of Board-level interest in innovative financial instruments to generate value-added results.

I have completed numerous courses that have helped me enhance my business acumen. These include, for example, courses in micro-economics and macro-economics, environmental economics courses and seminars, business and personal financial training seminars (budget planning, investing, etc.), and grant management convenings and seminars. In addition, I have produced several innovative information-sharing and analytical tools that have helped put me at the leading edge of information technology in conservation science.

Executive Core Qualification: Building Coalitions

Throughout my career, I have relied very heavily on my coalition-building skills to achieve major progress in addressing critical climate change and other environmental issues. I have established successful partnerships with several Federal agencies including the Departments of the Interior, Agriculture, Energy, and the White House; philanthropic foundations around the country; academic institutions and leaders; state and local governments; and international organizations. I also have excellent communications skills. I served as an editor of science articles and am able to describe complex scientific issues in simple terms to lay policy and media audiences. I have made numerous presentations to senior officials, was the featured speaker for several seminars on forest ecology and biodiversity, have published original fiction, and have co-authored a manuscript entitled “America’s Top 40 Priorities for Policy-Relevant Conservation Science,” currently undergoing peer review. As a member of the Ecological Society of America, the American Association for the Advancement of Science, and the Society for Conservation Biology, I have established and frequently tap into a close network of associates from the natural and social sciences who are experts in the science, policy, and economics of public lands management and conservation.

Despite decades of research, management, and conservation activities on public lands, there is still a great deal of mystery as to the location and distribution of wildlife habitat and conservation value across the landscapes of the Western U.S. In no arena has this become more evident than in the siting of renewable energy projects – an effort with broad support from the conservation community but hampered by the lack of information necessary to steer these developments toward the most appropriate places. As a result of the missing up-front information, projects often go into the approval pipeline without a full assessment of wildlife or habitat impact, and subsequently become bogged down in avoidable legal disputes.

Providing the capacity to meet this need would not only streamline the siting of important renewable energy developments but also ensure the long-term sustainability of wildlife and game populations in the West. The problem, however, is that it is a big, complicated, expensive undertaking that, to succeed, would need buy-in from the conservation community, academia, States, Federal agencies, and the foundations that would hopefully foot the bill. As the Program Officer for Conservation Science at the Wilburforce Foundation, I took the initiative to form a coalition and create this capacity.

In 2007, the Governor of Wyoming tasked the Western Governors’ Association (WGA) with helping western States provide comprehensive information on wildlife habitat and corridors – a major information gap. Although I was skeptical of the ability of a State-led effort to succeed in a timely fashion, I understood that ANY success in this arena would require State buy-in; so I made a series of grants to support the WGA effort. In doing so, I started building relationships with State wildlife agency leads and learned what was politically possible in the context of State politics.

Meanwhile, as a member of the three above-mentioned Societies, I had very good access to the best and brightest wildlife experts doing state-of-the-art research on wildlife distribution and movement; and I pressed these experts into service as science advisors. I had also built relationships with the technology experts in this community by investing in innovative mapping

and modeling tools and software. From these experts, I learned what was technologically possible to accomplish with new, cutting edge mapping and visualization tools.

To understand Federal agency interests, I set up meetings in Washington, DC, with several agency leaders and learned that the Federal land-management agencies were openly perplexed by the lack of information – particularly while trying to determine where renewable energy siting could occur on public lands. Even the conservation groups were unable to provide the necessary information on where to put them and where to avoid development. In my conversations with staff and counsel in the Office of the Secretary of the Interior, it was clear that all parties were eager for this gap to be filled.

Since the cost of rectifying this situation was too expensive for one foundation to underwrite, I needed several foundation partners to make this fly. Over the preceding two years, I had been building a coalition of funders to focus on climate adaptation in general with an immediate focus on renewable energy – a group dubbed the ReHab (renewables and habitat) funders. It was a delicate alliance; the energy funders were often skeptical of climate adaptation efforts that might interfere with siting renewables.

To dispel this tension, I led an effort to provide a model of a win-win proposal, a project that would simultaneously improve habitat conservation AND grease the skids for conflict-free siting of renewable energy development. I negotiated with a team of scientists and conservation leaders from several large organizations to craft a proposal for meeting the mapping need within three years with buy-in from western States and Federal agencies – no small task given the different geographical and topical interests among these organizations. I presented his proposal to the ReHab funder group for review and discussion and, ideally, investment. Although the energy funders decided against underwriting the project because it did not focus exclusively on their greatest immediate siting controversies (that is, the geographic scope was broader than their interests), several large national funders saw the bigger picture and I convinced them to work together to provide the budget to make the project happen in two years rather than three.

As a result of several years of listening, learning, and negotiation, I had found a way to move forward and tackle a major barrier to effective public lands management. My partnering skills in bringing these parties to the table and crafting a solution that is acceptable both to environmentalists and renewable energy developers has resulted in a greatly improved and shared vision among the stakeholders and has contributed to my reputation as a leading consensus-builder in the funding community. Even the energy funders who decided not to participate were impressed with my level of due diligence and the depth of participation in the process, and were particularly pleased when I directed them to another source of resources that helped them meet their more immediate need – a move that helped to preserve the coalition.

From: Lawson, Christopher
To: [Mary Pletcher](#)
Subject: DC and Denver
Date: Wednesday, May 31, 2017 3:08:36 PM
Attachments: [DC and Denver - Locations.pdf](#)
[DC and Denver - Occupations.pdf](#)
[DC and Denver.xlsx](#)

I updated the pivot tables on the DC and Denver data set. Let me know if the Locations (4 pages) and Occupations (23 pages) are helpful.

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Locations

| Bureau or Office | Count |
|---|-------------|
| BUREAU OF INDIAN AFFAIRS | 235 |
| DENVER, COLORADO | 40 |
| LAKEWOOD,COLORADO | 33 |
| DENVER,COLORADO | 5 |
| PARKER,COLORADO | 1 |
| BROOMFIELD,COLORADO | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 195 |
| WASHINGTON,DC | 115 |
| RESTON,VIRGINIA | 78 |
| DISTRICT OF COLUMBIA,DC | 1 |
| FREDERICKSBURG,VIRGINIA | 1 |
| BUREAU OF LAND MANAGEMENT | 844 |
| DENVER, COLORADO | 455 |
| LAKEWOOD,COLORADO | 451 |
| DENVER,COLORADO | 4 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 389 |
| WASHINGTON,DC | 383 |
| LORTON,VIRGINIA | 4 |
| DISTRICT OF COLUMBIA,DC | 1 |
| SPRINGFIELD,VIRGINIA | 1 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | 202 |
| DENVER, COLORADO | 2 |
| LAKEWOOD,COLORADO | 1 |
| EVERGREEN,COLORADO | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 200 |
| STERLING,VIRGINIA | 163 |
| WASHINGTON,DC | 36 |
| HERNDON,VIRGINIA | 1 |
| BUREAU OF RECLAMATION | 930 |
| DENVER, COLORADO | 874 |
| LAKEWOOD,COLORADO | 873 |
| JEFFERSON,COLORADO | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 56 |
| WASHINGTON,DC | 56 |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | 280 |
| DENVER, COLORADO | 7 |
| LAKEWOOD,COLORADO | 6 |
| GOLDEN,COLORADO | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 273 |
| STERLING,VIRGINIA | 231 |
| WASHINGTON,DC | 41 |
| HERNDON,VIRGINIA | 1 |
| FISH AND WILDLIFE SERVICE | 1122 |
| DENVER, COLORADO | 346 |
| LAKEWOOD,COLORADO | 294 |
| COMMERCE CITY,COLORADO | 37 |
| DENVER,COLORADO | 8 |

Locations

| Bureau or Office | Count |
|---|-------------|
| LITTLETON,COLORADO | 4 |
| AURORA,COLORADO | 1 |
| ARVADA,COLORADO | 1 |
| BUCKLEY AFB,COLORADO | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 776 |
| BAILEYS CROSSROADS,VIRGI | 559 |
| SHEPHERDSTOWN,WEST VIRGI | 132 |
| LAUREL,MARYLAND | 41 |
| WASHINGTON,DC | 20 |
| ARLINGTON,VIRGINIA | 6 |
| WOODBIDGE,VIRGINIA | 6 |
| FALLS CHURCH,VIRGINIA | 5 |
| FAIRFAX,VIRGINIA | 2 |
| GUAM | 1 |
| VIEQUES, VIEQUES,PUERTO | 1 |
| DULLES AIRPORT,VIRGINIA | 1 |
| SPRINGFIELD,VIRGINIA | 1 |
| LOVETTSVILLE,VIRGINIA | 1 |
| GEOLOGICAL SURVEY | 2167 |
| DENVER, COLORADO | 941 |
| LAKEWOOD,COLORADO | 803 |
| GOLDEN,COLORADO | 133 |
| DENVER,COLORADO | 4 |
| STUTTART,GERMANY | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 1226 |
| RESTON,VIRGINIA | 1079 |
| LAUREL,MARYLAND | 64 |
| LEETOWN,WEST VIRGINIA | 51 |
| BELTSVILLE,MARYLAND | 13 |
| WASHINGTON,DC | 11 |
| GREENBELT,MARYLAND | 3 |
| CHARLES TOWN,WEST VIRGIN | 2 |
| SUITLAND,MARYLAND | 2 |
| KEARNEYSVILLE,WEST VIRGI | 1 |
| NATIONAL PARK SERVICE | 3018 |
| DENVER, COLORADO | 611 |
| LAKEWOOD,COLORADO | 601 |
| DENVER,COLORADO | 7 |
| JEFFERSON,COLORADO | 2 |
| ST JOHN IS,VIRGIN ISLAND | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 2407 |
| WASHINGTON,DC | 1529 |
| HARPERS FERRY,WEST VIRGI | 199 |
| HERNDON,VIRGINIA | 103 |
| FREDERICK,MARYLAND | 84 |
| VIENNA,VIRGINIA | 60 |
| ARLINGTON,VIRGINIA | 54 |
| MCLEAN,VIRGINIA | 51 |
| STAFFORD,VIRGINIA | 45 |

Locations

| Bureau or Office | Count |
|---|-------------|
| TRIANGLE,VIRGINIA | 44 |
| MANASSAS,VIRGINIA | 33 |
| RESTON,VIRGINIA | 29 |
| DISTRICT OF COLUMBIA,DC | 27 |
| THURMONT,MARYLAND | 26 |
| GREENBELT,MARYLAND | 22 |
| POTOMAC,MARYLAND | 22 |
| CHARLES TOWN,WEST VIRGIN | 11 |
| FORT WASHINGTON,MARYLAND | 9 |
| GREAT FALLS,VIRGINIA | 8 |
| FORT MCNAIR,DC | 6 |
| WARREN,VIRGINIA | 6 |
| GLEN ECHO,MARYLAND | 5 |
| LANDOVER,MARYLAND | 5 |
| OXON HILL,MARYLAND | 4 |
| PORT TOBACCO,MARYLAND | 4 |
| FREDERICKSBURG,VIRGINIA | 4 |
| PRINCE GEORGE'S,MARYLAND | 3 |
| SHEPHERDSTOWN,WEST VIRGI | 2 |
| ALEXANDRIA,VIRGINIA | 2 |
| WASHINGTON NAVY YARD,DC | 1 |
| PRINCE WILLIAM,VIRGINIA | 1 |
| SILVER SPRING,MARYLAND | 1 |
| FAIRFAX,VIRGINIA | 1 |
| JEFFERSON,WEST VIRGINIA | 1 |
| SUITLAND,MARYLAND | 1 |
| KEARNEYSVILLE,WEST VIRGI | 1 |
| WOODBIDGE,VIRGINIA | 1 |
| CLINTON,MARYLAND | 1 |
| MANASSAS PARK,VIRGINIA | 1 |
| OFC OF SURFACE MINING, RECLAMATION & ENF | 176 |
| DENVER, COLORADO | 81 |
| DENVER,COLORADO | 52 |
| LAKEWOOD,COLORADO | 29 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 95 |
| WASHINGTON,DC | 94 |
| DISTRICT OF COLUMBIA,DC | 1 |
| OFFICE OF THE INSPECTOR GENERAL | 195 |
| DENVER, COLORADO | 65 |
| LAKEWOOD,COLORADO | 65 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 130 |
| HERNDON,VIRGINIA | 99 |
| WASHINGTON,DC | 31 |
| OFFICE OF THE SECRETARY OF THE INTERIOR | 2556 |
| DENVER, COLORADO | 1340 |
| LAKEWOOD,COLORADO | 1324 |
| DENVER,COLORADO | 11 |
| THORNTON,COLORADO | 3 |
| ARVADA,COLORADO | 1 |

Locations

| Bureau or Office | Count |
|---|--------------|
| BRIGHTON,COLORADO | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 1216 |
| WASHINGTON,DC | 816 |
| RESTON,VIRGINIA | 207 |
| HERNDON,VIRGINIA | 152 |
| ARLINGTON,VIRGINIA | 34 |
| DISTRICT OF COLUMBIA,DC | 4 |
| UPPER MARLBORO,MARYLAND | 1 |
| FALLS CHURCH,VIRGINIA | 1 |
| SANTA ISABEL,PUERTO RICO | 1 |
| OFFICE OF THE SOLICITOR | 229 |
| DENVER, COLORADO | 39 |
| LAKEWOOD,COLORADO | 39 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 190 |
| WASHINGTON,DC | 187 |
| FALLS CHURCH,VIRGINIA | 2 |
| RESTON,VIRGINIA | 1 |
| Grand Total | 11954 |

Occupations

| Bureau or Office | Count |
|---|------------|
| BUREAU OF INDIAN AFFAIRS | 235 |
| DENVER, COLORADO | 40 |
| CIVIL ENGINEERING | 7 |
| MANAGEMENT AND PROGRAM ANALYSIS | 7 |
| FORESTRY | 7 |
| TELECOMMUNICATIONS | 5 |
| MISCELLANEOUS ADMIN AND PROGRAM | 3 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 2 |
| INFORMATION TECHNOLOGY MANAGMENT | 2 |
| FORESTRY TECHNICIAN | 1 |
| | 1 |
| REALTY | 1 |
| MATERIALS HANDLER | 1 |
| TRANSPORTATION SPECIALIST | 1 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 1 |
| PROGRAM MANAGEMENT | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 195 |
| MISCELLANEOUS ADMIN AND PROGRAM | 36 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 23 |
| MANAGEMENT AND PROGRAM ANALYSIS | 16 |
| CONTRACTING | 14 |
| HUMAN RESOURCES MANAGEMENT | 12 |
| BUDGET ANALYSIS | 11 |
| INFORMATION TECHNOLOGY MANAGMENT | 8 |
| CIVIL ENGINEERING | 5 |
| PROGRAM MANAGEMENT | 5 |
| EQUAL EMPLOYMENT OPPORTUNITY | 5 |
| HUMAN RESOURCES ASSISTANT | 5 |
| GENERAL BUSINESS AND INDUSTRY | 4 |
| FORESTRY | 4 |
| ACCOUNTING | 4 |
| MISCELLANEOUS CLERK AND ASSISTANT | 4 |
| SECRETARY | 3 |
| SOCIAL WORK | 3 |
| EDUCATION PROGRAM | 3 |
| MUSEUM CURATOR | 2 |
| WORKFORCE DEVELOPMENT | 2 |
| SUPPLY PROGRAM MANAGEMENT | 2 |
| REALTY | 2 |
| CRIMINAL INVESTIGATING | 2 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 2 |
| GRANTS MANAGEMENT | 1 |
| | 1 |
| RANGELAND MANAGEMENT | 1 |
| HYDROLOGY | 1 |
| SOCIAL SCIENCE | 1 |
| ADMINISTRATIVE OFFICER | 1 |

Occupations

| Bureau or Office | Count |
|---------------------------------------|------------|
| (blank) | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| GENERAL FISH AND WILDLIFE ADMIN | 1 |
| ARCHEOLOGY | 1 |
| SECURITY ADMINISTRATION | 1 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 1 |
| GENERAL PHYSICAL SCIENCE | 1 |
| EDUCATION AND VOCATIONAL TRAINING | 1 |
| TRANSPORTATION SPECIALIST | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |
| GENERAL ENGINEERING | 1 |
| BUREAU OF LAND MANAGEMENT | 844 |
| DENVER, COLORADO | 455 |
| MISCELLANEOUS ADMIN AND PROGRAM | 39 |
| INFORMATION TECHNOLOGY MANAGMENT | 39 |
| MANAGEMENT AND PROGRAM ANALYSIS | 35 |
| HUMAN RESOURCES MANAGEMENT | 28 |
| CONTRACTING | 27 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 27 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 21 |
| ACCOUNTING | 17 |
| PROGRAM MANAGEMENT | 11 |
| REALTY | 11 |
| SECRETARY | 10 |
| LAND LAW EXAMINING | 10 |
| HUMAN RESOURCES ASSISTANT | 9 |
| GENERAL PHYSICAL SCIENCE | 8 |
| ACCOUNTING TECHNICAL | 7 |
| COMPLIANCE INSPECTION AND SUPPORT | 7 |
| MISCELLANEOUS CLERK AND ASSISTANT | 6 |
| GEOGRAPHY | 6 |
| CRIMINAL INVESTIGATING | 6 |
| GENERAL BUSINESS AND INDUSTRY | 6 |
| CARTOGRAPHY | 6 |
| ECOLOGY | 5 |
| SECURITY CLERICAL AND ASSISTANCE | 5 |
| PETROLEUM ENGINEERING | 5 |
| CIVIL ENGINEERING | 5 |
| LAND SURVEYING | 5 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAI | 4 |
| PUBLIC AFFAIRS | 4 |
| OUTDOOR RECREATION PLANNING | 4 |
| GENERAL INSP INVES AND COMP | 4 |
| | 3 |
| WRITING AND EDITING | 3 |
| ARCHITECTURE | 3 |
| BUDGET ANALYSIS | 3 |
| RANGELAND MANAGEMENT | 3 |

Occupations

| Bureau or Office | Count |
|---|------------|
| ENGINEERING TECHNICAL | 3 |
| SECURITY ADMINISTRATION | 3 |
| VISUAL INFORMATION | 3 |
| MECHANICAL ENGINEERING | 3 |
| FORESTRY | 2 |
| EQUIPMENT SERVICES | 2 |
| FINANCIAL CLERICAL AND ASSISTANCE | 2 |
| EQUAL EMPLOYMENT OPPORTUNITY | 2 |
| COMPUTER CLERK AND ASSISTANT | 2 |
| GENERAL ENGINEERING | 2 |
| ECONOMIST | 2 |
| PRINTING SERVICES | 2 |
| WILDLIFE BIOLOGY | 2 |
| LIBRARIAN | 2 |
| MAIL AND FILE | 2 |
| ENVIRONMENTAL ENGINEERING | 2 |
| GEOLOGY | 2 |
| LANDSCAPE ARCHITECTURE | 1 |
| ARCHEOLOGY | 1 |
| SOIL SCIENCE | 1 |
| METEOROLOGY | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| MINING ENGINEERING | 1 |
| LEGAL INSTRUMENTS EXAMINING | 1 |
| FISH BIOLOGY | 1 |
| GEODESY | 1 |
| CLAIMS ASSISTANCE AND EXAMINING | 1 |
| PROPERTY DISPOSAL CLERICAL TECHNICIAN | 1 |
| ELECTRICAL ENGINEERING | 1 |
| CONTACT REPRESENTATIVE | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| LEGAL ASSISTANCE | 1 |
| HYDROLOGY | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |
| BOTANY | 1 |
| TRANSPORTATION SPECIALIST | 1 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 1 |
| VOUCHER EXAMINING | 1 |
| INVENTORY MANAGEMENT | 1 |
| (blank) | 1 |
| PROPERTY DISPOSAL | 1 |
| GRANTS MANAGEMENT | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 389 |
| MISCELLANEOUS ADMIN AND PROGRAM | 94 |
| MANAGEMENT AND PROGRAM ANALYSIS | 61 |
| PROGRAM MANAGEMENT | 25 |
| SECRETARY | 13 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 12 |
| PUBLIC AFFAIRS | 11 |

Occupations

| Bureau or Office | Count |
|---|-------|
| INFORMATION TECHNOLOGY MANAGMENT | 11 |
| HUMAN RESOURCES MANAGEMENT | 11 |
| REALTY | 10 |
| LAND LAW EXAMINING | 9 |
| GEOLOGY | 8 |
| OUTDOOR RECREATION PLANNING | 8 |
| LAND SURVEYING | 8 |
| CONTRACTING | 7 |
| GENERAL BUSINESS AND INDUSTRY | 6 |
| BUDGET ANALYSIS | 6 |
| WILDLIFE BIOLOGY | 6 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 5 |
| CRIMINAL INVESTIGATING | 5 |
| LEGAL INSTRUMENTS EXAMINING | 5 |
| GENERAL EDUCATION AND TRAINING | 4 |
| GENERAL ENGINEERING | 4 |
| GENERAL PHYSICAL SCIENCE | 4 |
| EQUAL EMPLOYMENT OPPORTUNITY | 4 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 3 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 3 |
| QUALITY ASSURANCE | 3 |
| FORESTRY | 3 |
| | 3 |
| RANGELAND MANAGEMENT | 2 |
| PETROLEUM ENGINEERING | 2 |
| SOCIAL SCIENCE | 2 |
| FISH BIOLOGY | 2 |
| ARCHEOLOGY | 2 |
| BOTANY | 2 |
| ECONOMIST | 2 |
| MISCELLANEOUS CLERK AND ASSISTANT | 2 |
| ADMINISTRATIVE OFFICER | 2 |
| MINING ENGINEERING | 2 |
| LEGAL OCCUPATIONS STUDENT TRAINEE | 1 |
| GRANTS MANAGEMENT | 1 |
| ECOLOGY | 1 |
| CIVIL ENGINEERING | 1 |
| INDUSTRIAL HYGIENE | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |
| GEOGRAPHY | 1 |
| CONTACT REPRESENTATIVE | 1 |
| LEGAL ASSISTANCE | 1 |
| ARCHIVES TECHNICIAN | 1 |
| RECREATION AID AND ASSISTANT | 1 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 1 |
| HUMAN RESOURCES ASSISTANT | 1 |
| HYDROLOGY | 1 |
| ACCOUNTING TECHNICAL | 1 |
| LANDSCAPE ARCHITECTURE | 1 |

Occupations

| Bureau or Office | Count |
|---|------------|
| HISTORY | 1 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | 202 |
| DENVER, COLORADO | 2 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 1 |
| CARTOGRAPHY | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 200 |
| MISCELLANEOUS ADMIN AND PROGRAM | 41 |
| MANAGEMENT AND PROGRAM ANALYSIS | 31 |
| OCEANOGRAPHY | 15 |
| BUDGET ANALYSIS | 12 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 11 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 10 |
| PROGRAM MANAGEMENT | 9 |
| ECONOMIST | 7 |
| GEOLOGY | 6 |
| SECRETARY | 6 |
| | 6 |
| PUBLIC AFFAIRS | 5 |
| GENERAL PHYSICAL SCIENCE | 5 |
| CARTOGRAPHY | 5 |
| PETROLEUM ENGINEERING | 5 |
| ARCHEOLOGY | 4 |
| GEOPHYSICS | 3 |
| VISUAL INFORMATION | 2 |
| SOCIAL SCIENCE | 2 |
| MISCELLANEOUS CLERK AND ASSISTANT | 2 |
| METEOROLOGY | 2 |
| SOCIOLOGY | 1 |
| GEOGRAPHY | 1 |
| TECHNICAL WRITING AND EDITING | 1 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 1 |
| SOCIAL SCIENCE STUDENT TRAINEE | 1 |
| CIVIL ENGINEERING | 1 |
| STATISTICIAN | 1 |
| GENERAL STUDENT TRAINEE | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| INFORMATION TECHNOLOGY MANAGMENT | 1 |
| INTERNATIONAL RELATIONS | 1 |
| BUREAU OF RECLAMATION | 930 |
| DENVER, COLORADO | 874 |
| CIVIL ENGINEERING | 251 |
| MANAGEMENT AND PROGRAM ANALYSIS | 62 |
| ELECTRICAL ENGINEERING | 51 |
| ACCOUNTING | 39 |
| INFORMATION TECHNOLOGY MANAGMENT | 38 |
| MECHANICAL ENGINEERING | 36 |
| HUMAN RESOURCES MANAGEMENT | 33 |
| SECRETARY | 31 |
| MISCELLANEOUS ADMIN AND PROGRAM | 18 |

Occupations

| Bureau or Office | Count |
|---------------------------------------|-------|
| ENGINEERING TECHNICAL | 17 |
| CONTRACTING | 17 |
| ACCOUNTING TECHNICAL | 16 |
| GEOLOGY | 15 |
| PROGRAM MANAGEMENT | 14 |
| GENERAL PHYSICAL SCIENCE | 14 |
| SECURITY ADMINISTRATION | 13 |
| ECONOMIST | 12 |
| ENVIRONMENTAL ENGINEERING | 12 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 11 |
| GENERAL BUSINESS AND INDUSTRY | 11 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 10 |
| MATERIALS ENGINEERING | 10 |
| GENERAL ENGINEERING | 10 |
| GEOPHYSICS | 10 |
| MAIL AND FILE | 8 |
| BUDGET ANALYSIS | 8 |
| FISH BIOLOGY | 8 |
| | 7 |
| GRANTS MANAGEMENT | 6 |
| HUMAN RESOURCES ASSISTANT | 5 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 4 |
| CHEMICAL ENGINEERING | 4 |
| TECHNICAL WRITING AND EDITING | 4 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 3 |
| PHYSICAL SCIENCE TECHNICIAN | 3 |
| CHEMISTRY | 3 |
| SUPPLY CLERICAL AND TECHNICIAN | 3 |
| BUDGET CLERICAL AND ASSISTANCE | 3 |
| INTELLIGENCE | 3 |
| WILDLIFE BIOLOGY | 3 |
| MODEL MAKING | 3 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 3 |
| EQUIPMENT FACILITIES AND SERVICES | 3 |
| MISCELLANEOUS CLERK AND ASSISTANT | 3 |
| PRINTING SERVICES | 2 |
| EDITORIAL ASSISTANCE | 2 |
| ENGINEER AND ARCH STD TRAIN | 2 |
| BOTANY | 2 |
| TECHNICAL INFORMATION SERVICES | 2 |
| ARCHITECTURE | 2 |
| TELECOMMUNICATIONS | 2 |
| ECOLOGY | 2 |
| METEOROLOGY | 2 |
| HISTORY | 2 |
| INVESTIGATIVE ANALYSIS SERIES | 1 |
| BUSINESS AND INDUSTRY STUDENT TRAINEE | 1 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| MACHINING | 1 |

Occupations

| Bureau or Office | Count |
|---|------------|
| MUSEUM CURATOR | 1 |
| ARCHEOLOGY | 1 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |
| SUPPLY STUDENT TRAINEE | 1 |
| EQUAL EMPLOYMENT OPPORTUNITY | 1 |
| AUDIOVISUAL PRODUCTION | 1 |
| ELECTRONICS ENGINEERING | 1 |
| VISUAL INFORMATION | 1 |
| SAFETY ENGINEERING | 1 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 1 |
| HYDROLOGY | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 56 |
| BUDGET ANALYSIS | 18 |
| MISCELLANEOUS ADMIN AND PROGRAM | 10 |
| PROGRAM MANAGEMENT | 6 |
| PUBLIC AFFAIRS | 4 |
| MANAGEMENT AND PROGRAM ANALYSIS | 4 |
| BUDGET CLERICAL AND ASSISTANCE | 3 |
| SECRETARY | 3 |
| INFORMATION TECHNOLOGY MANAGMENT | 2 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| MAIL AND FILE | 1 |
| ACCOUNTING | 1 |
| EQUAL EMPLOYMENT OPPORTUNITY | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| MISCELLANEOUS CLERK AND ASSISTANT | 1 |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | 280 |
| DENVER, COLORADO | 7 |
| ACCOUNTING | 4 |
| MANAGEMENT AND PROGRAM ANALYSIS | 1 |
| PETROLEUM ENGINEERING | 1 |
| EQUAL EMPLOYMENT OPPORTUNITY | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 273 |
| MISCELLANEOUS ADMIN AND PROGRAM | 44 |
| MANAGEMENT AND PROGRAM ANALYSIS | 38 |
| HUMAN RESOURCES MANAGEMENT | 28 |
| CONTRACTING | 26 |
| INFORMATION TECHNOLOGY MANAGMENT | 19 |
| GENERAL ENGINEERING | 16 |
| PETROLEUM ENGINEERING | 9 |
| SECURITY ADMINISTRATION | 9 |
| ACCOUNTING | 8 |
| MISCELLANEOUS CLERK AND ASSISTANT | 6 |
| BUDGET ANALYSIS | 6 |
| PUBLIC AFFAIRS | 5 |
| PROGRAM MANAGEMENT | 5 |
| GENERAL INSP INVES AND COMP | 5 |
| | 5 |

Occupations

| Bureau or Office | Count |
|---|-------------|
| HUMAN RESOURCES ASSISTANT | 5 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 4 |
| GENERAL BUSINESS AND INDUSTRY | 4 |
| SUPPORT SERVICES ADMINISTRATION | 4 |
| EQUAL EMPLOYMENT OPPORTUNITY | 3 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 3 |
| INTERNATIONAL RELATIONS | 3 |
| TELECOMMUNICATIONS | 2 |
| GENERAL PHYSICAL SCIENCE | 2 |
| SECRETARY | 2 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 2 |
| TRAINING INSTRUCTION | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| AUDIOVISUAL PRODUCTION | 1 |
| WRITING AND EDITING | 1 |
| VISUAL INFORMATION | 1 |
| CIVIL ENGINEERING | 1 |
| ECONOMIST | 1 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 1 |
| FISH AND WILDLIFE SERVICE | 1122 |
| DENVER, COLORADO | 346 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 43 |
| INFORMATION TECHNOLOGY MANAGMENT | 31 |
| ACCOUNTING | 23 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 18 |
| GENERAL FISH AND WILDLIFE ADMIN | 18 |
| WILDLIFE BIOLOGY | 15 |
| MISCELLANEOUS CLERK AND ASSISTANT | 13 |
| BUDGET ANALYSIS | 12 |
| MANAGEMENT AND PROGRAM ANALYSIS | 12 |
| GENERAL INSP INVES AND COMP | 11 |
| CONTRACTING | 10 |
| PUBLIC AFFAIRS | 9 |
| WILDLIFE REFUGE MANAGEMENT | 8 |
| HUMAN RESOURCES MANAGEMENT | 8 |
| HYDROLOGY | 8 |
| MISCELLANEOUS ADMIN AND PROGRAM | 7 |
| CRIMINAL INVESTIGATING | 7 |
| PARK RANGER | 6 |
| REALTY | 5 |
| ADMINISTRATIVE OFFICER | 5 |
| LEGAL INSTRUMENTS EXAMINING | 5 |
| GRANTS MANAGEMENT | 4 |
| HUMAN RESOURCES ASSISTANT | 4 |
| CARTOGRAPHY | 4 |
| PROGRAM MANAGEMENT | 3 |
| LAND SURVEYING | 3 |

Occupations

| Bureau or Office | Count |
|---|------------|
| FISH BIOLOGY | 3 |
| BIOLOGICAL SCIENCE TECHNICIAN | 3 |
| MECHANICAL ENGINEERING | 3 |
| | 2 |
| TRACTOR OPERATING | 2 |
| SECRETARY | 2 |
| GENERAL ENGINEERING | 2 |
| RANGE TECHNICIAN | 2 |
| GENERAL EDUCATION AND TRAINING | 2 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 2 |
| TRAINING INSTRUCTION | 2 |
| TELECOMMUNICATIONS | 2 |
| FACILITY OPERATIONS SERVICES | 2 |
| INDUSTRIAL HYGIENE | 2 |
| ARCHITECTURE | 2 |
| EQUAL EMPLOYMENT OPPORTUNITY | 2 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 1 |
| ENVIRONMENTAL ENGINEERING | 1 |
| ARCHIVES TECHNICIAN | 1 |
| CIVIL ENGINEERING | 1 |
| SURVEYING TECHNICAL | 1 |
| OUTDOOR RECREATION PLANNING | 1 |
| GENERAL BUSINESS AND INDUSTRY | 1 |
| INFORMATION TECHNOLOGY STU TRAINEE | 1 |
| LANDSCAPE ARCHITECTURE | 1 |
| PETROLEUM ENGINEERING | 1 |
| MAIL AND FILE | 1 |
| LABORING | 1 |
| MAINTENANCE MECHANIC | 1 |
| PROPERTY DISPOSAL | 1 |
| BUDGET CLERICAL AND ASSISTANCE | 1 |
| ARCHEOLOGY | 1 |
| ENGINEERING EQUIPMENT OPERATING | 1 |
| GENERAL PHYSICAL SCIENCE | 1 |
| RANGELAND MANAGEMENT | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 776 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 149 |
| MISCELLANEOUS ADMIN AND PROGRAM | 72 |
| MANAGEMENT AND PROGRAM ANALYSIS | 63 |
| GENERAL FISH AND WILDLIFE ADMIN | 38 |
| INFORMATION TECHNOLOGY MANAGMENT | 29 |
| WILDLIFE BIOLOGY | 28 |
| BUDGET ANALYSIS | 22 |
| TRAINING INSTRUCTION | 22 |
| MISCELLANEOUS CLERK AND ASSISTANT | 20 |
| HUMAN RESOURCES MANAGEMENT | 19 |
| ADMINISTRATIVE OFFICER | 19 |
| PUBLIC AFFAIRS | 16 |
| CRIMINAL INVESTIGATING | 16 |

Occupations

| Bureau or Office | Count |
|---|-------|
| GRANTS MANAGEMENT | 15 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 13 |
| FACILITY OPERATIONS SERVICES | 13 |
| PARK RANGER | 12 |
| PROGRAM MANAGEMENT | 11 |
| GENERAL INSP INVES AND COMP | 11 |
| VISUAL INFORMATION | 10 |
| CONTRACTING | 10 |
| FISH BIOLOGY | 9 |
| | 8 |
| SECRETARY | 7 |
| AUDIOVISUAL PRODUCTION | 7 |
| LEGAL INSTRUMENTS EXAMINING | 7 |
| GENERAL ARTS AND INFORMATION | 7 |
| ACCOUNTING | 6 |
| STATISTICIAN | 6 |
| ECONOMIST | 6 |
| EQUAL EMPLOYMENT OPPORTUNITY | 6 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 5 |
| EDUCATION AND TRAINING TECHNICIAN | 5 |
| WILDLIFE REFUGE MANAGEMENT | 5 |
| CIVIL ENGINEERING | 4 |
| WRITING AND EDITING | 4 |
| MAINTENANCE MECHANIC | 4 |
| REALTY | 4 |
| OUTDOOR RECREATION PLANNING | 4 |
| ECOLOGY | 4 |
| HUMAN RESOURCES ASSISTANT | 4 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 3 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 3 |
| SECURITY ADMINISTRATION | 3 |
| PRINTING SERVICES | 3 |
| INSTRUCTIONAL SYSTEMS | 3 |
| GENERAL BUSINESS AND INDUSTRY | 3 |
| GENERAL ENGINEERING | 3 |
| INTELLIGENCE | 2 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 2 |
| BOTANY | 2 |
| GENERAL EDUCATION AND TRAINING | 2 |
| ENGINEERING EQUIPMENT OPERATING | 2 |
| RECREATION AID AND ASSISTANT | 2 |
| PHYSICAL SCIENCE TECHNICIAN | 2 |
| TECHNICAL INFORMATION SERVICES | 2 |
| GEOGRAPHY | 2 |
| ELECTRONICS TECHNICAL | 1 |
| TRACTOR OPERATING | 1 |
| BUSINESS AND INDUSTRY STUDENT TRAINEE | 1 |
| ENVIRONMENTAL ENGINEERING | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |

Occupations

| Bureau or Office | Count |
|---|-------------|
| ARCHEOLOGY | 1 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 1 |
| LOGISTICS MANAGEMENT | 1 |
| MUSEUM CURATOR | 1 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 1 |
| HISTORY | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| CARTOGRAPHY | 1 |
| GENERAL PHYSICAL SCIENCE | 1 |
| CHEMISTRY | 1 |
| BUDGET CLERICAL AND ASSISTANCE | 1 |
| SOCIAL SCIENCE | 1 |
| GEOLOGICAL SURVEY | 2167 |
| DENVER, COLORADO | 941 |
| GEOLOGY | 123 |
| GEOPHYSICS | 87 |
| CHEMISTRY | 77 |
| INFORMATION TECHNOLOGY MANAGMENT | 77 |
| HYDROLOGY | 62 |
| CARTOGRAPHY | 60 |
| GENERAL PHYSICAL SCIENCE | 56 |
| GEOGRAPHY | 35 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 29 |
| PHYSICAL SCIENCE TECHNICIAN | 29 |
| MISCELLANEOUS CLERK AND ASSISTANT | 22 |
| HUMAN RESOURCES MANAGEMENT | 20 |
| CONTRACTING | 17 |
| HYDROLOGIC TECHNICIAN | 17 |
| MISCELLANEOUS ADMIN AND PROGRAM | 16 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 15 |
| COMPUTER SCIENCE | 11 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 11 |
| MANAGEMENT AND PROGRAM ANALYSIS | 11 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 10 |
| ADMINISTRATIVE OFFICER | 10 |
| BUDGET ANALYSIS | 10 |
| HUMAN RESOURCES ASSISTANT | 9 |
| ECOLOGY | 8 |
| MUSEUM SPECIALIST AND TECHNICIAN | 7 |
| GENERAL BUSINESS AND INDUSTRY | 6 |
| SOCIAL SCIENCE STUDENT TRAINEE | 6 |
| TECHNICAL INFORMATION SERVICES | 5 |
| ELECTRONICS TECHNICAL | 5 |
| CIVIL ENGINEERING | 5 |
| LIBRARIAN | 5 |
| NUCLEAR ENGINEERING | 4 |
| SECRETARY | 4 |
| PUBLIC AFFAIRS | 4 |
| TRAINING INSTRUCTION | 4 |

Occupations

| Bureau or Office | Count |
|---|-------------|
| TECHNICAL WRITING AND EDITING | 4 |
| VISUAL INFORMATION | 4 |
| PROGRAM MANAGEMENT | 4 |
| TELECOMMUNICATIONS | 3 |
| ACCOUNTING | 3 |
| CARTOGRAPHIC TECHNICIAN | 3 |
| | 3 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 3 |
| SUPPLY CLERICAL AND TECHNICIAN | 2 |
| GENERAL ARTS AND INFORMATION | 2 |
| DRILL RIG OPERATING | 2 |
| SECURITY ADMINISTRATION | 2 |
| ELECTRONICS ENGINEERING | 2 |
| BUSINESS AND INDUSTRY STUDENT TRAINEE | 2 |
| GENERAL SUPPLY | 2 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 2 |
| SUPPORT SERVICES ADMINISTRATION | 1 |
| SOIL SCIENCE | 1 |
| OPERATIONS RESEARCH | 1 |
| PETROLEUM ENGINEERING | 1 |
| ECONOMIST | 1 |
| COMPUTER ENGINEERING | 1 |
| FINANCIAL MANAGEMENT STUDENT | 1 |
| EDITORIAL ASSISTANCE | 1 |
| INDUSTRIAL HYGIENE | 1 |
| INTERIOR DESIGN | 1 |
| STATISTICIAN | 1 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 1 |
| SUPPLY PROGRAM MANAGEMENT | 1 |
| ENVIRONMENTAL ENGINEERING | 1 |
| COMPUTER CLERK AND ASSISTANT | 1 |
| MATH AND STATISTICS STD TRAINEE | 1 |
| INFORMATION TECHNOLOGY STU TRAINEE | 1 |
| ACCOUNTING TECHNICAL | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| SOCIAL SCIENCE | 1 |
| MINING ENGINEERING | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 1226 |
| GENERAL PHYSICAL SCIENCE | 126 |
| MANAGEMENT AND PROGRAM ANALYSIS | 101 |
| GEOLOGY | 81 |
| INFORMATION TECHNOLOGY MANAGMENT | 76 |
| MISCELLANEOUS ADMIN AND PROGRAM | 58 |
| HYDROLOGY | 53 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 50 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 49 |
| GEOGRAPHY | 34 |
| CONTRACTING | 33 |
| MISCELLANEOUS CLERK AND ASSISTANT | 31 |

Occupations

| Bureau or Office | Count |
|---|-------|
| HUMAN RESOURCES MANAGEMENT | 25 |
| PHYSICAL SCIENCE STUDENT TRAINEE | 23 |
| SECRETARY | 23 |
| ECOLOGY | 21 |
| BIOLOGICAL SCIENCE TECHNICIAN | 21 |
| STATISTICAL ASSISTANT | 20 |
| CHEMISTRY | 17 |
| PROGRAM MANAGEMENT | 16 |
| ECONOMIST | 16 |
| WILDLIFE BIOLOGY | 16 |
| PHYSICAL SCIENCE TECHNICIAN | 14 |
| ACCOUNTING | 14 |
| GENERAL BUSINESS AND INDUSTRY | 14 |
| FACILITY OPERATIONS SERVICES | 13 |
| BUDGET ANALYSIS | 13 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 11 |
| CARTOGRAPHY | 11 |
| EQUAL EMPLOYMENT OPPORTUNITY | 10 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINEE | 10 |
| FISH BIOLOGY | 10 |
| TECHNICAL INFORMATION SERVICES | 10 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 9 |
| ACCOUNTING TECHNICIAN | 9 |
| SECURITY ADMINISTRATION | 9 |
| HYDROLOGIC TECHNICIAN | 9 |
| LIBRARIAN | 9 |
| GENERAL ARTS AND INFORMATION | 7 |
| ADMINISTRATIVE OFFICER | 7 |
| GRANTS MANAGEMENT | 7 |
| HUMAN RESOURCES ASSISTANT | 7 |
| PUBLIC AFFAIRS | 6 |
| COMPUTER SCIENCE | 6 |
| GEOPHYSICS | 6 |
| VISUAL INFORMATION | 5 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 5 |
| LIBRARY TECHNICIAN | 5 |
| GENERAL ENGINEERING | 5 |
| STATISTICIAN | 4 |
| MAINTENANCE MECHANIC | 4 |
| ZOOLOGY | 4 |
| REALTY | 3 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 3 |
| GENERAL FISH AND WILDLIFE ADMIN | 3 |
| MAIL AND FILE | 3 |
| VETERINARY MEDICAL SCIENCE | 3 |
| COMPUTER ENGINEERING | 3 |
| ENVIRONMENTAL ENGINEERING | 3 |
| MICROBIOLOGY | 3 |
| MUSEUM SPECIALIST AND TECHNICIAN | 3 |

Occupations

| Bureau or Office | Count |
|--------------------------------------|-------------|
| FINANCIAL CLERICAL AND ASSISTANCE | 2 |
| SOCIAL SCIENCE STUDENT TRAINEE | 2 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 2 |
| MATHEMATICAL STATISTICS | 2 |
| PROPERTY DISPOSAL | 2 |
| TECHNICAL WRITING AND EDITING | 2 |
| MOTOR VEHICLE OPERATING | 2 |
| INVENTORY MANAGEMENT | 2 |
| SECURITY CLERICAL AND ASSISTANCE | 2 |
| | 2 |
| PHYSIOLOGY | 2 |
| SUPPLY CLERICAL AND TECHNICIAN | 2 |
| DRILL RIG OPERATING | 2 |
| TELECOMMUNICATIONS | 2 |
| OPERATIONS RESEARCH | 2 |
| SUPPORT SERVICES ADMINISTRATION | 1 |
| TRAFFIC MANAGEMENT | 1 |
| SOCIAL SCIENCE | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |
| ARCHITECTURE | 1 |
| LIBRARY AND ARCHIVES STUDENT TRAINEE | 1 |
| COMPUTER CLERK AND ASSISTANT | 1 |
| EDITORIAL ASSISTANCE | 1 |
| INFORMATION TECHNOLOGY STU TRAINEE | 1 |
| BOTANY | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| ENGINEERING TECHNICAL | 1 |
| SUPPLY PROGRAM MANAGEMENT | 1 |
| MUSEUM CURATOR | 1 |
| EXHIBITS SPECIALIST | 1 |
| MATERIALS HANDLER | 1 |
| DIST FACIL AND STORAGE MGMT | 1 |
| MATH AND STATISTICS STD TRAINEE | 1 |
| TRAINING INSTRUCTION | 1 |
| PETROLEUM ENGINEERING | 1 |
| WRITING AND EDITING | 1 |
| BUDGET CLERICAL AND ASSISTANCE | 1 |
| ANIMAL CARETAKING | 1 |
| GENETICS | 1 |
| INDUSTRIAL HYGIENE | 1 |
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| NATIONAL PARK SERVICE | 3018 |
| DENVER, COLORADO | 611 |
| CONTRACTING | 56 |
| HUMAN RESOURCES MANAGEMENT | 46 |
| LANDSCAPE ARCHITECTURE | 45 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 38 |
| GENERAL ENGINEERING | 34 |
| INFORMATION TECHNOLOGY MANAGMENT | 33 |

Occupations

| Bureau or Office | Count |
|--------------------------------------|-------|
| MISCELLANEOUS ADMIN AND PROGRAM | 28 |
| HUMAN RESOURCES ASSISTANT | 28 |
| MANAGEMENT AND PROGRAM ANALYSIS | 26 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 20 |
| MISCELLANEOUS CLERK AND ASSISTANT | 17 |
| ARCHITECTURE | 16 |
| BUDGET ANALYSIS | 16 |
| GENERAL BUSINESS AND INDUSTRY | 13 |
| PARK RANGER | 12 |
| GEOLOGY | 11 |
| CIVIL ENGINEERING | 10 |
| SOCIAL SCIENCE | 10 |
| GENERAL PHYSICAL SCIENCE | 9 |
| OUTDOOR RECREATION PLANNING | 9 |
| PROGRAM MANAGEMENT | 8 |
| COMMUNITY PLANNING | 8 |
| HISTORY | 7 |
| ARCHEOLOGY | 7 |
| EQUIPMENT FACILITIES AND SERVICES | 6 |
| REALTY | 6 |
| PUBLIC AFFAIRS | 6 |
| GEOGRAPHY | 5 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 4 |
| MECHANICAL ENGINEERING | 4 |
| VISUAL INFORMATION | 4 |
| ADMINISTRATIVE OFFICER | 4 |
| GRANTS MANAGEMENT | 3 |
| ARCHIVES TECHNICIAN | 3 |
| GENERAL ANTHROPOLOGY | 3 |
| ECOLOGY | 3 |
| ENVIRONMENTAL ENGINEERING | 3 |
| PURCHASING | 2 |
| METEOROLOGY | 2 |
| CHEMISTRY | 2 |
| TRAINING INSTRUCTION | 2 |
| TECHNICAL INFORMATION SERVICES | 2 |
| CARTOGRAPHY | 2 |
| BUILDING MANAGEMENT | 2 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 2 |
| EQUAL EMPLOYMENT OPPORTUNITY | 2 |
| ECONOMIST | 2 |
| TRANSPORTATION SPECIALIST | 2 |
| AUDIOVISUAL PRODUCTION | 2 |
| INDUSTRIAL HYGIENE | 2 |
| BUDGET CLERICAL AND ASSISTANCE | 2 |
| TECHNICAL WRITING AND EDITING | 1 |
| SUPPLY CLERICAL AND TECHNICIAN | 1 |
| EQUIPMENT SERVICES | 1 |
| INFORMATION TECHNOLOGY STU TRAINEE | 1 |

Occupations

| Bureau or Office | Count |
|---|-------------|
| SUPPORT SERVICES ADMINISTRATION | 1 |
| ENGINEERING TECHNICAL | 1 |
| HYDROLOGY | 1 |
| FINANCIAL ANALYSIS | 1 |
| WRITING AND EDITING | 1 |
| HOUSING MANAGEMENT | 1 |
| SUPPLY PROGRAM MANAGEMENT | 1 |
| QUALITY ASSURANCE | 1 |
| FIRE PROTECTION AND PREVENTION | 1 |
| FINANCIAL MANAGEMENT | 1 |
| TELECOMMUNICATIONS | 1 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 1 |
| FIRE PROTECTION ENGINEERING | 1 |
| SECURITY ADMINISTRATION | 1 |
| WILDLIFE BIOLOGY | 1 |
| SECURITY CLERICAL AND ASSISTANCE | 1 |
| PETROLEUM ENGINEERING | 1 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 2407 |
| POLICE | 406 |
| PARK RANGER | 238 |
| MAINTENANCE MECHANIC | 216 |
| MISCELLANEOUS ADMIN AND PROGRAM | 121 |
| MISCELLANEOUS CLERK AND ASSISTANT | 74 |
| INFORMATION TECHNOLOGY MANAGMENT | 71 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 66 |
| HISTORY | 55 |
| GUIDE | 52 |
| MANAGEMENT AND PROGRAM ANALYSIS | 48 |
| HUMAN RESOURCES MANAGEMENT | 47 |
| GARDENING | 42 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 40 |
| PROGRAM MANAGEMENT | 39 |
| LABORING | 37 |
| MOTOR VECHICLE OPERATING | 35 |
| BUDGET ANALYSIS | 34 |
| EXHIBITS SPECIALIST | 33 |
| GENERAL STUDENT TRAINEE | 30 |
| ACCOUNTING | 29 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAIINE | 27 |
| ARCHITECTURE | 26 |
| EQUIPMENT FACIITIES AND SERVICES | 25 |
| MUSEUM CURATOR | 24 |
| FACILITY OPERATIONS SERVICES | 24 |
| CONTRACTING | 23 |
| TREE TRIMMING AND REMOVING | 21 |
| ADMINISTRATIVE OFFICER | 20 |
| MASONRY | 19 |
| ARCHEOLOGY | 18 |

Occupations

| Bureau or Office | Count |
|---|-------|
| PUBLIC AFFAIRS | 15 |
| GENERAL BUSINESS AND INDUSTRY | 15 |
| EQUAL EMPLOYMENT OPPORTUNITY | 14 |
| VISUAL INFORMATION | 14 |
| ENGINEERING EQUIPMENT OPERATING | 14 |
| OUTDOOR RECREATION PLANNING | 13 |
| SECRETARY | 13 |
| GENERAL ARTS AND INFORMATION | 13 |
| CUSTODIAL WORKING | 12 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 11 |
| LANDSCAPE ARCHITECTURE | 11 |
| MISC GEN SVCS AND SUPPORT WORK | 10 |
| ELECTRICIAN | 10 |
| AUTOMOTIVE MECHANIC | 10 |
| BIOLOGICAL SCIENCE TECHNICIAN | 10 |
| GRANTS MANAGEMENT | 9 |
| MUSEUM SPECIALIST AND TECHNICIAN | 9 |
| MISC GEN MAINT AND OPRTNS WORK | 9 |
| DISPATCHING | 8 |
| SECURITY ADMINISTRATION | 8 |
| CARTOGRAPHY | 8 |
| PAINTING | 8 |
| CIVIL ENGINEERING | 7 |
| REALTY | 7 |
| CARPENTRY | 7 |
| HUMAN RESOURCES ASSISTANT | 7 |
| SECURITY GUARD | 6 |
| COMMUNITY PLANNING | 6 |
| TRAINING INSTRUCTION | 6 |
| ARCHIVIST | 6 |
| WRITING AND EDITING | 6 |
| HORTICULTURE | 5 |
| SUPPLY CLERICAL AND TECHNICIAN | 5 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 5 |
| ECOLOGY | 5 |
| SUPPLY PROGRAM MANAGEMENT | 5 |
| EQUIPMENT FACILITIES AND SERVICES ASST | 5 |
| AUDIOVISUAL PRODUCTION | 5 |
| GENERAL ANTHROPOLOGY | 5 |
| TELECOMMUNICATIONS | 4 |
| ENGINEERING TECHNICAL | 4 |
| EQUIPMENT SERVICES | 4 |
| WOOD CRAFTING | 4 |
| SUPPORT SERVICES ADMINISTRATION | 4 |
| GENERAL ENGINEERING | 4 |
| TRACTOR OPERATING | 4 |
| GEOGRAPHY | 4 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 4 |
| TECHNICAL INFORMATION SERVICES | 3 |

Occupations

| Bureau or Office | Count |
|---------------------------------------|-------|
| SOCIAL SCIENCE STUDENT TRAINEE | 3 |
| GENERAL INVESTIGATING | 3 |
| ELECTRONICS TECHNICAL | 3 |
| MISC TRANS MOBILE EQUIP MAINTENANCE | 3 |
| GENERAL SUPPLY | 3 |
| SOCIAL SCIENCE AID AND TECHNICIAN | 3 |
| PURCHASING | 3 |
| | 3 |
| INFORMATION TECHNOLOGY STU TRAINEE | 2 |
| ENGINEER AND ARCH STD TRAIN | 2 |
| INSTRUCTIONAL SYSTEMS | 2 |
| FINANCIAL CLERICAL AND ASSISTANCE | 2 |
| THEATER SPECIALIST | 2 |
| WELDING | 2 |
| GENERAL EDUCATION AND TRAINING | 2 |
| PRINTING SERVICES | 2 |
| BOTANY | 2 |
| (blank) | 2 |
| MECHANICAL ENGINEERING | 2 |
| PLUMBING | 2 |
| COMPLIANCE INSPECTION AND SUPPORT | 2 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 2 |
| WILDLIFE BIOLOGY | 1 |
| HOUSING MANAGEMENT | 1 |
| EDUCATION AND VOCATIONAL TRAINING | 1 |
| PIPEFITTING | 1 |
| LIBRARY AND ARCHIVES STUDENT TRAINEE | 1 |
| ACCOUNTING TECHNICAL | 1 |
| MISC INDUSTRIAL EQUIPMENT OPERATION | 1 |
| FINANCIAL MANAGEMENT STUDENT | 1 |
| GENERAL PHYSICAL SCIENCE | 1 |
| CARTOGRAPHIC TECHNICIAN | 1 |
| BUDGET CLERICAL AND ASSISTANCE | 1 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 1 |
| FINANCIAL ANALYSIS | 1 |
| AIR CONDITIONING EQUIPMENT MECHANIC | 1 |
| PEST CONTROLLING | 1 |
| MATERIALS HANDLER | 1 |
| MISC PLANT AND ANIMAL WORK | 1 |
| EDUCATION AND TRAINING TECHNICIAN | 1 |
| EDUCATION PROGRAM | 1 |
| CRIMINAL INVESTIGATING | 1 |
| MISCELLANEOUS METAL WORK | 1 |
| HYDROLOGIC TECHNICIAN | 1 |
| TELECOMMUNICATIONS PROCESSING | 1 |
| ANIMAL CARETAKING | 1 |
| FARMING | 1 |
| EQUIP AND FACILITIES STD TRAINEE | 1 |
| MACHINING | 1 |

Occupations

| Bureau or Office | Count |
|---|--------------|
| INFORMATION AND ARTS STUDENT TRAINEE | 1 |
| GEOLOGY | 1 |
| SHEET METAL MECHANIC | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |
| SIGN PAINTING | 1 |
| PHOTOGRAPHY | 1 |
| SMALL ENGINE MECHANIC | 1 |
| OFC OF SURFACE MINING, RECLAMATION & ENF | 176 |
| DENVER, COLORADO | 81 |
| ACCOUNTING | 15 |
| PROGRAM MANAGEMENT | 8 |
| INFORMATION TECHNOLOGY MANAGMENT | 7 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 6 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 6 |
| MISCELLANEOUS ADMIN AND PROGRAM | 4 |
| GENERAL PHYSICAL SCIENCE | 4 |
| MISCELLANEOUS CLERK AND ASSISTANT | 4 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 4 |
| GEOGRAPHY | 4 |
| HYDROLOGY | 3 |
| ACCOUNTING TECHNICAL | 3 |
| ECOLOGY | 2 |
| CIVIL ENGINEERING | 2 |
| CONTRACTING | 2 |
| MANAGEMENT AND PROGRAM ANALYSIS | 2 |
| ARCHEOLOGY | 1 |
| MINING ENGINEERING | 1 |
| SOIL SCIENCE | 1 |
| AUDIOVISUAL PRODUCTION | 1 |
| GENERAL BUSINESS AND INDUSTRY | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 95 |
| MANAGEMENT AND PROGRAM ANALYSIS | 16 |
| MISCELLANEOUS ADMIN AND PROGRAM | 15 |
| HUMAN RESOURCES MANAGEMENT | 10 |
| INFORMATION TECHNOLOGY MANAGMENT | 8 |
| BUDGET ANALYSIS | 6 |
| PROGRAM MANAGEMENT | 5 |
| MISCELLANEOUS CLERK AND ASSISTANT | 5 |
| EQUAL EMPLOYMENT OPPORTUNITY | 5 |
| TRAINING INSTRUCTION | 5 |
| GRANTS MANAGEMENT | 2 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 2 |
| CONTRACTING | 2 |
| ECONOMIST | 2 |
| | 1 |
| GENERAL PHYSICAL SCIENCE | 1 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 1 |
| EQUAL OPPORTUNITY ASSISTANCE | 1 |
| PERSONNEL MANAGEMENT STUDENT TRAINEE | 1 |

Occupations

| Bureau or Office | Count |
|---|-------------|
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| PUBLIC AFFAIRS | 1 |
| MINING ENGINEERING | 1 |
| SECRETARY | 1 |
| HUMAN RESOURCES ASSISTANT | 1 |
| GENERAL BUSINESS AND INDUSTRY | 1 |
| HYDROLOGY | 1 |
| OFFICE OF THE INSPECTOR GENERAL | 195 |
| DENVER, COLORADO | 65 |
| AUDITING | 22 |
| CRIMINAL INVESTIGATING | 18 |
| MANAGEMENT AND PROGRAM ANALYSIS | 9 |
| INFORMATION TECHNOLOGY MANAGMENT | 7 |
| WRITING AND EDITING | 3 |
| INVESTIGATIVE ANALYSIS SERIES | 2 |
| GENERAL INVESTIGATING | 1 |
| SUPPORT SERVICES ADMINISTRATION | 1 |
| MISCELLANEOUS CLERK AND ASSISTANT | 1 |
| SECRETARY | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 130 |
| CRIMINAL INVESTIGATING | 26 |
| AUDITING | 25 |
| INFORMATION TECHNOLOGY MANAGMENT | 13 |
| MANAGEMENT AND PROGRAM ANALYSIS | 11 |
| MISCELLANEOUS ADMIN AND PROGRAM | 11 |
| HUMAN RESOURCES MANAGEMENT | 10 |
| GENERAL ATTORNEY | 9 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 4 |
| | 4 |
| INVESTIGATIVE ANALYSIS SERIES | 4 |
| SUPPORT SERVICES ADMINISTRATION | 3 |
| WRITING AND EDITING | 3 |
| PROGRAM MANAGEMENT | 2 |
| CONTRACTING | 2 |
| PARALEGAL SPECIALIST | 1 |
| GENERAL INVESTIGATING | 1 |
| BUDGET ANALYSIS | 1 |
| OFFICE OF THE SECRETARY OF THE INTERIOR | 2556 |
| DENVER, COLORADO | 1340 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 182 |
| GENERAL BUSINESS AND INDUSTRY | 168 |
| INFORMATION TECHNOLOGY MANAGMENT | 150 |
| ACCOUNTING | 110 |
| MISCELLANEOUS ADMIN AND PROGRAM | 102 |
| CIVILIAN PAY | 99 |
| MANAGEMENT AND PROGRAM ANALYSIS | 87 |
| AUDITING | 82 |
| ACCOUNTING TECHNICAL | 41 |
| CONTRACTING | 34 |

Occupations

| Bureau or Office | Count |
|---|-------------|
| PROGRAM MANAGEMENT | 33 |
| HUMAN RESOURCES MANAGEMENT | 32 |
| SECRETARY | 22 |
| FINANCIAL CLERICAL AND ASSISTANCE | 18 |
| GEOLOGY | 16 |
| PETROLEUM ENGINEERING | 15 |
| BUDGET ANALYSIS | 13 |
| SECURITY ADMINISTRATION | 12 |
| APPRAISING | 11 |
| GENERAL INSP INVES AND COMP | 11 |
| MISCELLANEOUS CLERK AND ASSISTANT | 10 |
| SECURITY CLERICAL AND ASSISTANCE | 9 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 8 |
| HUMAN RESOURCES ASSISTANT | 8 |
| SUPPORT SERVICES ADMINISTRATION | 5 |
| HEARINGS AND APPEALS | 5 |
| MINING ENGINEERING | 5 |
| MAIL AND FILE | 4 |
| EQUIPMENT FACILITIES AND SERVICES | 4 |
| ECONOMIST | 4 |
| GENERAL ENGINEERING | 3 |
| | 3 |
| WRITING AND EDITING | 3 |
| COMPUTER SCIENCE | 3 |
| GENERAL PHYSICAL SCIENCE | 3 |
| TELECOMMUNICATIONS | 3 |
| GEOGRAPHY | 3 |
| ELECTRICAL ENGINEERING | 2 |
| INSTRUCTIONAL SYSTEMS | 2 |
| INDUSTRIAL HYGIENE | 2 |
| EQUIPMENT FACILITIES AND SERVICES ASST | 1 |
| CHEMICAL ENGINEERING | 1 |
| CIVIL ENGINEERING | 1 |
| EQUAL EMPLOYMENT OPPORTUNITY | 1 |
| FINANCIAL MANAGEMENT | 1 |
| LOAN SPECIALIST | 1 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 1 |
| ADMINISTRATIVE OFFICER | 1 |
| TECHNICAL INFORMATION SERVICES | 1 |
| EDUCATION STUDENT TRAINEE | 1 |
| GEOPHYSICS | 1 |
| MECHANICAL ENGINEERING | 1 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 1216 |
| MISCELLANEOUS ADMIN AND PROGRAM | 245 |
| MANAGEMENT AND PROGRAM ANALYSIS | 158 |
| INFORMATION TECHNOLOGY MANAGMENT | 122 |
| CONTRACTING | 106 |
| BUDGET ANALYSIS | 65 |

Occupations

| Bureau or Office | Count |
|---|-------|
| FINANCIAL ADMINISTRATION AND PROGRAM | 48 |
| ACCOUNTING | 39 |
| PROGRAM MANAGEMENT | 38 |
| GENERAL ATTORNEY | 36 |
| MISCELLANEOUS CLERK AND ASSISTANT | 34 |
| | 28 |
| HUMAN RESOURCES MANAGEMENT | 27 |
| TELECOMMUNICATIONS | 20 |
| GENERAL BUSINESS AND INDUSTRY | 19 |
| ENVIRONMENTAL PROTECTION SPECIALIST | 18 |
| ADMINISTRATIVE OFFICER | 15 |
| PUBLIC AFFAIRS | 13 |
| EQUAL EMPLOYMENT OPPORTUNITY | 13 |
| SECURITY ADMINISTRATION | 13 |
| CRIMINAL INVESTIGATING | 9 |
| BUILDING MANAGEMENT | 9 |
| AUDITING | 8 |
| GRANTS MANAGEMENT | 7 |
| ECONOMIST | 7 |
| SECRETARY | 6 |
| SOCIAL SCIENCE | 6 |
| ADMIN AND OFFICE SUPPORT STUDENT TRAINE | 6 |
| LEGAL ASSISTANCE | 6 |
| WRITING AND EDITING | 4 |
| MUSEUM CURATOR | 4 |
| PARALEGAL SPECIALIST | 4 |
| SAFETY AND OCCUPATIONAL HEALTH MNGMT | 4 |
| SUPPORT SERVICES ADMINISTRATION | 4 |
| MATERIALS HANDLER | 4 |
| LIBRARIAN | 4 |
| GENERAL ENGINEERING | 3 |
| MOTOR VECHICLE OPERATING | 3 |
| HISTORY | 3 |
| GENERAL ANTHROPOLOGY | 3 |
| VISUAL INFORMATION | 3 |
| LOAN SPECIALIST | 3 |
| PROCUREMENT CLERICAL AND TECHNICIAN | 3 |
| AUDIOVISUAL PRODUCTION | 3 |
| EQUIPMENT FACIITIES AND SERVICES | 3 |
| MUSEUM SPECIALIST AND TECHNICIAN | 3 |
| LIBRARY TECHNICIAN | 2 |
| GENERAL PHYSICAL SCIENCE | 2 |
| GENERAL NATURAL RESOURCES MANAGEMENT | 2 |
| HUMAN RESOURCES ASSISTANT | 2 |
| EQUAL OPPORTUNITY COMPLIANCE | 2 |
| FINANCIAL MANAGEMENT | 2 |
| MAINTENANCE MECHANIC | 2 |
| INSTRUCTIONAL SYSTEMS | 1 |
| PURCHASING | 1 |

Occupations

| Bureau or Office | Count |
|---|--------------|
| TECHNICAL WRITING AND EDITING | 1 |
| FINANCIAL ANALYSIS | 1 |
| GENERAL LEGAL AND KINDRED ADMIN | 1 |
| (blank) | 1 |
| GEOGRAPHY | 1 |
| OFFICE AUTOMATION CLERICAL AND ASSIST | 1 |
| GENERAL INVESTIGATING | 1 |
| ECOLOGY | 1 |
| REALTY | 1 |
| PHOTOGRAPHY | 1 |
| BIOLOGICAL SCIENCE STUDENT TRAINEE | 1 |
| GENERAL ARTS AND INFORMATION | 1 |
| SECURITY CLERICAL AND ASSISTANCE | 1 |
| MGMNT AND PROGRAM CLERICAL AND ASSISTANCE | 1 |
| INTELLIGENCE | 1 |
| GENERAL INSP INVES AND COMP | 1 |
| GENERAL EDUCATION AND TRAINING | 1 |
| PSYCHOLOGY | 1 |
| PRINTING SERVICES | 1 |
| NURSE | 1 |
| INDUSTRIAL HYGIENE | 1 |
| OFFICE OF THE SOLICITOR | 229 |
| DENVER, COLORADO | 39 |
| GENERAL ATTORNEY | 36 |
| ADMINISTRATIVE OFFICER | 1 |
| PARALEGAL SPECIALIST | 1 |
| MISCELLANEOUS CLERK AND ASSISTANT | 1 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 190 |
| GENERAL ATTORNEY | 150 |
| MISCELLANEOUS ADMIN AND PROGRAM | 15 |
| INFORMATION TECHNOLOGY MANAGMENT | 5 |
| PARALEGAL SPECIALIST | 4 |
| SECRETARY | 4 |
| FINANCIAL ADMINISTRATION AND PROGRAM | 3 |
| ADMINISTRATIVE OFFICER | 3 |
| MANAGEMENT AND PROGRAM ANALYSIS | 2 |
| PATENT ATTORNEY | 1 |
| BUDGET ANALYSIS | 1 |
| MISCELLANEOUS CLERK AND ASSISTANT | 1 |
| LEGAL ASSISTANCE | 1 |
| Grand Total | 11954 |

Occupations

| Bureau or Office | Count |
|--|--------------|
| BUREAU OF INDIAN AFFAIRS | 235 |
| DENVER, COLORADO | 40 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 195 |
| BUREAU OF LAND MANAGEMENT | 844 |
| DENVER, COLORADO | 455 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 389 |
| BUREAU OF OCEAN ENERGY MANAGEMENT | 202 |
| DENVER, COLORADO | 2 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 200 |
| BUREAU OF RECLAMATION | 930 |
| DENVER, COLORADO | 874 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 56 |
| BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR | 280 |
| DENVER, COLORADO | 7 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 273 |
| FISH AND WILDLIFE SERVICE | 1122 |
| DENVER, COLORADO | 346 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 776 |
| GEOLOGICAL SURVEY | 2167 |
| DENVER, COLORADO | 941 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 1226 |
| NATIONAL PARK SERVICE | 3018 |
| DENVER, COLORADO | 611 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 2407 |
| OFC OF SURFACE MINING, RECLAMATION & ENF | 176 |
| DENVER, COLORADO | 81 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 95 |
| OFFICE OF THE INSPECTOR GENERAL | 195 |
| DENVER, COLORADO | 65 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 130 |
| OFFICE OF THE SECRETARY OF THE INTERIOR | 2556 |
| DENVER, COLORADO | 1340 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 1216 |
| OFFICE OF THE SOLICITOR | 229 |
| DENVER, COLORADO | 39 |
| WASHINGTON, DISTRICT OF COLUMBIA-MARYLAND-VIRGINIA-WEST VIRGINIA | 190 |
| Grand Total | 11954 |

From: Michaela Noble
To: [Vincent Devito](#)
Cc: [Gisella Ojeda-dodds](#); [Amy Holley](#)
Subject: Email Confirmation - OEPC/PMB
Date: Tuesday, June 06, 2017 5:58:39 PM
Attachments: [pmb_org_chart_with_names_1_22_17.pdf](#)

Vincent,

I am emailing you, per your request, with my contact information (in my signature line). I am your liaison for the A/S Policy, Management and Budget (PMB) and offices. PMB and its offices are responsible for a variety of cross-cutting management and operational issues that may assist you and provide you with support to fulfill your goal of elevating the Department's position and enhancing the country's energy production, jobs, revenue and environmental stewardship.

The structure of PMB is somewhat different compared to other Departments and DOI offices so I've attached PMB's organizational chart.

I am Director of the Office of Environmental Policy & Compliance and would be happy to provide a briefing of our office and how we support the Department's energy environmental stewardship mission and can help you achieve your goals. Other PMB offices that can support you and your goals are the International Affairs and Policy Analysis offices. I believe you have already been engaged with Greg Gould's Office of Natural Resources Revenue.

Please advise if you would like more information on any of PMB's offices and I will be happy to coordinate with those offices to have them provide you with those briefings/materials.

Thank you,

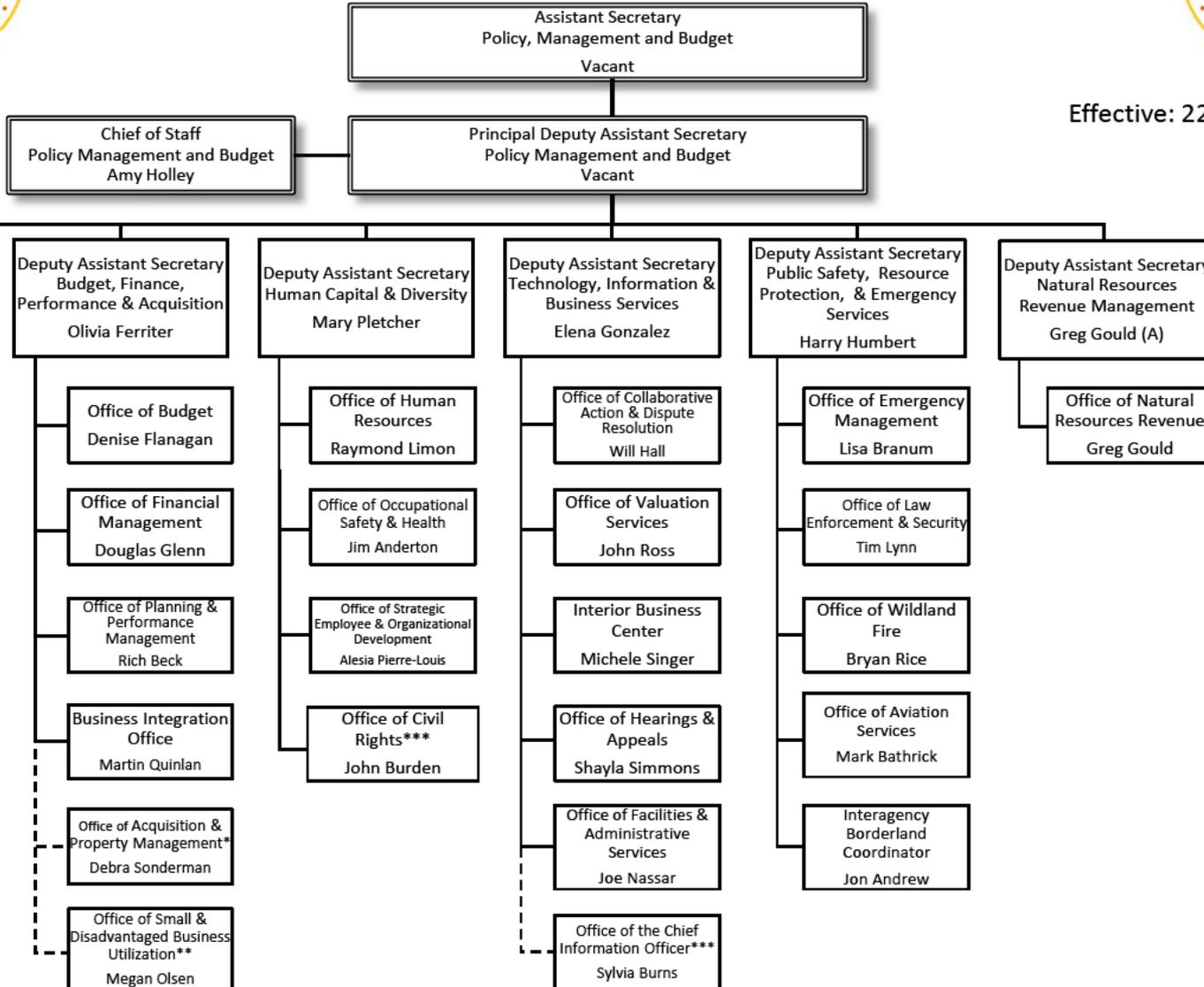
Michaela E. Noble
Director, Office of Environmental Policy & Compliance
The Department of the Interior
1849 C Street, NW
Washington, DC 20240
Office: 202-208-3891
Cell: 202-262-9646
Email: michaela_noble@ios.doi.gov
Website: <https://www.doi.gov/oepec>



Assistant Secretary – Policy, Management and Budget



Effective: 22 January 2017



*The Senior Procurement Executive reports to the Assistant Secretary - PMB who is the Chief Acquisition Officer and receives administrative support and guidance from the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

**Reports to the Deputy Secretary with administrative support provided by the Deputy Assistant Secretary - Budget, Finance, Performance and Acquisition.

***Reports to the Secretary of the Interior and receives administrative support and guidance from the Assistant Secretary - PMB and Deputy Assistant Secretary - Human Capital and Diversity (Director, Office of Civil Rights); and Deputy Assistant Secretary – Technology, Information and Business Services (Chief Information Officer).

From: Steve Glomb
To: [Amy Holley](mailto:Amy.Holley)
Subject: Fwd: mitigation
Date: Tuesday, June 13, 2017 10:43:10 PM

Let's talk Wednesday or Thursday

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Clement, Joel" <joel_clement@ios.doi.gov>
Date: 6/13/17 5:11 PM (GMT-05:00)
To: Steve Glomb <Steve_Glomb@ios.doi.gov>
Subject: mitigation

here to help on mitigation, let me know what you need!

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

From: Glomb, Steve
To: [Amy Holley](#)
Subject: Fwd: Travel request for U.S. Coral Reef Task Force Meeting
Date: Wednesday, June 14, 2017 9:41:13 AM
Attachments: [Conference Authorization Memo USCRTF Florida 2017_submitted.doc](#)

Waddayathink? Can we talk about this and other catch-up things at some point on Thursday?

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

From: **Buckner, Shawn** <shawn_buckner@ios.doi.gov>
Date: Tue, Jun 13, 2017 at 1:54 PM
Subject: Travel request for U.S. Coral Reef Task Force Meeting
To: "Glomb, Steve" <steve_glomb@ios.doi.gov>
Cc: Joel Clement <joel_clement@ios.doi.gov>

Hi Steve,

I conferred with Joel on the attached request to attend the U.S. Coral Reef Task Force Meeting. Please let us know if you have any questions.

Thank you,
Shawn

--

Shawn M. Buckner
Office of Policy Analysis
U.S. Department of the Interior
1849 C Street, N.W.
Washington, DC 20240
(202) 208-3664

June 13, 2017

Memorandum

To: Steve Glomb, Acting Deputy Assistant Secretary, Policy and International Affairs

From: Shawn Buckner, Deputy Director, Office of Policy Analysis and Acting Co-chair, U.S. Coral Reef Task Force

Subject: Travel request for U.S. Coral Reef Task Force Meeting

I am writing to request approval for three members of the Office of Policy Analysis (PPA) to travel to the 38th biannual U.S. Coral Reef Task Force (USCRTF) Meeting. The meeting will be held at the Ft. Lauderdale Marriott Harbor Beach, August 7-12, 2017.

The Department of the Interior (DOI) and the National Oceanic and Atmospheric Administration (NOAA), as Co-chairs of the USCRTF, along with the State of Florida, will host the meeting. The purpose of the meeting is to share coral reef management and conservation efforts, accomplishments, and challenges on a local and regional scale. The meeting will provide status on resolutions and action items. As this meeting will be held in Ft. Lauderdale, the Governor of Florida is sending invitations to the USCRTF Co-chairs and Members, Steering Committee Co-chairs, and Executive Secretariat staff.

DOI Co-Chairs the Task Force, co-chairs the Steering Committee, staffs the Executive Secretariat function, and has substantial responsibility for planning and running the meeting. We are asking to send three people from PPA, including: the Acting USCRTF Co-chair (Shawn Buckner), the Steering Committee Co-chair (Liza Johnson), and the acting Executive Secretary (Gina Digiantonio), all of whom have significant roles in planning the meeting, participating in the workshops and meetings, and providing logistical support for the meeting itself. Travel funds for Ms. Johnson and Ms. Digiantonio will come from the Oceans Working Capital Fund supported by the bureaus.

The theme for the August 2017 meeting is “Healthy Reefs for a Healthy Economy.” The meeting will include three half day workshops on sediment and turbidity, marine debris, and coral reef restoration. The USCRTF will host a public Business Meeting and member-only Executive Session on August 11. Other meetings include the Steering Committee, Federal Staff, United States All Islands Coral Reef Committee, Florida Reef Resilience Partnership, various working groups, and other side meetings. Three targeted site visits will showcase the issues Florida coral reefs are facing, including visits to sites with high levels of disease, sedimentation, and other issues.

If you have any questions or need further information, please contact Shawn Buckner at (202) 208-3664 or Shawn_Buckner@ios.doi.gov.

From: Holley, Amy
To: Glomb, Steve
Subject: Re: Travel request for U.S. Coral Reef Task Force Meeting
Date: Wednesday, June 14, 2017 10:19:29 AM

Tomorrow is good to talk!

On Wed, Jun 14, 2017 at 9:41 AM, Glomb, Steve <steve_glomb@ios.doi.gov> wrote:

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

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Shawn

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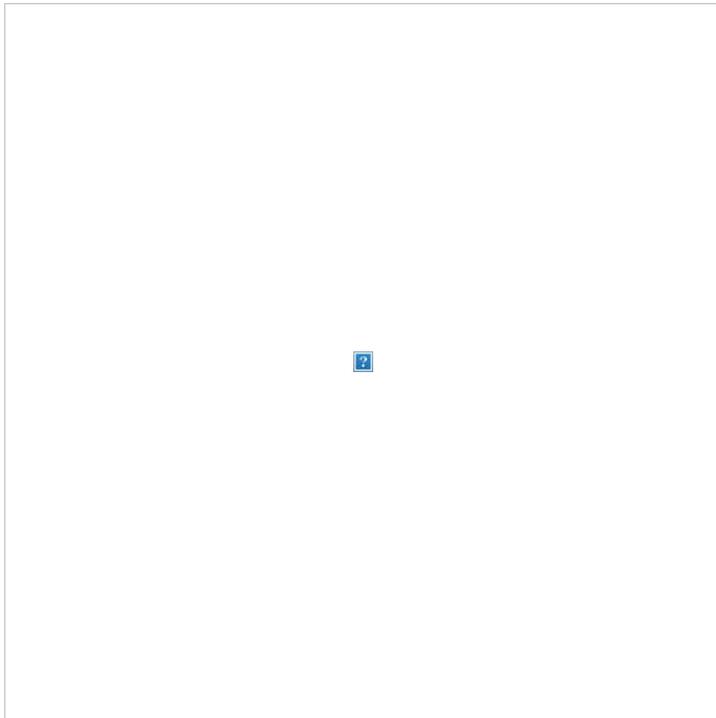
Shawn M. Buckner
Office of Policy Analysis
U.S. Department of the Interior
1849 C Street, N.W.
Washington, DC 20240
(202) 208-3664

From: Wilkinson, Patrick
To: [Michael D Nedd](#); [John Ruhs](#); [Benedetto, Kathleen](#)
Cc: [Matthew Allen](#); [Peter Mali](#); [Beverly S Winston](#); [Jeff Krauss](#)
Subject: W Post - Zinke moving dozens of senior Interior officials in shake-up
Date: Friday, June 16, 2017 12:33:43 PM

posted 11:45 am

[Politics](#)

Zinke moving dozens of senior Interior officials in shake-up



--
Patrick Wilkinson
U.S. Department of the Interior
Bureau of Land Management
Legislative Affairs Division (WO 620)
Phone: (202) 912-7429
Fax: (202) 245-0050

Interior Secretary Ryan Zinke speaks at the Interior Department in Washington, on April 26. (Carolyn Kaster/AP)

By [Juliet Eilperin](#) and [Lisa Rein](#) June 16 at 11:45 AM

Interior Secretary Ryan Zinke is reassigning top career officials within his ranks, a shake-up that appears to be the start of a broad reorganization of a department that manages one-fifth of all land within the United States.

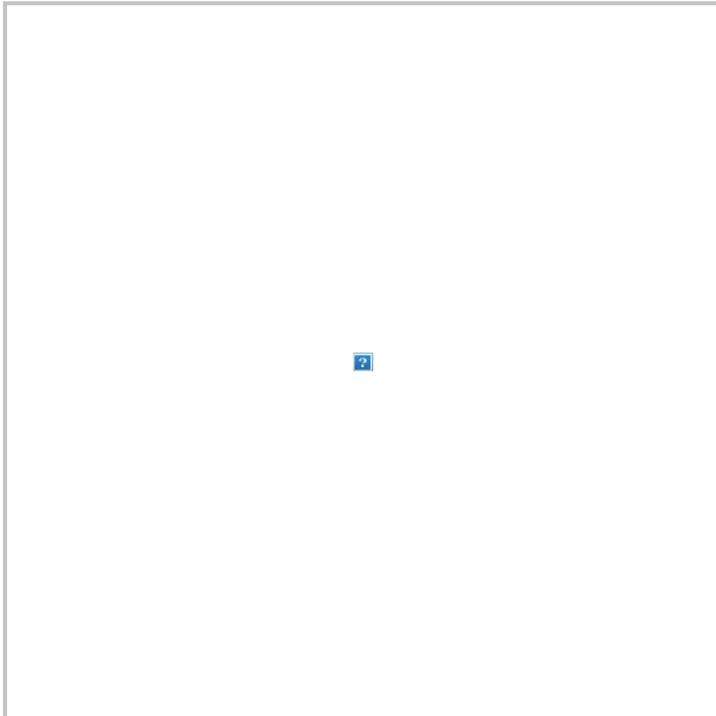
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An official with the Senior Executives Association, which represents 6,000 of the government's top leaders, said the reassignments at Interior could involve as many as 50 people.

ADVERTISING

The shake-up comes two weeks before agencies across the government must submit initial plans to the White House showing how they intend to reorganize, reduce their workforce, assess which programs are necessary and look for changes that save money.

While the exact number of Interior letters sent was not immediately clear Friday, the push appears much broader than what both Republican and Democratic administrations have pursued in the past. Administrations usually wait until the Senate has confirmed appointees that oversee individual agencies within a department; at this point, Zinke remains Interior's only Senate-confirmed appointee.



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[*Interior secretary recommends Trump consider scaling back Bears Ears National Monument*](#)

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"I've never seen anything like it," Ashe said, adding that the officials being moved from posts at Fish and Wildlife "have records of exceptional service."

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Stier said Friday that while the idea was to move these officials among agencies and highly compensate them, "it never fulfilled that vision" because pay caps meant they got more responsibility without additional pay. Ninety-two percent of SES officials are career employees, he said, and only 8 percent change agencies once they reach SES rank.

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[\[Trump proposes sharp cuts at Interior while pushing for more drilling on public lands\]](#)

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From: Rice, Bryan
To: [Mary Pletcher](mailto:Mary.Pletcher@ios.doi.gov)
Subject: Fwd: WaPo - Zinke moving dozens of senior Interior officials in shake-up
Date: Friday, June 16, 2017 12:40:49 PM
Attachments: [OWFLogoTransparent \(2\).png](#)
[logo.png](#)

Bryan Rice
Director, Office of Wildland Fire
Office: 202-208-2719
Mobile: 202-573-2150
Bryan_Rice@ios.doi.gov
@DOIWildlandFire



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

From: **Leff, Craig** <craig_leff@ios.doi.gov>
Date: Fri, Jun 16, 2017 at 12:34 PM
Subject: WaPo - Zinke moving dozens of senior Interior officials in shake-up
To: Bryan Rice <bryan_rice@ios.doi.gov>, "Horsburgh, Erin" <erin_horsburgh@ios.doi.gov>

Zinke moving dozens of senior Interior officials in shake-up

Interior Secretary Ryan Zinke speaks at the Interior Department in Washington, on April 26. (Carolyn Kaster/AP)

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--

Craig Leff
DOI Office of Wildland Fire
202-606-3053 (o)
202-549-9218 (c)





DOI Office of Wildland Fire

003695



003696

From: Rice, Bryan
To: [Mary Pletcher](#)
Subject: Re: WaPo - Zinke moving dozens of senior Interior officials in shake-up
Date: Friday, June 16, 2017 12:56:22 PM
Attachments: [OWFLogoTransparent \(2\).png](#)
[logo.png](#)

https://www.washingtonpost.com/politics/zinke-moving-dozens-of-senior-interior-officials-in-shake-up/2017/06/16/11801d3a-5295-11e7-b064-828ba60fbb98_story.html

Bryan Rice
Director, Office of Wildland Fire
Office: 202-208-2719
Mobile: 202-573-2150
Bryan_Rice@ios.doi.gov
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On Fri, Jun 16, 2017 at 12:40 PM, Rice, Bryan <bryan_rice@ios.doi.gov> wrote:

Bryan Rice
Director, Office of Wildland Fire
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--

Craig Leff
DOI Office of Wildland Fire
202-606-3053 (o)
202-549-9218 (c)





DOI Office of Wildland Fire

003703



003704

From: Frost, Herbert
To: [Michael Reynolds](#); [Grace Stephens](#); [April Slayton](#); [Lena McDowall](#)
Subject: Fwd:
Date: Friday, June 16, 2017 1:10:04 PM

Herbert C. Frost, Ph.D.
Acting Deputy Director, Operations
National Park Service

202-208-3818 - Office

https://www.washingtonpost.com/politics/zinke-moving-dozens-of-senior-interior-officials-in-shake-up/2017/06/16/11801d3a-5295-11e7-b064-828ba60fbb98_story.html?utm_term=.ab25eecd3245

By [Juliet Eilperin](#) and [Lisa Rein](#) By [Juliet Eilperin](#) and [Lisa Rein](#)
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June 16 at 11:45 AM

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The notices were issued by Interior Associate Deputy Secretary James Cason, who also served in Interior under President George W. Bush.

Stier said it would be “appropriate” if Interior officials want to “reallocate the resources of the department against their priorities,” but they are prohibited from targeting employees because of their beliefs or the work they carried out under President Barack Obama.

“It’s one thing to say we’re trying to do different things,” he said “It’s another thing to say they’re going after people for their policy views or the policies of the prior administration.”

[*\[Trump proposes sharp cuts at Interior while pushing for more drilling on public lands\]*](#)

SEA president Bill Valdez said in an email that “based on the limited information we have right now” it appears the changes at Interior are “being executed according to applicable law and regulation“SEA will monitor this situation to ensure that these personnel decisions are indeed being lawfully executed and are being made in the best interests of the government and taxpayers,” Valdez wrote.

While the exact number of Interior letters sent was not immediately clear Friday, the push appears much broader than what both Republican and Democratic administrations have pursued in the past. Administrations usually wait until the Senate has confirmed appointees that oversee individual agencies within a department; at this point, Zinke remains Interior's only Senate-confirmed appointee.

--

From: Plumlee, Geoffrey
To: [William Werkheiser](#)
Subject: Fwd: E&E news about Interior senior staff shakeup
Date: Friday, June 16, 2017 1:49:38 PM

Hi Bill - I thought I had included you on this, but realized after sending that typing Bill into the address list retrieved Leith not Werkheiser

Geoff

Geoffrey S. Plumlee, Ph.D.

Associate Director
Environmental Health
U S Geological Survey
12201 Sunrise Valley Drive, MS102
Reston, VA 20192
Phone: (703) 648-6403
Fax: (703) 648-7031
gplumlee@usgs.gov
<https://profile.usgs.gov/gplumlee>

See our web sites:

www.usgs.gov
<http://www.usgs.gov/envirohealth/>
http://minerals.cr.usgs.gov/projects/minerals_health/environmental-disasters.html

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

From: Plumlee, Geoffrey <gplumlee@usgs.gov>
Date: Fri, Jun 16, 2017 at 1:42 PM
Subject: E&E news about Interior senior staff shakeup
To: Kevin Gallagher <kgallagher@usgs.gov>, Donald Cline <dcline@usgs.gov>, Murray Hitzman <mhitzman@usgs.gov>, David Applegate <applegate@usgs.gov>, "Kinsinger, Anne" <akinsinger@usgs.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, Timothy Quinn <tsquinn@usgs.gov>, Bill Leith <wleith@usgs.gov>

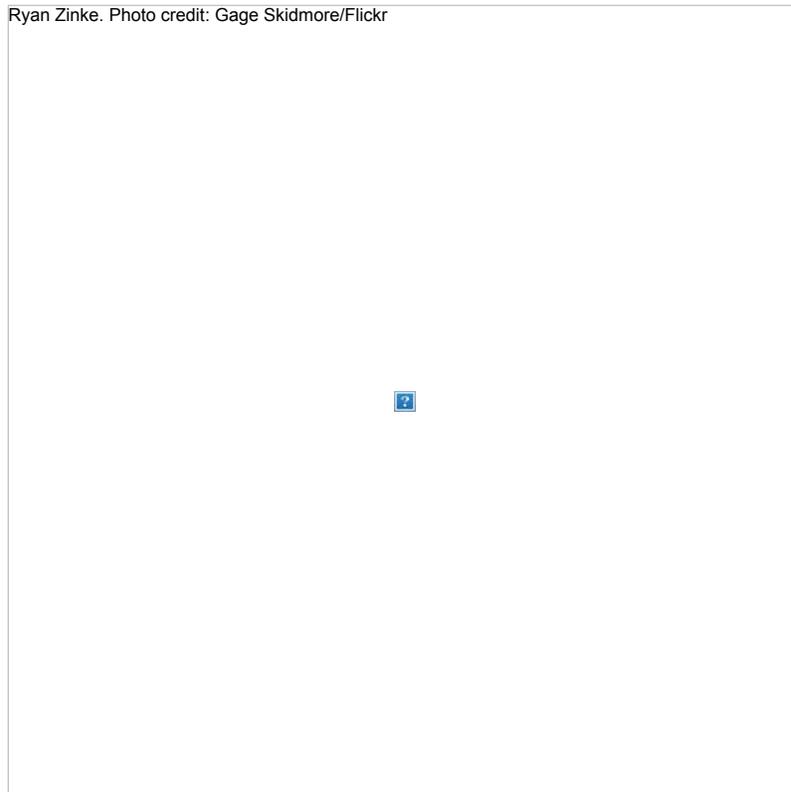
<https://www.eenews.net/greenwire/2017/06/16/stories/1060056174>

INTERIOR

Zinke shaking up senior staff — report

Jennifer Yachnin and Corbin Hiar, E&E News reporters
Published: Friday, June 16, 2017

Ryan Zinke. Photo credit: Gage Skidmore/Flickr



Interior Secretary Ryan Zinke is said to be shaking up the agency's leadership. Gage Skidmore/Flickr

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U.S. Geological Survey

Twitter: [@jenniferyachnin](#) | Email: jyachnin@eenews.net

12201 Sunrise Valley Drive, MS102
Reston, VA 20192
Phone: (703) 648-6403
Fax: (703) 648-7031
gplumlee@usgs.gov
<https://profile.usgs.gov/gplumlee>

See our web sites:

www.usgs.gov
<http://www.usgs.gov/envirohealth/>
http://minerals.cr.usgs.gov/projects/minerals_health/environmental-disasters.html

From: Heather Swift
To: downey_magallanes@ios.doi.gov; laura_rigas@ios.doi.gov; douglas_domenech@ios.doi.gov; scott_hommel@ios.doi.gov; james_cason@ios.doi.gov
Subject: INTERIOR: Zinke shaking up senior staff — report -- Friday, June 16, 2017 -- www.eenews.net
Date: Friday, June 16, 2017 1:56:50 PM

<https://www.eenews.net/greenwire/2017/06/16/stories/1060056174>

Zinke shaking up senior staff — report

[Jennifer Yachnin](#) and [Corbin Hiar](#), E&E News reporters
Published: Friday, June 16, 2017



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Sent from my iPad

From: Scott Hommel
To: [Heather Swift](mailto:Heather.Swift@ios.doi.gov)
Cc: downey_magallanes@ios.doi.gov; laura_rigas@ios.doi.gov; douglas_domenech@ios.doi.gov; james_cason@ios.doi.gov
Subject: Re: INTERIOR: Zinke shaking up senior staff — report -- Friday, June 16, 2017 -- www.eenews.net
Date: Friday, June 16, 2017 2:01:14 PM

Fair

Scott C. Hommel
Chief of Staff
Department of the Interior

On Jun 16, 2017, at 1:56 PM, Heather Swift <heather_swift@ios.doi.gov> wrote:

<https://www.eenews.net/greenwire/2017/06/16/stories/1060056174>

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Sent from my iPad

From: Slayton, April
To: [Michael Reynolds](#); [Herbert Frost](#); [Beverly \(Grace\) Stephens](#)
Subject: E&E - Zinke shaking up senior staff — report
Date: Friday, June 16, 2017 2:06:15 PM

INTERIOR

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From: Domenech, Douglas
To: [Scott Hommel](#)
Cc: [Heather Swift](#); [downey_magallanes@ios.doi.gov](#); [laura_rigas@ios.doi.gov](#); [james_cason@ios.doi.gov](#)
Subject: Re: INTERIOR: Zinke shaking up senior staff — report -- Friday, June 16, 2017 -- www.eenews.net
Date: Friday, June 16, 2017 2:23:25 PM

Agree. It is not like people are being fired or losing pay.

Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: Every email I send or receive is subject to release under the Freedom of Information Act.

On Fri, Jun 16, 2017 at 2:01 PM, Scott Hommel <scott_hommel@ios.doi.gov> wrote:

Fair

Scott C. Hommel
Chief of Staff
Department of the Interior

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<https://www.eenews.net/greenwire/2017/06/16/stories/1060056174>

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Sent from my iPad

From: Michael Reynolds
To: [Amy Schneckenburger](mailto:Amy.Schneckenburger)
Subject: Fwd: E&E - Zinke shaking up senior staff — report
Date: Friday, June 16, 2017 3:27:43 PM

Sent from my iPhone-sorry for typos

Begin forwarded message:

From: "Slayton, April" <april_slayton@nps.gov>
Date: June 16, 2017 at 2:05:46 PM EDT
To: Michael Reynolds <michael_reynolds@nps.gov>, Herbert Frost <bert_frost@nps.gov>, "Beverly (Grace) Stephens" <grace_stephens@nps.gov>
Subject: E&E - Zinke shaking up senior staff — report

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From: Timothy Spisak
To: [Katharine Macgregor](mailto:Katharine.Macgregor)
Subject: Fwd: E&E News Clips—June 16, 2017
Date: Friday, June 16, 2017 4:35:57 PM
Attachments: [ATT00001.htm](#)
[ee06-16-17.docx](#)

Sent from my iPhone

Begin forwarded message:

From: "Black, Meredith" <mcblack@blm.gov>
Date: June 16, 2017 at 2:24:31 PM MDT
To: blm_elt@blm.gov, blm_field_comm@blm.gov,
BLM_All_Managers@blm.gov, BLM_WO_100@blm.gov, Lesli Ellis-Wouters
<lellis@blm.gov>, Amber Cargile <acargile@blm.gov>, Martha Maciel
<mmaciel@blm.gov>, Donna Hummel <dhummel@blm.gov>, "Ronald (Rudy)
Evenson" <revenson@blm.gov>, Jody Weil <jweil@blm.gov>, Megan Crandall
<mcrandal@blm.gov>, Kristen Lenhardt <klenhard@blm.gov>,
BLM_WO_610@blm.gov, Peter Mali <pmali@blm.gov>, Stephen Clutter
<sclutter@blm.gov>, "Wilkinson, Patrick" <p2wilkin@blm.gov>, Jill Ralston
<jralston@blm.gov>, Lola Bird <lbird@blm.gov>
Subject: E&E News Clips—June 16, 2017

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2. Zinke shaking up senior staff — report
3. Nev. restored net metering. Is it a national model?
4. Budget ax for environment faces scrutiny in Keystone State
5. New measurements uncover higher pollution from wildfires
6. New staff chief picked for Natural Resources panel

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Jennifer Yachnin, E&E News reporter

Published: Friday, June 16, 2017

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<http://bit.ly/2roKeRK>

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<http://bit.ly/2sydI3g>

3. Nev. restored net metering. Is it a national model?

Benjamin Storrow, E&E News reporter

Published: Friday, June 16, 2017

The unlikely scene that unfolded in Las Vegas yesterday looked like this: There was Gov. Brian Sandoval, a Republican, seated before a table resembling a solar panel, ready to sign a bill restoring net metering in Nevada.

<http://bit.ly/2s9Hv1g>

4. Budget ax for environment faces scrutiny in Keystone State

Mike Lee, E&E News reporter

Published: Friday, June 16, 2017

Pennsylvania's environmental secretary called on legislative leaders to spare his agency from drastic budget cuts in the upcoming fiscal year.

<http://bit.ly/2tw8TEL>

5. New measurements uncover higher pollution from wildfires

Adam Aton, E&E News reporter

Published: Friday, June 16, 2017

The wildfires that tear through the western United States leave more than charred devastation in their wake.

<http://bit.ly/2sydiJR>

6. New staff chief picked for Natural Resources panel

Arianna Skibell, E&E News reporter

Published: Friday, June 16, 2017

The House Natural Resource Committee is getting a new staff director, Chairman Rob Bishop (R-Utah) announced today.

<http://bit.ly/2sBcKE3>

--

Meredith C. Black
U.S. Department of the Interior
Division of Public Affairs, Washington Office
Bureau of Land Management
M Street Southeast Washington, D.C.
20003

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A White House spokeswoman declined to confirm that President Trump has decided on a nominee for the post. Sources familiar with the selection said it would be unlikely to be made official until after Trump's nominee for deputy secretary of the Interior, David Bernhardt, is confirmed.

In the meantime, Utah state Rep. Mike Noel (R), who heavily promoted his own interest in the BLM post after the November elections, praised the potential selection of Budd-Falen.

"If it's Karen, she'd do an outstanding job," Noel told E&E News. "She's a champion for our issues."

Noel acknowledged that he had actively sought the post, including a one-on-one meeting with Interior Secretary Ryan Zinke during his recent visit to the Beehive State, and said he would still like to serve the Trump administration in some capacity.

"I'm still interested in doing what I can for the president or for the secretary in any way I can help," he said. "But it's not about me, it's about getting a job done, and Karen Budd-Falen is certainly well-qualified."

A Wyoming native, Budd-Falen grew up as the fifth generation on her family ranch in Big Piney. She received her undergraduate and law degrees from the University of Wyoming before going on to spend three years in the Interior Department during the Reagan administration.

Budd-Falen did not return a request for comment this week.

In an interview with *The Aspen Times* in 2007, Budd-Falen acknowledged she was at times impatient with her work at Interior, where she served as a special assistant to the assistant secretary for land and minerals management, and later at the Mountain States Legal Foundation. Those postings prompted her decision to open her own law firm with her husband, Frank Falen.

"I like making decisions and then acting on it," Budd-Falen told the newspaper. "I'm really cause-oriented, I really believe in ranchers and farmers and what they do. That's the reason I went to law school. I don't love the law. To me, the law is the way I'm helping the people I love."

Recent press releases on the Budd-Falen Law Offices website tout the Trump administration's review of dozens of national monuments, criticize the now-defunct Obama-era BLM Planning 2.0 rule and cheer Budd-Falen's appointment to the transition team.

New ways to battle

Budd-Falen is well-known in the West for her work representing ranchers and is seen by some observers as a hero of the Sagebrush Rebellion, which has pushed for major changes to federal land control since the 1970s.

Mountain States Legal Foundation President William Perry Pendley said Budd-Falen's background, as well as her efforts representing ranchers, rural residents and local governments across the West, make her a strong candidate for the post.

"She brings an understanding of how these policies affect people on the ground," he told E&E News. "It's not just some 30,000-mile-high attitude that we're going to do this or we're going to do that, and it will be good. She understands how these foolish policies affect people who work for a living and, frankly, the tiny communities that depend on them."

In particular, Pendley pointed to Budd-Falen's work on a case representing rancher Harvey Frank Robbins, who once owned a property in Hot Springs County, Wyo.

At the time Robbins bought the ranch in 1994, BLM had failed to record an easement on a road across the property it had struck with the previous owner. The road accessed a publicly owned area known as the Upper Rock Creek region.

Robbins refused BLM's efforts to discuss a new right of way and faced what he saw as backlash for that decision in the form of citations for violations of grazing regulations, interference with cattle drives and even criminal charges after an altercation with a BLM employee, although a jury quickly declared Robbins not guilty in that case ([Greenwire](#), Oct. 11, 2016).

But Budd-Falen stepped in with a new way to push back against BLM, by suing the employees as individuals under an anti-racketeering law normally used against organized crime syndicates, the Racketeer Influenced and Corrupt Organizations Act.

At the time, Budd-Falen argued that the Fifth Amendment protects landowners against retaliation for excluding the government from their private property ([Greenwire](#), Dec. 6, 2006).

"You have lots of cases on First Amendment rights saying the federal government cannot retaliate against you for using your First Amendment rights, but there's never been a case that the federal government can't retaliate for using your Fifth Amendment rights," she told E&E News in late 2006.

But while Budd-Falen claimed victory in the 10th U.S. Circuit Court of Appeals, the Supreme Court ultimately rejected her argument in 2007.

"She did a very good job on that," Pendley said. "Regrettably, not all of the justices agreed with her."

Watersheds case

More recently, Budd-Falen gained attention for her work to stop the Western Watersheds Project by filing a case in Wyoming state court alleging the environmentalists trespassed on private land to collect water samples ([Greenwire](#), Nov. 18, 2014).

The case was settled in 2016 after two years of wrangling in court, with both sides ultimately claiming a victory.

Under the settlement, Western Watersheds agreed to abstain from driving on private roads where federal rights of way are in doubt ([Greenwire](#), Aug. 24, 2016).

"We are very happy," Budd-Falen told the *Casper Star-Tribune* in September 2016. "The settlement gives the landowners even more than they could have gotten if Western Watersheds Project had allowed the case to go forward."

But Western Watersheds then-interim Executive Director Greta Anderson told E&E News at the time that the agreement did not represent new restrictions.

"Settling this case without paying a single dollar of damages and getting it off our dockets means we can go back to doing the important work of documenting the environmental abuses of cattle and sheep operations in Wyoming and around the West," Anderson said.

'What law gives you the right?'

Budd-Falen is also known for her work with Catron County, N.M., which passed a series of ordinances in the early 1990s that sought to supersede federal authority on public lands, including ordering the arrest of federal agents who violated the civil or property rights of residents.

Newspaper reports at the time state that Budd-Falen helped to draft the ordinances, and in 1994 the *Chicago Tribune* reported she was "assisting" Catron and other counties.

"It's a real reaction to the federal government coming in without giving any notice or right to participate at all to county governments," Budd-Falen told the newspaper.

She added: "The county and its citizens feel like they are good stewards of the environment, that they are as concerned about the environment as any environmental group in Santa Fe or New York City or anywhere else. If they didn't take care of the land, they wouldn't have anything to pass on to their children."

Western Watersheds Montana Director and Public Policy Consultant Josh Osher warned that while Budd-Falen has not advocated for the outright disposal of the federal estate, her past work indicates "a bend toward private property over public lands."

"She's really associated herself with the extreme fringe of a lot of the public lands movement," said Osher, who also raised concerns about her opposition to Endangered Species Act protections.

He pointed to Budd-Falen's more recent appearances before groups like the Constitutional Sheriffs and Peace Officers Association. In 2011, she appeared at an [event](#) called "Sheriffs Stand Tall for the Constitution" along with sheriffs from Oregon and California.

During the event, Budd-Falen encouraged attendees to challenge the federal government by asking what laws agencies are relying on for their decisions.

"We can do anything that the law does not prohibit. And I gotta tell you, I think in Washington, they kinda got that swapped," she said. "And I think we have to start enforcing that. We have to start asking, what law gives you the right to stop my use? What law gives you the right to come into my county and all of a sudden start closing roads?"

She later added: "You should be proud of what you do and proud of who you are, and you do not need a law to be able to manage your homes and manage your lives."

During her remarks, Budd-Falen also hit on the Equal Access to Justice Act, of which she has been a vocal critic.

That law permits plaintiffs to collect attorney's fees from the government in successful lawsuits against the government.

The Wyoming attorney regularly touts figures on payments to environmental groups under the law, arguing that organizations are profiting off the fees.

"She's an attorney, she knows exactly how this works," Osher said. "This is a law that allows the public and its representatives to make sure that the federal government follows the law."

Mission

In the meantime, it remains to be seen whether Budd-Falen would fall in line with Zinke's vows to retain the federal estate, something he has often emphasized since his confirmation earlier this year.

But the Wilderness Society's senior counsel, Nada Culver, warned that merely retaining federal lands falls short of BLM's multiple-use mission.

"The concern would be that for all that the secretary has spoken about keeping public lands in public hands, he's also taken a lot of steps that would transfer control of public lands to a narrow set of interests: by, for instance, focusing public lands on oil and gas, or coal, to the exclusion of conservation and public enjoyment," Culver said.

If nominated, Budd-Falen would need to represent not only the farming and ranching interests she does now, Culver said, but recreational users and others.

"Taking on that responsibility and taking on that perspective ... conservation and wilderness and recreational and wildlife are really important aspects of managing public lands," she said.

If tapped as the nominee and confirmed, Budd-Falen would replace BLM acting Director Mike Nedd. Nedd is the second acting director to serve following the departure of BLM Director Neil Kornze ([***E&E Daily***](#), March 16).

Wyoming Gov. Matt Mead (R) praised Budd-Falen generally, although he declined to speculate on the nomination before it is finalized.

"That said, the governor believes Wyoming has a number of highly qualified people who, if appointed to key positions in the Department of the Interior or other federal agencies, would be a tremendous asset to the administration, the nation and Wyoming. Karen Budd-Falen is one of those," Mead spokesman David Bush told E&E News.

Reporter Corbin Hiar contributed.

<http://bit.ly/2roKeRK>

2. Zinke shaking up senior staff — report

Jennifer Yachnin and Corbin Hiar, E&E News reporters

Published: Friday, June 16, 2017

In a step toward the planned reorganization of the Interior Department, Secretary Ryan Zinke notified dozens of career officials that they will be reassigned at the end of this month, *The Washington Post* reported this morning.

Dozens of Senior Executive Service employees — career officials within the federal government — received letters yesterday informing them that they may be reassigned as early as June 28, the newspaper said.

"Personnel moves are being conducted to better serve the taxpayer and the Department's operations through matching Senior Executive skill sets with mission and operational requirements," said Interior spokeswoman Heather Swift in an email. She noted that Zinke mentioned the "Department-wide, front lines-focused reorganization on his first day address to all employees."

Last week, Zinke outlined his plans for reorganizing the agency under a "joint system" that would shift federal employees from Washington to the field (*E&E News PM*, June 8).

The plan would include 13 "joint management areas," rather than have each agency report to its respective regional office.

According to the *Post*, the letters sent to as many as 50 SES employees provided a 15-day notice of their looming job changes, as required by law. Zinke and all political appointees must wait at least 120 days following their confirmations to relocate any SES members. The Senate confirmed Zinke on March 1.

The newspaper reported that Interior Office of Policy Analysis Director Joel Clement, the top climate policy official, was among those to receive the notice and that he will be transferred to the Office of Natural Resources Revenue.

In addition, the *Post* said, several Fish and Wildlife Service officials received the notices, including Assistant Director for International Affairs Bryan Arroyo, Southwest Regional Director Benjamin Tuggle, Southeast Regional Director Cindy Dohner and Office of Law Enforcement Chief Bill Woody, who will move to the Bureau of Land Management.

Tuggle and Dohner have both been involved in high-profile fights over how to recover gray wolf subspecies in their regions. Arroyo, who has been leading Fish and Wildlife's fight against wildlife trafficking, last year was found by Interior's inspector general to have potentially violated federal regulations by pressuring his staff into awarding a noncompetitive contract worth more than \$256,000 (*Greenwire*, Oct. 14, 2016).

Woody's reported move to BLM could make for a relatively easy transition. Before taking his current post in 2011, he was the director of Interior's Office of Law Enforcement and Security, where he oversaw the efforts of about 270 rangers and special agents on more than 245 million acres of BLM-managed public lands.

Prior to that, Woody worked at the Utah Division of Wildlife Resources for 15 years, a decade of which he spent leading the state agency's law enforcement unit (*Greenwire*, Dec. 16, 2014).

<http://bit.ly/2sydl3g>

3. Nev. restored net metering. Is it a national model?

Benjamin Storrow, E&E News reporter

Published: Friday, June 16, 2017

The unlikely scene that unfolded in Las Vegas yesterday looked like this: There was Gov. Brian Sandoval, a Republican, seated before a table resembling a solar panel, ready to sign a bill restoring net metering in Nevada.

Tesla Inc.'s red logo highlighted the scene. It was attached to a warehouse wall, serving as a backdrop. Nearby, a crowd of solar advocates, environmentalists and state lawmakers looked on.

"I believe, humbly, it will be a national model across the country," the governor told the crowd. "I'm as competitive as it gets, and I want Nevada to truly be a leader in energy policy."

The gathering followed an 18-month roller-coaster ride that kicked net metering out of the state, leading to an exodus of solar installers. In response, there was a legislative blitz by renewable energy advocates in Carson City, the state capital. Lawmakers sent 11 green-shaded bills to the governor's desk for approval.

In the midst of all that action, voters overwhelmingly approved a ballot measure to deregulate the state's power market.

The question now is: Can Nevada serve as a model for how to integrate rooftop solar into the grid, less than two years since it all but banned the practice?

The early returns are promising for the solar industry.

Tesla, Sunrun Inc. and Vivint Solar Inc., all national installers, have said they intend to resume work in the Silver State. Speaking at the bill signing yesterday, Tesla Chief Technology Officer J.B. Straubel said the company is already stocking shelves with new panels, hiring staff and preparing to resume operations. He estimated that the company has a backlog of more than 1,000 customers interested in installing panels on their homes.

"This is not something that is going to take days, weeks, months," Straubel said.

Such a scene would have been difficult to imagine in December 2015 when the Public Utilities Commission voted to end net metering — as the credits paid to panel-owning homeowners for power sent back to the grid are called.

Solar advocates and former regulators say the turnaround provides a series of lessons for greens and state officials as they attempt to integrate a growing amount of renewables onto the grid.

First, advocates focused on the economic benefits delivered by the industry.

Solar installers slashed more than 2,600 jobs in the wake of the PUC's decision, as residential solar installations ground to a halt. Campaigners in Carson City made job creation a central plank in their campaign to restore net metering. The push showed in the final legislative tally (the bill passed unanimously in the state Senate and with two votes against it in the General Assembly). It was also evident in Sandoval's remarks yesterday.

Having a governor who is inclined to advocate for renewables helped. Sandoval expressed displeasure with the PUC's ruling against net metering at the time. But his focus on jobs was telling. In his remarks, the governor cited the economic boost of major solar installers returning to the state, saying, "This is hundreds, if not thousands, of jobs."

Second, solar advocates focused on consumer choice.

They stressed that homeowners should be presented with the opportunity to go solar. Consumers, they argued, should be free to choose an option that can help reduce their monthly electric bills.

Finally, promoting a local resource to create jobs resonated with lawmakers, said Assemblyman Chris Brooks, a Democrat who once owned a rooftop solar firm and spearheaded the clean energy push in Carson City. Solar is that local resource. Nevada lacks a coal, oil or natural gas industry.

"A lot of folks would say, and you would be surprised, 'Las Vegas has so much sun; why aren't we putting solar on every roof in Nevada?'" Brooks said. "People across the state, from many different demographics, many different socio-economic situations, all said, 'Why don't we use more solar?'"

The final bill establishes a gradually declining reimbursement rate for solar owners as more homeowners install panels. Consumers in the first 80 megawatts of newly installed capacity will receive 95 percent of the retail rate of electricity for surplus power sent back to the grid.

That rate will fall with every additional 80 MW of residential solar installed, eventually settling at a rate of 75 percent. The bill also contains provisions guaranteeing consumers' right to energy storage, along with measures addressing workplace safety and consumer protection.

Rebecca Wagner, a former PUC commissioner who stepped down shortly before the contentious 2015 vote, said the law represents a logical compromise in a debate often dominated by hyperbole.

Rooftop solar was never likely to lead to a "utility death spiral," as its detractors often argued. At the same time, she said, the final bill acknowledges the cost associated with increasing the number of homeowners generating their own power and sending it back to the grid.

"Today is very significant with the governor signing the net-metering bill," Wagner said. "I've never seen this sort of progress in my 20 years in energy policy in Nevada."

Her advice to state regulators grappling with similar issues elsewhere: Listen to consumers.

"People feel strongly about clean energy and access to clean energy. I don't think that's ginned up. I think it's real," Wagner said. "You're always concerned about rates for everyone else. There is a path forward, a measured approach."

But questions still remain.

NV Energy Inc., the state's incumbent utility, has largely stayed out of the legislative debate. The utility had argued in the past that net metering represents a cost shift, transferring more of the grid's costs to non-solar-owning customers. A spokeswoman for NV Energy said yesterday that the utility is crafting a new rate for solar owners, as the legislation requires. She declined to comment further.

It remains unclear if Sandoval will sign two other measures that would boost the industry, including a proposal to increase the state's renewable portfolio standard to 40 percent by 2030 and a community solar bill. The governor faces a deadline today for making a decision on both.

A larger question, perhaps, concerns the fate of Nevada's power market. A second vote in 2018 will be needed to confirm last November's result, which saw voters overwhelmingly back deregulation of the state's power market at the polls.

"To me, if you're trying to achieve an outcome through policy like advancing renewables or storage, it's easier under a traditional regulatory mechanism," Wagner said.

But that's a question for the future. After two years of near-constant debate, most were just content to celebrate yesterday.

"I'm really excited," Wagner said.

<http://bit.ly/2s9Hv1g>

4. Budget ax for environment faces scrutiny in Keystone State

Mike Lee, E&E News reporter

Published: Friday, June 16, 2017

Pennsylvania's environmental secretary called on legislative leaders to spare his agency from drastic budget cuts in the upcoming fiscal year.

The budget reductions in a House-passed bill would hurt the state's economy by slowing down the Department of Environmental Protection's permitting for water projects and would put people in danger by cutting funding for public water inspections, DEP Secretary Patrick McDonnell wrote in a **letter** to leaders.

He added that it would have an outsized effect on Pennsylvania's mine safety program, which relies on federal matching funds.

"This budget would put Pennsylvania's environmental and public health at risk," McDonnell said.

The proposed **budget**, which is awaiting action in a state Senate committee, would cut spending on drinking water systems by 6 percent, cut dam inspections by 6.4 percent and cut mining safety spending by 6.5 percent, McDonnell's letter says.

The mining safety cuts would have an outsized impact because the state relies on federal matching funds, so a \$1 cut in state spending would result in a \$2 cut overall, McDonnell wrote.

Adding to the uncertainty is the Trump administration's proposal to slice U.S. EPA's grant funding, he wrote.

Legislative leaders have called the budget bill a starting point for negotiations and said it's likely to change before final passage. Still, the Republican-controlled Legislature has been fighting with Democratic Gov. Tom Wolf since 2015 over a series of spending and tax issues, including the size of the DEP budget (***Energywire***, Feb. 8).

The DEP's budget has grown slightly in the last two spending cycles, although it still hasn't made up for drastic reductions that happened after the 2008 recession.

The Legislature has until the end of the month to finalize a budget for fiscal 2017-18, which starts July 1, although the negotiations can drag on for months past the deadline.

<http://bit.ly/2tw8TEL>

5. New measurements uncover higher pollution from wildfires

Adam Aton, E&E News reporter Published: Friday, June 16, 2017

The wildfires that tear through the western United States leave more than charred devastation in their wake.

They're spewing about three times more pollutants than previously thought, according to a team of scientists who flew through the plumes of smoke to gather the most accurate measurements yet. Among the emissions are methanol, benzene and ozone precursors, along with oxidants that can cause genetic damage.

Those results, published this week in the *Journal of Geophysical Research: Atmospheres*, demonstrate how much around forest fires remains murky, said the study's lead author, Greg Huey, a professor at the Georgia Institute of Technology and chairman of its School of Earth and Atmospheric Sciences.

"We don't have as good a handle on the fires as we need to," Huey said, adding that this study emerged from decades of refining measurement techniques.

As climate change creates conditions for forest fires to become more intense and more frequent, forest managers are looking at ways to mitigate those risks.

The study emphasized the importance of controlled burns, which emit fewer pollutants and tend to act as a prophylactic against larger, out-of-control blazes. Part of what might make those controlled fires less damaging to the air are the weather conditions and fuel composition, Huey said.

"Wildfires can be more intense, go for longer periods of time, and they can dry out fuels — for example, like green branches," he said.

It's unclear what effect some of those pollutants from wildfires, like aerosols, might have on the climate.

But the particulates — able to drift long distances — contain oxidants that can be dangerous to human health, especially hearts and lungs.

Despite cool and moist conditions in the West, this summer is forecast to be a normal-to-above-normal year for forest fires in many regions, according to the federal government's National Interagency Fire Center.

NASA plans to study forest fire emissions further as part of its FIREChem program, scheduled for 2019.

For the study, the researchers loaded their instruments into NASA and Energy Department airplanes to fly above three fires burning in the West, including 2013's Rim Fire, the third-largest fire in California history.

"It can get a little bouncy," Huey said.

<http://bit.ly/2sydiJR>

6. New staff chief picked for Natural Resources panel

Arianna Skibell, E&E News reporter

Published: Friday, June 16, 2017

The House Natural Resource Committee is getting a new staff director, Chairman Rob Bishop (R-Utah) announced today.

Utah native Cody Stewart will replace Jason Knox. Stewart most recently worked as director of federal affairs for Utah Gov. Gary Herbert (R).

"Cody is a trusted advisor who brings to the Committee nearly two decades of experience in government and natural resource policy. Cody provides a seamless transition and is uniquely qualified to lead our staff and advance the Committee's agenda," Bishop said in a statement.

Stewart has worked on Capitol Hill as senior legislative assistant on energy and public lands policy under Rep. Chris Cannon (R-Utah), legislative director for Bishop and executive director of the Congressional Western Caucus. He also worked for the committee under its former chairman, retired Rep. Jim Hansen (R-Utah).

Stewart's state government positions include chief of staff to Utah Lt. Gov. Greg Bell and as Herbert's energy adviser and policy director.

Knox has served as committee staff director since 2015. Before that, he worked on the panel from 2006 to 2011. He has also worked on the Senate Budget Committee and the House Energy and Commerce Committee.

"Jason has been invaluable to our members and staff and instrumental to the Committee's success. He will be sorely missed by all of us and I thank him for his dedication and service over the years," Bishop said. "We wish him the very best as he pursues new opportunities in the private sector."

The committee did not respond for comment on where Knox is headed.

<http://bit.ly/2sBcKE3>

From: janice_desordi@nps.gov
To: [Yolanda Tankersley](mailto:Yolanda.Tankersley)
Subject: Fwd: E&E - Zinke shaking up senior staff — report
Date: Friday, June 16, 2017 5:39 56 PM

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

From: **Slayton, April** <april_slayton@nps.gov>
Date: Fri, Jun 16, 2017 at 2:05 PM
Subject: E&E - Zinke shaking up senior staff — report
To: Michael Reynolds <michael_reynolds@nps.gov>, Herbert Frost <bert_frost@nps.gov>, "Beverly (Grace) Stephens" <grace_stephens@nps.gov>

INTERIOR

Zinke shaking up senior staff — report

[Jennifer Yachnin](#) and [Corbin Hjar](#), E&E News reporters
Published: Friday, June 16, 2017

Interior Secretary Ryan Zinke is said to be shaking up the agency's leadership. Gage Skidmore/Flickr

In a step toward the planned reorganization of the Interior Department, Secretary Ryan Zinke notified dozens of career officials that they will be reassigned at the end of this month, *The Washington Post* reported this morning.

Dozens of Senior Executive Service employees — career officials within the federal government — received letters yesterday informing them that they may be reassigned as early as June 28, the newspaper said.

"Personnel moves are being conducted to better serve the taxpayer and the Department's operations through matching Senior Executive skill sets with mission and operational requirements," said Interior spokeswoman Heather Swift in an email. She noted that Zinke mentioned the "Department-wide, front lines-focused reorganization on his first day address to all employees."

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The plan would include 13 "joint management areas," rather than have each agency report to its respective regional office.

According to the *Post*, the letters sent to as many as 50 SES employees provided a 15-day notice of their looming job changes, as required by law. Zinke and all political appointees must wait at least 120 days following their confirmations to relocate any SES members. The Senate confirmed Zinke on March 1.

The newspaper reported that Interior Office of Policy Analysis Director Joel Clement, the top climate policy official, was among those to receive the notice and that he will be transferred to the Office of Natural Resources Revenue.

In addition, the *Post* said, several Fish and Wildlife Service officials received the notices, including Assistant Director for International Affairs Bryan Arroyo, Southwest Regional Director Benjamin Tuggle, Southeast Regional Director Cindy Dohner and Office of Law Enforcement Chief Bill Woody, who will move to the Bureau of Land Management.

Tuggle and Dohner have both been involved in high-profile fights over how to recover gray wolf subspecies in their regions. Arroyo, who has been leading Fish and Wildlife's fight against wildlife trafficking, last year was found by Interior's inspector general to have potentially violated federal regulations by pressuring his staff into awarding a noncompetitive contract worth more than \$256,000 (*Greenwire*, Oct. 14, 2016).

Woody's reported move to BLM could make for a relatively easy transition. Before taking his current post in 2011, he was the director of Interior's Office of Law Enforcement and Security, where he oversaw the efforts of about 270 rangers and special agents on more than 245 million acres of BLM-managed public lands.

Prior to that, Woody worked at the Utah Division of Wildlife Resources for 15 years, a decade of which he spent leading the state agency's law enforcement unit (*Greenwire*, Dec. 16, 2014).

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1849 C Street NW Ste. 3110
Washington, DC 20240
(202) 208 4621
(202) 208 3818
michael_reynolds@nps.gov



From: Mary Pletcher
To: [Cason, James](#)
Subject: Re: Update from yesterday
Date: Saturday, June 17, 2017 11:50:19 PM

Based on how the initial article was written, my guess is Joel Clement and/or someone in FWS was the initial source especially with Dan Ashe being quoted. One of the FWS SES (not one being reassigned) is on the board for the Senior Executive Association so my guess is that person tipped off SEA.

Mary

Sent from my iPhone

On Jun 17, 2017, at 5:47 PM, Cason, James <james_cason@ios.doi.gov> wrote:

Thanks. Who do you think leaked information to the Washington Post? So much for personnel actions being confidential.

On Sat, Jun 17, 2017 at 5:36 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Jim,

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

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

Let me know if you have any questions.

Thanks,
Mary
(b) (6) [REDACTED] (cell)

| Sent from my iPhone

From: Domenech, Douglas
To: [Scott Hommel](#); [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Daniel Jorjani](#); [Micah Chambers](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#)
Subject: Interior Cabinet Affairs Report for 6/19/17
Date: Monday, June 19, 2017 2:45:03 PM
Attachments: [DOI DAILY UPDATE FOR CABINET AFFAIRS 6-19-17.docx](#)

Attached and copied below.

DOI DAILY UPDATE FOR CABINET AFFAIRS – 6/19/17

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

Status of the Secretary

The Secretary is in Washington, DC this week.

TODAY: Meetings and briefings in the office.

THIS WEEK:

6/20: Senate Energy and Natural Resources Committee Hearing, Speak at the US Chamber of Commerce, meeting with Packard and Hewlett Foundations.

6/21: Senate Interior Appropriations Hearing, Emergency Management Training Exercise.

6/22: House Natural Resources Committee Hearing

6/23: FEMA Hurricane Preparedness Exercise

CONGRESSIONAL MATTERS

APPROPRIATIONS HEARINGS:

June 20: Senate Energy and Natural Resources Committee Hearing

June 21: Senate Interior Appropriations Hearing

June 22: House Natural Resources Committee Hearing

OTHER HEARINGS

Tuesday, June 20

2:30pm: Senate Energy and Natural Resources Committee

Subcommittee oversight hearing to examine collaborative initiatives on restoring watersheds and large landscapes across boundaries through state and federal partnerships

Witness: Kristin Bail, AD for Resources and Planning, BLM

Wednesday, June 21

10:00am: House Natural Resources Committee

Legislative Hearing on Discussion Draft of H.R. ____ "Helium Extraction Act of 2017"

Witness: Tim Spisak, AD for Energy, Minerals, and Realty Management, BLM

Interior Media Today

Conservation Efforts Lead to Recovery of the Yellowstone Grizzly Bear

Partners celebrate Endangered Species Act delisting following decades of collaboration

(WASHINGTON) Due to conservation efforts and collaboration among a variety of stakeholders, U.S. Secretary of the Interior Ryan Zinke announced today that the Yellowstone population of the Grizzly Bear has been recovered to the point where federal protections can be removed and overall management can be returned to the states and tribes. The population has rebounded from as few as 136 bears in 1975 to an estimated 700 today and meets all the criteria for delisting.

Speaking Invitations

Accepted

None

Regretted

6/20 Conservation Fund's National Summit on Infrastructure and the Environment (DC)

6/21 Independent Petroleum Association of America (Laguna Niguel, CA)

6/21 Energy Exposition (Loveland, CO)

6/21 Congressional Travel & Tourism Summit (DC)

6/23 US Conference of Mayors (Miami, FL)

6/24 Outdoor Writers Association of America Annual Conference (Duluth, MN)

6/24 Huntley Project Museum of Irrigated Agriculture Anniversary (Huntley, MT)

6/26 Rocky Mountain Coal Mining Institute Conference and Annual Meeting (Colorado Springs, CO)

6/28 Aspen Ideas Festival for Climate (Aspen, CO)

6/28 Intertribal Timber Council's 41st Annual National Indian Timber Symposium (Yakima, WA)

Outstanding Invitations in Process

6/26 American Indian Higher Education Coalition Board of Directors Meeting (DC)

6/27 6th Annual Bipartisan Tribute to Veterans and Veterans in Congress (DC)

6/27 National American Housing Council (Nashville, TN)

7/5 Crans Montana Forum Annual Session (Barcelona, Spain)

7/11 Blue Dog Coalition Dinner (DC)

Emergency Management

In Arizona, the Lizard Fire, having burned 15,230 (+16) acres to date, is 80 (+10) percent contained. Full containment is expected on June 30.

The Dead Dog Fire in Rio Blanco County, Colorado (BLM) reached full containment yesterday.

Interior Media Plan Week Ahead

WEEK AHEAD June 14 thru June 22, 2017

U.S. Fish and Wildlife Service

June 19: National FWS Release: FWS will make a final determination on their March 11, 2016, proposal to designate the Greater Yellowstone Ecosystem (GYE) grizzly bear population of Montana, Idaho and Wyoming as a distinct population segment (DPS) and remove this DPS from the List of Endangered and Threatened Wildlife due to recovery. This action is controversial.

Week of June 19: FWS Local Release: FWS plans a final rule to remove the Hualapai Mexican vole, located in Arizona, from the list of endangered and threatened species due to the fact that the original taxonomic classification is no longer appropriate. This action is not controversial.

Week of June 19: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan. FWS notes the cost of certain actions pertaining to habitat acquisition, restoration, and management as “To be decided” which reflects the considerable uncertainty around what the actual cost of those actions will be once completed.

Bureau of Land Management

June 19: BLM Local Release: BLM plans to publish a Notice of Intent to Prepare a Supplemental EIS for the Mount Hope Project, a new molybdenum mine, in Eureka County, NV. The project encompasses approximately 8,355 acres of new surface disturbance, 8,092 of which are on public lands administered by the BLM. The Supplemental EIS is being prepared following a decision by the Ninth Circuit that found the justification for the air quality analysis insufficient. The SEIS will also supplement the analysis of public water reserves.

U.S. Geological Survey

June 20: NOAA National Release: NOAA will release prediction of hypoxic zone in Gulf of Mexico using USGS data and modeling.

Bureau of Ocean Energy Management

June 20: BOEM Local Media Advisory: BOEM announces Alaska Cook Inlet Lease Sale.

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Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: Every email I send or receive is subject to release under the Freedom of Information Act.

DOI DAILY UPDATE FOR CABINET AFFAIRS – 6/19/17

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

Status of the Secretary

The Secretary is in Washington, DC this week.

TODAY: Meetings and briefings in the office.

THIS WEEK:

6/20: Senate Energy and Natural Resources Committee Hearing, Speak at the US Chamber of Commerce, meeting with Packard and Hewlett Foundations.

6/21: Senate Interior Appropriations Hearing, Emergency Management Training Exercise.

6/22: House Natural Resources Committee Hearing

6/23: FEMA Hurricane Preparedness Exercise

CONGRESSIONAL MATTERS

APPROPRIATIONS HEARINGS:

June 20: Senate Energy and Natural Resources Committee Hearing

June 21: Senate Interior Appropriations Hearing

June 22: House Natural Resources Committee Hearing

OTHER HEARINGS

Tuesday, June 20

2:30pm: Senate Energy and Natural Resources Committee

Subcommittee oversight hearing to examine collaborative initiatives on restoring watersheds and large landscapes across boundaries through state and federal partnerships

Witness: Kristin Bail, AD for Resources and Planning, BLM

Wednesday, June 21

10:00am: House Natural Resources Committee

Legislative Hearing on Discussion Draft of H.R. ____ "Helium Extraction Act of 2017"

Witness: Tim Spisak, AD for Energy, Minerals, and Realty Management, BLM

Interior Media Today

Conservation Efforts Lead to Recovery of the Yellowstone Grizzly Bear

Partners celebrate Endangered Species Act delisting following decades of collaboration

(WASHINGTON) Due to conservation efforts and collaboration among a variety of stakeholders, U.S.

Secretary of the Interior Ryan Zinke announced today that the Yellowstone population of the Grizzly

Bear has been recovered to the point where federal protections can be removed and overall

management can be returned to the states and tribes. The population has rebounded from as few as

136 bears in 1975 to an estimated 700 today and meets all the criteria for delisting.

Speaking Invitations

Accepted

None

Regretted

6/20 Conservation Fund's National Summit on Infrastructure and the Environment (DC)
6/21 Independent Petroleum Association of America (Laguna Niguel, CA)
6/21 Energy Exposition (Loveland, CO)
6/21 Congressional Travel & Tourism Summit (DC)
6/23 US Conference of Mayors (Miami, FL)
6/24 Outdoor Writers Association of America Annual Conference (Duluth, MN)
6/24 Huntley Project Museum of Irrigated Agriculture Anniversary (Huntley, MT)
6/26 Rocky Mountain Coal Mining Institute Conference and Annual Meeting (Colorado Springs, CO)
6/28 Aspen Ideas Festival for Climate (Aspen, CO)
6/28 Intertribal Timber Council's 41st Annual National Indian Timber Symposium (Yakima, WA)

Outstanding Invitations in Process

6/26 American Indian Higher Education Coalition Board of Directors Meeting (DC)
6/27 6th Annual Bipartisan Tribute to Veterans and Veterans in Congress (DC)
6/27 National American Housing Council (Nashville, TN)
7/5 Crans Montana Forum Annual Session (Barcelona, Spain)
7/11 Blue Dog Coalition Dinner (DC)

Emergency Management

In Arizona, the Lizard Fire, having burned 15,230 (+16) acres to date, is 80 (+10) percent contained. Full containment is expected on June 30.

The Dead Dog Fire in Rio Blanco County, Colorado (BLM) reached full containment yesterday.

Interior Media Plan Week Ahead

WEEK AHEAD June 14 thru June 22, 2017

U.S. Fish and Wildlife Service

June 19: National FWS Release: FWS will make a final determination on their March 11, 2016, proposal to designate the Greater Yellowstone Ecosystem (GYE) grizzly bear population of Montana, Idaho and Wyoming as a distinct population segment (DPS) and remove this DPS from the List of Endangered and Threatened Wildlife due to recovery. This action is controversial.

Week of June 19: FWS Local Release: FWS plans a final rule to remove the Hualapai Mexican vole, located in Arizona, from the list of endangered and threatened species due to the fact that the original taxonomic classification is no longer appropriate. This action is not controversial.

Week of June 19: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan. FWS notes the cost of certain actions pertaining to habitat acquisition, restoration, and management as "To be decided" which reflects the considerable uncertainty around what the actual cost of those actions will be once completed.

Bureau of Land Management

June 19: BLM Local Release: BLM plans to publish a Notice of Intent to Prepare a Supplemental EIS for the Mount Hope Project, a new molybdenum mine, in Eureka County, NV. The project encompasses approximately 8,355 acres of new surface disturbance, 8,092 of which are on public lands administered

by the BLM. The Supplemental EIS is being prepared following a decision by the Ninth Circuit that found the justification for the air quality analysis insufficient. The SEIS will also supplement the analysis of public water reserves.

U.S. Geological Survey

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From: Small, Jeff
To: amanda_kaster@ios.doi.gov; micah_chambers@ios.doi.gov; katharine_macgregor@ios.doi.gov
Cc: [Pearson, Trevor](#)
Subject: Article Zinke shaking up senior staff and potential ?'s for tomorrow
Date: Wednesday, June 21, 2017 6:23:22 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

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Thank you!

Jeff Small

Executive Director | Congressional Western Caucus
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(202) 225-2315 main
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Zinke shaking up senior staff — report

Jennifer Yachnin and Corbin Hiar, E&E News reporters

Published: Friday, June 16, 2017

Interior Secretary Ryan Zinke is said to be shaking up the agency's leadership. Gage Skidmore/Flickr

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"Personnel moves are being conducted to better serve the taxpayer and the

Department's operations through matching Senior Executive skill sets with mission and operational requirements," said Interior spokeswoman Heather Swift in an email. She noted that Zinke mentioned the "Department-wide, front lines-focused reorganization on his first day address to all employees."

Last week, Zinke outlined his plans for reorganizing the agency under a "joint system" that would shift federal employees from Washington to the field ([*E&E News PM*](#), June 8).

The plan would include 13 "joint management areas," rather than have each agency report to its respective regional office.

According to the *Post*, the letters sent to as many 50 SES employees provided a 15-day notice of their looming job changes, as required by law. Zinke and all political appointees must wait at least 120 days following their confirmations to relocate any SES members. The Senate confirmed Zinke on March 1.

The newspaper reported that Interior Office of Policy Analysis Director Joel Clement, the top climate policy official, was among those to receive the notice and that he will be transferred to the Office of Natural Resources Revenue.

In addition, the *Post* said, several Fish and Wildlife Service officials received the notices, including Assistant Director for International Affairs Bryan Arroyo, Southwest Regional Director Benjamin Tuggle, Southeast Regional Director Cindy Dohner and Office of Law Enforcement Chief Bill Woody, who will move to the Bureau of Land Management.

Tuggle and Dohner have both been involved in high-profile fights over how to recover gray wolf subspecies in their regions. Arroyo, who has been leading Fish and Wildlife's fight against wildlife trafficking, last year was found by Interior's inspector general to have potentially violated federal regulations by pressuring his staff into awarding a noncompetitive contract worth more than \$256,000 ([*Greenwire*](#), Oct. 14, 2016).

Woody's reported move to BLM could make for a relatively easy transition. Before taking his current post in 2011, he was the director of Interior's Office of Law Enforcement and Security, where he oversaw the efforts of about 270 rangers and special agents on more than 245 million acres of BLM-managed public lands.

Prior to that, Woody worked at the Utah Division of Wildlife Resources for 15 years, a decade of which he spent leading the state agency's law enforcement

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[Link](#)

Legislator fights with officials over boating-wake rules (*The Log*, 6/21)

“A wildly unpopular effort to impose wake restrictions on Lake Havasu boaters has a federal legislator ready to do battle with the U.S. Fish and Wildlife Service, including getting the agency’s regional director taken off his job. Rep. Paul Gosar, R-Arizona, wants to see Benjamin Tuggle removed or relocated, *Today’s News-Herald* reported. Gosar said Tuggle did not follow proper protocol during the boating restriction proposal and failed to collect public opinion on the action. ‘(Tuggle) did not follow the law, and there need to be consequences. I’m not done with Fish and Wildlife. I probably can’t get Tuggle fired, but I can get him relocated. I’m looking for a deserted island that he can have jurisdiction over – maybe someplace out near the Bahamas,’ said Gosar.”

[Link](#)

<https://www.eenews.net/stories/1059985432>

<http://www.hcn.org/articles/u-s-fish-and-wildlife-whistleblower-retaliation-case-raises-questions>







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[image003.png](#)
[Zinke NEPA Questions 06222017.docx](#)

Here is the line of questions Rep Gosar would like to ask the Secretary at the hearing. We think they are pretty straight forward and will allow the Secretary to speak about his priorities and the priorities of the Administration. As you know, NEPA reform is important to the congressman, committee and industry.

We appreciate your work on this hearing and Mr. Zinke's time in front of the committee tomorrow.

Let me know if you have any questions.

Best,

-Trevor

Trevor Pearson
Legislative Director
Office of Congressman Paul A. Gosar, D.D.S.

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[Link](#)

Legislator fights with officials over boating-wake rules (*The Log*, 6/21)

“A wildly unpopular effort to impose wake restrictions on Lake Havasu boaters has a federal legislator ready to do battle with the U.S. Fish and Wildlife Service, including getting the agency’s regional director taken off his job. Rep. Paul Gosar, R-Arizona, wants to see Benjamin Tuggle removed or relocated, *Today’s News-Herald* reported. Gosar said Tuggle did not follow proper protocol during the boating restriction proposal and failed to collect public opinion on the action. ‘(Tuggle) did not follow the law, and there need to be consequences. I’m not done with Fish and Wildlife. I probably can’t get Tuggle fired, but I can get him relocated. I’m looking for a deserted island that he can have jurisdiction over – maybe someplace out near the Bahamas,’ said Gosar.”

[Link](#)

<https://www.eenews.net/stories/1059985432>

<http://www.hcn.org/articles/u-s-fish-and-wildlife-whistleblower-retaliation-case-raises-questions>







National Environmental Policy Act

According to a 2014 “Ranking of Countries for Mining Investment” analysis, “Permitting delays are the most significant risk to mining projects in the United States.”

Permitting delays discourage investment, kill jobs and harm downstream industries that depend on reliable mineral supply chains.

Currently, the average timeline from discovery to production is 20 years for large copper deposits due to an arduous and uncertain regulatory scheme.

In comparison, mining projects in Canada and Australia can obtain the necessary permits in two to three years without limiting environmental protections.

If we are serious about improving our nation's infrastructure, we must improve the permitting process.

Questions:

I understand that in response to such concerns, you have directed the Bureau of Land Management to identify redundancies and inefficiencies in land-use planning and environmental review processes...

1. **Secretary Zinke**, can you discuss some of the concerns you have been made aware of regarding BLM's planning and environmental review processes?
2. **Secretary Zinke**, how can we establish greater transparency in the NEPA process and do you anticipate any changes in how the Department records review timeframes to better facilitate that transparency?
3. **Secretary Zinke**, how much do we currently work with the states when conducting NEPA reviews to avoid duplicative and disproportionate analysis?
4. **Secretary Zinke**, how does litigation, or even the concern of litigation, cause delays in the NEPA review process?

5. **Secretary Zinke**, can you discuss what you envision when it comes to “right siz[ing]” environmental documents and how utilizing alternatives to a full Environmental Impact Statement may assist in improving the review process?
 - a. Length of time wise, how do Environmental Assessments compare to an Environmental Impact Statement?

6. **Secretary Zinke**, when the Department initiates a NEPA review involving coordination with offices outside the Department of Interior, who serves as the lead office coordinating that review?
 - a. Does that lead office have authority over employees in other agencies participating in that particular NEPA review?
 - b. Are offices and agencies outside the Department of Interior bound by the NEPA regulations of the lead office or does each office abide by their own agency's NEPA regulations?
 - c. What kind of challenges can that patchwork of regulations, timelines, and reporting requirements pose when trying to increase transparency in the NEPA review process?

7. **Secretary Zinke**, you actually have experience with the NEPA review process. Specifically, from your time in Congress when you questioned the NEPA review of the Gateway Pacific Terminal project based in Whatcom County, Washington. Can you discuss some of the issues you observed with that NEPA review?
 - a. Does the Department have any policies or regulations in place to prevent that same kind of incident from occurring with a NEPA review overseen by your Department?

Oversight Hearing:
Examining the Department of the Interior's Spending Priorities and the President's Fiscal Year
2018 Budget Proposal
GOSAR Witness Questions

Closing Statement:

Mining and mineral resources are literally the foundation of America's infrastructure and economy. Fortunately, President Trump has made clear his administration is focused on helping, not hurting America's mining operators.

For any bipartisan plan to succeed in delivering infrastructure projects that are on time and under budget, Congress and the Administration must deliver long-lasting permitting reforms to make it easier to access raw materials in a responsible way. I look forward to working with you make sure these reforms happen.

From: Skipwith, Aurelia
To: (b) (6) Aurelia Skipwith
Subject: Fwd: Logistics for Helena
Date: Thursday, June 22, 2017 7:46:50 AM

Aurelia Skipwith

Deputy Assistant Secretary
for Fish and Wildlife and Parks

U.S. Department of Interior
1849 C Street, NW, Room 3148
Washington, DC 20240
(202) 208-5837

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

From: Smith, Hilary <hilary_smith@ios.doi.gov>
Date: Thu, Jun 22, 2017 at 7:23 AM
Subject: Re: Logistics for Helena
To: Scott Cameron <scott_cameron@ios.doi.gov>
Cc: Aurelia Skipwith <aurelia_skipwith@ios.doi.gov>, Joel Clement <joel_clement@ios.doi.gov>, Shawn Buckner <shawn_buckner@ios.doi.gov>

Sure thing, Scott. I'll coordinate with Aurelia.

On Wed, Jun 21, 2017 at 10:52 PM, Scott Cameron <scott_cameron@ios.doi.gov> wrote:

Aurelia,

You might want to stay in this same hotel. I am flying out on June 26 and back on June 28.

We have 50 minutes on the agenda on the afternoon of June 27. We can split it up; maybe you can talk about the FWS and NPS items and I can talk about the rest.

Hilary, please make sure Aurelia has the latest package of commitments.

Thanks,

Scott

Scott J. Cameron

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

Phone: 202 208 0969

Cell service 202 706 9031

Sent from my iPhone

Begin forwarded message:

From: "Callaway, Catherine" <catherine_callaway@ios.doi.gov>
Date: June 21, 2017 at 3:48:49 PM EDT
To: "Cameron, Scott" <scott_cameron@ios.doi.gov>
Subject: Re: Logistics for Helena

Hello,

I have made reservations for you at the Wingate Hotel for June 26-27, which is near the airport. It's the same hotel that Hilary has reserved.

Cathy

Catherine P. Callaway
Executive Assistant
Office of the Assistant Secretary,
Policy, Management and Budget
Department of the Interior
1849 C Street, NW, Room: 5113
Washington, DC 20240
Office: 202-208-1927
Fax: 202-513-0734

On Tue, Jun 20, 2017 at 6:27 PM, Cameron, Scott
<scott_cameron@ios.doi.gov> wrote:

Hi Cathy,
I guess I'll need a hotel in Helena for the nights of 6/26 and 6/27.
Thanks,
Scott
Scott J. Cameron
Acting Assistant Secretary for Water and Science, and
Principal Deputy Assistant Secretary for Policy, Management and Budget
Office of the Secretary of the Interior
Desk 202 208 0969
Cell 202 706 9031

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

From: **Smith, Hilary** <hilary_smith@ios.doi.gov>
Date: Tue, Jun 20, 2017 at 11:07 AM
Subject: Logistics for Helena
To: Scott Cameron <scott_cameron@ios.doi.gov>, Michelle Brown
<michelle_brown@ios.doi.gov>

Scott/Michelle,

Here is my itinerary for my trip to Helena, in case it's helpful for retooling your travel schedule for next week.

<https://eitn.travelinc.com/?r=MNFxln9SEI0%3D&EJNCRB=true>

Couple things:

- If you end up taking the same flight to Helena, I have a rental car and am happy to drive.
- I am listed as staying at the Residence Inn (the conference hotel) but since I'll stay for the full meeting now that we're not going to Whitefish, I made a reservation at the Wingate because the Residence Inn no longer has availability.
- I don't fly out until Thursday. I'm not sure how much time you have, but if you're interested in a site visit to Canyon Ferry Reservoir (dreissenid 'suspected' site), USGS may be able to take us there with Montana FWP Wednesday afternoon.

Thanks Scott, I know the CRB team will be thrilled to have you there.

Hilary

--

Hilary Smith
Invasive Species Coordinator
U.S. Department of the Interior
Office of Policy Analysis, 3522 MIB, MS-3530
1849 C Street, N.W.
Washington, DC 20240

Office: 202.208.4103
Cell: 202.763.3118
Fax: 202.208.4118
Hilary_Smith@ios.doi.gov

--

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1849 C Street, N.W.
Washington, DC 20240

Office: 202.208.4103
Cell: 202.763.3118
Fax: 202.208.4118
Hilary_Smith@ios.doi.gov

From: Skipwith, Aurelia
To: [Foster, Maureen](#)
Cc: [Virginia Johnson](#)
Subject: Re: Logistics for Helena
Date: Thursday, June 22, 2017 10:24:19 AM

Yes, Maureen. That would be great.

Aurelia Skipwith

Deputy Assistant Secretary
for Fish and Wildlife and Parks

U.S. Department of Interior
1849 C Street, NW, Room 3148
Washington, DC 20240
(202) 208-5837

On Thu, Jun 22, 2017 at 10:14 AM, Foster, Maureen <maureen_foster@ios.doi.gov> wrote:

Do you want to add a trip to Yellowstone? Virginia had mentioned that to me. Bozeman is about 98 minutes from Helena.

Let me know and I can ask NPS to develop an itinerary.

Then I will hand it over to Tameka to make the travel arrangements and authorization through Concur.

Maureen D. Foster
Chief of Staff
Office of the Assistant Secretary
for Fish and Wildlife and Parks
1849 C Street, NW, Room 3161
Washington, DC 20240

202.208.5970 (desk)
202.208.4416 (main)

Maureen_Foster@ios.doi.gov

On Thu, Jun 22, 2017 at 7:46 AM, Skipwith, Aurelia <aurelia_skipwith@ios.doi.gov> wrote:

Good morning, Maureen,

I'm presenting with Scott Cameron in Helena, MT at this event. The logistics are provided below. Can you please arrange and coordinate? Thank you.

Aurelia Skipwith

Deputy Assistant Secretary
for Fish and Wildlife and Parks

U.S. Department of Interior
1849 C Street, NW, Room 3148
Washington, DC 20240

(202) 208-5837

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003772

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Thanks Scott, I know the CRB team will be thrilled to have you there.

Hilary

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Hilary Smith
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Washington, DC 20240

Office: 202.208.4103
Cell: 202.763.3118
Fax: 202.208.4118
Hilary_Smith@ios.doi.gov

From: Mayne, Chloe
To: [Mary Pletcher](#)
Subject: Joel Clement Letter
Date: Wednesday, June 28, 2017 4:07:41 PM

Hi Mary-

I just dropped of Joel Clement's signed SES letter in your office. Just realized it only has his signature which may be hard to know that it belongs to him. Just wanted to confirm with you that you received it.

Thank you,

--

Chloe Mayne
Policy Specialist
Office of Policy Analysis
U.S. Department of Interior
1849 C Street NW
Washington, DC 20240
202-208-4981

From: Nowakowski, Judy
To: [William Werkheiser](mailto:William.Werkheiser@usgs.gov); [David Applegate](mailto:David.Applegate@usgs.gov)
Subject: Fwd: DOI / USGS Principal to CENRS?
Date: Wednesday, June 28, 2017 5:23:32 PM

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

From: **Nowakowski, Judy** <jnowakowski@usgs.gov>
Date: Wed, Jun 28, 2017 at 5:14 PM
Subject: Re: DOI / USGS Principal to CENRS?
To: "Harris, Margo" <mrharris@usgs.gov>

not that I know of... I think there might have been a meeting of a subcommittee or something that we had to find a rep for, but I don't think we've gone through the process of having this Administration name the DOI rep to the Committee.

I'll send a note to Joel asking if he wants us to provide DOI representation and go from there.

Thanks!

On Wed, Jun 28, 2017 at 10:50 AM, Harris, Margo <mrharris@usgs.gov> wrote:

Wasn't someone assigned for this role??

Margo Robinson-Harris
Staff Assistant to the Director

Office of the Director
United States Department of the Interior
U.S. Geological Survey
Office Phone: (703) 648-7411
iPhone: (703) 935-3181
Office Fax: (703) 648-4454

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

From: **Burkett, Virginia** <virginia_burkett@usgs.gov>
Date: Wed, Jun 28, 2017 at 10:37 AM
Subject: Fwd: DOI / USGS Principal to CENRS?
To: "Harris, Margo" <mrharris@usgs.gov>

Margo, do we have anyone designated to serve as the DOI CENRS representative?

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Wed, Jun 28, 2017 at 10:16 AM
Subject: Re: DOI / USGS Principal to CENRS?
To: David Reidmiller <dreidmiller@usgcrp.gov>
Cc: "Burkett, Virginia" <virginia_burkett@usgs.gov>, Jonathan Steele <Jonathan.Steele@ios.doi.gov>, Doug Beard <dbeard@usgs.gov>, Michael Kuperberg <mkuperberg@usgcrp.gov>

Virginia, has Suzette remained in this role?

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Wed, Jun 28, 2017 at 8:25 AM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:
Joel, Virginia, Jonathan, Doug,

Afua Bruce (NSTC Director) is asking us if we're able to identify who the (acting?) CENRS Principal is for USGS - though I think she means for DOI. Can you all please relay the name and email address for that person ASAP, so we can try to get CSSR out to CENRS Principals soon (pending approval of that process)?

Thanks,
Dave

--
David Reidmiller, PhD
Director, National Climate Assessment
U.S. Global Change Research Program
1800 G Street NW, Suite 9100
Washington, DC 20006
[+1 \(202\) 419-3470](tel:+12024193470) (office)
dreidmiller@usgcrp.gov

From: Nowakowski, Judy
To: [William Werkheiser](mailto:William.Werkheiser); [David Applegate](mailto:David.Applegate)
Subject: Fwd: DOI / USGS Principal to CENRS?
Date: Wednesday, June 28, 2017 5:24:19 PM

meant to forward this one...

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Hi Joel, this made its way to me...

We'd like to have Bill Werkheiser, our Acting Director, assume the DOI principal role. Does that work for DOI?

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U.S. Global Change Research Program

1800 G Street NW, Suite 9100

Washington, DC 20006

[+1 \(202\) 419-3470](tel:+12024193470) (office)

dreidmiller@usgcrp.gov

From: Nowakowski, Judy
To: [William Werkheiser](#); [David Applegate](#); [Margo Harris](#)
Subject: Fwd: DOI / USGS Principal to CENRS?
Date: Thursday, June 29, 2017 11:50:31 AM

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

From: **Clement, Joel** <joel_clement@ios.doi.gov>
Date: Thu, Jun 29, 2017 at 9:54 AM
Subject: Re: DOI / USGS Principal to CENRS?
To: "Nowakowski, Judy" <jnowakowski@usgs.gov>

Sounds good.

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Wed, Jun 28, 2017 at 5:22 PM, Nowakowski, Judy <jnowakowski@usgs.gov> wrote:
Hi Joel, this made its way to me...

We'd like to have Bill Werkheiser, our Acting Director, assume the DOI principal role. Does that work for DOI?

Thanks

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To: David Reidmiller <dreidmiller@usgcrp.gov>
Cc: "Burkett, Virginia" <virginia_burkett@usgs.gov>, Jonathan Steele <Jonathan_Steele@ios.doi.gov>, Doug Beard <dbeard@usgs.gov>, Michael Kuperberg <mkuperberg@usgcrp.gov>

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Dave

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Washington, DC 20006
[+1 \(202\) 419-3470](tel:+12024193470) (office)
dreidmiller@usgcrp.gov

From: Mayne, Chloe
To: [Mary Pletcher](#)
Subject: Re: Joel Clement Letter
Date: Friday, June 30, 2017 9:50:56 AM

Hi Mary-

Just wanted to follow up and make sure you received Joel's signed letter.

Thank you,

Chloe

On Wed, Jun 28, 2017 at 4:07 PM, Mayne, Chloe <chloe_mayne@ios.doi.gov> wrote:

Hi Mary-

I just dropped of Joel Clement's signed SES letter in your office. Just realized it only has his signature which may be hard to know that it belongs to him. Just wanted to confirm with you that you received it.

Thank you,

--

Chloe Mayne
Policy Specialist
Office of Policy Analysis
U.S. Department of Interior
1849 C Street NW
Washington, DC 20240
202-208-4981

--

Chloe Mayne
Policy Specialist
Office of Policy Analysis
U.S. Department of Interior
1849 C Street NW
Washington, DC 20240
202-208-4981

From: Holley, Amy
To: [Oluwarotimi Abimbola](mailto:Oluwarotimi.Abimbola)
Subject: Fwd: Checking in
Date: Friday, July 07, 2017 2:42:29 PM

FYI

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Fri, Jul 7, 2017 at 2:38 PM
Subject: Re: Checking in
To: "Clement, Joel" <joel_clement@ios.doi.gov>

Yes I think that is fine--as soon as Jerry moves out, we should try to get you moved in though.

On Fri, Jul 7, 2017 at 12:59 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Amy I assume nobody is moving into my office right away, so we can operate on Greg's time schedule for the move next week?

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Thu, Jul 6, 2017 at 1:36 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

I'm so sorry it's taken me so long to respond--and so sorry there is so much confusion. We just had a discussion about onboarding and offboarding. I am going to ask Rotimi to work with you to be sure everything is being handled so that you can start next week. Of course, we can work with you on moving your office, etc, but we want to be sure you have your equipment, charge cards, systems access transferred so you will have what you need with ONRR. In the next email, I will loop Rotimi in so she can help us figure this out.

Looking forward to seeing you on the hallway!

On Thu, Jul 6, 2017 at 10:27 AM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Hi Greg, thanks for checking in. I've heard nothing from anyone in PMB or HR other than the reassignment letter, so I'm operating under the assumption that a move next week would be fine. As far as I know, they don't have somebody moving into my office here at PPA yet, so I don't think there is a timing issue with the move. Look forward to talking next week!

I've cc'd Amy so she can let us know if we're operating under the wrong assumptions.

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Thu, Jul 6, 2017 at 10:19 AM, Gould, Greg <greg.gould@onrr.gov> wrote:

Good Morning Joel,

I hope you had a nice 4th of July holiday. I wanted to check to see how things are going and if you had any conversations with Amy or others regarding next steps. I'll be flying into DC on Monday, which I believe is your first official date at ONRR, correct? I'll be talking to Jerry today to see if he will be moved out of his office by Monday. When do you have to be out of your office? I'll send you a meeting invite for Tuesday morning so that we can discuss next steps, etc.

Thanks,

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior*

Warning: This message is intended only for use of the individual or entity to which it is addressed and may contain information that is privileged or confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail.

From: Oluwarotimi Abimbola
To: Holley, Amy
Cc: joseph_w_nassar@ios.doi.gov; maria_gonzalez@ios.doi.gov
Subject: Re: Checking in
Date: Friday, July 07, 2017 5:27:00 PM

Hi Amy,

Joel asked about how to pack up and move his office. Is there moving guidance and do we know his new office?

Thanks,
Rotimi

Sent from my iPhone

On Jul 7, 2017, at 3:14 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Thank you!

On Fri, Jul 7, 2017 at 3:13 PM, Rotimi Abimbola

<rotimi_abimbola@ios.doi.gov> wrote:

That's correct, Amy. Patty is working with Joel on his new equipment and OCIO will work with Joel to off-board his old equipment and account on Monday.

On Fri, Jul 7, 2017 at 3:11 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

And I think they will need to switch your equipment and offboard/onboard your access in each place right away....

On Fri, Jul 7, 2017 at 2:38 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Yes I think that is fine--as soon as Jerry moves out, we should try to get you moved in though.

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Hi Greg, thanks for checking in. I've heard nothing from anyone in PMB or HR other than the reassignment letter, so I'm operating under the assumption that a move next week would be fine. As far as I know, they don't have somebody moving into my office here at PPA yet, so I don't think there is a timing issue with the move. Look forward to talking next week!

I've cc'd Amy so she can let us know if we're operating under the wrong assumptions.

Joel

Joel Clement - Director, Office of Policy Analysis, U.S. Department of the Interior 202.208.3295

On Thu, Jul 6, 2017 at 10:19 AM, Gould, Greg
<greg.gould@onrr.gov> wrote:

Good Morning Joel,

I hope you had a nice 4th of July holiday. I wanted to check to see how things are going and if you had any conversations with Amy or others regarding next steps. I'll be flying into DC on Monday, which I believe is your first official date at ONRR, correct? I'll be talking to Jerry today to see if he will be moved out of his office by Monday. When do you have to be out of your office? I'll send you a meeting invite for Tuesday morning so that we can discuss next steps, etc.

Thanks,

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior*

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--
Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

From: Holley, Amy
To: [Oluwarotimi Abimbola](#); [Spano, Julie](#)
Cc: [Joe Nassar](#); [Elena Gonzalez](#)
Subject: Re: Checking in
Date: Friday, July 07, 2017 6:49:03 PM

Thank you! I'm looping in Julie who can work with Joe's people I think.

On Fri, Jul 7, 2017 at 5:26 PM, Oluwarotimi Abimbola <oluwarotimi_abimbola@ios.doi.gov> wrote:

Hi Amy,

Joel asked about how to pack up and move his office. Is there moving guidance and do we know his new office?

Thanks,
Rotimi

Sent from my iPhone

On Jul 7, 2017, at 3:14 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Thank you!

On Fri, Jul 7, 2017 at 3:13 PM, Rotimi Abimbola <rotimi_abimbola@ios.doi.gov> wrote:

That's correct, Amy. Patty is working with Joel on his new equipment and OCIO will work with Joel to off-board his old equipment and account on Monday.

On Fri, Jul 7, 2017 at 3:11 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

And I think they will need to switch your equipment and offboard/onboard your access in each place right away....

On Fri, Jul 7, 2017 at 2:38 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

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On Thu, Jul 6, 2017 at 1:36 PM, Holley, Amy

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I'm so sorry it's taken me so long to respond--and so sorry there is so much confusion. We just had a discussion about onboarding and offboarding. I am going to ask Rotimi to work with you to be sure everything is being handled so that you can start next week. Of course, we can work with you on moving your office, etc, but we want to be sure you have your equipment, charge cards, systems access transferred so you will have what you need with ONRR. In the next email, I will loop Rotimi in so she can help us figure this out.

Looking forward to seeing you on the hallway!

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Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

From: Gonzalez, Elena
To: [Holley, Amy](mailto:amy_holley@ios.doi.gov)
Cc: [Oluwarotimi Abimbola](mailto:oluwarotimi_abimbola@ios.doi.gov); [Spano, Julie](mailto:spano.julie@ios.doi.gov); [Joe Nassar](mailto:joe.nassar@ios.doi.gov)
Subject: Re: Checking in
Date: Friday, July 07, 2017 6:51:13 PM

Exactly. If ONRR uses Rosita they can coordinate with her.

Elena Gonzalez
U.S. Department of the Interior
Deputy Assistant Secretary for Technology, Information and Business Services
1849 C St NW Room 5124
Washington, DC 20240
(o) 202-208-7966

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Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

From: Holley, Amy
To: [Tong Kim](#)
Subject: Fwd: Email Lists
Date: Monday, July 10, 2017 12:42:20 PM

Update for these lists!

for OS_PMB_OfficeHeads

could you

remove:

Joel Clement
Debra Sonderman
Tim Lynn

add:

Shawn Buckner
Darren Cruzan (the ios.doi address)

Thank you!

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

From: **Kim, Tong** <tong_kim@ios.doi.gov>
Date: Mon, Jan 23, 2017 at 8:09 AM
Subject: Re: Email Lists
To: "Holley, Amy" <amy_holley@ios.doi.gov>

Hello Ms Holley,

I've added/removed the users that were listed on the list you provided to both distribution groups.

Thanks

On Sun, Jan 22, 2017 at 9:44 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Thank you! These seem to be very incomplete lists, so let me give you what I think they should be if that's okay.

For OS_PMB_Senior Staff:

Olivia Ferriter
Mary Pletcher
Harry Humbert
Elena Gonzalez
Steve Glomb
Greg Gould
Amy Holley

There may be additions in the next couple of weeks, but this should be the core group

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Michaela Noble
Karen Senhadji
Kaiini Kaloi
Stanton Enomoto (the ios.doi.gov address)
Steve Glomb
Joel Clement
Jamie Reaser
Denise Flanagan
Douglas Glenn
Rich Beck
Martin Quinlan
Debra Sonderman
Megan Olsen
Raymond Limon
Jim Anderton
Alesia Pierre-Louis
John Burden
William E Hall
John Ross
Michele Singer
Shayla Simmons
Joe Nassar
Sylvia Burns
Greg Gould
Lisa Branum
Tim Lynn
Bryan Rice
Mark Bathrick
Jon Andrew

Thank you so much! And of course, if you have questions, please do not hesitate to let me know!

On Fri, Jan 20, 2017 at 12:22 PM, Kim, Tong <tong_kim@ios.doi.gov> wrote:

Hello Ms Holley,

I've attached an excel spreadsheet for members of both distribution groups you requested.

Thanks

On Fri, Jan 20, 2017 at 8:08 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Good morning! I know you may not be working today, but as soon as you can next week could you send the current lists for OS_PMB_Senior_Staff and

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--

Tong Kim

Email Administrator

Valdez (Contractor)

End User Services- Desktop & Peripherals Support

Office of the Chief Information Officer

U.S. Department of the Interior

Office Phone: 202-513-0876

Mobile phone: 202-746-4772

email: tong_kim@ios.doi.gov

www.DOI.gov/OCIO

Our mission is your mission

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Tong Kim

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Our mission is your mission

From: Kim, Tong
To: Holley, Amy
Subject: Re: Email Lists
Date: Monday, July 10, 2017 1:38:05 PM

Hello Ms Holley,

The requested users have been added and removed from the requested distribution group.

Thanks

On Mon, Jul 10, 2017 at 12:41 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Update for these lists!

for OS_PMB_OfficeHeads

could you

remove:

Joel Clement
Debra Sonderman
Tim Lynn

add:

Shawn Buckner
Darren Cruzan (the ios.doi address)

Thank you!

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Martin Quinlan
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Megan Olsen
Raymond Limon
Jim Anderton
Alesia Pierre-Louis
John Burden
William E Hall
John Ross
Michele Singer
Shayla Simmons
Joe Nassar
Sylvia Burns
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Thank you so much! And of course, if you have questions, please do not hesitate to let me know!

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Office Phone: 202-513-0876
Mobile phone: 202-746-4772
email: tong_kim@ios.doi.gov
www.DOL.gov/OCIO

Our mission is your mission

From: Holley, Amy
To: [Elena Gonzalez](mailto:Elena.Gonzalez)
Subject: Fwd: Transition guidance
Date: Monday, July 10, 2017 1:38:09 PM

FYI

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Mon, Jul 10, 2017 at 1:37 PM
Subject: Re: Transition guidance
To: "Clement, Joel" <joel_clement@ios.doi.gov>
Cc: Rotimi Abimbola <rotimi_abimbola@ios.doi.gov>, "JONATHAN J. MACK" <jonathan_mack@ios.doi.gov>, Martha Eichenbaum <martha_eichenbaum@ios.doi.gov>

Happy to discuss at your convenience. This is not a new policy--it is required for senior leadership and addresses numerous cyber security and records retention issues.

On Mon, Jul 10, 2017 at 1:33 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

On this matter, I understand that the CIO has decided that the reassigned senior executives shall lose their old email accounts and all of the institutional memory lodged in those folders and file structures. I do, however, want to register my disappointment in that decision, it seems punitive and counter to the best interests of the institution.

That said, I understand that it was not your decision, and I appreciate the help you've provided during this transition.

Joel

On Mon, Jul 10, 2017 at 1:01 PM, Rotimi Abimbola <rotimi_abimbola@ios.doi.gov> wrote:

Joel,

We'll be in touch with more information.

Thanks,
Rotimi

On Mon, Jul 10, 2017 at 12:19 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Do either of you know what time my old email account will be shut down? If it's possible to keep it alive for another day, that would be appreciated. Thanks.

On Mon, Jul 10, 2017 at 9:49 AM, Rotimi Abimbola <rotimi_abimbola@ios.doi.gov> wrote:

Joel,

We prepared an out of office message template for you to use. Kindly use and reach out to Jonathan and the team with any questions.

Subject: Org/Email Address Changed

Body of Email:

Thank you for your message. I am no longer with the Office of Policy, Management and Budget (PMB). I have moved to the Office of Natural Resources Revenue (ONRR). My new email address is joel.clement@onrr.gov .

If you have questions regarding PMB-related matters, please contact [insert name and email address of your replacement/backfill].

Thank you,
Joel Clement

On Fri, Jul 7, 2017 at 9:32 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Dear Joel,

I am writing to share guidance to help you transition into your new SES position. We are following the standard process the Department now uses to onboard and offboard senior officials. The Department's onboarding team will be in touch with you over the next couple of days and will work with you and your respective HR, IT and security staffs to ensure that your transition is as smooth as possible and handled consistently to avoid any security or other issues.

Please note that as part of your move to a new bureau or office within the Department, you will get a new email account and inbox. For security purposes, we ask that that you include an out of office message on your former email address which will be active for 30 days. Once your transfers are complete, you will no longer have access to your former account and inbox. Additional details will be shared in the guidance document.

Please reach out to Jonathan Mack or Michelle Oxyer with any questions or concerns. Jonathan can be reached at 202-208-5990. Michelle can be reached at 202-208-6943.

Best,
Mary
202-208-4505

Sent from my iPhone

--
Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

--

Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

From: Holley, Amy
To: Kim.Tong
Subject: Re: Email Lists
Date: Monday, July 10, 2017 1:38:45 PM

Thank you!

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Update for these lists!

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Email Administrator

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Our mission is your mission

From: Holley, Amy
To: [Elena Gonzalez](mailto:Elena.Gonzalez)
Subject: Fwd: Transition guidance
Date: Monday, July 10, 2017 2:05:08 PM

FYI

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Mon, Jul 10, 2017 at 1:56 PM
Subject: Re: Transition guidance
To: "Clement, Joel" <joel_clement@ios.doi.gov>
Cc: Rotimi Abimbola <rotimi_abimbola@ios.doi.gov>, "JONATHAN J. MACK" <jonathan_mack@ios.doi.gov>, Martha Eichenbaum <martha_eichenbaum@ios.doi.gov>

Happily not lost--kept in perpetuity! If you need something specific in your new job from the old records, I am sure CIO can work with you to find it...

On Mon, Jul 10, 2017 at 1:43 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Thanks Amy. Because this particular process has been rushed, I (and others in my reassigned cohort) have been feeling singled out, so it's helpful to know that this was a long-standing policy for career SES reassignments. It is too bad to lose all of that information, though!

On Mon, Jul 10, 2017 at 1:37 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

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Joel

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Body of Email:

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If you have questions regarding PMB-related matters, please contact [insert name and email address of your replacement/backfill].

Thank you,
Joel Clement

On Fri, Jul 7, 2017 at 9:32 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Dear Joel,

I am writing to share guidance to help you transition into your new SES position. We are following the standard process the Department now uses to onboard and offboard senior officials. The Department's onboarding team will be in touch with you over the next couple of days and will work with you and your respective HR, IT and security staffs to ensure that your transition is as smooth as possible and handled consistently to avoid any security or other issues.

Please note that as part of your move to a new bureau or office within the Department, you will get a new email account and inbox. For security purposes, we ask that that you include an out of office message on your former email address which will be active for 30 days. Once your transfers are complete, you will no longer have access to your former account and inbox. Additional details will be shared in the guidance document.

Please reach out to Jonathan Mack or Michelle Oxyer with any questions or concerns. Jonathan can be reached at 202-208-5990. Michelle can be reached at 202-208-6943.

Best,
Mary
202-208-4505

| Sent from my iPhone

--

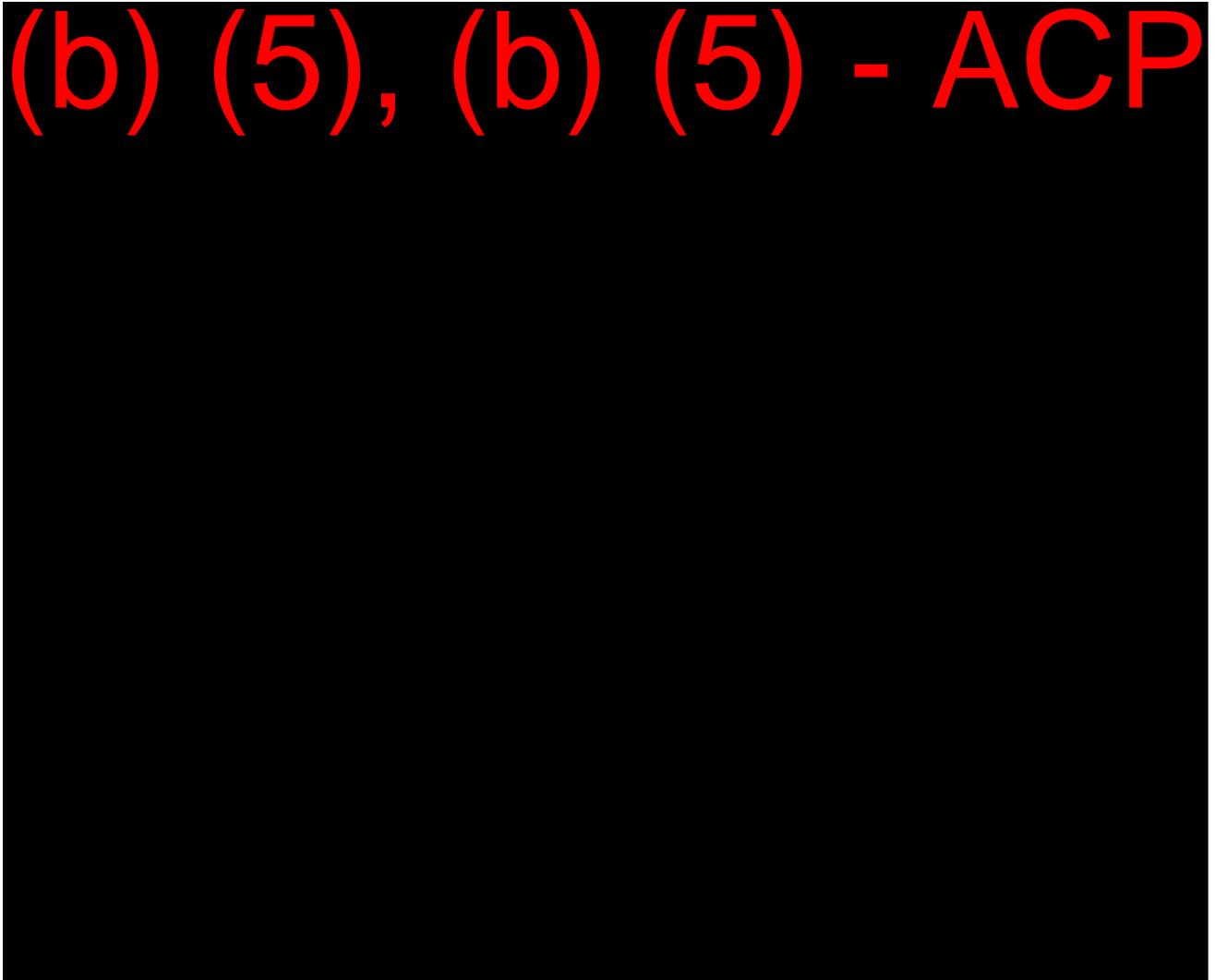
Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

--

Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

From: Keable, Edward
To: [Jorjani, Daniel](#)
Subject: Re: If Asked
Date: Wednesday, July 19, 2017 6:41:20 PM

Dan,



Please let me know if you need anything more Thanks.

Ed

On Wed, Jul 19, 2017 at 6:13 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

Thoughts?

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

From: **Swift, Heather** <heather_swift@ios.doi.gov>

Date: Wed, Jul 19, 2017 at 6:11 PM

Subject: Re: If Asked

To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>

Cc: Joshua Campbell <joshua.campbell@sol.doi.gov>, Gary Lawkowski <gary.lawkowski@sol.doi.gov>

Dan, Can I use the following:

Regarding the op-ed:

(b) (5)

Regarding the shuffling of SES at DOI: (b) (5)

(b) (5)

-
Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:10 PM, Swift, Heather <heather_swift@ios.doi.gov> wrote:
Thank you.

-
Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:07 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

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

From: **Keable, Edward** <edward.keable@sol.doi.gov>

Date: Wed, Jul 19, 2017 at 6:01 PM

Subject: If Asked

To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>

Cc: "Harris, Kaprice" <kaprice.tucker@sol.doi.gov>, Karen Richardson <karen.richardson@sol.doi.gov>, Richard Myers <Richard.Myers@sol.doi.gov>

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If we get press inquiries related to Joel Clement's Washington Post OpEd, we should respond along the following lines:

(b) (5)

Please note that I am adding Karen and Rich to this email because they have roles in responding to OSC inquiries. I am adding Kaprice for her awareness.

Please let me know if you need anything more.

Ed

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Jorjani, Daniel
To: [Heather Swift](#); [Edward Keable](#)
Cc: [Gary Lawkowski](#); [Joshua Campbell](#)
Subject: Fwd: If Asked
Date: Wednesday, July 19, 2017 6:46:20 PM

Heather - Please see proposed edits from Ed. Adding him to the chain.

Ed - Superb work. Appreciated.

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

From: **Keable, Edward** <edward.keable@sol.doi.gov>

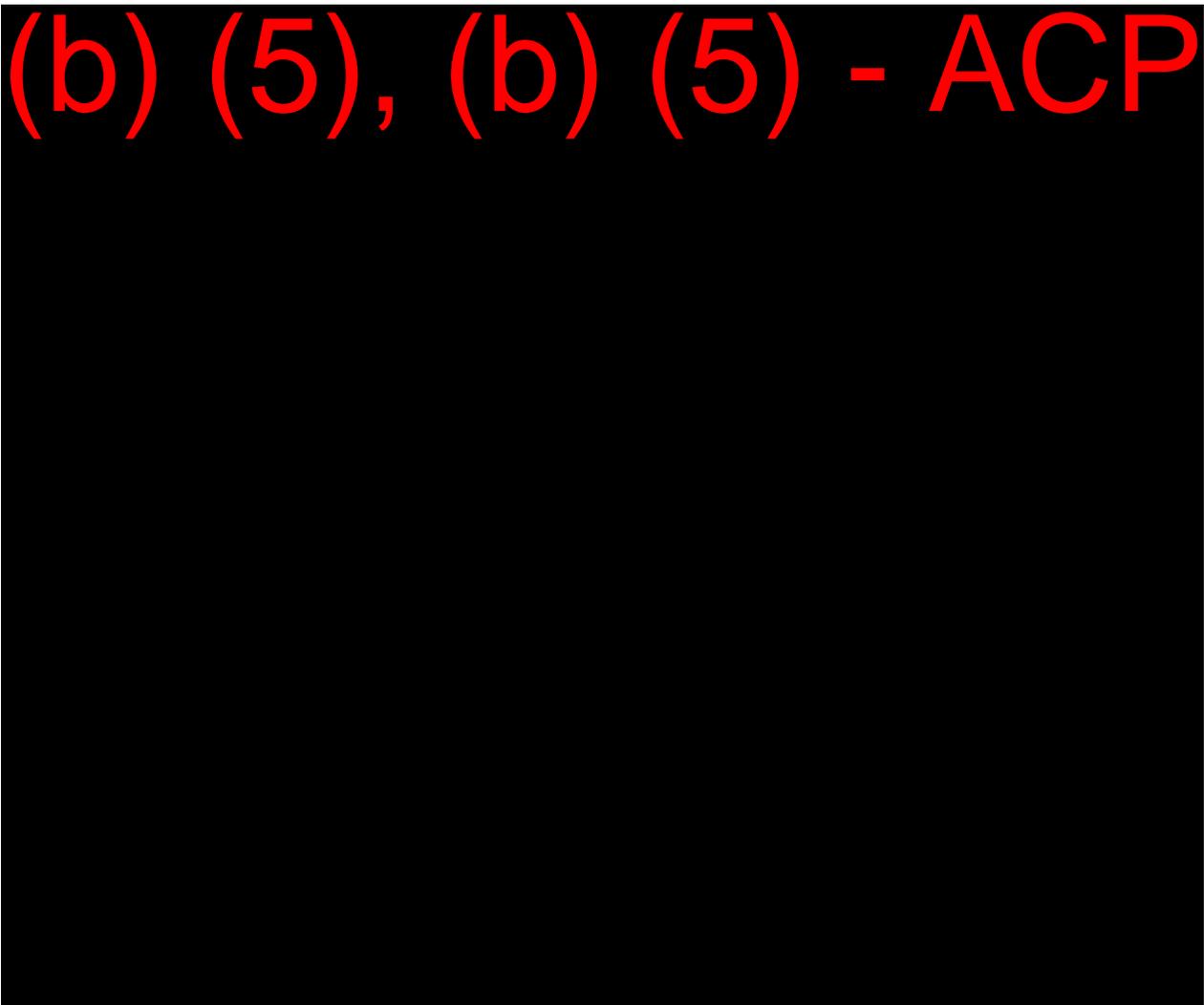
Date: Wed, Jul 19, 2017 at 6:40 PM

Subject: Re: If Asked

To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>

Dan,

(b) (5), (b) (5) - ACP



Please let me know if you need anything more Thanks.

Ed

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Thoughts?

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Date: Wed, Jul 19, 2017 at 6:01 PM
Subject: If Asked
To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Cc: "Harris, Kaprice" <kaprice.tucker@sol.doi.gov>, Karen Richardson
<karen.richardson@sol.doi.gov>, Richard Myers <Richard.Myers@sol.doi.gov>

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Ed

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Edward T. Keable
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Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Swift, Heather
To: Jorjani, Daniel
Cc: [Edward Keable](mailto:Edward.Keable); [Gary Lawkowski](mailto:Gary.Lawkowski); [Joshua Campbell](mailto:Joshua.Campbell)
Subject: Re: If Asked
Date: Wednesday, July 19, 2017 6:48:47 PM

This is fantastic. Thank you.

-
Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:44 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:
Heather - Please see proposed edits from Ed. Adding him to the chain.

Ed - Superb work. Appreciated.

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From: Keable, Edward <edward.keable@sol.doi.gov>

Date: Wed, Jul 19, 2017 at 6:40 PM

Subject: Re: If Asked

To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>

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(b) (5), (b) (5) - ACP

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Department of the Interior

@DOIPressSec

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Edward T. Keable
Deputy Solicitor-General Law

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U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Jorjani, Daniel
To: [Keable, Edward](mailto:Edward.Keable@sol.doi.gov)
Subject: Re: If Asked
Date: Wednesday, July 19, 2017 6:49:41 PM

Heather - Please see proposed edits from Ed. Adding him to the chain.

Ed - Superb work. Appreciated.

Dan

On Wed, Jul 19, 2017 at 6:40 PM, Keable, Edward <edward.keable@sol.doi.gov> wrote:
Dan,

(b) (5), (b) (5) - ACP

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Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Jorjani, Daniel
To: [Edward Keable](#)
Subject: Fwd: If Asked
Date: Wednesday, July 19, 2017 7:11:20 PM

Thoughts?

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

From: **Swift, Heather** <heather_swift@ios.doi.gov>
Date: Wed, Jul 19, 2017 at 6:11 PM
Subject: Re: If Asked
To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Cc: Joshua Campbell <joshua.campbell@sol.doi.gov>, Gary Lawkowski <gary.lawkowski@sol.doi.gov>

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Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

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*strictly prohibited. If you receive this e-mail in error, please notify the sender immediately and destroy all copies.
Thank you.*

From: Jorjani, Daniel
To: [Heather Swift](#); [Joshua Campbell](#); [Gary Lawkowski](#)
Subject: Fwd: If Asked
Date: Wednesday, July 19, 2017 9:23:39 PM

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

From: **Keable, Edward** <edward.keable@sol.doi.gov>
Date: Wed, Jul 19, 2017 at 6:01 PM
Subject: If Asked
To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Cc: "Harris, Kaprice" <kaprice.tucker@sol.doi.gov>, Karen Richardson <karen.richardson@sol.doi.gov>, Richard Myers <Richard.Myers@sol.doi.gov>

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From: Joshua Campbell
To: Jorjani, Daniel
Subject: Re: If Asked
Date: Thursday, July 20, 2017 5:03:39 AM

Thanks

Sent from my iPhone

On Jul 19, 2017, at 6:45 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

Heather - Please see proposed edits from Ed. Adding him to the chain.

Ed - Superb work. Appreciated.

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From: Keable, Edward <edward.keable@sol.doi.gov>

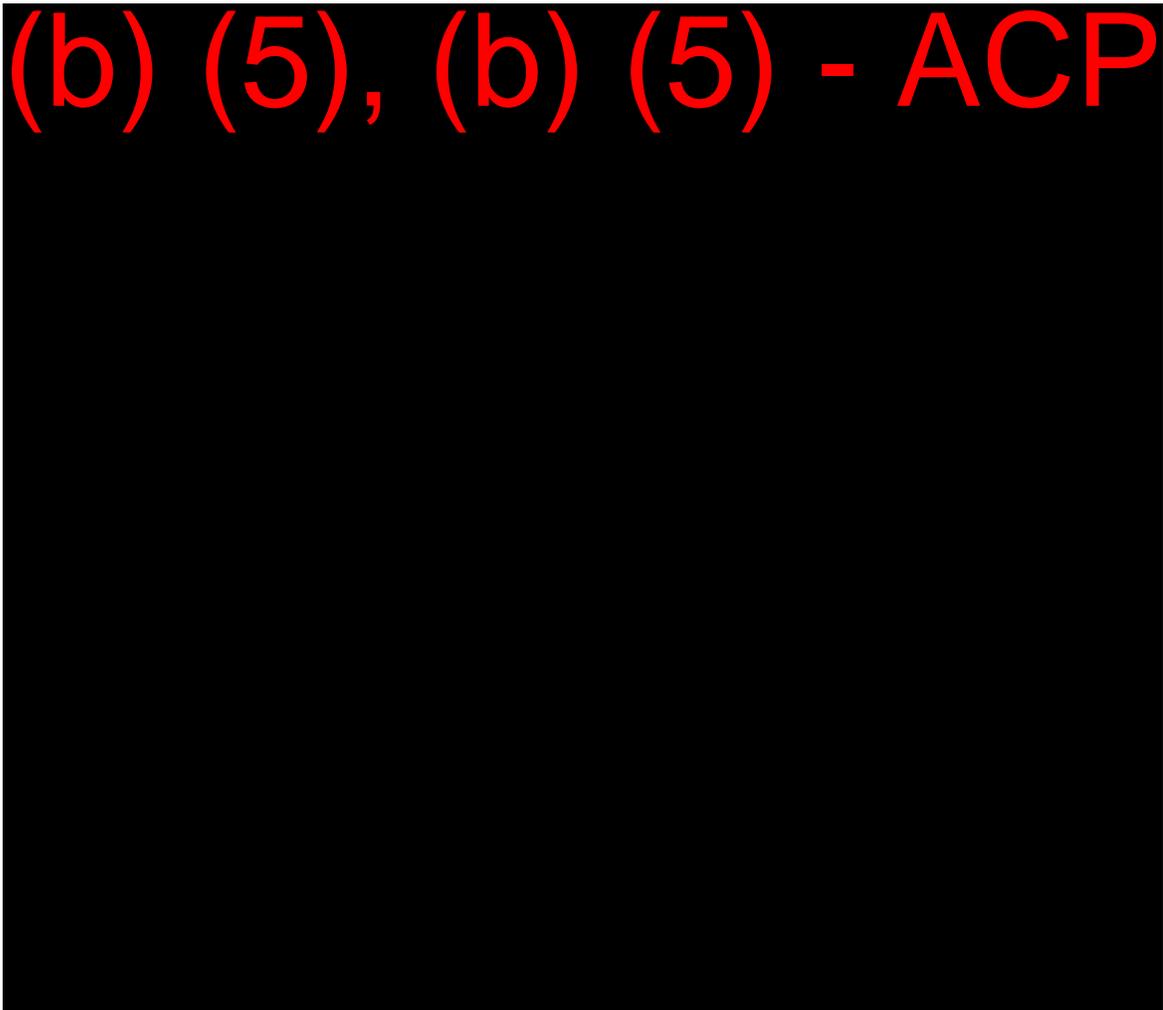
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Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

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From: Elena Gonzalez
To: Holley, Amy
Subject: Re: Transition guidance
Date: Monday, July 10, 2017 2:33:55 PM

Thanks. Has Mary seen these messages?

Sent from my iPhone

On Jul 10, 2017, at 2:05 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

FYI

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

From: **Holley, Amy** <amy_holley@ios.doi.gov>
Date: Mon, Jul 10, 2017 at 1:56 PM
Subject: Re: Transition guidance
To: "Clement, Joel" <joel_clement@ios.doi.gov>
Cc: Rotimi Abimbola <rotimi_abimbola@ios.doi.gov>, "JONATHAN J. MACK" <jonathan_mack@ios.doi.gov>, Martha Eichenbaum <martha_eichenbaum@ios.doi.gov>

Happily not lost--kept in perpetuity! If you need something specific in your new job from the old records, I am sure CIO can work with you to find it...

On Mon, Jul 10, 2017 at 1:43 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

Thanks Amy. Because this particular process has been rushed, I (and others in my reassigned cohort) have been feeling singled out, so it's helpful to know that this was a long-standing policy for career SES reassignments. It is too bad to lose all of that information, though!

On Mon, Jul 10, 2017 at 1:37 PM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Happy to discuss at your convenience. This is not a new policy--it is required for senior leadership and addresses numerous cyber security and records retention issues.

On Mon, Jul 10, 2017 at 1:33 PM, Clement, Joel <joel_clement@ios.doi.gov> wrote:

On this matter, I understand that the CIO has decided that the reassigned senior executives shall lose their old email accounts and all of the institutional memory lodged in those folders and file structures. I do, however, want to register my disappointment in that decision, it seems punitive and counter to the best interests of the institution.

That said, I understand that it was not your decision, and I appreciate the help you've provided during this transition.

Joel

On Mon, Jul 10, 2017 at 1:01 PM, Rotimi Abimbola
<rotimi_abimbola@ios.doi.gov> wrote:

Joel,

We'll be in touch with more information.

Thanks,
Rotimi

On Mon, Jul 10, 2017 at 12:19 PM, Clement, Joel
<joel_clement@ios.doi.gov> wrote:

Do either of you know what time my old email account will be shut down? If it's possible to keep it alive for another day, that would be appreciated. Thanks.

On Mon, Jul 10, 2017 at 9:49 AM, Rotimi Abimbola
<rotimi_abimbola@ios.doi.gov> wrote:

Joel,

We prepared an out of office message template for you to use. Kindly use and reach out to Jonathan and the team with any questions.

Subject: Org/Email Address Changed

Body of Email:

Thank you for your message. I am no longer with the Office of Policy, Management and Budget (PMB). I have moved to the Office of Natural Resources Revenue (ONRR). My new email address is joel.clement@onrr.gov.

If you have questions regarding PMB-related matters, please contact [insert name and email address of your replacement/backfill].

Thank you,
Joel Clement

On Fri, Jul 7, 2017 at 9:32 AM, Mary Pletcher
<mary_pletcher@ios.doi.gov> wrote:

Dear Joel,

I am writing to share guidance to help you transition into your new SES position. We are following the standard process the Department now uses to onboard and offboard senior officials. The Department's onboarding team will be in touch with you over the next couple of days and will work with you and your respective HR, IT and security staffs to ensure that your transition is as smooth as possible and handled consistently to avoid any security or other issues.

Please note that as part of your move to a new bureau or office within the Department, you will get a new email account and inbox. For security purposes, we ask that that you include an out of office message on your former email address which will be active for 30 days.

Once your transfers are complete, you will no longer have access to your former account and inbox. Additional details will be shared in the guidance document.

Please reach out to Jonathan Mack or Michelle Oxyer with any questions or concerns. Jonathan can be reached at 202-208-5990. Michelle can be reached at 202-208-6943.

Best,
Mary
202-208-4505

Sent from my iPhone

--

Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

--

Rotimi Abimbola
OCIO, Chief of Staff
U.S. Department of the Interior
Office phone: 202-208-2912
www.doi.gov/ocio

From: Gould, Greg
To: [Holley, Amy](#)
Cc: [Olivia Ferriter](#); [Mary Pletcher](#); [Harry Humber](#); [Elena Gonzalez](#); [Steve Glomb](#)
Subject: Re: URGENT: ACTION DUE NOON TOMORROW
Date: Friday, July 14, 2017 9:05:45 AM
Attachments: [2016 Valuation Rule Brief Paper OMB UPDATED.docx](#)
[ONRR overview July 14 2017.docx](#)
[2016 Valuation Rule Tough Q&A.docx](#)

Amy,

Let me know if this is what you are looking for, see attached.

Thanks,

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior*

Warning: This message is intended only for use of the individual or entity to which it is addressed and may contain information that is privileged or confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail.

On Thu, Jul 13, 2017 at 11:34 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

Also, if there are general briefing papers we have prepared for the Secretary or other Senior Officials about cross-cutting or Department-wide issues, could you forward those? Thank you!

On Thu, Jul 13, 2017 at 11:31 AM, Holley, Amy <amy_holley@ios.doi.gov> wrote:

All:

OCL is asking us for Q&As for our nominee's mock hearing. The mock hearing is next Tuesday, and the questions should be very general and high level, as should the answers. We are thinking specifically, questions about Budget, Reorg (including recent reassignments), Fire. The answers could reference what the Secretary has said publicly or state an already established Administration position. If there are others you think would be helpful, please include them. Please try to get them to me by noon tomorrow. As always, let me know if you have questions or concerns. Thank you!

It is possible she will have a hearing as early as next Thursday, although that is not firm.

INFORMATION/ BRIEFING MEMORANDUM

SUBJECT: Repeal of the *Consolidated Federal Oil & Gas and Federal & Indian Coal Valuation Reform Rule*

This memorandum addresses the repeal of the Consolidated Federal Oil & Gas and Federal & Indian Coal Valuation Reform Rule (2016 Valuation Rule), explains reasons for its repeal, discusses its significance under EO12866, and summarizes next steps.

BACKGROUND

The Office of Natural Resources Revenue (ONRR) published the *Consolidated Federal Oil & Gas and Federal & Indian Coal valuation Reform, Final Rule* (2016 Valuation Rule) on July 1, 2016, effective January 1, 2017. On December 29, 2016, industry members and trade associations filed three lawsuits challenging the 2016 Valuation Rule. On February 17, 2017, the petitioners also sent a joint letter to the ONRR Director asserting that it is impossible for them to comply with the 2016 Valuation Rule's new reporting and payment requirements by the royalty reporting deadline, exposing any non-compliant lessees to significant civil penalties. In response to these and other concerns lessees expressed in writing or in workshops, ONRR stayed the 2016 Valuation Rule on February 27, 2017 via Federal Register Notice (82 FR 11823).

ONRR's Notice of Proposed Rulemaking published on April 4, 2017 proposed repeal of the 2016 Valuation Rule. The repeal would address many of the concerns expressed by both the oil and gas and the coal industries, eliminate uncertainty while reporting entities upgrade their reporting systems, and avoid costly litigation over the validity of the rule. ONRR also chose to repeal the 2016 Valuation Rule to avoid it being potentially nullified through the Congressional Review Act of 1996 (CRA). By law, nullification through the CRA would prevent any new, substantially similar rulemaking. Members of the oil, gas, and coal industries have expressed concern as well as support for varying parts of the 2016 Valuation Rule, as have members of environmental groups and the general public.

Based on the events leading up to the April 4, 2017 Notice of Proposed Rulemaking and the comments that followed, ONRR will repeal the 2016 Valuation Rule. By repealing the 2016 Valuation Rule, the oil, gas, and coal regulations in place before January 1, 2017, will once again be in effect.

DISCUSSION

ONRR maintains that this rule is not a significant regulatory action requiring OMB and OIRA review. Executive Order 12866 defines a "significant regulatory action" as regulatory actions that: (1) Have an annual effect on the economy of \$100 million or more or adversely affect in a material way the economy, a sector of the economy, productivity, competition, jobs, the environment, public health or safety, or State, local, or tribal governments or communities; (2) Create a serious inconsistency or otherwise interfere with an action taken or planned by another agency; (3) Materially alter the budgetary impact of entitlements, grants, user fees, or loan

programs or the rights and obligations of recipients thereof; or (4) Raise novel legal or policy issues arising out of legal mandates, the President's priorities, or the principles set forth in this Executive order. This memo discusses each of these below.

1. Not significant economic effect:

The 2016 Valuation Rule was estimated to have a net impact between \$72 and \$85 million annually using 2010 commodity prices and volumes. ONRR revised these figures for the repeal of the 2016 Valuation Rule using updated 2015 market data. These more current estimates show a decrease in royalty payments and an overall benefit to industry of nearly \$43 million annually. The 2016 Valuation Rule estimated between a \$17.4 and \$23.6 million cost to industry by explicitly denying deep water gathering, but by returning to the previous regulations which are silent on deep water gathering, these costs are not included in the economic impacts of the repeal.

2. No inconsistencies or interference with other agencies:

ONRR is the only agency that promulgates rules for royalty valuation on Federal oil and gas leases and Federal and Indian coal leases.

3. Does not alter the budgetary impact of programs:

The scope of the rule repealing the 2016 Valuation Rule does not impact the budget of entitlements, grants, user fees, or loan programs or any rights or obligations of their recipients.

4. The rule itself does not raise novel legal or policy issues:

While ONRR received 777 comments in favor of repeal and 2,924 against, repealing the 2016 Valuation Rule will not raise novel legal or policy issues because it reinstates the regulations in place prior to the 2016 Valuation Rule. ONRR originally promulgated the rules in effect prior to the 2016 Valuation Rule in 1988 (for Federal gas valuation) and 1989 (for Federal and Indian coal valuation). And since then, ONRR has amended the rules in 2004 (Federal oil valuation), 2005 (Federal gas valuation), and 2008 (Federal and Indian Coal Valuation). In the nine-plus years this rule of repeal has been in effect, ONRR litigated most of the novel legal and policy issues arising from this rule.

ONRR anticipates litigation based on the process of the repeal, but not the rule of repeal itself. Indeed, two States filed suit challenging the stay in the United States District Court for the District of Northern California. OMB review of the repeal will not prevent this type of litigation.

NEXT STEPS

- DOI Office of the Solicitor review and approval
- DOI Office of Executive Secretariat and Regulatory Affairs review and approval
- OMB Review and Approval (may need assistance with timing)
- Publish Final Rule (goal is to publish no later than mid-August)

Concurrently with the repeal, the Department is reestablishing the Royalty Policy Committee to facilitate stakeholder input on issues of royalty valuation. Also, ONRR published and has received comments on an Advanced Notice of Proposed Rulemaking on oil, gas, and coal valuation issues (Valuation ANPR). ONRR plans to refer comments received on the Valuation ANPR to the RPC for consideration. ONRR anticipates that the RPC will make recommendations for a new proposed rule, which would likely be a significant regulatory action.

OFFICE OF NATURAL RESOURCES REVENUE

I. SUMMARY OF ORGANIZATION

The Office of Natural Resources Revenue (ONRR) manages and ensures full payment of revenues owed for the development of the nation's energy and natural resources on the Outer Continental Shelf and onshore Federal and Indian lands. In performing this important fiduciary role, ONRR collects an average of \$10 billion dollars in annual revenue—one of the Federal government's largest sources of non-tax revenue.

Every American benefits from the revenues that ONRR collects, either directly through payments to Tribes and individual Indian mineral owners, or, indirectly through contributions to the Historic Preservation Fund, the Land and Water Conservation Fund (LWCF), and the Reclamation Fund, and disbursements to States and the U.S. Treasury. From 1982 through 2016, ONRR disbursed almost \$287 billion to these recipients.

ONRR fulfills the Department's Indian trust responsibility by providing revenue management services for mineral leases on American Indian lands and advocating for the interests of Indian Tribes and individual Indian mineral owners. One hundred percent of the revenues that ONRR collects for mineral leases on Indian lands are transferred to the Office of the Special Trustee for American Indians (OST) for distribution to the proper Tribe or individual Indian mineral owner.

In addition to OST, ONRR coordinates with other Department of the Interior entities, including the Bureau of Indian Affairs (BIA), the Bureau of Land Management (BLM), the Bureau of Ocean Energy Management (BOEM), and the Bureau of Safety and Environmental Enforcement (BSEE) to support the Department's management of oil, gas, and other natural resources.

ONRR is headquartered in Washington, D.C., and operationally based at the Denver Federal Center in Lakewood, Colorado. ONRR has field offices near energy development areas in New Mexico, Oklahoma, and Texas.

Mission: For the benefit of all Americans, ONRR collects, accounts for and verifies natural resource and energy revenues due to States, American Indians, and the U.S. Treasury.

Vision: Excellence in natural resources revenue management

II. MANAGEMENT AND KEY PERSONNEL

Non-Career SES:

- Greg Gould, Acting Deputy Assistant Secretary

Career SES:

- Greg Gould, Director
- Jim Steward, Deputy Director

- Joel Clement, Senior Policy Advisor
 - Kimbra Davis, Program Director for Financial and Production Management
 - Paul Tyler, Program Director for Audit and Compliance Management
 - John Mehlhoff, Program Director for Coordination, Enforcement, Valuation, and Appeals
- **Total Staffing Complement: 656** (2016 Actual FTE)

III. ONRR CORE FUNCTIONS

ONRR's Financial and Production Management Program encompasses five main functional areas, including: collecting, verifying, and distributing all rent, royalty and bonus payments; receiving, processing, and verify industry-submitted royalty and production reports; performing data mining functions; completing error correction for all Federal and Indian production; and overseeing meter inspections for production verification.

ONRR's Audit and Compliance Management Program is responsible for ensuring that Federal and Indian mineral revenues are accurately reported and paid by performing full scale, robust audits down to compliance reviews. Properties and companies are selected for review or audit using a risk assessment across the entire universe of properties and companies, ensuring accountability for the revenues paid and received for our country's oil, gas, and mineral resources.

ONRR's Coordination, Enforcement, Valuation, and Appeals Program involves four main functional areas, including: State and Indian Coordination, which conducts outreach and consultation to States, individual Indian mineral owners, and Tribes, administers the delegated and cooperative audit agreements, and provides fiduciary and "one stop" service for Indian mineral owners; Enforcement, which performs investigations of violations, issues civil penalties, and supports the bankruptcy litigation process; Asset Valuation, which issues valuation guidance and determinations, responds to transportation and processing allowance requests, and drafts valuation rulemakings; and Appeals and Regulations, which performs independent reviews of issues related to appeals, authors Director decisions, and drafts rules and regulations.

III. TALKING POINTS

Valuation Regulations: ONRR published the final 2017 Valuation Rule (Rule) on July 1, 2016, effective January 1, 2017. On December 29, 2016, industry filed three lawsuits challenging the Rule. ONRR stayed the Rule via Federal Register Notice (82 FR 11823) until the litigation is resolved. In those lawsuits, the petitioners allege that certain provisions of the Rule are arbitrary, capricious, and contrary to the law. Further, the petitioners raise questions concerning the validity of certain provisions of the Rule, including the "default provision" and the use of the price of electricity to value coal. In response, ONRR stayed the Rule on February 27, 2017, instructing industry to continue to report royalties based on the prior valuation rules until the litigation is resolved.

On April 4, 2017 ONRR published a Notice of Proposed Rulemaking proposing to repeal the 2016 Valuation Rule. The repeal would address many of the concerns expressed by both the oil and gas and the coal industries, eliminate uncertainty while reporting entities upgrade their reporting systems, and avoid costly litigation over the validity of the rule. ONRR also chose to repeal the 2016 Valuation Rule to avoid it being potentially nullified through the Congressional Review Act of 1996 (CRA). By law, nullification through the CRA would prevent any new, substantially similar rulemaking. Members of the oil, gas, and coal industries have expressed concern as well as support for varying parts of the 2016 Valuation Rule, as have members of environmental groups and the general public.

Based on the events leading up to the April 4, 2017 Notice of Proposed Rulemaking and the comments that followed, ONRR will repeal the 2016 Valuation Rule. By repealing the 2016 Valuation Rule, the oil, gas, and coal regulations in place before January 1, 2017, will once again be in effect. The Final Repeal Rule is with the Office of the Solicitor for final review and approval to send to OMB. ONRR's goal is to publish the final rule this summer.

U.S. Extractive Industries Transparency Initiative (USEITI): The Extractive Industries Transparency Initiative (EITI) is a global, voluntary partnership to strengthen the accountability of natural resource revenue reporting and to build public trust for the governance of these vital activities. USEITI successfully completed the initial requirements to join EITI as a candidate country when the International EITI Board accepted our candidacy application in March 2014. Key successes to date include publishing the 2015 and 2016 USEITI Annual Reports on an open source, open code interactive web-based data portal (<https://useiti.doi.gov>). On this portal, the Department unilaterally discloses 2013, 2014, and 2015 revenues by company, commodity, and revenue type as well as production data across all commodities. The portal is the new global standard in revenue governance transparency.

USEITI has met 8 of the 9 elements of the standard but will not be found in compliance with the EITI standard until companies timely and comprehensively report tax revenues, project-level non-tax revenues, and beneficial owners. The EITI Board is likely to find USEITI to have made inadequate progress and have three to eighteen months to improve sufficiently to make meaningful progress or be suspended. We recommend the U.S. should pursue institutionalizing EITI requirements as they benefit the U.S. domestically prior to April 2018 and not seek international independent validation and withdraw its application. This would require close coordination with the Department of State in their Supporting Country role on the International Board. USEITI has demonstrated global leadership and through the data portal, an effective means of providing transparency around the governance of extractive industries revenue management and ensuring improved public awareness.

Royalty Policy Committee: ONRR is leading the effort to reestablish the Royalty Policy Committee (RPC) for the Department. The RPC provides policy advice related to the performance of functions under the laws governing the Department's management of Federal and Indian mineral leases and revenues, to the Secretary through the ONRR Director. The committee will provide a forum to convey views representative of mineral lessees, operators, revenue payors, revenue recipients, governmental agencies, States, Tribes, and public interest groups.

Osage Trust Accounting: The royalty reporting and collections for the Osage lands in Oklahoma are handled differently than the other Tribes with minerals ownership. BIA, ONRR, and the Office of the Solicitor are in the process of reviewing and modifying the regulations currently applicable to the Osage Nation. At the invitation of the BIA, ONRR has proposed to transfer oil and gas reporting and revenue accounting functions from the BIA Osage Agency to ONRR. This would provide consistent standards and methods for creating efficient and effective working relationships to achieve the Departmental goal of accurate energy and minerals accountability on Federal and Indian lands.

Gulf of Mexico Energy Security Act (GOMESA) Disbursements: On December 20, 2006, the President signed GOMESA into law, which provides Outer Continental Shelf oil and gas revenue-sharing provisions for the four Gulf producing States (AL, LA, MS, and TX), their Coastal Political Subdivisions (CPS), and the LWCF, in two phases. Qualified revenues are allocated based on a complex inverse-distance formula outlined in the GOMESA legislation and final regulations. ONRR has disbursed \$36.5 million to the States and their CPS under Phase I to date. Under Phase II, which begins with the disbursement of FY 2017 revenues in FY 2018, States and their CPS will share in significantly more revenue – up to \$375 million per year.

State and Tribal Partners: The State and Tribal Agreements, authorized by Sections 202 and 205 of the Federal Oil and Gas Royalty Management Act of 1982 (FOGRMA), as amended, are integral to ONRR's compliance activities. ONRR authorizes Tribes to perform audits and reviews on the payment and reporting of Tribal mineral royalties within their reservations. ONRR delegates to States the authority to perform audits and reviews on the payment and reporting of Federal mineral royalties within their boundaries and within the Section 8(g) zone of the Outer Continental Shelf. The States and Tribes working under these Agreements are vital partners to ONRR for achieving ONRR's compliance mission.

Bankruptcy from the ONRR Perspective: In 2016, ten of the fifteen largest public Chapter 11 filings were made by energy companies. By the 3rd Quarter, FY 2016, ONRR had processed 46 new cases, representing a 100% increase over FY 2015. Despite recent price gains, many more bankruptcies are pending. ONRR closely monitors existing and likely bankruptcies to assure that Proofs of Claim (POCs) are filed with the bankruptcy court in a timely manner. Such POCs include unpaid or underpaid rents, royalties, and other revenues for Federal and Indian mineral leases. While rises in oil and gas prices have stemmed the growth of energy bankruptcies for now, ONRR is developing plans to assure that resources will be available if the extraordinary growth in bankruptcies in 2016 reemerges.

2016 Valuation Rule Tough Q&A

The concerns outlined by petitioners challenging the 2017 Valuation Rule were similar, if not the same, as comments that ONRR received during the rulemaking process. Why weren't these concerns addressed prior to implementing the Rule?

ONRR conducted a five-year rulemaking process that solicited input and considered comments and suggestions from interested parties, including the public, States, industry, American Indian Tribes, and individual Indian mineral owners. Coupled with the early stakeholder engagement, the extended comment period allowed for a careful review of the many complexities contained in the proposed rule.

While the rule takes steps toward ensuring that the royalty valuation process for Federal and Indian coal resources better reflected the changing energy industry, while protecting taxpayers and Indian assets, its scope is not broad enough to address the concerns the commenters raised about the Federal coal program more broadly.

What role will the new RPC play in the repeal of the valuation rule? Will there be an attempt at coming up with a better valuation system as a consequence of repealing the 2016 Valuation Rule?

It is important that taxpayers get the full value of traditional and renewable energy produced on public lands and that the Department ensures companies conduct environmental reviews under NEPA and have reclamation plans. Secretary Zinke established the Royalty Policy Committee to provide regular advice on the fair market value of and collection of revenues from Federal and Indian mineral and energy leases, including renewable energy sources. The Committee may also advise on the potential impacts of proposed policies and regulations related to revenue collection from such development, including whether a need exists for regulatory reform.

Also, ONRR published and has received comments on an Advanced Notice of Proposed Rulemaking on oil, gas, and coal valuation issues (Valuation ANPR). ONRR plans to refer comments received on the Valuation ANPR to the RPC for consideration. ONRR anticipates that the RPC will make recommendations for a new proposed rule, which would likely be a significant regulatory action.

During recent conference calls, Secretary Zinke mentioned a fair market value of and collection of revenues from Federal and Indian mineral and energy leases? If a decision is made to revamp the valuation methodology for oil and natural gas and coal from federal lands, what are the valuation options? How will market indices be utilized for valuation?

BLM (onshore) and BOEM (offshore) determine the value of the resource and award lessees, through auctions, the right to explore, develop and extract oil, gas, and coal on Federal and Indian leases and that a fair return is received for these rights. ONRR is responsible for ensuring that royalties from these leases are based on the fair market value of the production extracted. Energy markets evolve over time and each commodity has unique characteristics that affect how lease production is transported, bought and sold. ONRR explores valuation options that will improve efficiency, accuracy and confidence that royalties are based on the fair market value. Because distilled, oil, coal and gas each are unique markets, what works to value one market will not necessarily apply to the others.

Public interest groups, as well as congressional members have challenged ONRR's authority to stay a rule that was already in effect under the Administrative Procedure Act. Does ONRR have a comment?

ONRR does not comment on pending litigation.

Note: this or any question related to the stay/litigation should have a similar response.

News media have published stories alleging Powder River Basin coal mines have exploited a "loophole" in existing regulations to facilitate coal exports at higher prices overseas (while paying royalties based on lower domestic prices). If a decision is made to repeal the 2017 Valuation Rule, will ONRR put forth new regulations to address this concern?

Current regulations do not allow coal mines to exploit a loophole. ONRR conducted extensive analysis to reassure the public that these allegations were not true.

From: Heather Swift
To: scott_hommel@ios.doi.gov; micah_chambers@ios.doi.gov; laura_rigas@ios.doi.gov; james_cason@ios.doi.gov; downey_magallanes@ios.doi.gov; douglas_domenech@ios.doi.gov; daniel_jorjani@ios.doi.gov
Subject: FYI I'm a scientist. I'm blowing the whistle on the Trump administration. - The Washington Post
Date: Wednesday, July 19, 2017 5:49:01 PM

https://www.washingtonpost.com/opinions/im-a-scientist-the-trump-administration-reassigned-me-for-speaking-up-about-climate-change/2017/07/19/389b8dce-6b12-11e7-9c15-177740635e83_story.html?utm_term=.d987c76fc21c

I'm a scientist. I'm blowing the whistle on the Trump administration.

Joel Clement was director of the Office of Policy Analysis at the U.S. Interior Department until last week. He is now a senior adviser at the department's Office of Natural Resources Revenue.

I am not a member of the deep state. I am not big government.

I am a scientist, a policy expert, a civil servant and a worried citizen. Reluctantly, as of today, I am also a whistleblower on an administration that chooses silence over science.

Nearly seven years ago, I came to work for the Interior Department, where, among other things, I've helped endangered communities in Alaska prepare for and adapt to a changing climate. But on June 15, [I was one of about 50](#) senior department employees who received letters informing us of involuntary reassignments. Citing a need to "improve talent development, mission delivery and collaboration," the letter informed me that I was reassigned to an unrelated job in the accounting office that collects royalty checks from fossil fuel companies.

I am not an accountant — but you don't have to be one to see that the administration's excuse for a reassignment such as mine doesn't add up. A few days after my reassignment, Interior Secretary [Ryan Zinke testified](#) before Congress that the department would use reassignments as part of its effort to

eliminate employees; the only reasonable inference from that testimony is that he expects people to quit in response to undesirable transfers. Some of my colleagues are being relocated across the country, at taxpayer expense, to serve in equally ill-fitting jobs.

Keep Reading

I believe I was retaliated against for speaking out publicly about the dangers that climate change poses to Alaska Native communities. During the months preceding my reassignment, I raised the issue with White House officials, senior Interior officials and the international community, most recently at a U.N. conference in June. It is clear to me that the administration was so uncomfortable with this work, and my disclosures, that I was reassigned with the intent to coerce me into leaving the federal government.

On Wednesday, I filed two forms — a complaint and a disclosure of information — with the U.S. Office of Special Counsel. I filed the disclosure because eliminating my role coordinating federal engagement and leaving my former position empty exacerbate the already significant threat to the health and the safety of certain Alaska Native communities. I filed the complaint because the Trump administration clearly retaliated against me for raising awareness of this danger. Our country values the safety of our citizens, and federal employees who disclose threats to health and safety are protected from reprisal by the Whistleblower Protection Act and Whistleblower Protection Enhancement Act.

Removing a civil servant from his area of expertise and putting him in a job where he's not needed and his experience is not relevant is a colossal waste of taxpayer dollars. Much more distressing, though, is what this charade means for American livelihoods. The Alaska Native villages of Kivalina, Shishmaref and Shaktoolik are perilously close to melting into the Arctic Ocean. In a region that is warming [twice as fast](#) as the rest of the planet, the land upon which citizens' homes and schools stand is newly vulnerable to storms, floods and waves. As permafrost melts and protective sea ice recedes, these Alaska Native

villages are one superstorm from being washed away, displacing hundreds of Americans and potentially costing lives. The members of these communities could soon become refugees in their own country.

Alaska's elected officials know climate change presents a real risk to these communities. Gov. Bill Walker (I) and Sen. Lisa Murkowski (R) have been sounding the alarm and scrambling for resources to help these villages. But to stave off a life-threatening situation, Alaska needs the help of a fully engaged federal government. Washington cannot turn its back.

While I have given small amounts to Democratic candidates in the past, I have no problem whatsoever working for a Republican administration. I believe that every president, regardless of party, has the right and responsibility to implement his policies. But that is not what is happening here. Putting citizens in harm's way isn't the president's right. Silencing civil servants, stifling science, squandering taxpayer money and spurning communities in the face of imminent danger have never made America great.

Now that I have filed with the Office of Special Counsel, it is my hope that it will do a thorough investigation into the Interior Department's actions. Our country protects those who seek to inform others about dangers to American lives. The threat to these Alaska Native communities is not theoretical. This is not a policy debate. Retaliation against me for those disclosures is unlawful.

Let's be honest: The Trump administration didn't think my years of science and policy experience were better suited to accounts receivable. It sidelined me in the hope that I would be quiet or quit. Born and raised in Maine, I was taught to work hard and speak truth to power. Trump and Zinke might kick me out of my office, but they can't keep me from speaking out. They might refuse to respond to the reality of climate change, but their abuse of power cannot go unanswered.

Sent from my iPhone

From: Keable, Edward
To: [Jorjani, Daniel](#)
Cc: [Harris, Kaprice](#); [Karen Richardson](#); [Richard Myers](#)
Subject: If Asked
Date: Wednesday, July 19, 2017 6:10:06 PM

Dan,

If we get press inquiries related to Joel Clement's Washington Post OpEd, we should respond along the following lines:

(b) (5)

Please note that I am adding Karen and Rich to this email because they have roles in responding to OSC inquiries. I am adding Kaprice for her awareness.

Please let me know if you need anything more.

Ed

--

Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Swift, Heather
To: [Jorjani, Daniel](mailto:Jorjani.Daniel)
Cc: [Joshua Campbell](mailto:Joshua.Campbell); [Gary Lawkowski](mailto:Gary.Lawkowski)
Subject: Re: If Asked
Date: Wednesday, July 19, 2017 6:17:36 PM

Thank you.

-
Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:07 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

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

From: Keable, Edward <edward.keable@sol.doi.gov>
Date: Wed, Jul 19, 2017 at 6:01 PM
Subject: If Asked
To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Cc: "Harris, Kaprice" <kaprice.tucker@sol.doi.gov>, Karen Richardson <karen.richardson@sol.doi.gov>, Richard Myers <Richard.Myers@sol.doi.gov>

Dan,

If we get press inquiries related to Joel Clement's Washington Post OpEd, we should respond along the following lines:

(b) (5)

Please note that I am adding Karen and Rich to this email because they have roles in responding to OSC inquiries. I am adding Kaprice for her awareness.

Please let me know if you need anything more.

Ed

--
Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
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edward.keable@sol.doi.gov

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prohibited. If you receive this e-mail in error, please notify the sender immediately and destroy all copies. Thank you.

From: Swift, Heather
To: [Jorjani, Daniel](#)
Cc: [Joshua Campbell](#); [Gary Lawkowski](#)
Subject: Re: If Asked
Date: Wednesday, July 19, 2017 6:19:40 PM

Dan, Can I use the following:

Regarding the op-ed:

(b) (5)

Regarding the shuffling of SES at DOI: (b) (5)

(b) (5)

-
Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:10 PM, Swift, Heather <heather_swift@ios.doi.gov> wrote:
Thank you.

-
Heather Swift

Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:07 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

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

From: **Keable, Edward** <edward.keable@sol.doi.gov>
Date: Wed, Jul 19, 2017 at 6:01 PM
Subject: If Asked
To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Cc: "Harris, Kaprice" <kaprice.tucker@sol.doi.gov>, Karen Richardson <karen.richardson@sol.doi.gov>, Richard Myers <Richard.Myers@sol.doi.gov>

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Please note that I am adding Karen and Rich to this email because they have roles in responding to OSC inquiries. I am adding Kaprice for her awareness.

Please let me know if you need anything more.

Ed

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Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Jorjani, Daniel
To: [Kevin Haugrud](#)
Subject: Google Works!
Date: Thursday, July 20, 2017 5:51:31 AM

Joel Clement,
Masters, Environmental Studies, Evergreen State College

From: Micah Chambers
To: [Douglas Domenech](mailto:Douglas.Domenech)
Subject: Fwd: Axios
Date: Thursday, July 20, 2017 10:04:38 AM

Sent from my iPhone

Begin forwarded message:

From: "Hughes, Brian (Energy)" <Brian_Hughes@energy.senate.gov>
Date: July 20, 2017 at 9:48:20 AM EDT
To: "Chambers, Micah (micah_chambers@ios.doi.gov)"
<micah_chambers@ios.doi.gov>
Subject: Axios

Making sure you saw this - likely to come up at hearing this morning, per Axios.

Interior whistleblower complaint raises hearing stakes

Driving the news: An Interior Department scientist has filed a complaint with the Office of Special Counsel that alleges he faced retaliation from Trump officials for speaking out about the threat that climate change poses to Alaskan natives.

Joel Clement, in a [Washington Post op-ed](#), said he was removed from directing the Office of Policy Analysis and sent to the Office of Natural Resources Revenue, which handles royalties from oil, gas, and mining on public lands.

May impact hearing: The allegations surfaced on the eve of this morning's [Senate confirmation hearing](#) for nominees for several high-level Interior positions.

- An aide said Democrats on the Senate Energy and Natural Resources Committee "definitely plan to ask about this" at the hearing.

Interior's response: Spokeswoman Heather Swift [told The Hill](#) that Clement's reassignment is part of a broader

reorganization that stems from one of President Trump's executive orders, and that personnel moves are designed to better serve taxpayers and Interior operations by "matching Senior Executive skill sets with mission and operational requirements."

More news: The Senate also will take a procedural vote this afternoon on the nomination of David Bernhardt to be deputy secretary, the number two position at Interior. He's a lobbyist who was also a high-level Interior official under George W. Bush.

Last night, the White House announced that Trump is nominating Joseph Balash, currently Alaska Sen. Dan Sullivan's chief of staff, to be Interior's assistant secretary for land and minerals management.

From: Hinson, Alex
Subject: News Alert: Susan Combs promises senators a more "Collaborative" Interior Department
Date: Thursday, July 20, 2017 3:25:13 PM

[CHRON: Susan Combs promises senators a more "collaborative" Interior Department](#)

July 20, 2017

Former Texas comptroller Susan Combs, who has been nominated for a top position at the Department of Interior, assured senators Thursday she would work closely with states on conservation policies that can impact oil and gas drilling and other development on federal lands.

During a hearing before the Senate Energy and Natural Resources Committee, Combs promised a "collaborative" approach during questioning from western states including Sen. Lisa Murkowski, R-Alaska, and Sen. Mike Lee, R-Utah.

"Secretary [Ryan] Zinke did discuss trust a number of times," she said. "He wants to be sure sure field offices are out there working in an open collaborative way."

State officials in western states were frequently at odds with the Obama administration over tougher regulations on developing federal lands, which in some states constitute more than 60 percent of the total lands mass.

Combs, who served in Texas state government for two decades and was the state's first female agriculture commissioner, has been nominated by President Donald Trump to Assistant Secretary of the Interior overseeing policy, management and budget.

On Thursday she took tough questions from Sen. Diane Cantwell, ranking member on the committee, for a report in the Washington Post last month that Zinke had reassigned up to 50 senior officials with the Interior Department's Senior Executive Service, including the department's top climate policy official, Joel Clement.

"I'm asking the inspector general to look into what the department is doing," Cantwell said. Combs responded that while she didn't "have any particular information on the reassignments" she understood such moves were part of a career building protocol.

"[Senior Executive Service officials] are supposed to be mobile to add to their resumes," she said.

###

--

Alex Hinson

Deputy Press Secretary
Department of the Interior
C: 202-641-5381

From: Burkett, Virginia
To: [William Werkheiser](#)
Subject: Fwd: Whistleblower Case Shows How Trump Tries to Silence Science
Date: Thursday, July 20, 2017 4:42:32 PM

Hi Bill, these two bullets from the story below about Joel Clement are relevant to our discussion with Jim Cason tomorrow:

- **Alter scientific content** on government websites and reduce public access to data. The report highlights the removal of climate data from the government's open portal website. A program coordinator for the U.S. Geological Survey also recently [warned colleagues](#) that the administration's proposed 2018 budget would reduce or eliminate the availability of some data.
- Appoint people to scientific **leadership positions who have little scientific background or strong ties to industries they would be regulating**. The latest example was announced on Wednesday when Trump named Iowa talk radio host [Sam Clovis](#), whose background is in politics and business economics and who has described climate change as "junk science," to the Department of Agriculture's top scientific post. The position is tasked with ensuring "scientific integrity" in the department.

Whistleblower Case Shows How Trump Tries to Silence Science

For the first time since the Trump administration came to office and began dismantling the key science underpinnings of federal climate policy, a senior agency official has invoked the protections of the whistleblower law to publicly object to what he calls an illegal attempt to intimidate him.

The official, Joel Clement, had been the director of the Office of Policy Analysis at the Interior Department before he says he was arbitrarily reassigned to an obscure accounting post to punish him for speaking up about protections for native Americans in Alaska. He says that was ordered by Interior Secretary [Ryan Zinke](#) to force him to be quiet or quit—and to send a message.

Clement, who publicized his formal complaint in a [commentary published Wednesday in the Washington Post](#), said his case is not an isolated example but part of a pattern.

"It's been a difficult few months for those of us on the inside," he told InsideClimate News in an interview.

"This administration has abused a long list of rules and procedures to purge scientists and experts that don't agree with their political views. We need to work together strategically to end these abuses or the health and safety of more Americans will be at risk."

On Thursday, the Union of Concerned Scientists [issued a detailed report](#) running through a long list of actions the advocacy group says shows the pattern at work. The selection of top officials who dispute the mainstream consensus on the urgency of climate action, the reassignments of career officials and outside advisors, the proposed budget cuts to dismantle climate and other science-related offices while others are left empty, the revisions to published Web pages on the subject, and the attempts to roll back Obama era regulations and policies are all part of a common agenda.

Joel Clement speaks at Department of Interior event. Credit: U.S. Department of Interior

Joel Clement speaks at an Interior Department event. Credit: U.S. Department of Interior

"This is a new era in which political interference in science is more likely and more frequent and will present serious risks to the health and safety of the American people," the report's authors wrote.

"Right out of the gate, we saw actions being taken," said Gretchen Goldman, one of the report's authors. "By our count, there's something we would consider an attack on science every four days in this administration. Even I was surprised at just much we have found."

The result is a hostile atmosphere for federal agency scientists. If the [Office of Special Counsel](#) upholds Clement's [rights as a federal employee](#), he will be able to stay in office, speak freely to sympathetic lawmakers, and communicate to the public and the press [without facing retribution](#).

Jeff Ruch, Executive Director of the group Public Employees for Environmental Responsibility, said Clement's whistleblower arguments could face some challenges. Trump's nominee to the head the Office of Special Counsel, who would likely decide Clement's case, is also headed for a confirmation vote soon.

At a Congressional hearing with several Trump appointees one day after Clement's announcement, Sen. Maria Cantwell (D-Wash.) raised concerns about the reassignment of scientists in the Interior Department. "It's a lot of confusion and, in my sense, a lot of undermining science," she said. "I'm concerned enough that I intend to ask the inspector general to look into it."

Clement told ICN he's not sure what will happen. "I can't possibly predict what they'll do," he said.

"I hope this inspires other civil servants to speak up," Clement said. He has spent his career working in science and policy, starting out as a forest ecologist before working on public lands and water issues at a private foundation. Clement was hired nearly seven years ago by the Interior Department, where his work focused on the intersection of climate science and public lands. That's part of why his reassignment to an accounting position—one that collects royalty checks from fossil fuel companies—was particularly baffling. "I believe I was retaliated against for speaking out publicly about the dangers that climate change poses to Alaska Native communities," he wrote in the Washington Post.

"As soon as I was reassigned, I thought it was obviously really fishy," he told ICN. "When Zinke testified the next week that they were going to use reassignments to trim the workforce, then you could really smell a rat."

"There's been a malign neglect—anything that relates to this stuff, there's nobody there to support it. There are only people there to question it," Clement said in the interview. "The default position to anything we work on has been, 'Why?' And if there's any connection to the Obama administration, it's that it must be undone."

Trump Tactics for Muzzling Science

The report by the Union of Concerned Scientists describes tactics it says are used by [Donald Trump's](#)

administration and Congress "to diminish the role of science in our democracy." In addition to discussing ways science has been misrepresented by the administration, it documents administration efforts to:

- Sideline independent science advisors, such as Environmental Protection Agency Administrator Scott Pruitt's decision to end the service of many members of the EPA's [Board of Scientific Counselors](#).
- Restrict scientists' communication. The report notes that one of the administration's first actions was to issue a gag order on EPA and Agriculture Department employees, and that the Department of Energy Office of International Climate and Clean Energy in March banned staff from using the phrases "climate change" and "Paris agreement" in communications.
- Alter scientific content on government websites and reduce public access to data. The report highlights the removal of climate data from the government's open portal website. A program coordinator for the U.S. Geological Survey also recently [warned colleagues](#) that the administration's proposed 2018 budget would reduce or eliminate the availability of some data.
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- The report also describes the creation of hostile environments for scientific staff.
- "Evidence is growing that a culture of fear is increasing at government agencies, undermining scientific research and communication. Scientists are speaking to the media anonymously out of fear of retaliation; some are afraid to utter the words 'climate change'," the report says.
- The report points out that while Trump has appointed opponents of strong climate action to many key posts, the administration has left key science positions empty.
- "We risk reducing the role of science in policymaking by decades, just when science is more important than ever in addressing global challenges—from keeping our air and water clean and staving off global pandemics to mitigating and preparing for the effects of climate change," the authors wrote.

- **Ignoring**

-

- ----- Forwarded message -----
- From: **InsideClimate News** <newsletters@insideclimatenews.org>
- Date: Thu, Jul 20, 2017 at 1:07 PM
- Subject: Whistleblower Case Shows How Trump Tries to Silence Science
- To: Virginia <virginia_burkett@usgs.gov>

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In the 07/20/2017 edition:

- [Whistleblower Case Shows How Trump Tries to Silence Science](#)



[Whistleblower Case Shows How Trump Tries to Silence Science](#)

A top federal scientist working with Alaska Native communities on climate change talks about abuses of power and intimidation, while a report details other tactics.

By Sabrina Shankman

For the first time since the Trump administration came to office and began dismantling the key science underpinnings of federal climate policy, a senior agency official has invoked the protections of the whistleblower law to publicly object to what he calls an illegal attempt to intimidate him.

See Also:

[Trump Plan Would 'Reduce or Eliminate' Important Data Access, Federal Science Official Warns](#)

[5 Shades of Climate Denial. All on Display in the Trump White House](#)

[Congress to Pruitt: We're Not Cutting EPA Budget to Trump's Levels](#)

[Scientists Call Out Pruitt's False View of Climate Change](#)

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From: Swift, Heather
To: [Jorjani, Daniel](#)
Cc: [Edward Keable](#); [Gary Lawkowski](#); [Joshua Campbell](#)
Subject: Re: If Asked
Date: Friday, July 21, 2017 9:54:40 AM

(b) (5)



-
Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:47 PM, Swift, Heather <heather_swift@ios.doi.gov> wrote:
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From: Jorjani, Daniel
To: [Swift, Heather](#)
Cc: [Edward Keable](#); [Gary Lawkowski](#); [Joshua Campbell](#)
Subject: Re: If Asked
Date: Friday, July 21, 2017 10:01:31 AM

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From: Swift, Heather
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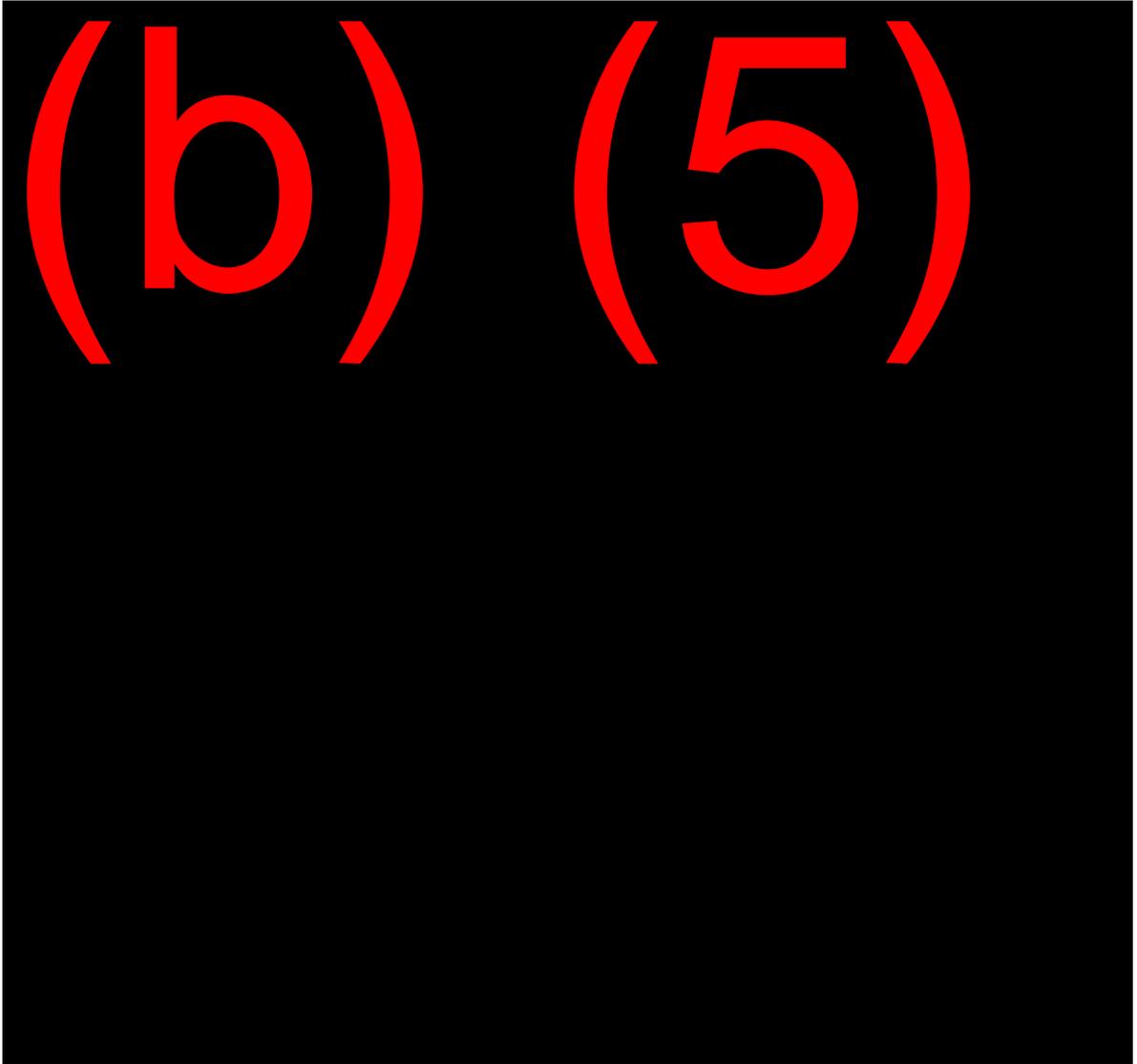
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To: Swift, Heather
Cc: [Edward Keable](mailto:Edward.Keable@ios.doi.gov); [Gary Lawkowski](mailto:Gary.Lawkowski@ios.doi.gov); [Joshua Campbell](mailto:Joshua.Campbell@ios.doi.gov)
Subject: Re: If Asked
Date: Friday, July 21, 2017 10:05:06 AM

No worries. It's nuanced. Ed will follow-up with you via phone or in person. Thank you for your patience.

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[@DOIPressSec](https://twitter.com/DOIPressSec)
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Fri, Jul 21, 2017 at 10:00 AM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:
Heather - Looks like the most recent one. Please keep in mind previous guidance provided by Ed that we don't discuss ongoing personnel matters,

Ed - Please follow-up with Heather at your convenience.

Thank you,

Dan

On Fri, Jul 21, 2017 at 9:53 AM, Swift, Heather <heather_swift@ios.doi.gov> wrote:

(b) (5)

A large black rectangular redaction box covers the majority of the text in this section. The only visible text is the redaction code "(b) (5)" in red at the top left of the box.

-

Heather Swift
Department of the Interior
[@DOIPressSec](https://twitter.com/DOIPressSec)
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:47 PM, Swift, Heather <heather_swift@ios.doi.gov> wrote:
This is fantastic. Thank you.

-

Heather Swift
Department of the Interior
[@DOIPressSec](https://twitter.com/DOIPressSec)
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:44 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:
Heather - Please see proposed edits from Ed. Adding him to the chain.

Ed - Superb work. Appreciated.

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

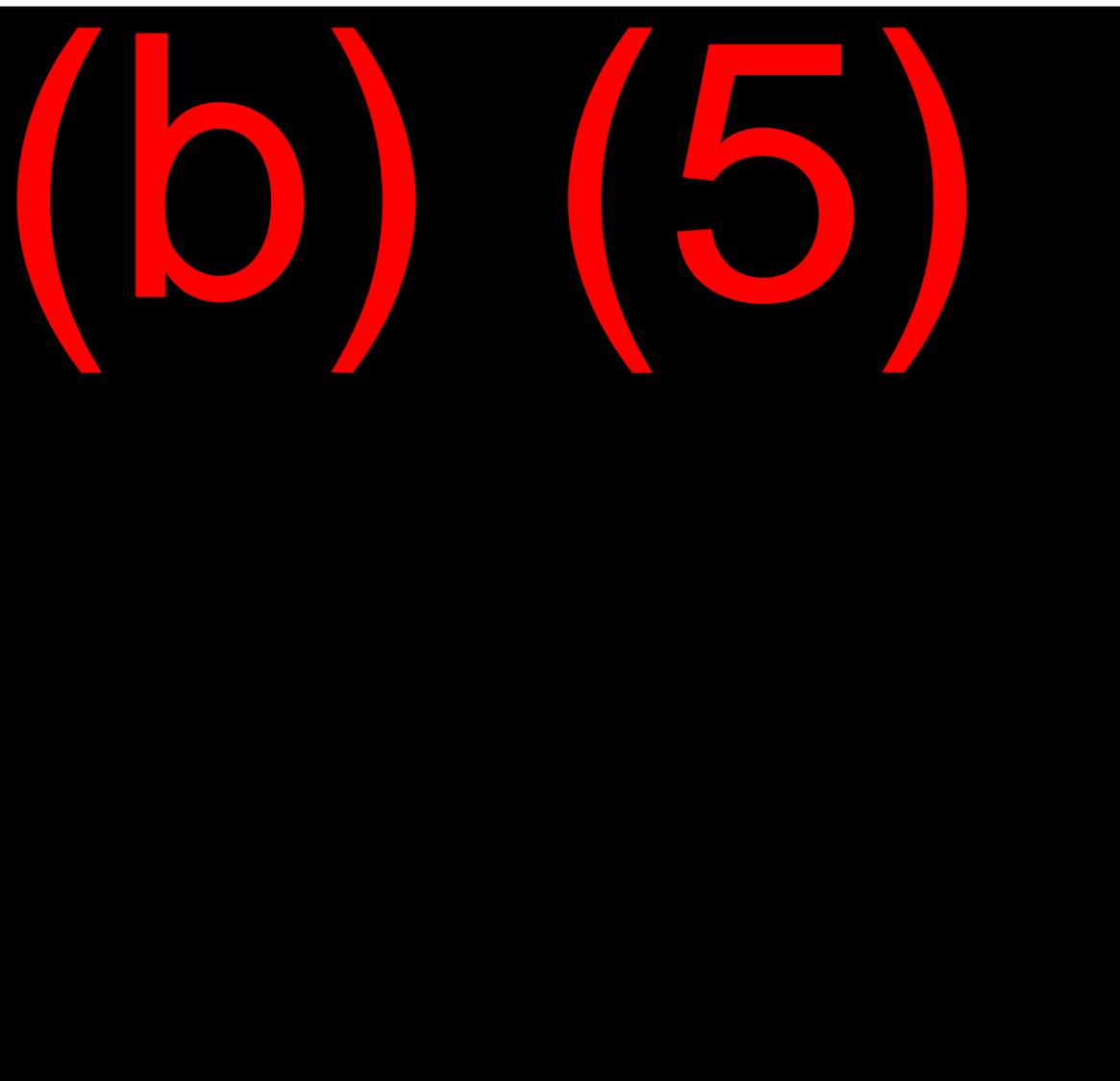
From: **Keable, Edward** <edward.keable@sol.doi.gov>

Date: Wed, Jul 19, 2017 at 6:40 PM

Subject: Re: If Asked

To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>

Dan,



Please let me know if you need anything more Thanks.

Ed

On Wed, Jul 19, 2017 at 6:13 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

Thoughts?

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

From: **Swift, Heather** <heather_swift@ios.doi.gov>

Date: Wed, Jul 19, 2017 at 6:11 PM

Subject: Re: If Asked

To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>

Cc: Joshua Campbell <joshua.campbell@sol.doi.gov>, Gary Lawkowski <gary.lawkowski@sol.doi.gov>

Dan, Can I use the following:

Regarding the op-ed:

(b) (5)

Regarding the shuffling of SES at DOI: (b) (5)

(b) (5)

-

Heather Swift

Department of the Interior

@DOIPressSec

Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:10 PM, Swift, Heather <heather_swift@ios.doi.gov> wrote:

Thank you.

-

Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

On Wed, Jul 19, 2017 at 6:07 PM, Jorjani, Daniel <daniel.jorjani@sol.doi.gov> wrote:

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

From: **Keable, Edward** <edward.keable@sol.doi.gov>
Date: Wed, Jul 19, 2017 at 6:01 PM
Subject: If Asked
To: "Jorjani, Daniel" <daniel.jorjani@sol.doi.gov>
Cc: "Harris, Kaprice" <kaprice.tucker@sol.doi.gov>, Karen Richardson <karen.richardson@sol.doi.gov>, Richard Myers <Richard.Myers@sol.doi.gov>

Dan,



Ed

--
Edward T. Keable
Deputy Solicitor-General Law
Office of the Solicitor
U.S. Department of the Interior
Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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error, please notify the sender immediately and destroy all copies. Thank you.

--

Edward T. Keable
Deputy Solicitor-General Law
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Phone: 202-208-4423
Fax: 202-208-5584
edward.keable@sol.doi.gov

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From: Mary Pletcher
To: greg.gould@onrr.gov
Cc: steve_glomb@ios.doi.gov
Subject: ONRR QuickTime
Date: Friday, July 21, 2017 12:06:06 PM

Greg,

Could you let me and Steve know if Joel Clement is showing up in your list of QuickTime employees?

Thanks,
Mary

Sent from my iPhone

From: Greg Gould
To: [Mary Pletcher](#)
Cc: steve_glomb@ios.doi.gov
Subject: Re: ONRR QuickTime
Date: Friday, July 21, 2017 12:19:57 PM

Yes, and I certified his time last night, so all set.

Happy Friday!

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior
[\(202\) 513-0600](tel:(202)513-0600)*

Warning: This message is intended only for use of the individual or entity to which it is addressed and may contain information that is privileged or confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail.

On Jul 21, 2017, at 10:06 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Greg,

Could you let me and Steve know if Joel Clement is showing up in your list of QuickTime employees?

Thanks,
Mary

Sent from my iPhone

From: Glomb, Steve
To: [Greg Gould](#)
Cc: [Mary Pletcher](#); [Chloe Mayne](#); [Shawn Buckner](#)
Subject: Re: ONRR QuickTime
Date: Friday, July 21, 2017 1:01:12 PM

Greg -

Good. Thanks.

I'll let Chloe, the timekeeper for PPA (copied here), know not to worry about Joel's time from now on and ask her to check with the Quicktime people to get Joel taken out of the PPA and DAS-PIA queues.

Steve

On Fri, Jul 21, 2017 at 12:19 PM, Greg Gould <greg.gould@onrr.gov> wrote:

Yes, and I certified his time last night, so all set.

Happy Friday!

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior
[\(202\) 513-0600](tel:(202)513-0600)*

Warning: This message is intended only for use of the individual or entity to which it is addressed and may contain information that is privileged or confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient or the employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this communication is strictly prohibited. If you have received this communication in error, please notify the sender immediately by return e-mail.

On Jul 21, 2017, at 10:06 AM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Greg,

Could you let me and Steve know if Joel Clement is showing up in your list of QuickTime employees?

Thanks,
Mary

Sent from my iPhone

From: Domenech, Douglas
To: [Scott Hommel](#); [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Micah Chambers](#); [Daniel Jorjani](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#); [Willens, Todd](#); [Getto, Leila](#)
Subject: Interior Cabinet Affairs report for 7/21/17
Date: Friday, July 21, 2017 3:18:21 PM
Attachments: [DOI DAILY UPDATE FOR CABINET AFFAIRS 7-21-17.docx](#)

Attached and copied below.

**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS –
7/21/17**

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

MADE IN AMERICA VIDEO: <https://www.youtube.com/watch?v=gnP854sChGo>

Status of the Secretary

TODAY: The Secretary is in Colorado.

CO Area/Regional Leadership Meeting & Luncheon.

Tour USGS Core Research Center

Tour USGS TRIGA Nuclear Reactor

Denver Area DOI All Hands Meeting

Colorado Republican Committee Round Table

Remarks at Western Conservative Summit.

SATURDAY:

Meeting with Rocky Mountain National Park Superintendent

Return Travel.

NEXT WEEK:

Sunday: DC

Monday: WV. Boy Scouts POTUS event, potential D.C. mayor tour

Tuesday: Ohio American Heroes POTUS event.
Wednesday: DC-->El Paso, TX

Thursday: Las Cruces, NM

Friday: Las Cruces, NM

Saturday: Santa Fe, NM / Sabinoso Wilderness

NOTE: the Secretary will be on personal leave August 5-19 out of the country.

Media TODAY

MONUMENT REVIEW: SECRETARY ZINKE RECOMMENDS NO MODIFICATIONS TO CANYONS OF THE ANCIENTS

WASHINGTON – Today, U.S. Secretary of the Interior Ryan Zinke announced Colorado’s Canyons of the Ancients National Monument is no longer under review and that he will recommend that no modifications be made to the monument. The monuments were under review in accordance with [President Donald J. Trump’s April 26, 2017, executive order](#). The recommendation comes after review of public comments and conversations with stakeholders.

“When the President and I began the monument review process we absolutely realized that not all monuments are the same and that not all monuments would require modifications. Today I’m announcing that Canyon of the Ancients National Monument review process has concluded and I am recommending no changes be made to the monument,” **said Secretary Zinke**. “Canyons of the Ancients is gorgeous land, but its monument status as the most high-density Native American archaeological sites in the Nation is clear. The history at this site spans thousands of years, and the federal protection of these objects and history will help us preserve this site for a thousand more years.”

RECLAMATION ANNOUNCES GRANTS FOR WATERSMART SMALL-SCALE WATER EFFICIENCY PROJECTS IN 15 STATES

\$3.6 MILLION IN RECLAMATION GRANTS WILL BE LEVERAGED WITH LOCAL AND STATE FUNDING TO SUPPORT \$7.47 MILLION IN EFFICIENCY IMPROVEMENTS PROJECTS

WASHINGTON –The Department of the Interior’s Bureau of Reclamation announced today that it has selected 57 Small-Scale Water Efficiency Projects in 15 states to receive a total of \$3.6 million as part of the WaterSMART grants program. The WaterSMART grants are leveraged with local and state funding to support \$7.47 million in efficiency improvements.

INTERIOR PROVIDES \$409,885 TO GUAM TO MITIGATE INFESTATIONS OF THE COCONUT RHINOCEROS BEETLE AND LITTLE FIRE ANT; PROTECT NATURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – Interior Acting Assistant Secretary for Insular Areas Nikolao Pula made available \$409,885 to preserve natural and cultural resources and protect against invasive species on Guam.

“We are especially pleased that Congress was able to provide some extra funding in FY 2017 to mitigate and control the coconut rhinoceros beetle and little fire ant on Guam,” said Pula. “All funding supports Governor Eddie Calvo’s efforts in protecting Guam’s natural resources now and for the future.”

INTERIOR PROVIDES \$189,881 TO NORTHERN MARIANA ISLANDS TO DEVELOP STAFF IN NATURAL RESOURCE MANAGEMENT; TEACH YOUTH IN ENVIRONMENTAL CONSERVATION; STRENGTHEN EFFORTS TO CLEAN UP GARAPAN WATERSHED FY 2017 GRANTS PROTECT NATURAL AND CULTURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – This week Interior Acting Assistant Secretary for Insular Areas Nikolao Pula has made available \$189,881 for natural and cultural resource protection in the Commonwealth of the Northern Mariana Islands (CNMI).

“We are pleased to support Governor Ralph Torres’s team in shoring up management plans and prioritize efforts around natural resource protection,” said Pula. “We are also pleased to support a non-governmental organization that is working towards the same goals by training youth. All efforts are critical to the future of the CNMI.”

INTERIOR PROVIDES \$103,000 TO THE U.S. VIRGIN ISLANDS TO MANAGE AND MITIGATE HARMFUL RED ALGAE ON CORALS AND SUPPORT REEF RESPONSIBLE SUSTAINABLE SEAFOOD INITIATIVE

FY 2017 GRANTS PROTECT NATURAL AND CULTURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – Interior Acting Assistant Secretary for Insular Areas Nikolao Pula made available \$103,000 for natural and cultural resource protection in the U.S. Virgin Islands (USVI).

“We are pleased to support Governor Kenneth Mapp and his administration in their efforts to protect the coral reef and viability of seafood resources in the U.S. Virgin Islands,” said Pula. “These projects will help Virgin Islanders protect their unique resources by addressing some of the current threats.”

INTERIOR PROVIDES \$635,885 FOR NATURAL AND CULTURAL RESOURCES PROTECTION IN MICRONESIA REGION

Interior Acting Assistant Secretary for Insular Areas Nikolao Pula has made available \$635,885 for natural and cultural resource protection for all U.S. island jurisdictions in the Micronesia region.

“It is reassuring to see the range of initiatives we have been able to support with this funding, from managing fisheries that support people’s livelihoods to suppressing the impacts of the damaging Coconut Rhinoceros Beetle and Little Fire Ant,” said Pula. “We are happy to support and bolster the collaborative efforts of conservation-minded leaders across the Micronesia region.”

INTERIOR PROVIDES \$94,906 TO AMERICAN SAMOA TO PROTECT CORAL REEFS, WATERSHEDS; BUILD CAPACITY IN GIS MAPPING, RADAR SURVEILLANCE FY 2017 GRANTS PROTECT NATURAL AND CULTURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – Interior Acting Assistant Secretary for Insular Areas Nikolao Pula made available \$94,906 for natural and cultural resource protection in American Samoa.

“We are pleased to support Governor Lolo Moliga and the Department of Marine and Wildlife Resources team in their efforts to preserve natural ecosystems vital to American Samoa’s environment and the people’s livelihood,” said Pula. “American Samoa’s natural resources are highly vulnerable to the impacts of land-based pollution, illegal near-shore fishing and changes in climate for which this funding is greatly needed.”

DOI COMMS REPORT

Press Inquiries:

- Many logistical and small inquires.
- Washington Post, The Hill, NPR, others - REQUEST-- Writing today on Joel Clement and his "whistleblower" OpEd. I'd like to speak to someone at DOI for a response to his allegations and also comment about the wisdom of reassigning various senior personnel to positions for which their expertise does not appear relevant. Can you help me with that?-- RESPONSE- Regarding the op-ed: The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter. Regarding the shuffling of SES at DOI: The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In

fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

- Reuters - REQUEST-- I'm inquiring about the process of NEPA. Specifically whether Border Patrol is adhering to protocols of NEPA compliance regarding the recent announcement of a border wall to be built at the Santa Ana NWR.—RESPONSE-- The Department of the Interior (DOI) is one of several federal agencies that U.S. Customs and Border Protection (CBP) has engaged with to implement the President's Executive Order (EO) 13767 - Border Security and Immigration Enforcement Improvements. CBP has included DOI in initial discussions regarding the implementation of the EO in south Texas. For inquiries, please contact U.S. Customs and Border Protection's Office of Public Affairs at cbpmediarelations@cbp.dhs.gov
- NY Times – REQUEST - 1. Is there a date for when Secretary Zinke will make his official recommendation to the President re Bears Ears? If so, what is it, and if not, why not and what is the time frame being considered? 2. How does DOI respond to the charge that there is no legal precedent for changing the designation of a national monument? 3. Given how much the outdoor rec industry contributes to the economy, what is the rationale for reducing the size of Bears Ears? 4. Do you feel the outdoor rec industry is being unreasonable in considering the reduction of Bears Ears? How have the conversations gone?—RESPONSE-- 1. The formal review period lasts 120 days (ends August 24), which is outlined in the executive order. There is not a mandated date for announcing recommendations. Two monuments that are no longer under review were announced last week. 2. Monuments have been modified by presidents on a number of occasions by both republican and democrat administrations. Furthermore, it's important to note that the Administration and Congress will work together on land management decisions. Using Bears Ears as an example, the Secretary recommended that Congress take action to set aside land as a national recreation area and also to officially establish Tribal co-management (co-management can only be granted by Congress, not the executive branch). 3. There is absolutely no reduction in the amount of public land. The land was federal land before the monument designation and if the boundaries of the monument are modified, the land would still be public land, managed by the agency that previously managed it. In the example of Bears Ears the land is managed by the Bureau of Land Management even if the land was not designated a monument it would still be managed by the BLM. Recreation and access to public lands is a major pillar of the Secretary's policy agenda and recreation will always be a major part of public lands under this administration. 4. See previous answer. The Department has had dozens of conversations with various outdoor recreation industry representatives and has heard a number of different sides of the issue from these stakeholders. The one thing that everyone agrees with the Secretary on though is that public access and outdoor recreation is a top priority.
- Reuters – REQUEST - Am working on a story for Reuters in which enviros allege the attached memo from Dep Sec Virginia Johnson shows Interior is seeking to reverse regs that prohibit, among other things, spotlighting and baiting tied to hunting on national preserve lands in Alaska. Would you kindly: 1. confirm the memo is authentic; and 2.

provide or decline comment on enviros' claims? – RESPONSE – tbd....

Top Stories

- Washington Post: I'm a scientist. I'm blowing the whistle on the Trump Administration
- Alaska Dispatch News: Trump names Alaskan to Interior Department post
- Washington Post: Agency works to deliver on Trump's energy industry campaign promises

Top Issues and Accomplishments

Interior is announcing new hires this week, with press releases going out on a case-by-case basis.

Interior Secretary Zinke Applauds Nomination of Alaska's Joe Balash as Assistant Secretary for Land and Mineral

Today, Secretary Zinke is traveling to Denver to visit the DOI office and speak to employees.

Zinke will speak at the American Legislative Exchange Council, and the Western Conservative Summit. Topics at both events will include deregulation, energy, being a good land manager, federalism.

On Saturday, Secretary Zinke will tour Rocky Mountain National Park, and hold a media availability that afternoon. He will announce \$30 million in Centennial Challenge grants with matching funds for national parks across the country.

Secretarial-level Announcements/Events/Interviews

- Next Monday the Secretary will join POTUS in WV at the Boy Scout Jamboree and then a potential D.C. mayor tour. Tuesday: Ohio POTUS event. Wednesday he will start his monument tour of New Mexico and then Nevada.
- July 18: Department-level Release: DOI/NPS announce Outdoor Legacy Partnership grant package – \$13.3 Million for Improvements to Local Parks and Recreation in underserved communities
- July 22: Department-level Release: Secretary Zinke to announce that \$48 million through the Centennial Challenge Project in high priority maintenance and infrastructure projects at 42 parks in 29 states. Congress provided \$17.7 million for the projects as part of the program which will be matched by \$30.9 million from more than 50 park partners to improve trails, restore buildings, and increase visitor access to parks.

National Park Service

- July 21: National NPS Release: NPS announces new regional director for Northeast

Region.

- July 24: Local NPS Release: Denali National Park will issue an environmental assessment on Milepost 231 Wayside and Trail Connections. This project for parking, trailheads, and a new trail connection is the NPS portion of a partnership with the Alaska Department of Transportation and Public Facilities and the Federal Highways Administration to enhance safety for pedestrians and other non-motorists in the area in conjunction with a bridge replacement over the Nenana River.
- Week of July 24: Local NPS Release: The Reconstruction Era National Monument will hold three public listening sessions (not related to July 28 Reconstruction Era Theme Study) in Beaufort, Port Royal, and St. Helena Island, South Carolina, as part of the development of a foundation document for this new park. Targeted stakeholder meetings will also be held in the respective communities during the day to identify the biggest challenges and opportunities facing the National Park Service in setting up these new areas and also provide input into the development of the foundation document and interpretive themes.
- July 25: Local NPS Release: The National Park Service will announce a 30-day public comment period on the Glacier National Park Lake McDonald Properties Management Plan Environmental Assessment (EA). Following the public review and comment period, the park will prepare a formal decision document. The EA analyzes alternatives to manage NPS-owned properties, including buildings listed on the National Register of Historic Places, adjacent to Lake McDonald. The proposed alternative uses an adaptive approach that identifies a sequence of management options for each property, which for most properties begins with historic leasing, park or concessioner use, or stabilization of properties. The last option in the adaptive management approach would be removal of buildings. The management plan has garnered local media and public interest with little to no controversy and a lot of interest in leasing the properties.
- TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.

U.S. Fish and Wildlife Service

- July TBD: National FWS Release: FWS will announce it has apportioned \$50 million to state fish and wildlife agencies for developing and implementing programs that benefit wildlife and their habitats. The funding is provided through the FWS's State Wildlife Grants (SWG) program and is distributed through an apportionment formula in accordance with the Appropriations Act.
- July TBD: FWS will deliver to the Federal Register, a final rule establishing the 2017-18 hunting seasons and bag limits for certain migratory game birds to fulfill our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.
- July TBD: FWS will deliver to the Federal Register, a proposal to establish annual hunting regulations for certain migratory game birds for the 2018-19 hunting season to fulfill

our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.

- July TBD: National FWS Release: FWS will deliver to the Federal Register, a proposal to approve the shot for hunting waterfowl and coots. FWS has concluded that this type of shot left in the terrestrial or aquatic environments is unlikely to adversely affect fish, wildlife, or their habitats. Approving this shot formulation would increase the nontoxic shot options for hunters. Interested stakeholders include the Flyway Councils, state wildlife agencies, non-governmental organizations and hunters.
- TBD: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan.

Bureau of Land Management

- July 24: BLM-AZ will meet with young leaders from 19 African countries who are part of the State Department's Mandela Fellowship to discuss public land issues and challenges.
- Week of July 24: Local BLM Release: BLM-CO Little Snake Field Office will announce a 30-day public scoping period for an environmental assessment evaluating a coal Lease by Application (LBA) from Peabody Energy's Twentymile Coal Foidel Creek Mine near Hayden. The LBA is for 640 acres of federal coal underneath private surface. The coal would be mined by underground methods with no surface disturbance. The mine estimates it could recover 4.1 million tons of coal, generating approximately \$13 million in royalties, half of which would go to the state. The lease would help the mine continue to employ 365 people.
- July 18 and 25: Local BLM Release: BLM-Eastern States, in conjunction with the U.S. Forest Service, will hold public meetings in St. Paul, MN, and Virginia, MN, to solicit comments regarding the proposed 20-year withdrawal of 234,328 acres of Federal minerals from national forest system lands on the Superior National Forest within the Rainy River Watershed. Public comments received during project scoping will inform development of an EIS to study the proposed mineral withdrawal.
- July 21 -26: The sage-grouse task force team comprised of BLM, USGS, USFWS, USFS, and Western Governors' offices will work in four subgroups to review a draft plan in response to S.O. 3353. The subgroups pertain to plan and policy review, fire and invasive species, data and science and wildlife management.
- July 25 – 26: Local BLM Release: BLM-WY Pinedale and Rock Springs field offices will hold two open houses to discuss the Normally Pressured Lance Natural Gas Development Project with local communities. Public comments will be collected on the Draft Environmental Impact Statement released last week.
- July 26: BLM acting Deputy Director for Operations John Ruhs will attend the Nevada Sheriffs' Association meeting and provide a "BLM 101" presentation.
- July 26: BLM-AK will participate in the annual Formerly Used Defense Sites (FUDS) forum, focusing on issues that relate to potential sites within the National Petroleum Reserve

in Alaska and contaminated lands and mine sites in Alaska.

- July 26: BLM-CA Bishop Field Office will meet with representatives from Mono County, the U.S. Fish & Wildlife Service, and a private landowner to discuss riparian habitat improvement for bi-state sage-grouse through alterations in county road maintenance and installation of culverts and drainage dips.

Bureau of Reclamation

- July 20 or 21: BOR National Release: BOR announces \$3.6 Million for WaterSMART small-scale efficiency projects in 15 western states.
- July 24-25: Reclamation will meet with stakeholders in Klamath Falls, Oregon, to kick off the stakeholder engagement process on the reinitiated ESA consultation on Klamath Project Operations. Organizations expected to attend the meeting include U.S. Fish and Wildlife Service, National Marine Fisheries Service, Yurok Tribe, Karuk Tribe, Hoopa Valley Tribe, The Klamath Tribes, Klamath Water Users Association, and PacifiCorps.

Bureau of Ocean Energy Management

- July 26 (tent.): BOEM Note to Stakeholders: Notice to Stakeholders on the Notice of Availability (NOA) for the Cape Wind Final Supplemental Environmental Impact Statement (SEIS).
- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.

Bureau of Safety and Environmental Enforcement

- July 21: BSEE News Brief: Made in America Week article will highlight jobs in the U.S. supported by OCS production.

Office of Insular Affairs

- July 25: Hearing before the House Subcommittee on Indian, Insular and Alaska Native Affairs, regarding the LBJ Hospital in American Samoa.
- July 25 or 26: Local IA Release: Marshall Islands grants release announces Compact Infrastructure \$149,436; Ebeye Special Needs \$300,000; Health Care Program for four Atolls (Sec 177) \$697,387.

CONGRESSIONAL

N/A

Political Appointee Update

DOI's politicals on board = 45

5 awaiting confirmation.

Deputy Secretary nominee David Bernhardt is expected to be voted on in the Senate on Monday.

Nominees Combs, Berman, and Domenech participated in a Senate hearing on Thursday.

Speaking Invitations

Accepted

7/21 - Western Conservative Summit (Denver, CO)

7/22-29 National Monument Review Tour Nevada and New Mexico

8/5-20 Personal

Outstanding Invitations in Process

8/22 - 2017 Lake Tahoe Summit invited by Sen. Feinstein and Sen. Heller (Lake Tahoe, CA)

8/25-26 - Steamboat Institute's 9th Annual Freedom Conference & Festival (Steamboat Springs, CO)

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

Declining

7/22 National Association of Counties Annual Conference (Columbus, OH) (NOTE: declining for S-1 but offering a surrogate)

7/23-26 - Aspen Institute Forum on Global Energy, Economy, and Security (Aspen, CO)

7/23 National Boy Scout Jamboree (Glen Jean, WV)

7/31-8/2 - FBI National Academy Associates Annual Training Conference (DC)

8/2 - American Legion Northwest Regional Baseball Tournament's Opening Ceremony General Welcome (Missoula, MT)

8/5 - Glacier National Park Conservancy remarks at Annual Backpacker's Ball (Whitefish/Kalispell)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

Emergency Management

The U.S. Fish and Wildlife Service reports that several National Wildlife Refuges were affected by a round of severe thunderstorms that produced tornadoes and localized flooding in Iowa, Minnesota, and Wisconsin. Cumulative rain totals in some areas are as high as 10 inches. The Upper Mississippi River Wildlife and Fish Refuge, Trempleau NWR, LaCrosse District, Upper Mississippi River NWR, and McGregor District, Upper Mississippi River NWR were affected, with the McGregor District lending clean-up support to the town of McGregor. The Winona District, Upper Mississippi River NWR assisted in search and rescue efforts along the river. All employees have been accounted for, though some employee homes are reportedly damaged.

USGS deployed five crews to collect high flow measurements in southwestern Wisconsin. The main rivers affected are the Kickapoo, Trempealeau, Baraboo, Pecatonica, and LaCrosse.

In California, the Detwiler Fire, located in Mariposa County (CAL FIRE), has burned 70,596 (+22,596) acres and is 10 (+3)-percent contained. The fire is managed by a Type-1 Incident Management Team (IMT) with 3,737 (+562) personnel, including 68 (+32) DOI personnel. There are 1,500 (no change) residential structures threatened and 4,968 (no change) evacuees. The fire threatens the Mariposa Public Utility District water supply and critical communication infrastructure on Fremont Peak. Fifty residences have been destroyed. Full containment is expected on August 5.

In Lassen County, California, (BLM) the Long Valley Fire has burned 83,733 (no change) acres and is 91 (+20)-percent contained. The fire is managed by a Type-2 IMT with 489 (-187) personnel assigned, including 84 (-52) DOI personnel. There are 0 (-75) residential structures threatened. Containment is expected on July 25.

In Nevada, the Four Seasons Complex has burned 159,986 (+4,489) acres. The fire is 85 (+10)-percent contained and managed by a Type-2 IMT with 460 (-76) personnel assigned, including 60 (+6) DOI personnel. Fifteen (+15) responders associated with the Incident Command Post have been listed as injured due to flu-like symptoms. Full containment is expected on July 24.

The Grass Valley Fire in Pershing County, Nevada, (BLM) has burned 11,590 (no change) acres and is 88 (+38)-percent contained. The fire is managed by a Type-2 IMT with 230 (+31) personnel, including 59 (+18) DOI personnel. Full containment is expected on July 21.

Also, in Nevada, the MM155 Fire in Pershing County (BLM) has burned 22,360 acres and is 97-percent contained. The fire is managed by a Type-2 IMT with 41 personnel assigned, with no DOI personnel, and the fire is expected to be contained later today.

In South Dakota, the Wanblee Timber Fire in Jackson County (BIA) has burned 5,305 (no change) acres and is 78 (no change)-percent contained. The fire is currently managed by a Type-2 IMT with 44 (-129) personnel, including 17 (-10) DOI personnel. The Wanblee and Georgetown communities, as well as cultural sites, are threatened by the fire. There are 20 (no change) evacuees. One unoccupied residence has been destroyed. Full containment is expected on July 29.

Outside Media of Interest

Trump Administration Cancels Hundreds Of Obama-Era Regulations.

The Washington Post (7/20, Eilperin, Paletta) reports that OMB on Thursday described “how it would jettison hundreds of existing or planned regulations as part of its larger push to ease federal restrictions on the private sector.” The agency issued a list that “shows the extent to which this administration is determined to erase many of the Obama administration’s policy priorities.” In all, the Administration “said it was pulling or suspending 860 pending regulations” including 469 that “were being completely withdrawn” and 391 that were “being set aside or reevaluated.”

Interior Dept. Ordered Glacier Park Chief, Other Climate Expert Pulled From Zuckerberg Tour.

The Washington Post (7/20, Rein) reports that days before Facebook chief executive Mark Zuckerberg’s visit to Glacier National Park on Saturday “to tour the melting ice fields that have become the poster child for climate change’s effects on Montana’s northern Rockies,” the Trump Administration “abruptly removed two of the park’s top climate experts from a delegation scheduled to show him around, telling a research ecologist and the park superintendent that they were no longer going to participate in the tour.” The Post calls the “decision to micromanage” Zuckerberg’s visit “highly unusual – even for a celebrity visit,” and points out that the Facebook founder, along “with the broader tech community in Silicon Valley has positioned himself as a vocal critic of President Trump.”

Dem To Seek Investigation Into Interior Staff Reassignments.

The Hill (7/20, Cama) reports that Sen. Maria Cantwell “wants an investigation into an Interior Department employee’s claim that he was reassigned due to his work on climate change.” Cantwell “said at a Thursday hearing that she would officially ask Interior’s

inspector general to look into the matter.” Cantwell’s “request came a day after Joel Clement, the former director of Interior’s Office of Policy Analysis, wrote a Washington Post op-ed saying he was improperly reassigned to an accounting position because of his work on helping Alaskan communities cope with climate change.”

Alaskan Joe Balash Nominated For Senior Interior Department Post.

The Fairbanks (AK) News-Miner (7/20, Friedman) reports that the Interior Department “announced Thursday that President Donald Trump intends to nominate Joe Balash to serve as the department’s Assistant Secretary for Land and Minerals Management.” Interior Secretary Ryan Zinke said, “It’s been a long time since the Department had an Assistant Secretary from Alaska, and the president’s nomination of Joe Balash further proves his commitment to Alaska and rural America as a whole. Joe is no stranger to the Department of the Interior having worked alongside the department on a number of projects in Alaska. He brings an incredible combination of state and federal experience to the table, and he will be very effective in helping the department work with Congress to do the work of the American people. I look forward to his speedy confirmation in the Senate.”

NC Governor On Trump Drilling Plan: ‘Not Off Our Coast’.

The AP (7/12) reports that “under pressure from President Donald Trump, North Carolina’s governor announced his opposition on Thursday to drilling for natural gas and oil off the Atlantic coast, saying it poses too much of a threat to the state’s beaches and tourism economy.” Ahead of “a Friday deadline for comment from elected officials on the Trump administration’s request for companies to perform seismic testing under Atlantic waters, Democratic Gov. Roy Cooper held a news conference at a coastal state park to announce he’ll be registering the state’s opposition.” Cooper said, “There is a threat looming over this coastline that we love and the prosperity it brings, and that’s the threat of offshore drilling.” He continued, “As governor, I’m here to speak out and take action against it. I can sum it up in four words: ‘not off our coast.’”

House Clears Path For Alaska’s Long-awaited King Cove Road.

The Washington Times (7/20, Wolfgang) reports that the House of Representatives passed 248 to 179 a bill authorizing a “massive land swap” between the state of Alaska and the federal government that would allow for the construction of a road connecting King Cove, Alaska – an isolated community accessible only by water or air – to nearby Cold Bay. Under the legislation, tens of thousands of acres of state land would be exchanged for several hundred acres of the Izembek Wildlife Refuge, through which the road would run. President Trump “appears ready and willing” to sign the bill.

Federal Register Listings

Items cleared for the FR on Thursday.

REG0007192 BIA Indian Gaming; Extension of Tribal-State Class III Gaming Compact (Rosebud Sioux Tribe and State of South Dakota). This Notice announces the extension of a Class III gaming compact between the Rosebud Sioux Tribe and the State of South Dakota by written agreement of the parties. The extension is from July 31, 2017, to January 28, 2018. Notice 07/20/2017.

REG0007194 BIA Indian Gaming; Approval of an Amendment to a Tribal-State Class III Gaming Compact in the State of Washington. This Notice announces the approval of the Fifth Amendment to the Tribal State Compact for the Class III Gaming between the Squaxin Island Tribe of the Squaxin Island Reservation and the State of Washington. Notice 07/20/2017.

REG0007183 NPS Agency Information Collection Activities: Procedures for State, Tribal, and Local Plans and Grants. This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that the NPS will ask the Office of Management and Budget (OMB) to renew its approval of an information collection for the National Historic Preservation Partnership (NHPP) Program and Historic Preservation Fund (HPF) grants. The NPS is requesting public comments on the proposed information collection for 60 days. Notice 07/20/2017.

WOLF TRAP

Tickets in the Secretary's box available. Please share with WH staff.

| | | |
|---------|--|---------|
| 7-22-17 | The Legend of Zelda: Symphony of the Goddesses | 8:30 PM |
| 7-23-17 | Rebelution | 6:30 PM |
| 7-25-17 | Diana Ross | 8:00 PM |

Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: *Every email I send or receive is subject to release under the Freedom of Information Act.*

DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS – 7/21/17

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

MADE IN AMERICA VIDEO: <https://www.youtube.com/watch?v=gnP854sChGo>

Status of the Secretary

TODAY: The Secretary is in Colorado.

CO Area/Regional Leadership Meeting & Luncheon.

Tour USGS Core Research Center

Tour USGS TRIGA Nuclear Reactor

Denver Area DOI All Hands Meeting

Colorado Republican Committee Round Table

Remarks at Western Conservative Summit.

SATURDAY:

Meeting with Rocky Mountain National Park Superintendent

Return Travel.

NEXT WEEK:

Sunday: DC

Monday: WV. Boy Scouts POTUS event, potential D.C. mayor tour

Tuesday: Ohio American Heroes POTUS event.

Wednesday: DC-->El Paso, TX

Thursday: Las Cruces, NM

Friday: Las Cruces, NM

Saturday: Santa Fe, NM / Sabinoso Wilderness

NOTE: the Secretary will be on personal leave August 5-19 out of the country.

Media TODAY

MONUMENT REVIEW: SECRETARY ZINKE RECOMMENDS NO MODIFICATIONS TO CANYONS OF THE ANCIENTS

WASHINGTON – Today, U.S. Secretary of the Interior Ryan Zinke announced Colorado’s Canyons of the Ancients National Monument is no longer under review and that he will recommend that no modifications be made to the monument. The monuments were under review in accordance with [President Donald J. Trump’s April 26, 2017, executive order](#). The recommendation comes after review of public comments and conversations with stakeholders.

“When the President and I began the monument review process we absolutely realized that not all monuments are the same and that not all monuments would require modifications. Today I’m announcing that Canyon of the Ancients National Monument review process has concluded and I am recommending no changes be made to the monument,” **said Secretary Zinke**. “Canyons of the Ancients is gorgeous land, but its monument status as the most high-density Native American archaeological sites in the Nation is clear. The history at this site spans thousands of years, and the federal protection of these objects and history will help us preserve this site for a thousand more years.”

RECLAMATION ANNOUNCES GRANTS FOR WATERSMART SMALL-SCALE WATER EFFICIENCY PROJECTS IN 15 STATES

\$3.6 MILLION IN RECLAMATION GRANTS WILL BE LEVERAGED WITH LOCAL AND STATE FUNDING TO SUPPORT \$7.47 MILLION IN EFFICIENCY IMPROVEMENTS PROJECTS

WASHINGTON –The Department of the Interior’s Bureau of Reclamation announced today that it has selected 57 Small-Scale Water Efficiency Projects in 15 states to receive a total of \$3.6 million as part of the WaterSMART grants program. The WaterSMART grants are leveraged with local and state funding to support \$7.47 million in efficiency improvements.

INTERIOR PROVIDES \$409,885 TO GUAM TO MITIGATE INFESTATIONS OF THE COCONUT RHINOCEROS BEETLE AND LITTLE FIRE ANT; PROTECT NATURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – Interior Acting Assistant Secretary for Insular Areas Nikolao Pula made available \$409,885 to preserve natural and cultural resources and protect against invasive species on Guam.

“We are especially pleased that Congress was able to provide some extra funding in FY 2017 to mitigate and control the coconut rhinoceros beetle and little fire ant on Guam,” said Pula. “All funding supports Governor Eddie Calvo’s efforts in protecting Guam’s natural resources now and for the future.”

INTERIOR PROVIDES \$189,881 TO NORTHERN MARIANA ISLANDS TO DEVELOP STAFF IN NATURAL RESOURCE MANAGEMENT; TEACH YOUTH IN ENVIRONMENTAL CONSERVATION; STRENGTHEN EFFORTS TO CLEAN UP GARAPAN WATERSHED FY 2017 GRANTS PROTECT NATURAL AND CULTURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – This week Interior Acting Assistant Secretary for Insular Areas Nikolao Pula has made available \$189,881 for natural and cultural resource protection in the Commonwealth of the Northern Mariana Islands (CNMI).

“We are pleased to support Governor Ralph Torres’s team in shoring up management plans and prioritize efforts around natural resource protection,” said Pula. “We are also pleased to support a non-governmental organization that is working towards the same goals by training youth. All efforts are critical to the future of the CNMI.”

INTERIOR PROVIDES \$103,000 TO THE U.S. VIRGIN ISLANDS TO MANAGE AND MITIGATE HARMFUL RED ALGAE ON CORALS AND SUPPORT REEF RESPONSIBLE SUSTAINABLE SEAFOOD INITIATIVE FY 2017 GRANTS PROTECT NATURAL AND CULTURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – Interior Acting Assistant Secretary for Insular Areas Nikolao Pula made available \$103,000 for natural and cultural resource protection in the U.S. Virgin Islands (USVI).

“We are pleased to support Governor Kenneth Mapp and his administration in their efforts to protect the coral reef and viability of seafood resources in the U.S. Virgin Islands,” said Pula. “These projects will help Virgin Islanders protect their unique resources by addressing some of the current threats.”

INTERIOR PROVIDES \$635,885 FOR NATURAL AND CULTURAL RESOURCES PROTECTION IN MICRONESIA REGION

Interior Acting Assistant Secretary for Insular Areas Nikolao Pula has made available \$635,885 for natural and cultural resource protection for all U.S. island jurisdictions in the Micronesia region.

“It is reassuring to see the range of initiatives we have been able to support with this funding, from managing fisheries that support people’s livelihoods to suppressing the impacts of the damaging

Coconut Rhinoceros Beetle and Little Fire Ant,” said Pula. “We are happy to support and bolster the collaborative efforts of conservation-minded leaders across the Micronesia region.”

INTERIOR PROVIDES \$94,906 TO AMERICAN SAMOA TO PROTECT CORAL REEFS, WATERSHEDS; BUILD CAPACITY IN GIS MAPPING, RADAR SURVEILLANCE FY 2017 GRANTS PROTECT NATURAL AND CULTURAL RESOURCES

WASHINGTON, D.C. (July 21, 2017) – Interior Acting Assistant Secretary for Insular Areas Nikolao Pula made available \$94,906 for natural and cultural resource protection in American Samoa.

“We are pleased to support Governor Lolo Moliga and the Department of Marine and Wildlife Resources team in their efforts to preserve natural ecosystems vital to American Samoa’s environment and the people’s livelihood,” said Pula. “American Samoa’s natural resources are highly vulnerable to the impacts of land-based pollution, illegal near-shore fishing and changes in climate for which this funding is greatly needed.”

DOI COMMS REPORT

Press Inquiries:

- Many logistical and small inquires.
- Washington Post, The Hill, NPR, others - REQUEST-- Writing today on Joel Clement and his "whistleblower" OpEd. I'd like to speak to someone at DOI for a response to his allegations and also comment about the wisdom of reassigning various senior personnel to positions for which their expertise does not appear relevant. Can you help me with that?--RESPONSE- Regarding the op-ed: The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter. Regarding the shuffling of SES at DOI: The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.
- Reuters - REQUEST-- I’m inquiring about the process of NEPA. Specifically whether Border Patrol is adhering to protocols of NEPA compliance regarding the recent announcement of a border wall to be built at the Santa Ana NWR.—RESPONSE-- The Department of the Interior (DOI) is one of several federal agencies that U.S. Customs and Border Protection (CBP) has engaged with to implement the President’s Executive Order (EO) 13767 - Border Security and Immigration Enforcement Improvements. CBP has included DOI in initial discussions regarding the implementation of the EO in south Texas. For inquiries, please contact U.S. Customs and Border Protection’s Office of Public Affairs at cbpmediarelations@cbp.dhs.gov
- NY Times – REQUEST - 1. Is there a date for when Secretary Zinke will make his official recommendation to the President re Bears Ears? If so, what is it, and if not, why not and what is the time frame being considered? 2. How does DOI respond to the charge that there is no legal precedent for changing the designation of a national monument? 3. Given how much the outdoor rec industry contributes to the economy, what is the rationale for reducing the size of Bears Ears? 4.

Do you feel the outdoor rec industry is being unreasonable in considering the reduction of Bears Ears? How have the conversations gone?—RESPONSE-- 1.The formal review period lasts 120 days (ends August 24), which is outlined in the executive order. There is not a mandated date for announcing recommendations. Two monuments that are no longer under review were announced last week. 2. Monuments have been modified by presidents on a number of occasions by both republican and democrat administrations. Furthermore, it's important to note that the Administration and Congress will work together on land management decisions. Using Bears Ears as an example, the Secretary recommended that Congress take action to set aside land as a national recreation area and also to officially establish Tribal co-management (co-management can only be granted by Congress, not the executive branch). 3. There is absolutely no reduction in the amount of public land. The land was federal land before the monument designation and if the boundaries of the monument are modified, the land would still be public land, managed by the agency that previously managed it. In the example of Bears Ears the land is managed by the Bureau of Land Management even if the land was not designated a monument it would still be managed by the BLM. Recreation and access to public lands is a major pillar of the Secretary's policy agenda and recreation will always be a major part of public lands under this administration. 4. See previous answer. The Department has had dozens of conversations with various outdoor recreation industry representatives and has heard a number of different sides of the issue from these stakeholders. The one thing that everyone agrees with the Secretary on though is that public access and outdoor recreation is a top priority.

- Reuters – REQUEST - Am working on a story for Reuters in which enviros allege the attached memo from Dep Sec Virginia Johnson shows Interior is seeking to reverse regs that prohibit, among other things, spotlighting and baiting tied to hunting on national preserve lands in Alaska. Would you kindly: 1. confirm the memo is authentic; and 2. provide or decline comment on enviros' claims? – RESPONSE – tbd....

Top Stories

- Washington Post: I'm a scientist. I'm blowing the whistle on the Trump Administration
- Alaska Dispatch News: Trump names Alaskan to Interior Department post
- Washington Post: Agency works to deliver on Trump's energy industry campaign promises

Top Issues and Accomplishments

Interior is announcing new hires this week, with press releases going out on a case-by-case basis. Interior Secretary Zinke Applauds Nomination of Alaska's Joe Balash as Assistant Secretary for Land and Mineral

Today, Secretary Zinke is traveling to Denver to visit the DOI office and speak to employees. Zinke will speak at the American Legislative Exchange Council, and the Western Conservative Summit. Topics at both events will include deregulation, energy, being a good land manager, federalism. On Saturday, Secretary Zinke will tour Rocky Mountain National Park, and hold a media availability that afternoon. He will announce \$30 million in Centennial Challenge grants with matching funds for national parks across the country.

Secretarial-level Announcements/Events/Interviews

- Next Monday the Secretary will join POTUS in WV at the Boy Scout Jamboree and then a potential D.C. mayor tour. Tuesday: Ohio POTUS event. Wednesday he will start his monument tour of New Mexico and then Nevada.

- July 18: Department-level Release: DOI/NPS announce Outdoor Legacy Partnership grant package – \$13.3 Million for Improvements to Local Parks and Recreation in underserved communities
- July 22: Department-level Release: Secretary Zinke to announce that \$48 million through the Centennial Challenge Project in high priority maintenance and infrastructure projects at 42 parks in 29 states. Congress provided \$17.7 million for the projects as part of the program which will be matched by \$30.9 million from more than 50 park partners to improve trails, restore buildings, and increase visitor access to parks.

National Park Service

- July 21: National NPS Release: NPS announces new regional director for Northeast Region.
- July 24: Local NPS Release: Denali National Park will issue an environmental assessment on Milepost 231 Wayside and Trail Connections. This project for parking, trailheads, and a new trail connection is the NPS portion of a partnership with the Alaska Department of Transportation and Public Facilities and the Federal Highways Administration to enhance safety for pedestrians and other non-motorists in the area in conjunction with a bridge replacement over the Nenana River.
- Week of July 24: Local NPS Release: The Reconstruction Era National Monument will hold three public listening sessions (not related to July 28 Reconstruction Era Theme Study) in Beaufort, Port Royal, and St. Helena Island, South Carolina, as part of the development of a foundation document for this new park. Targeted stakeholder meetings will also be held in the respective communities during the day to identify the biggest challenges and opportunities facing the National Park Service in setting up these new areas and also provide input into the development of the foundation document and interpretive themes.
- July 25: Local NPS Release: The National Park Service will announce a 30-day public comment period on the Glacier National Park Lake McDonald Properties Management Plan Environmental Assessment (EA). Following the public review and comment period, the park will prepare a formal decision document. The EA analyzes alternatives to manage NPS-owned properties, including buildings listed on the National Register of Historic Places, adjacent to Lake McDonald. The proposed alternative uses an adaptive approach that identifies a sequence of management options for each property, which for most properties begins with historic leasing, park or concessioner use, or stabilization of properties. The last option in the adaptive management approach would be removal of buildings. The management plan has garnered local media and public interest with little to no controversy and a lot of interest in leasing the properties.
- TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.

U.S. Fish and Wildlife Service

- July TBD: National FWS Release: FWS will announce it has apportioned \$50 million to state fish and wildlife agencies for developing and implementing programs that benefit wildlife and their habitats. The funding is provided through the FWS's State Wildlife Grants (SWG) program and is distributed through an apportionment formula in accordance with the Appropriations Act.
- July TBD: FWS will deliver to the Federal Register, a final rule establishing the 2017-18 hunting seasons and bag limits for certain migratory game birds to fulfill our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.

- July TBD: FWS will deliver to the Federal Register, a proposal to establish annual hunting regulations for certain migratory game birds for the 2018-19 hunting season to fulfill our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.
- July TBD: National FWS Release: FWS will deliver to the Federal Register, a proposal to approve the shot for hunting waterfowl and coots. FWS has concluded that this type of shot left in the terrestrial or aquatic environments is unlikely to adversely affect fish, wildlife, or their habitats. Approving this shot formulation would increase the nontoxic shot options for hunters. Interested stakeholders include the Flyway Councils, state wildlife agencies, non-governmental organizations and hunters.
- TBD: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan.

Bureau of Land Management

- July 24: BLM-AZ will meet with young leaders from 19 African countries who are part of the State Department's Mandela Fellowship to discuss public land issues and challenges.
- Week of July 24: Local BLM Release: BLM-CO Little Snake Field Office will announce a 30-day public scoping period for an environmental assessment evaluating a coal Lease by Application (LBA) from Peabody Energy's Twentymile Coal Foidel Creek Mine near Hayden. The LBA is for 640 acres of federal coal underneath private surface. The coal would be mined by underground methods with no surface disturbance. The mine estimates it could recover 4.1 million tons of coal, generating approximately \$13 million in royalties, half of which would go to the state. The lease would help the mine continue to employ 365 people.
- July 18 and 25: Local BLM Release: BLM-Eastern States, in conjunction with the U.S. Forest Service, will hold public meetings in St. Paul, MN, and Virginia, MN, to solicit comments regarding the proposed 20-year withdrawal of 234,328 acres of Federal minerals from national forest system lands on the Superior National Forest within the Rainy River Watershed. Public comments received during project scoping will inform development of an EIS to study the proposed mineral withdrawal.
- July 21 -26: The sage-grouse task force team comprised of BLM, USGS, USFWS, USFS, and Western Governors' offices will work in four subgroups to review a draft plan in response to S.O. 3353. The subgroups pertain to plan and policy review, fire and invasive species, data and science and wildlife management.
- July 25 – 26: Local BLM Release: BLM-WY Pinedale and Rock Springs field offices will hold two open houses to discuss the Normally Pressured Lance Natural Gas Development Project with local communities. Public comments will be collected on the Draft Environmental Impact Statement released last week.
- July 26: BLM acting Deputy Director for Operations John Ruhs will attend the Nevada Sheriffs' Association meeting and provide a "BLM 101" presentation.
- July 26: BLM-AK will participate in the annual Formerly Used Defense Sites (FUDS) forum, focusing on issues that relate to potential sites within the National Petroleum Reserve in Alaska and contaminated lands and mine sites in Alaska.
- July 26: BLM-CA Bishop Field Office will meet with representatives from Mono County, the U.S. Fish & Wildlife Service, and a private landowner to discuss riparian habitat improvement for bi-state sage-grouse through alterations in county road maintenance and installation of culverts and drainage dips.

Bureau of Reclamation

- July 20 or 21: BOR National Release: BOR announces \$3.6 Million for WaterSMART small-scale efficiency projects in 15 western states.
- July 24-25: Reclamation will meet with stakeholders in Klamath Falls, Oregon, to kick off the stakeholder engagement process on the reinitiated ESA consultation on Klamath Project Operations. Organizations expected to attend the meeting include U.S. Fish and Wildlife Service, National Marine Fisheries Service, Yurok Tribe, Karuk Tribe, Hoopa Valley Tribe, The Klamath Tribes, Klamath Water Users Association, and PacifiCorps.

Bureau of Ocean Energy Management

- July 26 (tent.): BOEM Note to Stakeholders: Notice to Stakeholders on the Notice of Availability (NOA) for the Cape Wind Final Supplemental Environmental Impact Statement (SEIS).
- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.

Bureau of Safety and Environmental Enforcement

- July 21: BSEE News Brief: Made in America Week article will highlight jobs in the U.S. supported by OCS production.

Office of Insular Affairs

- July 25: Hearing before the House Subcommittee on Indian, Insular and Alaska Native Affairs, regarding the LBJ Hospital in American Samoa.
- July 25 or 26: Local IA Release: Marshall Islands grants release announces Compact Infrastructure \$149,436; Ebeye Special Needs \$300,000; Health Care Program for four Atolls (Sec 177) \$697,387.

CONGRESSIONAL

N/A

Political Appointee Update

DOI's politicals on board = 45

5 awaiting confirmation.

Deputy Secretary nominee David Bernhardt is expected to be voted on in the Senate on Monday.

Nominees Combs, Berman, and Domenech participated in a Senate hearing on Thursday.

Speaking Invitations

Accepted

7/21 - Western Conservative Summit (Denver, CO)

7/22-29 National Monument Review Tour Nevada and New Mexico

8/5-20 Personal

Outstanding Invitations in Process

8/22 - 2017 Lake Tahoe Summit invited by Sen. Feinstein and Sen. Heller (Lake Tahoe, CA)

8/25-26 - Steamboat Institute's 9th Annual Freedom Conference & Festival (Steamboat Springs, CO)

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

Declining

7/22 National Association of Counties Annual Conference (Columbus, OH) (NOTE: declining for S-1 but offering a surrogate)
7/23-26 - Aspen Institute Forum on Global Energy, Economy, and Security (Aspen, CO)
7/23 National Boy Scout Jamboree (Glen Jean, WV)
7/31-8/2 - FBI National Academy Associates Annual Training Conference (DC)
8/2 - American Legion Northwest Regional Baseball Tournament's Opening Ceremony General Welcome (Missoula, MT)
8/5 - Glacier National Park Conservancy remarks at Annual Backpacker's Ball (Whitefish/Kalispell)
8/17 - Mineral Hill Conservation Project (Gardiner, MT)
8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)
8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

Emergency Management

The U.S. Fish and Wildlife Service reports that several National Wildlife Refuges were affected by a round of severe thunderstorms that produced tornadoes and localized flooding in Iowa, Minnesota, and Wisconsin. Cumulative rain totals in some areas are as high as 10 inches. The Upper Mississippi River Wildlife and Fish Refuge, Trempealeau NWR, LaCrosse District, Upper Mississippi River NWR, and McGregor District, Upper Mississippi River NWR were affected, with the McGregor District lending clean-up support to the town of McGregor. The Winona District, Upper Mississippi River NWR assisted in search and rescue efforts along the river. All employees have been accounted for, though some employee homes are reportedly damaged.

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In California, the Detwiler Fire, located in Mariposa County (CAL FIRE), has burned 70,596 (+22,596) acres and is 10 (+3)-percent contained. The fire is managed by a Type-1 Incident Management Team (IMT) with 3,737 (+562) personnel, including 68 (+32) DOI personnel. There are 1,500 (no change) residential structures threatened and 4,968 (no change) evacuees. The fire threatens the Mariposa Public Utility District water supply and critical communication infrastructure on Fremont Peak. Fifty residences have been destroyed. Full containment is expected on August 5.

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Outside Media of Interest

Trump Administration Cancels Hundreds Of Obama-Era Regulations.

The Washington Post (7/20, Eilperin, Paletta) reports that OMB on Thursday described “how it would jettison hundreds of existing or planned regulations as part of its larger push to ease federal restrictions on the private sector.” The agency issued a list that “shows the extent to which this administration is determined to erase many of the Obama administration’s policy priorities.” In all, the Administration “said it was pulling or suspending 860 pending regulations” including 469 that “were being completely withdrawn” and 391 that were “being set aside or reevaluated.”

Interior Dept. Ordered Glacier Park Chief, Other Climate Expert Pulled From Zuckerberg Tour.

The Washington Post (7/20, Rein) reports that days before Facebook chief executive Mark Zuckerberg’s visit to Glacier National Park on Saturday “to tour the melting ice fields that have become the poster child for climate change’s effects on Montana’s northern Rockies,” the Trump Administration “abruptly removed two of the park’s top climate experts from a delegation scheduled to show him around, telling a research ecologist and the park superintendent that they were no longer going to participate in the tour.” The Post calls the “decision to micromanage” Zuckerberg’s visit “highly unusual – even for a celebrity visit,” and points out that the Facebook founder, along “with the broader tech community in Silicon Valley has positioned himself as a vocal critic of President Trump.”

Dem To Seek Investigation Into Interior Staff Reassignments.

The Hill (7/20, Cama) reports that Sen. Maria Cantwell “wants an investigation into an Interior Department employee’s claim that he was reassigned due to his work on climate change.” Cantwell “said at a Thursday hearing that she would officially ask Interior’s inspector general to look into the matter.” Cantwell’s “request came a day after Joel Clement, the former director of Interior’s Office of Policy Analysis, wrote a Washington Post op-ed saying he was improperly reassigned to an accounting position because of his work on helping Alaskan communities cope with climate change.”

Alaskan Joe Balash Nominated For Senior Interior Department Post.

The Fairbanks (AK) News-Miner (7/20, Friedman) reports that the Interior Department “announced Thursday that President Donald Trump intends to nominate Joe Balash to serve as the department’s Assistant Secretary for Land and Minerals Management.” Interior Secretary Ryan Zinke said, “It’s been a long time since the Department had an Assistant Secretary from Alaska, and the president’s nomination of Joe Balash further proves his commitment to Alaska and rural America as a whole. Joe is no stranger to the Department of the Interior having worked alongside the department on a number of projects in Alaska. He brings an incredible combination of state and federal experience to the table, and he will be very effective in helping the department work with Congress to do the work of the American people. I look forward to his speedy confirmation in the Senate.”

NC Governor On Trump Drilling Plan: ‘Not Off Our Coast’.

The AP (7/12) reports that “under pressure from President Donald Trump, North Carolina’s governor announced his opposition on Thursday to drilling for natural gas and oil off the Atlantic coast, saying it poses too much of a threat to the state’s beaches and tourism economy.” Ahead of “a Friday deadline for comment from elected officials on the Trump administration’s request for companies to perform seismic testing under Atlantic waters, Democratic Gov. Roy Cooper held a news conference at a coastal state park to announce he’ll be registering the state’s opposition.” Cooper said, “There is a threat looming over this coastline that we love and the prosperity it brings, and that’s the threat of offshore drilling.” He continued, “As governor, I’m here to speak out and take action against it. I can sum it up in four words: ‘not off our coast.’”

House Clears Path For Alaska’s Long-awaited King Cove Road.

The Washington Times (7/20, Wolfgang) reports that the House of Representatives passed 248 to 179 a bill authorizing a “massive land swap” between the state of Alaska and the federal government that would allow for the construction of a road connecting King Cove, Alaska – an isolated community accessible only by water or air – to nearby Cold Bay. Under the legislation, tens of thousands of acres of state land would be exchanged for several hundred acres of the Izembek Wildlife Refuge, through which the road would run. President Trump “appears ready and willing” to sign the bill.

Federal Register Listings

Items cleared for the FR on Thursday.

REG0007192 BIA Indian Gaming; Extension of Tribal-State Class III Gaming Compact (Rosebud Sioux Tribe and State of South Dakota). This Notice announces the extension of a Class III gaming compact between the Rosebud Sioux Tribe and the State of South Dakota by written agreement of the parties. The extension is from July 31, 2017, to January 28, 2018. Notice 07/20/2017.

REG0007194 BIA Indian Gaming; Approval of an Amendment to a Tribal-State Class III Gaming Compact in the State of Washington. This Notice announces the approval of the Fifth Amendment to the Tribal State Compact for the Class III Gaming between the Squaxin Island Tribe of the Squaxin Island Reservation and the State of Washington. Notice 07/20/2017.

REG0007183 NPS Agency Information Collection Activities: Procedures for State, Tribal, and Local Plans and Grants. This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that the NPS will ask the Office of Management and Budget (OMB) to renew its approval of an information collection for the National Historic Preservation Partnership (NHPP) Program and Historic Preservation Fund (HPF) grants. The NPS is requesting public comments on the proposed information collection for 60 days. Notice 07/20/2017.

WOLF TRAP

Tickets in the Secretary’s box available. Please share with WH staff.

| | | |
|---------|--|---------|
| 7-22-17 | The Legend of Zelda: Symphony of the Goddesses | 8:30 PM |
| 7-23-17 | Rebelution | 6:30 PM |
| 7-25-17 | Diana Ross | 8:00 PM |

From: Domenech, Douglas
To: [Scott Hommel](#); [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Micah Chambers](#); [Daniel Jorjani](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#); [Willens, Todd](#); [Getto, Leila](#)
Subject: Interior Cabinet Affairs Report for 7/24/17
Date: Monday, July 24, 2017 3:41:39 PM
Attachments: [DOI DAILY UPDATE FOR CABINET AFFAIRS 7-24-17.docx](#)

Attached and copied below.

**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS –
7/24/17**

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

Status of the Secretary

TODAY: The Secretary is in Washington and will travel to WV with POTUS.

Meeting with DJ Gribbin at EEOB.

Lunch with Ambassadorial nominee to Portugal George Glass.

Meeting with Louisiana Delegation (Rep. Graves, Rep. Higgins, Rep. Johnson, Rep. Abraham).

Travel to West Virginia for Boy Scouts event with POTUS.

THIS WEEK:

Tuesday: HOLD: Rural Prosperity Task Force Principals Breakfast; Meeting with Philip Howard, Senior Counsel, Covington & Burling; Call with Rep. Costa; Call with Senator Schatz; Travel to Ohio, American Heroes POTUS event.

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Media TODAY

(Saturday) SECRETARY ZINKE AND COLORADO SENATOR GARDNER ANNOUNCE MORE THAN \$50 MILLION FOR NATIONAL PARKS INFRASTRUCTURE

NPS Centennial Challenge Program is Matching \$20 Million in Congressional Funding with \$33 Million from Partner Organizations to Support Maintenance Projects at National Parks

WASHINGTON – U.S. Secretary of the Interior Ryan Zinke and Colorado Senator Cory Gardner announced today that the National Park Service is teaming up with partners across the nation to distribute nearly \$50 million in high priority maintenance and infrastructure projects at 42 parks in 29 states. Congress provided \$20 million for the projects as part of the Centennial Challenge program which will be matched by \$33 million from more than 50 park partners to improve trails, restore buildings, and increase visitor access to parks.

Secretary Zinke and Senator Gardner made the announcement while visiting Rocky Mountain National Park, which will receive \$200,000 in federal funds matched by \$200,000 from the Rocky Mountain Conservancy to reduce deferred maintenance on the Alluvial Fan Trail.

(Potential) Zinke on confirmation of Bernhardt.

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National Park Service

- July 24: Local NPS Release: Denali National Park will issue an environmental assessment on Milepost 231 Wayside and Trail Connections. This project for parking, trailheads, and a new trail connection is the NPS portion of a partnership with the Alaska Department of Transportation and Public Facilities and the Federal Highways Administration to enhance safety for pedestrians and other non-motorists in the area in conjunction with a bridge replacement over the Nenana River.
- Week of July 24: Local NPS Release: The Reconstruction Era National Monument will hold three public listening sessions (not related to July 28 Reconstruction Era Theme Study) in Beaufort, Port Royal, and St. Helena Island, South Carolina, as part of the development of a foundation document for this new park. Targeted stakeholder meetings will also be held in the respective communities during the day to identify the biggest challenges and opportunities facing the National Park Service in setting up these new areas and also provide input into the development of the foundation document and interpretive themes.
- July 25: Local NPS Release: The National Park Service will announce a 30-day public comment period on the Glacier National Park Lake McDonald Properties Management Plan

Environmental Assessment (EA). Following the public review and comment period, the park will prepare a formal decision document. The EA analyzes alternatives to manage NPS-owned properties, including buildings listed on the National Register of Historic Places, adjacent to Lake McDonald. The proposed alternative uses an adaptive approach that identifies a sequence of management options for each property, which for most properties begins with historic leasing, park or concessioner use, or stabilization of properties. The last option in the adaptive management approach would be removal of buildings. The management plan has garnered local media and public interest with little to no controversy and a lot of interest in leasing the properties.

- TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.

U.S. Fish and Wildlife Service

- July TBD: National FWS Release: FWS will announce it has apportioned \$50 million to state fish and wildlife agencies for developing and implementing programs that benefit wildlife and their habitats. The funding is provided through the FWS's State Wildlife Grants (SWG) program and is distributed through an apportionment formula in accordance with the Appropriations Act.
- July TBD: FWS will deliver to the Federal Register, a final rule establishing the 2017-18 hunting seasons and bag limits for certain migratory game birds to fulfill our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.
- July TBD: FWS will deliver to the Federal Register, a proposal to establish annual hunting regulations for certain migratory game birds for the 2018-19 hunting season to fulfill our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.
- July TBD: National FWS Release: FWS will deliver to the Federal Register, a proposal to approve the shot for hunting waterfowl and coots. FWS has concluded that this type of shot left in the terrestrial or aquatic environments is unlikely to adversely affect fish, wildlife, or their habitats. Approving this shot formulation would increase the nontoxic shot options for hunters. Interested stakeholders include the Flyway Councils, state wildlife agencies, non-governmental organizations and hunters.
- TBD: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan.

Bureau of Land Management

- July 24: BLM-AZ will meet with young leaders from 19 African countries who are part of the State Department's Mandela Fellowship to discuss public land issues and challenges.

- Week of July 24: Local BLM Release: BLM-CO Little Snake Field Office will announce a 30-day public scoping period for an environmental assessment evaluating a coal Lease by Application (LBA) from Peabody Energy’s Twentymile Coal Foidel Creek Mine near Hayden. The LBA is for 640 acres of federal coal underneath private surface. The coal would be mined by underground methods with no surface disturbance. The mine estimates it could recover 4.1 million tons of coal, generating approximately \$13 million in royalties, half of which would go to the state. The lease would help the mine continue to employ 365 people.
- July 25: Local BLM Release: BLM-Eastern States, in conjunction with the U.S. Forest Service, will hold public meetings in St. Paul, MN, and Virginia, MN, to solicit comments regarding the proposed 20-year withdrawal of 234,328 acres of Federal minerals from national forest system lands on the Superior National Forest within the Rainy River Watershed. Public comments received during project scoping will inform development of an EIS to study the proposed mineral withdrawal.
- July 21 -26: The sage-grouse task force team comprised of BLM, USGS, USFWS, USFS, and Western Governors’ offices will work in four subgroups to review a draft plan in response to S.O. 3353. The subgroups pertain to plan and policy review, fire and invasive species, data and science and wildlife management.
- July 25 – 26: Local BLM Release: BLM-WY Pinedale and Rock Springs field offices will hold two open houses to discuss the Normally Pressured Lance Natural Gas Development Project with local communities. Public comments will be collected on the Draft Environmental Impact Statement released last week.
- July 26: BLM acting Deputy Director for Operations John Ruhs will attend the Nevada Sheriffs’ Association meeting and provide a “BLM 101” presentation.
- July 26: BLM-AK will participate in the annual Formerly Used Defense Sites (FUDS) forum, focusing on issues that relate to potential sites within the National Petroleum Reserve in Alaska and contaminated lands and mine sites in Alaska.
- July 26: BLM-CA Bishop Field Office will meet with representatives from Mono County, the U.S. Fish & Wildlife Service, and a private landowner to discuss riparian habitat improvement for bi-state sage-grouse through alterations in county road maintenance and installation of culverts and drainage dips.

Bureau of Reclamation

- July 24-25: Reclamation will meet with stakeholders in Klamath Falls, Oregon, to kick off the stakeholder engagement process on the reinitiated ESA consultation on Klamath Project Operations. Organizations expected to attend the meeting include U.S. Fish and Wildlife Service, National Marine Fisheries Service, Yurok Tribe, Karuk Tribe, Hoopa Valley Tribe, The Klamath Tribes, Klamath Water Users Association, and PacifiCorps.

Bureau of Ocean Energy Management

- July 26 (tent.): BOEM Note to Stakeholders: Notice to Stakeholders on the Notice of Availability (NOA) for the Cape Wind Final Supplemental Environmental Impact Statement

(SEIS).

- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.

Office of Insular Affairs

- July 25: Hearing before the House Subcommittee on Indian, Insular and Alaska Native Affairs, regarding the LBJ Hospital in American Samoa.
- July 25 or 26: Local IA Release: Marshall Islands grants release announces Compact Infrastructure \$149,436; Ebeye Special Needs \$300,000; Health Care Program for four Atolls (Sec 177) \$697,387.

CONGRESSIONAL

Tuesday, July 25, 2017

10:00am: House Natural Resources Indian, Insular, and Alaska Natives Affairs Subcommittee

Oversight Hearing Assessing Current Conditions and Challenges at the Lyndon B. Johnson Tropical Medical Center in American Samoa

Witness: Thomas Bussanich, Director of Budget, Insular Affairs

Wednesday, July 26, 2017

9:45am: Senate Energy and Natural Resources Public Lands, Forests, and Mining Subcommittee

Legislative Hearing on S. 32, California Desert Protection and Recreation Act; S. 90, Red River Gradient Boundary Survey Act; S.357, Santa Ana River Wash Plan Land Exchange Act; S.436, San Juan County Settlement Implementation Act; S.467, Mohave County Federal Land Management Act; S.468, Historic Routes Preservation Act; S.614, Recreation and Public Purposes Act Commercial Recreation Concessions Pilot Program Act; S.785, Alaska Native Veterans Land Allotment Equity Act; S.837, Southern Utah Open OHV Areas Act; S.884, Small Miners Waiver Act; S.941, Yellowstone Gateway Protection Act; S.1149, To amend the Alaska Native Claims Settlement Act to repeal a provision limiting the export of timber harvested from land conveyed to the Kake Tribal Corporation; S.1230, Water Rights Protection Act; S.1271, Fowler and Boskoff Peaks Designation Act; and S.1548, Oregon Wildlands Act

Witness: John Ruhs, Acting Deputy Director for Operations, BLM

2:30pm: Senate Committee on Indian Affairs

Oversight Hearing on the GAO Reports on Human Trafficking of American Indian and Alaska Natives in the United States

Witness: Jason Thompson, Acting Director, Office of Justice Services, BIA

Political Appointee Update

Two new appointees started today bringing DOI politicals on board = 52

Richard "Rick" Goeken- (pronounced "Gaykin") as Deputy Solicitor for Parks and Wildlife. Past experience: Smith Currie & Hancock LLP- Partner- (focusing on impact of federal environmental law and policy on access to public lands, federal contracts for the use of natural resources and development of private property.

Blake Deeley as Advisor for the Office of Congressional and Legislative Affairs. Past experience:

Congressman David McKinley- Policy Advisor for Energy and Environmental, Subcommittees and staffer for House Congressional Coal Caucus.

5 nominated awaiting confirmation.

Deputy Secretary nominee David Bernhardt is expected to be voted on in the Senate on Monday.

Nominees Combs, Berman, and Domenech participated in a Senate hearing on Thursday.

Nominee Joe Balash to serve as the Department of the Interior's Assistant Secretary for Land and Minerals Management has been announced.

Speaking Invitations

Accepted

7/24 National Boy Scout Jamboree (Glen Jean, WV)

7/29 National Monument Review Tour Nevada and New Mexico

8/5-20 Personal

Outstanding Invitations in Process

8/22 - 2017 Lake Tahoe Summit invited by Sen. Feinstein and Sen. Heller (Lake Tahoe, CA)

8/25-26 - Steamboat Institute's 9th Annual Freedom Conference & Festival (Steamboat Springs, CO)

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

Declining

7/31-8/2 - FBI National Academy Associates Annual Training Conference (DC)

8/2 - American Legion Northwest Regional Baseball Tournament's Opening Ceremony General Welcome (Missoula, MT)

8/5 - Glacier National Park Conservancy remarks at Annual Backpacker's Ball (Whitefish/Kalispell)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

Emergency Management

In California, the Detwiler Fire, located in Mariposa County (CAL FIRE), has burned 76,250 (+5,662) acres and is 45 (+35)-percent contained. The fire is managed by a Type-1 Incident Management Team (IMT) with 5,043 (+1,306) personnel, including 113 (+45) DOI personnel. There are 1,500 (no change) residential structures threatened and 4,968 (no change) evacuees. State Routes 140 and 49 remain impacted by the fire and are impeding access to Yosemite National Park. Additionally, high power transmission lines, which supply power to Yosemite National Park, have been impacted by the fire. The USGS reports that the Detwiler Fire has also disrupted service for 19 seismic sensors in the Northern California Seismic Network. These sensors provide coverage over the western side of the southern San Joaquin Valley, from the San Luis Reservoir to Coalinga and from Copperopolis to Visalia in the Sierra foothills. Once access to the area is possible, a detailed assessment of impacts and projected timeline for service repairs will be performed by USGS and U.S. Army Corps of Engineers (USACE) personnel. Impacts to the earthquake monitoring capabilities of the USGS include the loss of ability to detect and locate small earthquakes in the immediate vicinity, along with increased uncertainty in the initial location of larger earthquakes in the immediate vicinity. Full containment of the Detwiler Fire is expected on August 5.

In Montana, the Lodgepole Complex Fire, located in Garfield County (BLM), has burned 226,000 acres and is 5-percent contained. The fire is managed by a Type-2 IMT with 215 personnel, including 26 DOI personnel. There are 145 residential structures threatened and 50 evacuees. Twelve residences have been destroyed and the fire is threatening Sage Grouse

habitat. Three civilian and two responder injuries have been reported. Full containment is expected on August 2.

USGS crews continue to support flood response operations in northern Illinois and northeastern Iowa due to heavy rains that fell on July 21 and July 22. USGS crews deployed over the weekend and made 15 discharge measurements to validate stage-discharge relations, ensure proper streamgauge operation, and assist the National Weather Service (NWS) with forecast information. Overall, 22 USGS streamgages in northern Illinois are above the NWS flood stage and six USGS streamgages in Iowa are above the NWS flood stage. All streamgages in the affected areas appear to be functioning properly, and the USGS continues to coordinate and share information with the NWS, USACE, and other local emergency managers.

Outside Media of Interest

U.S. National Monument in Colorado to Remain Intact.

Reuters (7/21, Coffman) reports Secretary Zinke on Friday said that Colorado's Canyons of the Ancients National Monument "is no longer on a list of more than two dozen national monuments under review by the Trump administration for possible reduction or elimination." He has recommended that it be kept "intact, with no modifications." The story also appears at the New York Times (7/21, Reuters), U.S. News & World Report (7/21, Coffman).

\$53M To Go To US National Park Maintenance, Infrastructure.

The AP (7/22) reports on Saturday, Secretary Zinke "announced more than \$50 million for maintenance and infrastructure work at national parks." He spoke at Rocky Mountain National Park, accompanied by US Senator Cory Gardner (R-CO). According to the department \$20 million will come from Congress and \$33 million from "outside organizations."

Zinke In Denver Makes A Case For Energy Production On Public Lands.

The Colorado Springs (CO) Gazette (7/22, Bunch) reports Secretary Zinke, speaking to the Western Conservative Summit on Friday in Denver, said that the US "should open up its public lands and shores for more energy production." He said, "I can tell ya, the war on American energy is over." One reason he gave is that US "national parks are about \$11.5 billion behind in maintenance and repairs, and public lands and wildlife refuges are about \$15 billion in need."

Climate Scientist Files Complaint On Trump Administration.

The AP (7/21) reported that Joel Clement, who until recently was director of the Department

of Interior's Office of Policy Analysis, "says he was mistreated by officials in the administration of President Donald Trump for speaking about climate change." Clement was reassigned to a position in which he had no background, which he claims is a violation of his federal whistleblower protections. The story also appears at San Francisco (CA) Chronicle (7/21), U.S. News & World Report (7/21), Greeneville (TN) Sun (7/21, Fitzgerald), Washington (DC) Times (7/21), and KTOO-FM Juneau (AK) Juneau, AK (7/23, Rott).

Two Good Picks.

The Ketchikan (AK) Daily News (7/21, Picks) in an editorial praises the selection of Chris Oliver to be assistant administrator of the National Marine Fisheries Service, and "Joe Balash as the U.S. Department of Interior's assistant secretary for land and mineral management." Interior Secretary Ryan Zinke in announcing the nomination said, "It's been a long time" since an assistant secretary in the Interior Department was from Alaska. The paper concludes, "it will be good to have people who already know Alaska in these positions."

Amarillo-area Helium Auction Brings In \$60M.

The Amarillo (TX) Globe News (7/23) reports, "The Bureau of Land Management sold nearly \$60 million in helium," in its "fourth annual Amarillo-area auction."

Federal Register Listings

Items cleared for the FR on Friday.

REG0007198 BIA Agency Information Collection Activities; Native American Business Development Institute (NABDI) Funding Solicitations and Reporting. This Notice, under the Paperwork Reduction Act of 1995, announces that BIA will ask the Office of Management and Budget (OMB) to renew its approval of the collection of information for the Native American Business Development Institute (NABDI) Funding Solicitation and Reporting. BIA is requesting public comments on the renewal for 60 days. Notice 07/21/2017.

REG0007184 BLM Alaska Native Claims Selection. The BLM provides notice that it will issue an appealable decision approving conveyance of the surface estate in certain lands to the Alaska Native village corporation of Tulkisarmute Incorporated, pursuant to the Alaska Native Claims Settlement Act of 1971, as amended (ANCSA). As provided by ANCSA, the BLM simultaneously will convey the subsurface estate in the same lands to Calista Corporation. Notice 07/21/2017.

REG0007189 BLM Rescission of a 2015 Rule: Oil and Gas; Hydraulic Fracturing on Federal

and Indian Lands. The BLM is proposing to rescind a 2015 final rule, "Oil and Gas; Hydraulic Fracturing on Federal and Indian Lands," because the BLM has concluded that it is unnecessarily duplicative of State and some tribal regulations and that it imposes burdensome reporting requirements and other unjustified costs on the oil and gas industry. The Office of Information and Regulatory Affairs (OIRA) has concluded E.O. 12866 review and the BLM seeks DOI approval to publish the proposed rule ahead of a July 27, 2017, oral argument on the 2015 rule in the U.S. Court of Appeals for the Tenth Circuit. Proposed Rule 07/21/2017.

REG0007201 BOE Final Supplemental EIS for the Cape Wind Energy Project. BOEM announces the availability of a Final Supplemental Environmental Impact Statement (SEIS) for the Cape Wind Energy Project, which is located in Federal waters between Cape Cod, Martha's Vineyard, and Nantucket Island. BOEM must issue the Final SEIS and publish this Notice as soon as possible to comply with a court order. Notice 07/21/2017.

REG0007119 FWS Lost Hills Solar Project, Kern County, California; Draft Environmental Assessment and Draft Habitat Conservation Plan The proposed project includes the construction, operation and maintenance, and decommissioning of a 20-megawatt solar photovoltaic power generating facility. Notice 07/21/2017.

REG0007199 NPS Agency Information Collection Activities: NPS Visitor Survey Card. This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that the NPS will ask the Office of Management and Budget (OMB) to renew its approval of an information collection for the Visitor Survey Card (VSC). The NPS is requesting public comments on the renewal for 30 days. Notice 07/21/2017.

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| 7-28-17 | ORFF: Carmina Burana; Beethoven: Emperor Concerto | 8:15 PM |
| 7-29-17 | Aretha Franklin | 8:00 PM |
| 8-1-17 | Nashville in Concert | 8:00 PM |
| 8-2-17 | Punch Brothers | 8:00 PM |
| 8-3-17 | Blondie & Garbage | 7:30 PM |
| 8-4-17 | La La Land in Concert | 8:30 PM |

Doug Domenech
Senior Advisor

US Department of the Interior

NOTE: *Every email I send or receive is subject to release under the Freedom of Information Act.*

DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS – 7/24/17

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U.S. Fish and Wildlife Service

- July TBD: National FWS Release: FWS will announce it has apportioned \$50 million to state fish and wildlife agencies for developing and implementing programs that benefit wildlife and their habitats. The funding is provided through the FWS's State Wildlife Grants (SWG) program and is distributed through an apportionment formula in accordance with the Appropriations Act.
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Interested stakeholders include the Flyway Councils, state wildlife agencies, non-governmental organizations and hunters.

- TBD: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan.

Bureau of Land Management

- July 24: BLM-AZ will meet with young leaders from 19 African countries who are part of the State Department's Mandela Fellowship to discuss public land issues and challenges.
- Week of July 24: Local BLM Release: BLM-CO Little Snake Field Office will announce a 30-day public scoping period for an environmental assessment evaluating a coal Lease by Application (LBA) from Peabody Energy's Twentymile Coal Foidel Creek Mine near Hayden. The LBA is for 640 acres of federal coal underneath private surface. The coal would be mined by underground methods with no surface disturbance. The mine estimates it could recover 4.1 million tons of coal, generating approximately \$13 million in royalties, half of which would go to the state. The lease would help the mine continue to employ 365 people.
- July 25: Local BLM Release: BLM-Eastern States, in conjunction with the U.S. Forest Service, will hold public meetings in St. Paul, MN, and Virginia, MN, to solicit comments regarding the proposed 20-year withdrawal of 234,328 acres of Federal minerals from national forest system lands on the Superior National Forest within the Rainy River Watershed. Public comments received during project scoping will inform development of an EIS to study the proposed mineral withdrawal.
- July 21 -26: The sage-grouse task force team comprised of BLM, USGS, USFWS, USFS, and Western Governors' offices will work in four subgroups to review a draft plan in response to S.O. 3353. The subgroups pertain to plan and policy review, fire and invasive species, data and science and wildlife management.
- July 25 – 26: Local BLM Release: BLM-WY Pinedale and Rock Springs field offices will hold two open houses to discuss the Normally Pressured Lance Natural Gas Development Project with local communities. Public comments will be collected on the Draft Environmental Impact Statement released last week.
- July 26: BLM acting Deputy Director for Operations John Ruhs will attend the Nevada Sheriffs' Association meeting and provide a "BLM 101" presentation.
- July 26: BLM-AK will participate in the annual Formerly Used Defense Sites (FUDS) forum, focusing on issues that relate to potential sites within the National Petroleum Reserve in Alaska and contaminated lands and mine sites in Alaska.
- July 26: BLM-CA Bishop Field Office will meet with representatives from Mono County, the U.S. Fish & Wildlife Service, and a private landowner to discuss riparian habitat improvement for bi-state sage-grouse through alterations in county road maintenance and installation of culverts and drainage dips.

Bureau of Reclamation

- July 24-25: Reclamation will meet with stakeholders in Klamath Falls, Oregon, to kick off the stakeholder engagement process on the reinitiated ESA consultation on Klamath Project Operations. Organizations expected to attend the meeting include U.S. Fish and Wildlife Service, National Marine Fisheries Service, Yurok Tribe, Karuk Tribe, Hoopa Valley Tribe, The Klamath Tribes, Klamath Water Users Association, and PacifiCorps.

Bureau of Ocean Energy Management

- July 26 (tent.): BOEM Note to Stakeholders: Notice to Stakeholders on the Notice of Availability (NOA) for the Cape Wind Final Supplemental Environmental Impact Statement (SEIS).
- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.

Office of Insular Affairs

- July 25: Hearing before the House Subcommittee on Indian, Insular and Alaska Native Affairs, regarding the LBJ Hospital in American Samoa.
- July 25 or 26: Local IA Release: Marshall Islands grants release announces Compact Infrastructure \$149,436; Ebeye Special Needs \$300,000; Health Care Program for four Atolls (Sec 177) \$697,387.

CONGRESSIONAL

Tuesday, July 25, 2017

10:00am: House Natural Resources Indian, Insular, and Alaska Natives Affairs Subcommittee Oversight Hearing Assessing Current Conditions and Challenges at the Lyndon B. Johnson Tropical Medical Center in American Samoa

Witness: Thomas Bussanich, Director of Budget, Insular Affairs

Wednesday, July 26, 2017

9:45am: Senate Energy and Natural Resources Public Lands, Forests, and Mining Subcommittee Legislative Hearing on S. 32, California Desert Protection and Recreation Act; S. 90, Red River Gradient Boundary Survey Act; S.357, Santa Ana River Wash Plan Land Exchange Act; S.436, San Juan County Settlement Implementation Act; S.467, Mohave County Federal Land Management Act; S.468, Historic Routes Preservation Act; S.614, Recreation and Public Purposes Act Commercial Recreation Concessions Pilot Program Act; S.785, Alaska Native Veterans Land Allotment Equity Act; S.837, Southern Utah Open OHV Areas Act; S.884, Small Miners Waiver Act; S.941, Yellowstone Gateway Protection Act; S.1149, To amend the Alaska Native Claims Settlement Act to repeal a provision limiting the export of timber harvested from land conveyed to the Kake Tribal Corporation; S.1230, Water Rights Protection Act; S.1271, Fowler and Boskoff Peaks Designation Act; and S.1548, Oregon Wildlands Act

Witness: John Ruhs, Acting Deputy Director for Operations, BLM

2:30pm: Senate Committee on Indian Affairs

Oversight Hearing on the GAO Reports on Human Trafficking of American Indian and Alaska Natives in the United States

Witness: Jason Thompson, Acting Director, Office of Justice Services, BIA

Political Appointee Update

Two new appointees started today bringing DOI politicals on board = 52

Richard "Rick" Goeken- (pronounced "Gaykin") as Deputy Solicitor for Parks and Wildlife. Past experience: Smith Currie & Hancock LLP- Partner- (focusing on impact of federal environmental law and policy on access to public lands, federal contracts for the use of natural resources and development of private property.

Blake Deeley as Advisor for the Office of Congressional and Legislative Affairs. Past experience: Congressman David McKinley- Policy Advisor for Energy and Environmental, Subcommittees and staffer for House Congressional Coal Caucus.

5 nominated awaiting confirmation.

Deputy Secretary nominee David Bernhardt is expected to be voted on in the Senate on Monday.

Nominees Combs, Berman, and Domenech participated in a Senate hearing on Thursday.

Nominee Joe Balash to serve as the Department of the Interior's Assistant Secretary for Land and Minerals Management has been announced.

Speaking Invitations

Accepted

7/24 National Boy Scout Jamboree (Glen Jean, WV)

7/29 National Monument Review Tour Nevada and New Mexico

8/5-20 Personal

Outstanding Invitations in Process

8/22 - 2017 Lake Tahoe Summit invited by Sen. Feinstein and Sen. Heller (Lake Tahoe, CA)

8/25-26 - Steamboat Institute's 9th Annual Freedom Conference & Festival (Steamboat Springs, CO)

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

Declining

7/31-8/2 - FBI National Academy Associates Annual Training Conference (DC)

8/2 - American Legion Northwest Regional Baseball Tournament's Opening Ceremony General Welcome (Missoula, MT)

8/5 - Glacier National Park Conservancy remarks at Annual Backpacker's Ball (Whitefish/Kalispell)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

Emergency Management

In California, the Detwiler Fire, located in Mariposa County (CAL FIRE), has burned 76,250 (+5,662) acres and is 45 (+35)-percent contained. The fire is managed by a Type-1 Incident Management Team (IMT) with 5,043 (+1,306) personnel, including 113 (+45) DOI personnel. There are 1,500 (no change) residential structures threatened and 4,968 (no change) evacuees. State Routes 140 and 49 remain impacted by the fire and are impeding access to Yosemite National Park. Additionally, high power transmission lines, which supply power to Yosemite National Park, have been impacted by the fire. The USGS reports that the Detwiler Fire has also disrupted service for 19 seismic sensors in the Northern California Seismic Network. These sensors provide coverage over the western side of the southern San Joaquin Valley, from the San Luis Reservoir to Coalinga and from Copperopolis to Visalia in the Sierra foothills. Once access to the area is possible, a detailed assessment of impacts and projected timeline for service repairs will be performed by USGS and U.S. Army Corps of Engineers (USACE) personnel. Impacts to the earthquake monitoring capabilities of the USGS include the loss of ability to detect and locate small earthquakes in the immediate vicinity, along with increased uncertainty in the initial location of larger earthquakes in the immediate vicinity. Full containment of the Detwiler Fire is expected on August 5.

In Montana, the Lodgepole Complex Fire, located in Garfield County (BLM), has burned 226,000 acres and is 5-percent contained. The fire is managed by a Type-2 IMT with 215 personnel, including 26 DOI personnel. There are 145 residential structures threatened and 50 evacuees. Twelve residences have

been destroyed and the fire is threatening Sage Grouse habitat. Three civilian and two responder injuries have been reported. Full containment is expected on August 2.

USGS crews continue to support flood response operations in northern Illinois and northeastern Iowa due to heavy rains that fell on July 21 and July 22. USGS crews deployed over the weekend and made 15 discharge measurements to validate stage-discharge relations, ensure proper streamgage operation, and assist the National Weather Service (NWS) with forecast information. Overall, 22 USGS streamgages in northern Illinois are above the NWS flood stage and six USGS streamgages in Iowa are above the NWS flood stage. All streamgages in the affected areas appear to be functioning properly, and the USGS continues to coordinate and share information with the NWS, USACE, and other local emergency managers.

Outside Media of Interest

U.S. National Monument in Colorado to Remain Intact.

Reuters (7/21, Coffman) reports Secretary Zinke on Friday said that Colorado's Canyons of the Ancients National Monument "is no longer on a list of more than two dozen national monuments under review by the Trump administration for possible reduction or elimination." He has recommended that it be kept "intact, with no modifications." The story also appears at the New York Times (7/21, Reuters), U.S. News & World Report (7/21, Coffman).

\$53M To Go To US National Park Maintenance, Infrastructure.

The AP (7/22) reports on Saturday, Secretary Zinke "announced more than \$50 million for maintenance and infrastructure work at national parks." He spoke at Rocky Mountain National Park, accompanied by US Senator Cory Gardner (R-CO). According to the department \$20 million will come from Congress and \$33 million from "outside organizations."

Zinke In Denver Makes A Case For Energy Production On Public Lands.

The Colorado Springs (CO) Gazette (7/22, Bunch) reports Secretary Zinke, speaking to the Western Conservative Summit on Friday in Denver, said that the US "should open up its public lands and shores for more energy production." He said, "I can tell ya, the war on American energy is over." One reason he gave is that US "national parks are about \$11.5 billion behind in maintenance and repairs, and public lands and wildlife refuges are about \$15 billion in need."

Climate Scientist Files Complaint On Trump Administration.

The AP (7/21) reported that Joel Clement, who until recently was director of the Department of Interior's Office of Policy Analysis, "says he was mistreated by officials in the administration of President Donald Trump for speaking about climate change." Clement was reassigned to a position in which he had no background, which he claims is a violation of his federal whistleblower protections. The story also appears at San Francisco (CA) Chronicle (7/21), U.S. News & World Report (7/21), Greeneville (TN) Sun (7/21, Fitzgerald), Washington (DC) Times (7/21), and KTOO-FM Juneau (AK) Juneau, AK (7/23, Rott).

Two Good Picks.

The Ketchikan (AK) Daily News (7/21, Picks) in an editorial praises the selection of Chris Oliver to be assistant administrator of the National Marine Fisheries Service, and "Joe Balash as the U.S. Department of Interior's assistant secretary for land and mineral management." Interior Secretary Ryan Zinke in announcing the nomination said, "It's been a long time" since an assistant secretary in the Interior Department was from Alaska. The paper concludes, "it will be good to have people who already know Alaska in these positions."

Amarillo-area Helium Auction Brings In \$60M.

The Amarillo (TX) Globe News (7/23) reports, "The Bureau of Land Management sold nearly \$60 million in helium," in its "fourth annual Amarillo-area auction."

Federal Register Listings

Items cleared for the FR on Friday.

REG0007198 BIA Agency Information Collection Activities; Native American Business Development Institute (NABDI) Funding Solicitations and Reporting. This Notice, under the Paperwork Reduction Act of 1995, announces that BIA will ask the Office of Management and Budget (OMB) to renew its approval of the collection of information for the Native American Business Development Institute (NABDI) Funding Solicitation and Reporting. BIA is requesting public comments on the renewal for 60 days. Notice 07/21/2017.

REG0007184 BLM Alaska Native Claims Selection. The BLM provides notice that it will issue an appealable decision approving conveyance of the surface estate in certain lands to the Alaska Native village corporation of Tulkisarmute Incorporated, pursuant to the Alaska Native Claims Settlement Act of 1971, as amended (ANCSA). As provided by ANCSA, the BLM simultaneously will convey the subsurface estate in the same lands to Calista Corporation. Notice 07/21/2017.

REG0007189 BLM Rescission of a 2015 Rule: Oil and Gas; Hydraulic Fracturing on Federal and Indian Lands. The BLM is proposing to rescind a 2015 final rule, "Oil and Gas; Hydraulic Fracturing on Federal and Indian Lands," because the BLM has concluded that it is unnecessarily duplicative of State and some tribal regulations and that it imposes burdensome reporting requirements and other unjustified costs on the oil and gas industry. The Office of Information and Regulatory Affairs (OIRA) has concluded E.O. 12866 review and the BLM seeks DOI approval to publish the proposed rule ahead of a July 27, 2017, oral argument on the 2015 rule in the U.S. Court of Appeals for the Tenth Circuit. Proposed Rule 07/21/2017.

REG0007201 BOE Final Supplemental EIS for the Cape Wind Energy Project. BOEM announces the availability of a Final Supplemental Environmental Impact Statement (SEIS) for the Cape Wind Energy Project, which is located in Federal waters between Cape Cod, Martha's Vineyard, and Nantucket Island. BOEM must issue the Final SEIS and publish this Notice as soon as possible to comply with a court order. Notice 07/21/2017.

REG0007119 FWS Lost Hills Solar Project, Kern County, California; Draft Environmental Assessment and Draft Habitat Conservation Plan The proposed project includes the construction, operation and maintenance, and decommissioning of a 20-megawatt solar photovoltaic power generating facility. Notice 07/21/2017.

REG0007199 NPS Agency Information Collection Activities: NPS Visitor Survey Card. This Notice, under the Paperwork Reduction Act of 1995 (PRA), announces that the NPS will ask the Office of Management and Budget (OMB) to renew its approval of an information collection for the Visitor Survey Card (VSC). The NPS is requesting public comments on the renewal for 30 days. Notice 07/21/2017.

WOLF TRAP

Tickets in the Secretary's box available. Please share with WH staff.

| | | |
|---------|---|---------|
| 7-25-17 | Diana Ross | 8:00 PM |
| 7-26-17 | Regina Spektor/Ben Folds | 8:00 PM |
| 7-28-17 | ORFF: Carmina Burana; Beethoven: Emporer Concerto | 8:15 PM |
| 7-29-17 | Aretha Franklin | 8:00 PM |
| 8-1-17 | Nashville in Concert | 8:00 PM |
| 8-2-17 | Punch Brothers | 8:00 PM |
| 8-3-17 | Blondie & Garbage | 7:30 PM |
| 8-4-17 | La La Land in Concert | 8:30 PM |

From: Campbell, Joshua
To: [Jorjani, Daniel](#); [Gary Lawkowski](#)
Subject: Fwd: FW: Senate Democrats ask Interior IG to probe career staff reshuffle
Date: Monday, July 24, 2017 4:21:51 PM

Dan and Gary,

A friend from the Hill sent me the below, so I thought I would forward.

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

From: Tidwell, Daniel <Daniel.Tidwell@mail.house.gov>
Date: Mon, Jul 24, 2017 at 3:57 PM
Subject: FW: Senate Democrats ask Interior IG to probe career staff reshuffle
To: "joshua.campbell@sol.doi.gov" <joshua.campbell@sol.doi.gov>

Good article here. lol

From: POLITICO Pro Energy Whiteboard [mailto:politicoemail@politico.com]
Sent: Monday, July 24, 2017 3:54 PM
To: Tidwell, Daniel <Daniel.Tidwell@mail.house.gov>
Subject: Senate Democrats ask Interior IG to probe career staff reshuffle

By Esther Whieldon

07/24/2017 03:49 PM EDT

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Interior Secretary Ryan Zinke in June reassigned about 50 senior executive employees, including Joel Clement, who was moved from a managerial position involving climate change issues to a job collecting royalties from oil and gas companies.

Moving senior executives from the positions in which they may best use their expertise to jobs "where their talents are wasted would constitute a serious act of mismanagement, a gross waste of public funds, and an abuse of authority," the senators said in the [letter](#) to Deputy Inspector General Mary Kendall.

The senators acknowledged that Zinke is allowed to shuffle senior executives around. But they argued the law requires for reassignments to be made to best accomplish the agency's mission, promote program continuity and to provide for an executive system that is free from improper political interference.

"Any suggestion that the department is reassigning SES employees to force them to resign, to silence their voices or to punish them for the conscientious performance of their public duties is extremely troubling and calls for the closest examination," the letter said.

The letter was also signed by Senate Finance ranking member [Ron Wyden](#) and Sens. [Mazie Hirono](#) (D-Hawaii), [Martin Heinrich](#) (D-N.M.), [Bernie Sanders](#) (I-Vt.), [Tammy Duckworth](#) (D-Ill.), [Debbie Stabenow](#) (D-Mich.) and [Al Franken](#) (D-Minn.)

WHAT'S NEXT: It remains to be seen whether the IG will launch an investigation.

To view online:

<https://www.politicopro.com/energy/whiteboard/2017/07/senate-democrats-ask-interior-ig-to-probe-career-staff-reshuffle-090969>

Was this Pro content helpful? Tell us what you think in one click.

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| Yes. very | Somewhat | Neutral | Not really | Not at all |

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From: Daniel Jorjani
To: [Campbell, Joshua](mailto:Campbell.Joshua)
Cc: [Gary Lawkowski](mailto:Gary.Lawkowski)
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Date: Monday, July 24, 2017 4:27:47 PM

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Sent from my iPhone

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Was this Pro content helpful? Tell us what you think in one click.

| | | | | |
|---|---|---|--|---|
|  |  |  |  |  |
| Yes, very | Somewhat | Neutral | Not really | Not at all |

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This email was sent to daniel.tidwell@mail.house.gov by: POLITICO, LLC 1000 Wilson Blvd. Arlington, VA, 22209, USA

From: Domenech, Douglas
To: [Scott Hommel](#); [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Micah Chambers](#); [Daniel Jorjani](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#); [Willens, Todd](#); [Getto, Lela](#)
Subject: Interior Cabinet Affairs Report for 7/25/17
Date: Tuesday, July 25, 2017 1:51:00 PM
Attachments: [DOI DAILY UPDATE FOR CABINET AFFAIRS 7-25-17.docx](#)

Attached and copied below.

**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS –
7/25/17**

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

NOTE: BERNHARDT WINS SENATE CONFIRMATION: Senators voted 53-43 Monday evening to confirm David Bernhardt's nomination as deputy secretary at Interior. Five members of the Democratic caucus - Michael Bennet, Joe Donnelly, Heidi Heitkamp, Angus King and Joe Manchin - joined all Republicans in supporting his bid to serve as Secretary Ryan Zinke's No. 2. "David's extensive experience serving under previous Interior secretaries, his esteemed legal career, and down-right love of our land and resources is exactly what is needed to help streamline government," Zinke said in a statement after the vote.

Bernhardt Day 1 will be August 1.

Status of the Secretary

TODAY: The Secretary is in Washington and will travel to OH with POTUS.

Meeting with Philip Howard, Senior Counsel, Covington & Burling.

Call with Rep. Costa.

Call with Senator Schatz.

Travel to Ohio, American Heroes POTUS event.

THIS WEEK:

7/26 Wednesday: Hold for Sen. Merkley; Tour with Mayor Bowser; Meeting with Rep. Aderholt and James Swanson; Travel to El Paso, TX. (political event)

7/27 Thursday: Las Cruces, NM Monuments Tour; helicopter tour of Organ mtns Desert peaks with Fort Bliss, roundtable with ranchers and stakeholders, meeting on border security,

meeting with ranchers on Rio Grande del Norte NM, media availability, driving tour with BLM

7/28 Friday: Las Cruces, NM; Monuments Tour; hike in monument with veterans, tribal meetings, meeting with friends of organ mountains.

7/29 Saturday: Santa Fe, NM / Sabinoso Wilderness; Sabinoso Wilderness horseback riding with Senators Heinrich and Udall.

7/30 fly to Las Vegas NV, helicopter tour of basin and range NM and Gold Butte NM, TBD dinner with Senators.

7/31 Round table with Friends Group on monuments, round table with elected officials, meeting with Moapa tribe, red eye to D.C.

8/1 Day One Bernhardt.

NOTE: the Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)

Media TODAY

(Last Night) **INTERIOR SECRETARY ZINKE APPLAUDS CONFIRMATION OF DAVID BERNHARDT AS DEPUTY SECRETARY OF THE INTERIOR**

WASHINGTON – Today, Department of the Interior veteran David Bernhardt was confirmed by the U.S. Senate to serve as the Interior’s Deputy Secretary. He will be sworn-in in the coming days.

“Finally, after months of waiting for confirmation in the Senate, I’m excited to welcome David Bernhardt back to the Department to serve as Interior’s Deputy Secretary,” said Secretary Ryan Zinke. “David’s extensive experience serving under previous Interior secretaries, his esteemed legal career, and down-right love of our land and resources is exactly what is needed to help streamline government and make the Interior and our public lands work for the American economy. I look forward to swearing him in and having him on board to help put America First.”

AMERICAN HEROES: EMPLOYEES STEP UP TO THE CHALLENGE AT INTERIOR

You don’t have to wear a cape to be a hero. At the Interior Department, ordinary men and women sometimes find themselves called to act in extraordinary circumstances. Many have gone above and beyond their job descriptions. Some get recognized, and others spend their time quietly protecting the nation’s public and tribal lands, and those who visit them.

DOI COMMS REPORT

National Park Service

- Week of July 24: Local NPS Release: The Reconstruction Era National Monument

will hold three public listening sessions (not related to July 28 Reconstruction Era Theme Study) in Beaufort, Port Royal, and St. Helena Island, South Carolina, as part of the development of a foundation document for this new park. Targeted stakeholder meetings will also be held in the respective communities during the day to identify the biggest challenges and opportunities facing the National Park Service in setting up these new areas and also provide input into the development of the foundation document and interpretive themes.

- July 25: Local NPS Release: The National Park Service will announce a 30-day public comment period on the Glacier National Park Lake McDonald Properties Management Plan Environmental Assessment (EA). Following the public review and comment period, the park will prepare a formal decision document. The EA analyzes alternatives to manage NPS-owned properties, including buildings listed on the National Register of Historic Places, adjacent to Lake McDonald. The proposed alternative uses an adaptive approach that identifies a sequence of management options for each property, which for most properties begins with historic leasing, park or concessioner use, or stabilization of properties. The last option in the adaptive management approach would be removal of buildings. The management plan has garnered local media and public interest with little to no controversy and a lot of interest in leasing the properties.
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Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: Every email I send or receive is subject to release under the Freedom of Information Act.

DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS – 7/25/17

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

NOTE: BERNHARDT WINS SENATE CONFIRMATION: Senators voted 53-43 Monday evening to confirm David Bernhardt's nomination as deputy secretary at Interior. Five members of the Democratic caucus - Michael Bennet, Joe Donnelly, Heidi Heitkamp, Angus King and Joe Manchin - joined all Republicans in supporting his bid to serve as Secretary Ryan Zinke's No. 2. "David's extensive experience serving under previous Interior secretaries, his esteemed legal career, and down-right love of our land and resources is exactly what is needed to help streamline government," Zinke said in a statement after the vote.

Bernhardt Day 1 will be August 1.

Status of the Secretary

TODAY: The Secretary is in Washington and will travel to OH with POTUS.

Meeting with Philip Howard, Senior Counsel, Covington & Burling.

Call with Rep. Costa.

Call with Senator Schatz.

Travel to Ohio, American Heroes POTUS event.

THIS WEEK:

7/26 Wednesday: Hold for Sen. Merkley; Tour with Mayor Bowser; Meeting with Rep. Aderholt and James Swanson; Travel to El Paso, TX. (political event)

7/27 Thursday: Las Cruces, NM Monuments Tour; helicopter tour of Organ mtns Desert peaks with Fort Bliss, roundtable with ranchers and stakeholders, meeting on border security, meeting with ranchers on Rio Grande del Norte NM, media availability, driving tour with BLM

7/28 Friday: Las Cruces, NM; Monuments Tour; hike in monument with veterans, tribal meetings, meeting with friends of organ mountains.

7/29 Saturday: Santa Fe, NM / Sabinoso Wilderness; Sabinoso Wilderness horseback riding with Senators Heinrich and Udall.

7/30 fly to Las Vegas NV, helicopter tour of basin and range NM and Gold Butte NM, TBD dinner with Senators.

7/31 Round table with Friends Group on monuments, round table with elected officials, meeting with Moapa tribe, red eye to D.C.

8/1 Day One Bernhardt.

NOTE: the Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)

Media TODAY

(Last Night) **INTERIOR SECRETARY ZINKE APPLAUDS CONFIRMATION OF DAVID BERNHARDT AS DEPUTY SECRETARY OF THE INTERIOR**

WASHINGTON – Today, Department of the Interior veteran David Bernhardt was confirmed by the U.S. Senate to serve as the Interior's Deputy Secretary. He will be sworn-in in the coming days.

"Finally, after months of waiting for confirmation in the Senate, I'm excited to welcome David Bernhardt back to the Department to serve as Interior's Deputy Secretary," said Secretary Ryan Zinke. "David's extensive experience serving under previous Interior secretaries, his esteemed legal career, and down-right love of our land and resources is exactly what is needed to help streamline government and make

the Interior and our public lands work for the American economy. I look forward to swearing him in and having him on board to help put America First.”

AMERICAN HEROES: EMPLOYEES STEP UP TO THE CHALLENGE AT INTERIOR

You don't have to wear a cape to be a hero. At the Interior Department, ordinary men and women sometimes find themselves called to act in extraordinary circumstances. Many have gone above and beyond their job descriptions. Some get recognized, and others spend their time quietly protecting the nation's public and tribal lands, and those who visit them.

DOI COMMS REPORT

National Park Service

- Week of July 24: Local NPS Release: The Reconstruction Era National Monument will hold three public listening sessions (not related to July 28 Reconstruction Era Theme Study) in Beaufort, Port Royal, and St. Helena Island, South Carolina, as part of the development of a foundation document for this new park. Targeted stakeholder meetings will also be held in the respective communities during the day to identify the biggest challenges and opportunities facing the National Park Service in setting up these new areas and also provide input into the development of the foundation document and interpretive themes.
- July 25: Local NPS Release: The National Park Service will announce a 30-day public comment period on the Glacier National Park Lake McDonald Properties Management Plan Environmental Assessment (EA). Following the public review and comment period, the park will prepare a formal decision document. The EA analyzes alternatives to manage NPS-owned properties, including buildings listed on the National Register of Historic Places, adjacent to Lake McDonald. The proposed alternative uses an adaptive approach that identifies a sequence of management options for each property, which for most properties begins with historic leasing, park or concessioner use, or stabilization of properties. The last option in the adaptive management approach would be removal of buildings. The management plan has garnered local media and public interest with little to no controversy and a lot of interest in leasing the properties.
- TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.

U.S. Fish and Wildlife Service

- July TBD: National FWS Release: FWS will announce it has apportioned \$50 million to state fish and wildlife agencies for developing and implementing programs that benefit wildlife and their habitats. The funding is provided through the FWS's State Wildlife Grants (SWG) program and is distributed through an apportionment formula in accordance with the Appropriations Act.
- July TBD: FWS will deliver to the Federal Register, a final rule establishing the 2017-18 hunting seasons and bag limits for certain migratory game birds to fulfill our responsibilities to the four international conventions to protect and manage migratory game birds. A prepared statement will be provided on our website with a link to the proposed rule.
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- TBD: FWS Local Release: FWS plans to announce the notice of availability of the revised draft recovery plan for the giant garter snake in California. There may be some controversy with cost estimates associated with this plan.

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From: Glomb, Steve
To: [Maestas, Anna](#)
Cc: [Mayne, Chloe](#); [Kristy Bibb](#); [Leslie C Harmon](#); [Greg Gould](#); [Mary Pletcher](#)
Subject: Re: Missing Timesheet for Joel Clement
Date: Wednesday, July 26, 2017 12:09:17 PM

Mr. Clement is no longer in the Office of Policy Analysis. He has been reassigned to the Office of Natural Resources Revenue (ONRR). Greg Gould, the ONRR Director, informed me via email last week that he had certified Mr. Clement's timesheet in Quicktime.

On Wed, Jul 26, 2017 at 11:59 AM, Maestas, Anna <anna_m_maestas@ibc.doi.gov> wrote:

Hello,

I noticed we are missing a timesheet for Joel Clement for PP1716 payroll processing. Please contact me soon to let me know if we are to expect a timesheet to be processed for Mr. Clement.

I have included the alt-timekeepers just in case the primary timekeeper is out of the office.

Thank you,
Anna Maestas
IT Specialist
Payroll Systems Management Branch
Human Resources Directorate
Interior Business Center
Office: (303) 969-7772
Fax: (303) 969-5765
U.S. Department of the Interior
Office of the Secretary
www.ibc.doi.gov

Quicktime Administrator's Contact: 303-969-7700 or email: hrd_quicktime_administrators@ibc.doi.gov

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Thank you for your valued feedback.

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From: Maestas, Anna
To: [Glomb, Steve](#)
Cc: [Mayne, Chloe](#); [Kristy Bibb](#); [Leslie C Harmon](#); [Greg Gould](#); [Mary Pletcher](#)
Subject: Re: Missing Timesheet for Joel Clement
Date: Wednesday, July 26, 2017 12:19:10 PM

Steve,

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Do you give me the go ahead to proceed to inactivate the account on SOS's Quicktime Instance?

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Office of the Secretary
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From: Greg Gould
To: [Glomb, Steve](#); [Christina Mathers](#)
Cc: [Maestas, Anna](#); [Mayne, Chloe](#); [Kristy Bibb](#); [Leslie C Harmon](#); [Mary Pletcher](#)
Subject: Re: Missing Timesheet for Joel Clement
Date: Wednesday, July 26, 2017 12:26:30 PM

I'm adding Christina to this response, Christina completed Joel's timesheet for us last week.

Thanks,

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior
[\(202\) 513-0600](tel:(202)513-0600)*

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To: [Maestas, Anna](#)
Cc: [Mayne, Chloe](#); [Kristy Bibb](#); [Leslie C Harmon](#); [Greg Gould](#); [Mary Pletcher](#); [Christina Mathers](#)
Subject: Re: Missing Timesheet for Joel Clement
Date: Wednesday, July 26, 2017 12:35:13 PM

Yes, please inactivate his account under DAS - Policy and International Affairs and Office of Policy Analysis.
Thank you.

On Wed, Jul 26, 2017 at 12:18 PM, Maestas, Anna <anna_m_maestas@ibc.doi.gov> wrote:
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From: Mathers, Christina
To: [Glomb, Steve](#); [Christina Mathers](#)
Cc: [Maestas, Anna](#); [Mayne, Chloe](#); [Kristy Bibb](#); [Leslie C Harmon](#); [Mary Pletcher](#)
Subject: Re: Missing Timesheet for Joel Clement
Date: Wednesday, July 26, 2017 12:39:26 PM

I spoke to Anna and we are all good, she shows a timesheet on the ONRR side.

Thanks!

Christina

On Wed, Jul 26, 2017 at 10:26 AM, Greg Gould <greg.gould@onrr.gov> wrote:

I'm adding Christina to this response, Christina completed Joel's timesheet for us last week.

Thanks,

Greg

Gregory J. Gould

*Director
Office of Natural Resources Revenue
U.S. Department of the Interior
[\(202\) 513-0600](tel:(202)513-0600)*

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--

Christina Mathers
Staff Assistant
Director/Deputy Director's Office
Office of Natural Resources Revenue
303-231-3429 (O)
303-231-3194 (F)
Christina.Mathers@onrr.gov

From: Heather Swift
To: [Downey Magallanes](#); daniel.jorjani@sol.doi.gov; [Laura Rigas](#)
Subject: Fwd: Climate Change Conference
Date: Wednesday, July 26, 2017 2:50:29 PM

Sent from my iPhone

Begin forwarded message:

From: "Johnson, Treci" <treci.johnson@onrr.gov>
Date: July 26, 2017 at 2:47:37 PM EDT
To: Laura Rigas <laura_rigas@ios.doi.gov>, Heather Swift
<heather_swift@ios.doi.gov>, Russell Newell <russell_newell@ios.doi.gov>
Subject: Climate Change Conference

Good Afternoon,

As I discussed during today's meeting, Joel Clement will be a panelist in an upcoming climate change conference. I don't have the conference details, but I wanted to give you a heads up.

Thanks,

Treci Johnson
Public Affairs Specialist
Office of Natural Resources Revenue
202-513-0611 (Office)
Treci.Johnson@onrr.gov

From: Domenech, Douglas
To: [Scott Hommel](#); [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Micah Chambers](#); [Daniel Jorjani](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#); [Willens, Todd](#); [Getto, Leila](#); [David Bernhardt](#)
Subject: Interior Cabinet Affairs Report for 8/7/17
Date: Monday, August 07, 2017 1:46:33 PM
Attachments: [DOI DAILY UPDATE FOR CABINET AFFAIRS 8-7-17.docx](#)

Attached and copied below.

**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS –
8/7/17**

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

Status of the Secretary

TODAY: The Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)

Status of the Deputy Secretary

In Washington, DC.

Office meetings and briefings.

Media TODAY

**SECRETARY OF THE INTERIOR RYAN ZINKE STATEMENT ON SAGE GROUSE
REPORT**

WASHINGTON – Today, U.S. Secretary of the Interior Ryan Zinke received a report from the Department of the Interior Sage-Grouse Review Team (DOI Team) regarding possible plan and policy modifications to complement state efforts to improve Greater Sage-Grouse conservation and economic development on public lands. The report is the final product required by Secretarial Order 3353 “Greater Sage-Grouse Conservation and Cooperation with Western States” issued June 7, 2017. The report, the cover letter from the Bureau of Land Management to the Secretary, and the memo from Secretary Zinke to Deputy Secretary David Bernhardt are available here.

WEEK AHEAD thru August 10, 2017

NEXT WEEK:

- The Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)
- TBD Releases on Monument Review (announce ones not under review anymore).
- Announce that we will accept Sabanoso as wilderness (in NM). This is about access for sportsman on our public lands. The wilderness is currently surrounded by private land so we are working out the details on access/rights of way.
- August TBD: Department-Level Release: DOI will announced FWS proposal to expand hunting and fishing opportunities on 10 National Wildlife Refuges.

AGENCY RELEASES

National Park Service

- August TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.
- August TBD: National NPS Release: The National Park Service will announce \$1.657 million in grants to Indian tribes and museums to assist in consultation, documentation, and repatriation of ancestors and cultural items back to Indian tribes and Native Hawaiian organizations.

U.S. Fish and Wildlife Service

- August TBD: National FWS Release: FWS will announce \$48 million in funding to state wildlife agencies provided by the U.S. Fish and Wildlife Service through the State Wildlife Grants program.
- August TBD: Local FWS Release: FWS plans to announce it is seeking public input in development of either an Environmental Assessment or an Environmental Impact Statement for a proposed General Conservation Plan for oil and gas activities in Santa Barbara County, California. This action is not expected to be controversial.
- August TBD: National FWS Release: FWS to release results of 2016 Fishing, Hunting and Wildlife Associated Survey Preliminary Report. A snapshot of the results show that Hunter numbers are down (not statistically significant), angler numbers are up (not statistically significant), and wildlife watching numbers have increased greatly especially for people watching wildlife in their own backyards.
- August TBD: National FWS Release: FWS plans to announce \$4,254,638 in Tribal Wildlife Grant awards to federally recognized tribes for 25 projects in 14 states to fund a wide range of fish and wildlife conservation efforts. Tribal Wildlife Grants are used to provide technical and

financial assistance to tribes for the development and implementation of programs that benefit fish and wildlife resources and their habitat.

- August TBD: FWS/USGS If-Asked Only: USGS to release a report on the Species Status Assessment for the Lesser Prairie Chicken. The study was commissioned by FWS.

Bureau of Land Management

- August 8: BLM-AK will continue work on the Ambler Mining District Industrial Access Road Environmental Impact Statement (EIS) for a proposed 211-mile controlled access road in the southern foothills of the Brooks Range. The Northwest Arctic Borough is now a cooperating agency. BLM-AK's monthly cooperating agency meeting is August 8. The public scoping period ends January 31, 2018.
- August 8: BLM-AK Associate State Director Ted Murphy will participate in a mining compliance inspection at the Constantine Mine near Haines.
- August 9-11: BLM-MT Tribal Coordinator Marcia Pablo will meet with Tribal Historic Preservation Officers and possibly the Chairmen/Presidents of 14 tribes in the three-state area in August and September. BLM already has good standing with many of the tribes, and these meetings are meant to enhance and build relationships. She will meet with the Confederated Salish and Kootenai Tribe in Pablo, Montana, August 9-11; the Three Affiliated Tribes (Mandan, Hadatsa, and Arikara), Standing Rock and Spirit Lake tribes in North Dakota the week of August 21; and the Rosebud, Pine Ridge, Lower Brule, Crow Creek, Cheyenne River, and Yankton tribes in South Dakota the week of September 11. Meetings will also be scheduled with the Fort Peck, Blackfeet, Crow, and Northern Cheyenne tribes in Montana.

U.S. Geological Survey

- August 7: National USGS Release: USGS release regarding increased Salinity in U.S. Rivers that might degrade drinking water quality and water infrastructure.
- August 8: National USGS Release: Major Flood Occurrence across North America and Europe Linked to Multi-Decade Ocean Pattern. New international study examining patterns of major floods led by USGS based on eighty years of major flood data from Europe and North America.
- August 9: National News Release: USGS to release a study of streams in 11 Midwestern states that found more than 180 pesticides, some at levels that could harm aquatic insects. On average, 54 pesticide compounds were detected in each stream.

Bureau of Reclamation

- August 11 and 18 to 20: Media invited: Two-part full-scale security exercise at Flaming Gorge Dam in Wyoming. The purpose of the exercise is to evaluate physical and electronic security systems, gauge the effectiveness of the Emergency Action Plan, provide an

opportunity for Reclamation staff to participate in Unified Command in a controlled environment with Law Enforcement agencies and identify areas for improvement in security and emergency management. This exercise also enables local emergency responders to practice and assess their own response capabilities while assisting Reclamation in management a simulated emergency.

Bureau of Ocean Energy Management

- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.
- TBD: BOEM Note to Stakeholders: Note to Stakeholders to specific groups for educational outreach on the New National OCS Oil and Gas Leasing Program inviting them to participate in an informational call.
- TBD: National BOEM Release: BOEM release on Marine Minerals Rule. The rule is finalized and in surnaming.

CONGRESSIONAL

Nothing Scheduled.

Political Appointee Update

DOI politicals on board = 53

5 nominated awaiting confirmation:

Pending Senate floor vote: Susan Combs, Assistant Secretary Policy Management and Budget.

Pending Senate floor vote: Brenda Berman, Commissioner, Bureau of Reclamation.

Pending Senate floor vote: Doug Domenech, Assistant Secretary Insular Areas.

Pending Senate Committee Hearing 9/7: Joe Balash, Assistant Secretary for Land and Minerals Management.

Pending Senate Committee Hearing: Ryan Douglas Nelson, Solicitor.

Secretary Speaking Invitations

Accepted

8/5-20 - Personal

Outstanding Invitations in Process

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

9/10-13 - Annual Mtg of the Assoc of Fish and Wildlife Agencies (Snowbird, UT)

9/12 - Conference on Transportation Needs of National Parks and Public Lands (DC)

Open invite - Detroit Economic Club

9/28-30 - Council for National Policy

Declining

8/5 - Glacier National Park Conservancy remarks at Annual Backpacker's Ball (Whitefish/Kalispell)

9/5 - National Association of State Park Directors and Annual Meeting (Missoula, Montana)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

Emergency Management

In Oregon, the Spruce Lake Fire in Crater Lake National Park (NPS) has burned 5,300 (+1,700) acres. The fire is 13 (+8)-percent contained and managed by a Type-2 Incident Management Team (IMT) with 332 (+135) personnel assigned, including 14 (-5) DOI personnel. There are 39 (+39) residential and 13 (+13) commercial structures threatened. The fire continues to threaten the habitat of the northern spotted owl, sensitive aquatic species, sensitive plant and animal species, and timber allotments. Lack of line management personnel and adequate air attack coverage threatens to slow fire attack operations. Full containment is now forecast for August 31 (+15).

Crater Lake National Park issued a Level 1 Evacuation Notice for Rim Village and Park Headquarters on August 5. The Level 1 Evacuation Notice informs residents and visitors to “be ready” for a potential evacuation in the event that the Spruce Lake Fire approaches these areas.

Outside Media of Interest

Interior Won't Change Grand Canyon-Parashant National Monument Designation.

The AP (8/4, Daly) reported, "Interior Secretary Ryan Zinke said Friday he is not recommending changes to Arizona's Grand Canyon-Parashant National Monument, the fifth site Zinke has removed from an ongoing review of national monuments for possible elimination or reduction." The AP noted, "Zinke is reviewing 27 national monuments designated by previous presidents. The review was ordered by President Donald Trump, who says many monument designations are unwarranted land grabs by the federal government. Zinke has removed five sites from review ahead of a final report due later this month. Others removed from consideration are in Montana, Colorado, Idaho and Washington state."

Under Trump, Coal Mining Gets New Life On US Lands.

A 2,700-word, front-page New York Times (8/6, A1, Lipton, Meier) report says the Trump Administration is "encouraging more coal mining on lands owned by the federal government – part of an aggressive push to both invigorate the struggling American coal industry and more broadly exploit commercial opportunities on public lands." The Times comments, "companies and individuals with economic interests in the lands, mining companies among them," have not "held such a strong upper hand" since "the so-called Sagebrush Rebellion during the Reagan administration." In late June, Interior Secretary Ryan Zinke "visited Whitefish, Mont., to attend a meeting of Western governors, where he vowed to find a balance between extracting commodities from federal lands and protecting them." Zinke said in a speech, "Our greatest treasures are public lands. It is not a partisan issue. It is an American issue." Yet, according to the Times, "The alliance between Mr. Zinke and the coal industry is well documented in his campaign finance disclosures."

The Battle Over Science In The Trump Administration.

CNN International (8/5, Green) reported online, "President Donald Trump has made no secret of his desire to roll back environmental regulations and change the playing field for the fossil-fuel industry," and "his administration's actions over its first six months have followed that lead, including what many scientists say is a full-fledged battle against research and facts." CNN cited how "Joel Clement was director of the Office of Policy Analysis at the Interior Department, until three weeks ago. Now he's a senior adviser at the department's Office of Natural Resources Revenue – a position he labels an accounting job." Interior Secretary Ryan Zinke told Congress in June that reassignments will be part of the process meant to reduce the department's "physical footprint."

Trump Readies Repeal Of An Obama-Era Coal Rule Right After West Virginia Rally.

The Daily Caller (8/4) reported that the "Interior Department has filed a repeal of an Obama-era rule to raise mineral royalties on federal lands." In a Friday regulatory filing, "officials noted the royalties rule had 'several significant defects in the rule that would have undermined

its purpose and intent' and made it ripe for repeal." President Trump had said at a rally Thursday night, "We are putting our coal miners back to work. We have ended the war on beautiful, clean coal. We have stopped the EPA intrusion. American coal exports are already up."

Outdoors Notebook: Survey Shows Growth In Number Of Anglers.

The Dallas Morning News (8/5, Sasser) reported, "Americans took 855 million fishing trips last year, according to a report by the U.S. Fish and Wildlife Service and the Outdoor Foundation," which "showed fishing increased by 2.5 million anglers over the previous year." FWS survey data also showed "that the average mourning dove hunter brought home 22.2 birds during that season, and the average white-winged dove hunter bagged 14.7 birds."

Federal Register Listings

Items cleared for the FR on Friday.

REG0007221 FWS Proposed Low-Effect Habitat Conservation Plan for the Olympia subspecies of the Mazama pocket Gopher, Thurston County, Washington. The Service received an application from Mr. Steven McLain for an Incidental Take Permit covering the threatened Olympia subspecies of the Mazama pocket gopher for activities related to construction of one single-family home on land he owns in Thurston County, Washington. Notice 08/04/2017.

REG0007230 FWS Endangered Species; Recovery Permit Applications. This is a batched notice announcing the receipt of applications received by FWS (Region 2) for Endangered Species Act permits. Notice 08/04/2017.

REG0007233 FWS Receipt of Application for Incidental Take Permit; Low-Effect Habitat Conservation Plan for BAE Hollister Test Facility, San Benito County, California. The Service received an application from BAE Systems Land and Armament L.P. for an Incidental Take Permit covering the federally endangered San Joaquin kit fox and the threatened California red-legged frog and California tiger salamander for soil remediation activities. Notice 08/04/2017.

REG0007234 FWS Low-Effect Habitat Conservation Plan for the Morro Shoulderband Snail; Rothman Parcel, Community of Los Osos, San Luis Obispo County, California. The Service received an application from Robin and Linda Rothman for an Incidental Take Permit covering the federally-listed endangered Morro shoulderband snail due to construction of a single-family residence. Notice 08/04/2017.

REG0007235 FWS Foreign Endangered and Threatened Species; Receipt of Applications for Permit. This is a batched notice announcing the receipt of applications received by FWS for Endangered Species Act permits and Marine Mammal Protection Act permits. Notice 08/04/2017.

REG0007246 FWS Notice of Public Meeting: Wildlife and Hunting Heritage Conservation Council. The Wildlife and Hunting Heritage Conservation Council is scheduled to meet on Wednesday, August 30, 2017. Notice 08/04/2017.

REG0007247 FWS 6-Month Extension of Final Determination on the Proposed Endangered Status for Texas Hornshell. The Texas hornshell is a freshwater mussel in New Mexico, Texas, and Mexico that was proposed as an endangered species on August 10, 2016. We are taking this action to extend the final determination based on substantial disagreement regarding the status of Texas hornshell in Mexico. Proposed Rule 08/04/2017.

Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: Every email I send or receive is subject to release under the Freedom of Information Act.

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Media TODAY

SECRETARY OF THE INTERIOR RYAN ZINKE STATEMENT ON SAGE GROUSE REPORT

WASHINGTON – Today, U.S. Secretary of the Interior Ryan Zinke received a report from the Department of the Interior Sage-Grouse Review Team (DOI Team) regarding possible plan and policy modifications to complement state efforts to improve Greater Sage-Grouse conservation and economic development on public lands. The report is the final product required by Secretarial Order 3353 “Greater Sage-Grouse Conservation and Cooperation with Western States” issued June 7, 2017. The report, the cover letter from the Bureau of Land Management to the Secretary, and the memo from Secretary Zinke to Deputy Secretary David Bernhardt are available here.

WEEK AHEAD thru August 10, 2017

NEXT WEEK:

- The Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)
- TBD Releases on Monument Review (announce ones not under review anymore).
- Announce that we will accept Sabanoso as wilderness (in NM). This is about access for sportsman on our public lands. The wilderness is currently surrounded by private land so we are working out the details on access/rights of way.
- August TBD: Department-Level Release: DOI will announced FWS proposal to expand hunting and fishing opportunities on 10 National Wildlife Refuges.

AGENCY RELEASES

National Park Service

- August TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.
- August TBD: National NPS Release: The National Park Service will announce \$1.657 million in grants to Indian tribes and museums to assist in consultation, documentation, and repatriation of ancestors and cultural items back to Indian tribes and Native Hawaiian organizations.

U.S. Fish and Wildlife Service

- August TBD: National FWS Release: FWS will announce \$48 million in funding to state wildlife agencies provided by the U.S. Fish and Wildlife Service through the State Wildlife Grants program.
- August TBD: Local FWS Release: FWS plans to announce it is seeking public input in development of either an Environmental Assessment or an Environmental Impact Statement for a proposed General

Conservation Plan for oil and gas activities in Santa Barbara County, California. This action is not expected to be controversial.

- August TBD: National FWS Release: FWS to release results of 2016 Fishing, Hunting and Wildlife Associated Survey Preliminary Report. A snapshot of the results show that Hunter numbers are down (not statistically significant), angler numbers are up (not statistically significant), and wildlife watching numbers have increased greatly especially for people watching wildlife in their own backyards.
- August TBD: National FWS Release: FWS plans to announce \$4,254,638 in Tribal Wildlife Grant awards to federally recognized tribes for 25 projects in 14 states to fund a wide range of fish and wildlife conservation efforts. Tribal Wildlife Grants are used to provide technical and financial assistance to tribes for the development and implementation of programs that benefit fish and wildlife resources and their habitat.
- August TBD: FWS/USGS If-Asked Only: USGS to release a report on the Species Status Assessment for the Lesser Prairie Chicken. The study was commissioned by FWS.

Bureau of Land Management

- August 8: BLM-AK will continue work on the Ambler Mining District Industrial Access Road Environmental Impact Statement (EIS) for a proposed 211-mile controlled access road in the southern foothills of the Brooks Range. The Northwest Arctic Borough is now a cooperating agency. BLM-AK's monthly cooperating agency meeting is August 8. The public scoping period ends January 31, 2018.
- August 8: BLM-AK Associate State Director Ted Murphy will participate in a mining compliance inspection at the Constantine Mine near Haines.
- August 9-11: BLM-MT Tribal Coordinator Marcia Pablo will meet with Tribal Historic Preservation Officers and possibly the Chairmen/Presidents of 14 tribes in the three-state area in August and September. BLM already has good standing with many of the tribes, and these meetings are meant to enhance and build relationships. She will meet with the Confederated Salish and Kootenai Tribe in Pablo, Montana, August 9-11; the Three Affiliated Tribes (Mandan, Hadatsa, and Arikara), Standing Rock and Spirit Lake tribes in North Dakota the week of August 21; and the Rosebud, Pine Ridge, Lower Brule, Crow Creek, Cheyenne River, and Yankton tribes in South Dakota the week of September 11. Meetings will also be scheduled with the Fort Peck, Blackfeet, Crow, and Northern Cheyenne tribes in Montana.

U.S. Geological Survey

- August 7: National USGS Release: USGS release regarding increased Salinity in U.S. Rivers that might degrade drinking water quality and water infrastructure.
- August 8: National USGS Release: Major Flood Occurrence across North America and Europe Linked to Multi-Decade Ocean Pattern. New international study examining patterns of major floods led by USGS based on eighty years of major flood data from Europe and North America.
- August 9: National News Release: USGS to release a study of streams in 11 Midwestern states that found more than 180 pesticides, some at levels that could harm aquatic insects. On average, 54 pesticide compounds were detected in each stream.

Bureau of Reclamation

- August 11 and 18 to 20: Media invited: Two-part full-scale security exercise at Flaming Gorge Dam in Wyoming. The purpose of the exercise is to evaluate physical and electronic security systems, gauge the effectiveness of the Emergency Action Plan, provide an opportunity for Reclamation staff to participate in Unified Command in a controlled environment with Law Enforcement agencies and identify areas for improvement in security and emergency management. This exercise also enables local emergency responders to practice and assess their own response capabilities while assisting Reclamation in management a simulated emergency.

Bureau of Ocean Energy Management

- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.
- TBD: BOEM Note to Stakeholders: Note to Stakeholders to specific groups for educational outreach on the New National OCS Oil and Gas Leasing Program inviting them to participate in an informational call.
- TBD: National BOEM Release: BOEM release on Marine Minerals Rule. The rule is finalized and in surnaming.

CONGRESSIONAL

Nothing Scheduled.

Political Appointee Update

DOI politicals on board = 53

5 nominated awaiting confirmation:

Pending Senate floor vote: Susan Combs, Assistant Secretary Policy Management and Budget.

Pending Senate floor vote: Brenda Berman, Commissioner, Bureau of Reclamation.

Pending Senate floor vote: Doug Domenech, Assistant Secretary Insular Areas.

Pending Senate Committee Hearing 9/7: Joe Balash, Assistant Secretary for Land and Minerals Management.

Pending Senate Committee Hearing: Ryan Douglas Nelson, Solicitor.

Secretary Speaking Invitations

Accepted

8/5-20 - Personal

Outstanding Invitations in Process

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

9/10-13 - Annual Mtg of the Assoc of Fish and Wildlife Agencies (Snowbird, UT)

9/12 - Conference on Transportation Needs of National Parks and Public Lands (DC)

Open invite - Detroit Economic Club

9/28-30 - Council for National Policy

Declining

8/5 - Glacier National Park Conservancy remarks at Annual Backpacker's Ball (Whitefish/Kalispell)

9/5 - National Association of State Park Directors and Annual Meeting (Missoula, Montana)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

Emergency Management

In Oregon, the Spruce Lake Fire in Crater Lake National Park (NPS) has burned 5,300 (+1,700) acres. The fire is 13 (+8)-percent contained and managed by a Type-2 Incident Management Team (IMT) with 332 (+135) personnel assigned, including 14 (-5) DOI personnel. There are 39 (+39) residential and 13 (+13) commercial structures threatened. The fire continues to threaten the habitat of the northern spotted owl, sensitive aquatic species, sensitive plant and animal species, and timber allotments. Lack of line management personnel and adequate air attack coverage threatens to slow fire attack operations. Full containment is now forecast for August 31 (+15).

Crater Lake National Park issued a Level 1 Evacuation Notice for Rim Village and Park Headquarters on August 5. The Level 1 Evacuation Notice informs residents and visitors to “be ready” for a potential evacuation in the event that the Spruce Lake Fire approaches these areas.

Outside Media of Interest

Interior Won't Change Grand Canyon-Parashant National Monument Designation.

The AP (8/4, Daly) reported, “Interior Secretary Ryan Zinke said Friday he is not recommending changes to Arizona’s Grand Canyon-Parashant National Monument, the fifth site Zinke has removed from an ongoing review of national monuments for possible elimination or reduction.” The AP noted, “Zinke is reviewing 27 national monuments designated by previous presidents. The review was ordered by President Donald Trump, who says many monument designations are unwarranted land grabs by the federal government. Zinke has removed five sites from review ahead of a final report due later this month. Others removed from consideration are in Montana, Colorado, Idaho and Washington state.”

Under Trump, Coal Mining Gets New Life On US Lands.

A 2,700-word, front-page New York Times (8/6, A1, Lipton, Meier) report says the Trump Administration is “encouraging more coal mining on lands owned by the federal government – part of an aggressive push to both invigorate the struggling American coal industry and more broadly exploit commercial opportunities on public lands.” The Times comments, “companies and individuals with economic interests in the lands, mining companies among them,” have not “held such a strong upper hand” since “the so-called Sagebrush Rebellion during the Reagan administration.” In late June, Interior Secretary Ryan Zinke “visited Whitefish, Mont., to attend a meeting of Western governors, where he vowed to find a balance between extracting commodities from federal lands and protecting them.” Zinke said in a speech, “Our greatest treasures are public lands. It is not a partisan issue. It is an American issue.” Yet, according to the Times, “The alliance between Mr. Zinke and the coal industry is well documented in his campaign finance disclosures.”

The Battle Over Science In The Trump Administration.

CNN International (8/5, Green) reported online, “President Donald Trump has made no secret of his desire to roll back environmental regulations and change the playing field for the fossil-fuel industry,” and “his administration’s actions over its first six months have followed that lead, including what many scientists say is a full-fledged battle against research and facts.” CNN cited how “Joel Clement was director of the Office of Policy Analysis at the Interior Department, until three weeks ago. Now he’s a senior adviser at the department’s Office of Natural Resources Revenue – a position he labels an accounting job.” Interior Secretary Ryan Zinke told Congress in June that reassignments will be part of the process meant to reduce the department’s “physical footprint.”

Trump Readies Repeal Of An Obama-Era Coal Rule Right After West Virginia Rally.

The Daily Caller (8/4) reported that the “Interior Department has filed a repeal of an Obama-era rule to raise mineral royalties on federal lands.” In a Friday regulatory filing, “officials noted the royalties rule had ‘several significant defects in the rule that would have undermined its purpose and intent’ and made it ripe for repeal.” President Trump had said at a rally Thursday night, “We are putting our coal miners back to work. We have ended the war on beautiful, clean coal. We have stopped the EPA intrusion. American coal exports are already up.”

Outdoors Notebook: Survey Shows Growth In Number Of Anglers.

The Dallas Morning News (8/5, Sasser) reported, "Americans took 855 million fishing trips last year, according to a report by the U.S. Fish and Wildlife Service and the Outdoor Foundation," which "showed fishing increased by 2.5 million anglers over the previous year." FWS survey data also showed "that the average mourning dove hunter brought home 22.2 birds during that season, and the average white-winged dove hunter bagged 14.7 birds."

Federal Register Listings

Items cleared for the FR on Friday.

REG0007221 FWS Proposed Low-Effect Habitat Conservation Plan for the Olympia subspecies of the Mazama pocket Gopher, Thurston County, Washington. The Service received an application from Mr. Steven McLain for an Incidental Take Permit covering the threatened Olympia subspecies of the Mazama pocket gopher for activities related to construction of one single-family home on land he owns in Thurston County, Washington. Notice 08/04/2017.

REG0007230 FWS Endangered Species; Recovery Permit Applications. This is a batched notice announcing the receipt of applications received by FWS (Region 2) for Endangered Species Act permits. Notice 08/04/2017.

REG0007233 FWS Receipt of Application for Incidental Take Permit; Low-Effect Habitat Conservation Plan for BAE Hollister Test Facility, San Benito County, California. The Service received an application from BAE Systems Land and Armament L.P. for an Incidental Take Permit covering the federally endangered San Joaquin kit fox and the threatened California red-legged frog and California tiger salamander for soil remediation activities. Notice 08/04/2017.

REG0007234 FWS Low-Effect Habitat Conservation Plan for the Morro Shoulderband Snail; Rothman Parcel, Community of Los Osos, San Luis Obispo County, California. The Service received an application from Robin and Linda Rothman for an Incidental Take Permit covering the federally-listed endangered Morro shoulderband snail due to construction of a single-family residence. Notice 08/04/2017.

REG0007235 FWS Foreign Endangered and Threatened Species; Receipt of Applications for Permit. This is a batched notice announcing the receipt of applications received by FWS for Endangered Species Act permits and Marine Mammal Protection Act permits. Notice 08/04/2017.

REG0007246 FWS Notice of Public Meeting: Wildlife and Hunting Heritage Conservation Council. The Wildlife and Hunting Heritage Conservation Council is scheduled to meet on Wednesday, August 30, 2017. Notice 08/04/2017.

REG0007247 FWS 6-Month Extension of Final Determination on the Proposed Endangered Status for Texas Hornshell. The Texas hornshell is a freshwater mussel in New Mexico, Texas, and Mexico that was proposed as an endangered species on August 10, 2016. We are taking this action to extend the final determination based on substantial disagreement regarding the status of Texas hornshell in Mexico. Proposed Rule 08/04/2017.

From: Swift, Heather
To: [Daniel Jorjani](#); [Magallanes, Downey](#); [Laura Rigas](#)
Subject: FYI
Date: Tuesday, August 08, 2017 10:42:23 AM

CBS News is running a story on Joel Clement tonight.

-

Heather Swift
Department of the Interior
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Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

From: Rigas, Laura
To: [Todd Willens](#); [Scott Hommel](#); [Douglas Domenech](#)
Subject: Fwd: FYI
Date: Tuesday, August 08, 2017 10:43:55 AM

FYI...

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

From: **Swift, Heather** <heather_swift@ios.doi.gov>
Date: Tue, Aug 8, 2017 at 10:41 AM
Subject: FYI
To: Daniel Jorjani <daniel_jorjani@ios.doi.gov>, "Magallanes, Downey" <downey_magallanes@ios.doi.gov>, Laura Rigas <laura_rigas@ios.doi.gov>

CBS News is running a story on Joel Clement tonight.

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From: David Reidmiller
To: [Beard, Douglas](#)
Cc: [Andrea Travnicek](#); [David Applegate](#); [William Werkheiser](#); [Judy J Nowakowski](#); [William A Lukas](#); [Virginia Burkett](#)
Subject: Re: Follow up on representation for DOI on USGCRP
Date: Wednesday, August 09, 2017 8:54:43 AM
Attachments: [NAS Review Report of Draft CSSR 2017.03.pdf](#)

Andrea,

To follow-up on Doug's email, and in response to your interest yesterday, please find attached the final report from the National Academies Committee to Review the Draft Climate Science Special Report. Let me know if there's any additional information we can provide.

Thanks again for the time yesterday,
Dave

On Wed, Aug 9, 2017 at 8:11 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

Andrea,

As requested, as best as Virginia can figure out, prior to the Obama administration, the DOI principal at USGCRP was the director of USGS. The first chair of GCRP was Dallas Peck, a former USGS director and as far as we can tell (there are some gaps in records), that continued through Mark Myers, the last director of USGS during President George W. Bush administration. During the transition it appears that representation went to DOI with it first being Alan Thornhill (who at the time, I believe was a senior science advisor, I think in the Deputy Secretary's office (don't quote me on that, he was also the senior science advisor for the old MMS, so unclear in which role he did this) and then to the Head of the DOI Office of Policy Planning and Analysis (Joel Clement). Why the change was made during the former administration we don't know (and it predates my engagement with GCRP).

Hope this helps.

Doug.

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Review of the Draft Climate Science Special Report

DETAILS

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REVIEW OF THE DRAFT CLIMATE SCIENCE SPECIAL REPORT

Committee to Review the Draft Climate Science Special Report

Board on Atmospheric Sciences and Climate
Division on Earth and Life Studies

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Acknowledgments

This report has been reviewed in draft form by individuals chosen for their diverse perspectives and technical expertise. The purpose of this independent review is to provide candid and critical comments that will assist the institution in making its published report as sound as possible and to ensure that the report meets institutional standards for objectivity, evidence, and responsiveness to the study charge. The review comments and draft manuscript remain confidential to protect the integrity of the deliberative process. We wish to thank the following individuals for their participation in their review of this report:

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KEVIN E. TRENBERTH, National Center for Atmospheric Research, Boulder, CO

Although the reviewers listed above have provided many constructive comments and suggestions, they were not asked to endorse the conclusions nor did they see the final draft of the report before its release. The review of this report was overseen by **Michael R. Ladisch**, Purdue University, and **Kenneth H. Brink**, Woods Hole Oceanographic Institution. They were responsible for making certain that an independent examination of this report was carried out in accordance with institutional procedures and that all review comments were carefully considered. Responsibility for the final content of this report rests entirely with the authoring committee and the institution.

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Summary

The United States Global Change Research Program (USGCRP) is moving toward a sustained assessment process that allows for more fluid and consistent integration of scientific knowledge into the mandated quadrennial National Climate Assessment. As part of this process, the USGCRP is developing the Climate Science Special Report (CSSR), a technical report that details the current state of science relating to climate change and its physical impacts. The CSSR is intended to focus on climate change in the United States and to inform future USGCRP products, including the Fourth National Climate Assessment, Box 1. The Committee to Review the Draft Climate Science Special Report (“The Committee”) evaluated the draft CSSR and this document presents consensus responses to the Statement of Task questions (see the Introduction and Appendix B for the full Statement of Task). Broadly, these questions focus on determination of whether the draft CSSR accurately presents the scientific literature in an understandable, transparent, and traceable way; whether the CSSR authors handled the data, analyses, and statistical approaches in an appropriate manner; and the effectiveness of the report in conveying the information clearly for the intended audience. Responses to the Statement of Task questions in this report include overarching comments that apply to the entire draft CSSR, as well as comments specific to the Executive Summary (ES) and individual chapters. A collection of line comments provided by committee members is also included in Appendix A.

The Committee commends the CSSR authors for producing an impressive, timely, and generally well-written draft report and was impressed with the breadth, accuracy, and rigor of the draft CSSR. The draft CSSR is new and significant in several ways. First, it focuses on changes in the climate system as they affect the United States. Previous reports on this topic, such as those produced by the Intergovernmental Panel on Climate Change (IPCC), have focused on global-scale changes, which may not always translate directly to climate changes occurring in the United States. Second, the report provides a synthesis of recent manifestations of continued climate change observed since the publication of the last IPCC report in 2013, including: a new global temperature record set in 2014, which was broken in 2015 and again in 2016 thanks in part to a strong El Niño event; continued decline in Arctic sea ice; and record high globally averaged atmospheric carbon dioxide which has now passed 400 ppm. Third, the draft CSSR includes several significant advancements that have been made in the science of climate change, including the rapid development of the field of extreme event attribution, and new evidence concerning the Antarctic ice sheet that raises and better quantifies the upper bounds of projected sea level rise. These recently observed changes in Earth’s climate system and substantial advancements in the science of climate change underscore the importance of up-to-date assessments like the draft CSSR. The draft CSSR, by building on previous solid work and incorporating recent advances, provides a valuable update.

In this document, the Committee also provides recommendations for how the draft CSSR could be strengthened. Some notable overarching comments include:

- The key findings throughout the draft CSSR would benefit from greater inclusion of quantification statements, where possible. Values are provided for some key findings (usually related to temperature) and are effective in making the messages more impactful, but more values could be reported.
- The traceable accounts that support the key findings often contain an insufficient level of detail and should be better utilized. The “Description of Evidence Base” provided for many key findings across many chapters list citations to support the finding, but do not summarize the evidence contained within those citations. This low level of detail makes it difficult for readers to understand the evidence base and lessens the impact of the finding.

BOX 1

The Front Matter “About This Report” section of the draft CSSR provides the following description of the goals and intended audience.

“As a key input into the Fourth National Climate Assessment (NCA4), the U.S. Global Change Research Program (USGCRP) oversaw the production of this special, stand-alone report of the state of science relating to climate change and its physical impacts. The Climate Science Special Report (CSSR) serves several purposes for NCA4, including providing 1) an updated detailed analysis of the findings of how climate change is affecting weather and climate across the United States, 2) an executive summary that will be used as the basis for the science summary of NCA4, and 3) foundational information and projections for climate change, including extremes, to improve “end-to-end” consistency in sectoral, regional, and resilience analyses for NCA4. This report allows NCA4 to focus more heavily on the human welfare, societal, and environmental elements of climate change, in particular with regard to observed and projected risks, impacts, adaptation options, regional analyses, and implications (such as avoided risks) of known mitigation actions.

Much of this report is intended for a scientific and technically savvy audience, though the Executive Summary is designed to be accessible to a broader audience.”

- The draft CSSR includes many time series datasets and analyzes trends that have been observed or simulated, however the selected time periods for trend analysis are not presented in a consistent manner. The Committee recommends that the CSSR authors standardize the time periods used for the present and historical baseline, wherever possible, and include significance statements and/or ranges in values where appropriate.
- For select chapters, the Committee recommends expanding the discussion of specific topic areas, to better reflect the full breadth of literature and understanding of the subject.

The Committee appreciates the opportunity to provide recommendations for this important draft report and notes that attention to the suggestions provided here will further enhance this document and contribute positively to the foundational role the draft CSSR will play in the forthcoming National Climate Assessment.

I. Introduction

The United States Global Change Research Program (USGCRP) is overseeing the production of a technical report that details the current state of science relating to climate change and its physical manifestations. The draft Climate Science Special Report (CSSR) is intended to serve as technical input to the Fourth National Climate Assessment (NCA4), providing an updated detailed analysis of the findings of how climate change is affecting the weather and climate across the United States and its territories, and reporting information and climate projections that can inform NCA4 analyses. The Executive Summary (ES) within the draft CSSR will also provide the basis for a NCA4 chapter summarizing the physical science basis for climate change. This draft report is designated as a Highly Influential Scientific Assessment (HISA).

The National Academies of Sciences, Engineering, and Medicine have a history of convening expert groups to provide independent review of USGCRP assessment reports and currently has a standing Committee to Advise USGCRP. The Committee to Review the Draft Climate Science Special Report (“The Committee”) was convened in December 2016 and is composed of members with diverse climate science backgrounds that span the breadth of focus topics included in the draft CSSR.

The Committee was specifically charged with addressing the following Statement of Task questions (see also Appendix B for the Statement of Task):

- Are the goals, objectives, and intended audience of the product clearly described in the document? Does the report meet its stated goals?
- Does the report accurately reflect the scientific literature? Are there any critical content areas missing from the report?
- Are the findings documented in a consistent, transparent, and credible way?
- Are the report’s key messages and graphics clear and appropriate? Specifically, do they reflect supporting evidence, include an assessment of likelihood, and communicate effectively?
- Are the data and analyses handled in a competent manner? Are statistical methods applied appropriately?
- Are the document’s presentation, level of technicality, and organization effective?
- What other significant improvements, if any, might be made in the document?

The Committee had an opportunity to discuss the draft CSSR with the report’s authors and USGCRP staff during a WebEx briefing on December 8, 2016 and reviewed the draft report concurrent with the public comment period. The Committee met in person in Washington, DC on January 9-10, 2017 to discuss the draft CSSR and had follow up discussions to reach a consensus on the Committee’s responses to the Statement of Task questions. Reviews of individual draft CSSR chapters were conducted by small teams of committee members with the appropriate expertise, who then led the discussion of their comments with the full committee. The Committee reviewed the entire draft CSSR including figures, tables, and traceable accounts. This National Academies report provides a synthesis of overall recommendations and comments specific to the ES and individual chapters. A collection of line comments is also provided in Appendix A. Key findings presented in the draft CSSR that the Committee had specific comments for have been copied into this document to provide context. As is the nature of these sorts of reviews, many of the comments recommend ways to improve the draft CSSR and the Committee offers these suggestions in the spirit of constructive criticism.

II. Synthesis of Comments on the Draft Climate Science Special Report

The Committee to Review the Draft Climate Science Special Report (“The Committee”) commends the CSSR authors for producing an impressive, timely, and generally well-written report. The Committee was generally impressed with the breadth, accuracy, and rigor of the draft CSSR. The draft CSSR emphasizes the robust evidence that human emissions of greenhouse gases (GHGs) have substantially warmed the planet and are causing myriad changes to the Earth system, some of which are effectively irreversible on human timescales.

The draft CSSR draws on existing climate change assessments while also providing important new research findings and observations. Assessments of climate science are now routinely produced. Authoritative documents include the science volume of America’s Climate Choices (NRC, 2012), the Working Group I contribution to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change (AR5WG1, IPCC 2013), and the climate science chapter of the Third U.S. National Climate Assessment (NCA3, Melillo et al., 2014). The draft CSSR is new and significant in several ways. First, it focuses on changes in the climate system as they affect the United States and provides a much more comprehensive evaluation of physical climate changes than was included in the climate science chapter of NCA3. Second, the report provides a synthesis of recent manifestations of continued climate change: a new global temperature record set in 2014, which was broken in 2015 and again in 2016 thanks in part to a strong El Niño event (e.g., Lean and Rind, 2008, who quantified the contribution of El Niños to global temperature); continued decline in Arctic sea;¹ and record high globally averaged atmospheric carbon dioxide (CO₂) concentration which has now passed 400 ppm.² Third, the draft CSSR includes several significant advancements that have been made in the science of climate change, including the rapid development of the field of extreme event attribution, which also was the subject of a recent National Academies report (NASEM, 2016a), and new evidence concerning the Antarctic ice sheet that raises and better quantifies the upper bounds of projected sea level rise (SLR).

These recent, observed changes in Earth’s climate system and substantial advancements in the science of climate change underscore the importance of up-to-date assessments. By building on previous work and also by showing recent advances, the draft CSSR provides a valuable update. The CSSR will also serve as a useful resource for evaluating the implications of climate change for the United States and its territories, which will be the subject of NCA4, due for release in 2018.

II.1 OVERALL COMMENTS

The Committee agrees that the draft CSSR is largely accurate and generally represents the breadth of available literature pertaining to the state of the science at the time of writing, with the exception of some specific topic areas detailed in this report. Assessment reports like the draft CSSR are most effective when they convey sufficient detail using relatively simple language. This can be achieved by providing authoritative statements about the current state of the science, which necessarily include some facts that have been well established for decades, and also recent observations and findings. Impactful assessments also use scientific language that is accurate

¹ See <http://nsidc.org/arcticseaicenews/2016/10/rapid-ice-growth-follows-the-seasonal-minimum-rapid-drop-in-antarctic-extent/>.

² See <https://www.esrl.noaa.gov/gmd/ccgg/trends/global.html>.

enough for the specialist to know exactly what is meant, while also being comprehensible to a broad audience. The draft CSSR generally demonstrates these characteristics, although the Committee notes below some ways that the draft report can be improved.

The draft CSSR could be strengthened by more clearly distinguishing, in the chapters and the Executive Summary (ES), what is truly new and significant. Separating this new information from the longstanding foundational science that underpins the report would improve its impact and usability. A list of “what’s new” appears at the end of the ES, but the Committee suggests that each chapter examine its key findings and find ways to delineate what is a new or significantly updated observation, a new or important line of evidence, or is simply an important and significant aspect of climate change that was already part of the foundation of the science. This emphasis could be achieved through specific language more clearly identifying which key findings are new, by reducing the amount of text devoted in key findings to long-accepted truths, by reordering the key findings, or by color-coding the text of the key findings.

The U.S. regions provided in the draft CSSR (that will also be used in NCA4) have been modified since NCA3. One result of this change is that a new Caribbean region has been created. The draft CSSR barely mentions the Caribbean and includes no results for the region that the Committee could find, apart from the maps of projected temperature and precipitation change (e.g., Figure 6.7). Any data and findings that can be provided would probably be useful to the authors of the Caribbean chapter of NCA4. If data and findings cannot be provided, that should be noted.

To strengthen the impact and message of the draft CSSR, the Committee recommends adding quantitative statements to the key findings throughout the report where possible. Values are provided for some key findings (usually those related to temperature) and are effective in making the messages more impactful, but more values could be reported. More specific recommendations in response to the questions in the Statement of Task about data and statistics are provided throughout this report.

Throughout the draft CSSR, it would also be helpful to better link related topic areas across chapters, to provide guidance to the reader. For instance, in Chapter 10 where drought is discussed, it should be indicated that Chapter 8 covers drought in greater detail.

II.2 RESPONSE TO THE STATEMENT OF TASK

Are the Goals, Objectives, and Intended Audience of the Product Clearly Described in the Document? Does the Report Meet Its Stated Goals?

The Front Matter (page 1, lines 2-13 of the draft CSSR, see also Box 1 of this report) adequately describes the goals and objectives and, with the exception of the omission of the Caribbean and other smaller examples provided later in this review, it meets those goals. The intended audience is described as follows: “Much of this report is intended for a scientific and technically savvy audience, though the Executive Summary is designed to be accessible to a broader audience” (page 1, lines 14-15 of the draft CSSR, also provided in Box 1 of this report). The Committee considers this description of the audience to be insufficiently clear. For instance, a technically savvy audience may be interpreted as those with familiarity with technological advancements, which is not necessarily equivalent to a general understanding of the physical sciences contained in the draft CSSR. As such, the Committee suggests rewording this statement as follows:

The material presented in the chapters of this report is intended to be understood by a scientifically literate audience. The Executive Summary is designed to be accessible to a more general audience.

In some places, too many terms are unfamiliar to anyone but a specialist in the field, and in those instances the text fails to meet the goal of communicating effectively to the intended audience. Specific locations in the draft CSSR where this concern arises are noted in Chapter III of this report. Some such terms may be unavoidable, but should be explained and defined in the text or glossary. The table of contents of the draft CSSR includes a putative glossary but that glossary is missing. The Committee provides some specific words that should be considered for inclusion in a glossary and these are listed in the Line Comments (Appendix A).

Does the Report Accurately Reflect the Scientific Literature? Are There Any Critical Content Areas Missing from the Report?

The draft CSSR, in general, accurately reflects the scientific literature, with an emphasis on recent material, with the exception of some specific topic areas detailed in this review. In some instances, the Committee notes minor omissions or significant imbalances where the extent of existing literature on a given topic is not adequately cited or discussed. For instance, the treatment of hydrology in Chapter 8 needs to be more thorough. Some discussion of the concept and quantification of climate sensitivity and transient heat response would be useful to also include, perhaps in Chapter 2, where it is currently mentioned in one line. Recommendations are further detailed in Chapter III for individual draft CSSR chapters, with specific suggestions for improvements and some recommended publications to consider citing.

Are the Findings Documented in a Consistent, Transparent, and Credible Way?

Most of the findings are well documented. However, the Committee provides a number of suggestions where documentation could be improved, with the most significant provided here and additional suggestions detailed in Chapter III.

The traceable accounts that support the key findings often contain an insufficient level of detail and could be better utilized. According to the draft CSSR, traceable accounts support each key finding and “document[s] the supporting evidence, process, and rationale the authors used in reaching ... conclusions, and provides additional information on sources of uncertainty through confidence and likelihood statements.” The description of evidence base provided in the traceable accounts for many key findings across many chapters list citations noted to support the finding, but do not summarize the evidence contained within those citations. This results in a low level of detail, making it difficult for readers to understand the evidence base and lessening the impact of the finding. This contrasts with the NCA3, in which many key findings were supported by a full page or more (in the final printed version). This issue needs careful attention throughout the report.

In some places, AR5WGI findings are cited simply as IPCC (2013). For traceability, it would be far better to follow recommended practice and cite the specific chapter, since the entire IPCC report is over 1,500 pages.

Many of the figures (specifically listed in the relevant sections of Chapter III) are presented with insufficient information on how a specific calculation was performed or which data or tools were used. This is a significant weakness, but one that should be straightforward to remedy.

Some chapters are very unevenly represented in the ES. For instance, there are six bullet points for Chapter 12’s five key findings while no key findings from Chapter 10 are listed. This disproportionate representation might be reasonable and justified, but it is not obvious that this is the case. The Committee encourages the authors to consider whether the overall balance of the bullet points is appropriate.

The topic of extreme events should be presented with greater detail and further consideration should be given to the most appropriate metrics to report. The current approach,

especially as used to construct figures, could be better connected to the peer-reviewed literature (by using widely accepted methods and considering multiple metrics). In many cases, an insufficient amount of information is provided for the reader to understand underlying methods. For example, Figure 6.3 (also included as ES.5) contains two time series (bottom panels), but the text in Chapter 6 and associated traceable accounts do not provide any details on how the spatially averaged time series were calculated. Attempts by committee members to reproduce the plot were unsuccessful. In general, because there are several possible metrics for extreme heat in the literature (e.g., Hartmann et al., 2013, page 221), the draft CSSR should assess the consistency of conclusions across metrics and present only those that fairly represent robust conclusions across studies and metrics. For heat, in addition to “Txx” (warmest day of the year), Hartmann et al. (2013) also uses Tx90p (90th percentile day), and various studies have used definitions of heat waves like highest 3-day minimum temperature, heat index, etc. Since conclusions across metrics are inconsistent in some cases, the discussions of changes in extremes should summarize the state of knowledge and describe how/whether the results depend on metrics chosen (e.g., Txx vs. Tx90p).

A related issue of clarity with regard to extremes is spatial consistency. Studies of changes in extreme precipitation at individual weather stations find a wide variety of trends (and results can depend profoundly on which metric is selected); spatially aggregating the trends to a relatively large scale does seem to result in a regionally averaged increase in extreme precipitation (e.g., Min et al., 2011; Zhang et al., 2013) and as shown in Figures 7.3 and ES.4. But, the underlying message of the spatial complexity is not well articulated in the draft CSSR, especially when accompanied by language like “Heavy precipitation events across the United States have increased....” The Committee recommends careful consideration of the appropriate level of detail concerning spatial complexity (e.g., plotting station-level or climate-division trends), robustness across metrics (e.g., plotting multiple time series of different metrics), and traceability. These issues appear in at least Chapters 6, 7, 8, and 9.

Are the Report’s Key Messages and Graphics Clear and Appropriate? Specifically, Do They Reflect Supporting Evidence, Include an Assessment of Likelihood, and Communicate Effectively?

Comments on individual figures are given in Section II.3 (for the ES) and in Chapter III (for individual chapters). Some of this Committee’s recommendations apply to multiple figures. See also the points made previously about clarity and supporting evidence for heat and precipitation extremes.

Some maps presenting climate model outputs use a Mercator projection that leads to a low ratio of data to map area (e.g., Figure ES.3). This results in a majority of the map consisting of information-free gray oceans and more space given to Canada than to the continental United States. Using a different projection, and including Hawai’i and Alaska (but not necessarily devoting space to place them in their correct locations), would allow the reader to learn more about changes projected for the continental United States. Also, the contour intervals used for plotting colors on the maps could be a bit finer to aid the reader. If links could be provided to online plotting tools that NCA4 authors could use, that would further increase the utility of these figures.

The Committee noticed that there are nine graduations of likelihood provided on page 4, but only five are used in the draft report, so they may not all be needed.

As with any report written by a committee, an editing pass will improve consistency and readability. Some chapters achieve excellent readability for the intended audience by minimizing use of jargon, appropriate word choices, and clear language including sentence construction. Chapters that do not read as clearly are noted in this report. The word ‘robust’ is in some respects a term of art with specific connotations, but is used with different meanings in different contexts in

the draft CSSR. The draft also reports carbon (C) in units of both PgC and GtC which are identical, and using both units is needlessly confusing. There may be some advantages to using a CO₂ metric such as Gt CO₂ throughout, as it is consistent with that used in IPCC AR5 2013. Regardless, the Committee recommends choosing one reporting approach for carbon emissions and using it consistently throughout the CSSR.

Are the Data and Analyses Handled in a Competent Manner? Are Statistical Methods Applied Appropriately?

The previous comments above about extreme events also apply here.

In some places, time periods over which change is discussed are somewhat different. While these constraints sometimes result from citation of published literature and data records, in other cases (which the Committee tried to identify and note) they seem to be more amenable to standardization. The draft CSSR uses a metric of 20th century change defined as the 1986-2015 average minus the 1901-1960 average. The Committee recommends that the CSSR authors recompute the values where possible, using a different method detailed next.

The Committee recommends using the following guidelines that would improve the statistical treatment of data throughout the draft CSSR, and encourages all individual-chapter authors to consistently apply this approach:

- Be clear enough about how each calculation is done that a reader could reproduce or find the reported value or plot.
- Be consistent. As much as possible, minimize differences in baseline time periods and methods (cf pages 13-14).
- Include significance statements and/or ranges as appropriate.
- When consistency is not possible, use methods or baseline time periods established in literature (e.g., IPCC 2013 uses 1850-1900 as a baseline for global mean temperature).
- When discussing rates of change, use slope-based methods (e.g., regression or Theil-Sen, that minimize end effects), rather than comparing time periods, if appropriate for the metric being discussed. Since slope-based methods incorporate all available data, they can better represent rates of change.
- Wherever possible, figures depicting observed trends should indicate the statistical significance of those trends, or confidence intervals.

If these recommendations are incorporated, the “Guide to the Report” section could then be updated to describe the statistical approaches. If the current approach is retained, the descriptors of 1901-1960 should be carefully checked, as there were examples referring to it as “early 20th century” and the like.

Are the Document’s Presentation, Level of Technicality, and Organization Effective? What Other Significant Improvements, If Any, Might Be Made in the Document?

Generally, yes, the level of technicality and organization are effective. Chapter III discusses where specific chapter edits could improve the presentation, level of technicality, or organization, and where other improvements could be made.

II.3 COMMENTS ON THE EXECUTIVE SUMMARY

The ES is strong, well-written, and in most cases accurately represents the consensus and breadth of viewpoints. In this section the Committee focuses comments primarily on the figures and the “New Understanding” and “Better Tools and Approaches” sections of the ES. It is the expectation that authors will address chapter-specific comments provided in Chapter III and then edit the ES further to integrate those recommendations, along with the explicit recommendations for the ES given here.

Figure ES.1: It appears there are missing data in the Arctic and Antarctic, but the color is indistinguishable from ‘no warming’ which is certainly not the case. The Committee suggests introducing a different color, perhaps gray, to indicate missing data more clearly. The figure should also show statistical significance of the trends and add the data source.

Figure ES.2: Since the Paris Agreement aims to implement GHG emissions reductions that would achieve a concentration pathway similar to Representative Concentration Pathway (RCP) 2.6, it would be useful to illustrate the RCP2.6 scenario in this figure. One possible approach to including this could be to have the figure include the boxes to the right indicating the ranges for all four RCPs, as in the IPCC 2013 equivalent (SPM.7).

Figure ES.4: The Committee suggests indicating which, if any, of the trends shown are statistically significant, in addition to considering the previous comments about observed trends, baseline periods, and spatial aggregation of data. Moreover, this figure visually resembles Figure 2.18 presented in NCA3, but the numbers are quite different, perhaps because of the use of a different metric of extreme precipitation. It is fine to show a different figure, but this underscores the previous point about consistency and robustness of measures of extremes, and would benefit from some explanation. It would also be appropriate to explain any other figures that resemble NCA3 graphics but convey a different impression.

Figure ES.5: This figure is problematic for a number of reasons outlined in the previous comments on extremes. Also see Section III.6.

Figure ES.6: This figure does not convey new or important science and could be removed.

Figure ES.8: This figure does not appear in Chapter 12 as foundational material. Additionally, it is busy, difficult to read due to small font, and too complicated. A single panel could be chosen for the ES, and an improved version could appear in Chapter 12. If retained, the maximum value on the y-axis should be set to 365 and the caption should explain that this is an upper limit and results in some curves displaying an inflection point (and in some cases small differences between scenarios, which is counterintuitive at first).

Figure ES.9: This figure provides a compelling illustration of observed sea ice change in the Arctic, but would benefit from a comparison of 2016 (or an average of recent years) with a multi-year average from early in the satellite era, for more robust statistical representation. See also Section III.11.

None of the material from Chapter 10, and too little of the material from Chapter 2, appears in the ES. This may be deliberate, but the Committee considers some of the findings from Chapters 2 and 10 to be worthy of representation in the ES. In particular, a simplified version of Figure 2.6 would improve the ES (see Section III.2 for more details).

The bullet regarding limiting the global mean temperature increase to 2°C (page 27, lines 17-24) that states, “cumulative emissions would likely have to stay below 1,000 gigatons carbon (GtC)” is given without a citation and is inconsistent with the 790 Gt C cited in IPCC AR5 2013. See also Section III.14.

The ES would have more impact if it more clearly emphasized what is new in the draft CSSR relative to previous climate change assessments. The “Summary of What’s New Since

NCA3” at the end of the ES is not prominent, lacks quantitative values, and is weakened by the inclusion of methodological changes. The full list of “Better Tools and Approaches” is more appropriate for Chapter 1. The “New Understanding” sections on extremes (page 29) could particularly benefit from re-ordering the bullets (e.g., moving lines 24-27 later, adding material to lines 21-23 and/or 28-29 to emphasize the large number of types of extremes for which a human contribution has been identified with confidence), and including quantitative statements. The Committee is skeptical about the value of extensive discussion on the ‘hiatus’ given that any time series with a trend and nonzero variance has short periods when the trend is opposite the underlying trend. Rather than continuing to focus on the hiatus, the Committee recommends shortening the discussion for this topic and rephrasing page 29 from line 31 through page 30 line 2 with a statement to the effect that short-term variability (resulting in either strongly positive or flat trends) is not the best indicator of whether climate is changing in response to GHGs. The text could also note that conversely a recent string of 3 record warm years (2014-2016), occurring in part as a consequence of a strong El Niño, also does not prove an acceleration of warming—both are artificial statements that result from focusing too much on short periods of record. See Section II.1 of this report for additional recommendations on this topic.

III. Comments on Each Chapter of the Draft Climate Science Special Report

III.1 CHAPTER 1: OUR GLOBALLY CHANGING CLIMATE

Summary

Overall, Chapter 1 provides a solid introduction to the topic of climate trends and associated confidence that accurately reflects current understanding. The focus is appropriate, with most of the emphasis on observed trends, but some discussion of projections. The treatment is compact, but mostly at a sufficient level of detail to effectively communicate both the conclusions and the nature of the underlying evidence.

The emphasis on multiple lines of independent evidence, featured in Key Finding 3, is central to the chapter's impact. Throughout the chapter, an increased emphasis on documenting the findings that are based on multiple lines of independent evidence would make the chapter more effective.

The Committee thinks that the chapter can be improved in three major ways. First, the topic of extreme event attribution, a major development over the last decade, should be discussed. The introduction to extremes in Section 1.2.4 provides an appropriate discussion of trends in extremes, but the lack of consideration of extreme event attribution is a missed opportunity. Second, the long section on the hiatus in Box 1.1 of the draft CSSR gives that event much more prominence than is warranted. The main point of Box 1.1 is that internal variability can distort short-term trends. This is an important point, appropriately emphasized in Key Finding 5. Box 1.1 could be made more useful and consistent with the broad sweep of climate knowledge if it were retitled to address the role and magnitude of internal variability and if shortened substantially to provide more focused support for Key Finding 5. Third, the chapter would be substantially easier to read with a renumbering that creates a series of top-level sections. The current numbering somewhat awkwardly places most of the chapter contents in several subsections of Section 1.2. Renumbering as 1.3, 1.4, etc. would be a straightforward way to improve readability.

In addition to those three major points, the Committee has some further recommendations for improvements. Throughout Chapter 1, greater use of quantitative language, even with findings presented in qualitative terms, would be beneficial. A good example is Key Finding 5, where it is very hard to interpret "important, but limited influences on global and regional climate over timescales ranging from months to decades." In cases like this, where the goal is to indicate that something plays a small (or a large) role, the point would be clearer and more complete with more quantitative framing. For example, rewording as "influences that can have important impacts, especially regionally, over months to years but are limited to a small fraction of global climate trends over decades" would better convey the message of the key finding.

Chapter 1 includes a somewhat awkward mix of observations and projections, most of which are discussed in greater detail in later chapters. Specifically, Key Findings 2 and 4, and Figure 1.4 concern projections. Chapter organization such that the text flows smoothly from observations to projections is appropriate for the chapter, but the introductory paragraphs could better prepare the reader.

A challenge in any climate assessment is how to present observed (past) trends in important climate variables, like global mean surface temperature. There are three important considerations in constructing such a quantity: illustrating the possible role of human influence for scientific purposes, aligning with policymakers' needs, and data availability. For illustrating human influence, one could either compute a mean rate of change over the period of anthropogenic

forcing or compare recent with baseline, or “pre-industrial” averages (subject to data limitations). The period 1850-1900 is widely accepted in both scientific (e.g., IPCC, 2013) and policy circles as “pre-industrial” and therefore is a good baseline to use for a “before-and-after” comparison, where the “after” would be the most recent 20-30 years. Furthermore, this baseline period minimizes the influence of anthropogenic GHG emissions on climate, but is recent enough that an adequate observational record exists.

In the draft CSSR, however, 1901-1960 is generally used, in effect, to define “before,” despite the fact that considerable growth in anthropogenic forcing occurred during this period (see e.g., draft CSSR Figure 2.6). In other words, this approach to characterizing change suffers from the weakness that it is both too recent and too long to characterize “before,” in addition to the statistical weaknesses of this metric discussed in Section II.2 of this report. The chapter makes the legitimate point that global mean temperature is better known after 1900 than before, but an earlier period can be safely used.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

Overall, the chapter is well balanced and reflects the relevant scientific literature. The chapter could be made considerably stronger with discussion of extreme event attribution and reduced emphasis on the hiatus. The general area of extreme event attribution is so important that it may warrant a separate key finding. Alternatively, a sentence or two on extreme event attribution could be added to Key Finding 2. This should be coordinated with the recommended increased emphasis on event attribution in Chapter 3 (see Section III.3). Discussion of the risks of multiple interacting impacts, and the large magnitude of past sea level excursions could also be considered. A brief discussion of changes in ocean heat content would also be beneficial in this chapter.

Are the key findings presented clearly, and documented in a consistent, transparent and credible way?

In general, the key findings are clear, appropriate, and well documented, however some attention is needed.

Key Finding 1: The global climate continues to change rapidly compared to the pace of the natural changes in climate that have occurred throughout Earth’s history. Trends in globally averaged temperature, sea-level rise, upper-ocean heat content, land-based ice melt, and other climate variables provide consistent evidence of a warming planet. These observed trends are robust, and have been confirmed by independent research groups around the world. (*Very high confidence*)

Of the list of indicators, changes in ocean heat content and SLR are only mentioned in Key Finding 1; some discussion elsewhere in the chapter would be appropriate. For Key Finding 1, other candidate indicators that could strengthen the list include decreasing Arctic sea ice, depth of seasonal permafrost thaw, earlier snowmelt in rivers, and start and end dates of growing seasons. Also, the phrase “rapidly compared to the pace of the natural changes in climate that have occurred throughout Earth’s history” could be improved, with an adequately detailed explanation in the traceable account. Specifically, what does “rapidly compared to...” mean? Is there enough information to quantify past rates of change and their uncertainties, and compare them with recent changes?

Key Finding 2: The frequency and intensity of heavy precipitation and extreme heat events are increasing in most regions of the world. These trends are consistent with expected physical responses to a warming climate and with climate model studies, although models tend to underestimate the observed trends. The frequency and intensity of such extreme events will *very likely* continue to rise in the future. Trends for some other types of extreme events, such as floods, droughts, and severe storms, have more regional characteristics. (*Very high confidence*)

For Key Finding 2, neither the text nor the traceable account provides justification for the phrase, "...although models tend to underestimate the observed trends." The way the key finding is worded, a reader cannot determine whether the mismatch between observations and simulations is a serious issue. This should be clarified.

Key Finding 3: Many lines of evidence demonstrate that human activities, especially emissions of greenhouse gases, are primarily responsible for the observed climate changes in the industrial era. There are no alternative explanations, and no natural cycles are found in the observational record that can explain the observed changes in climate. (*Very high confidence*)

The concept of "no alternative explanations" needs further discussion to be understood by the intended audience. There are lots of alternative explanations. It is just that, for a number of very solid reasons, they are not credible or cannot contribute more than marginally to the observed patterns. It may be that the authors have conflated attribution of global temperature changes since mid-20th century (for which it is true that there are no alternative explanations) and attribution of "observed climate changes." The missing elements are the requirements that explanations be grounded in understood physical mechanisms, appropriate in scale, and consistent in timing and direction. Saying there are no alternative explanations invites a strong (even if incorrect) rejoinder. This recommendation also applies to the similar statement in the ES. Additionally, some identifiable natural cycles (e.g., ENSO, northern annular mode) may themselves be influenced by human activities. Rewording Key Finding 3 to address these recommendations would strengthen its impact.

Key Finding 4: Global climate is projected to continue to change over this century and beyond. The magnitude of climate change beyond the next few decades depends primarily on the amount of greenhouse (heat trapping) gases emitted globally and the sensitivity of Earth's climate to those emissions. (*Very high confidence*)

In the major uncertainties provided in the traceable accounts for Key Finding 4, the text should emphasize the uncertainty in the magnitude of climate feedbacks. It would also be helpful to name the major feedbacks, including the ice-albedo and cloud cover feedbacks and refer to the feedbacks discussion in Chapter 2 of the CSSR.

Are graphics clear, and do they appropriately reflect the major points in the text?

Chapter graphics are generally informative and appropriate, although clarification or additional detail should be provided for a few.

The caption for Figure 1.2 indicates that the temperatures are plotted relative to the 1901-1960 average. However, this cannot be the case because almost all of the temperatures from 1901 to 1960 are blue (negative). Instead, it looks like the reference temperature for the zero line is probably the 20th century average. Inclusion of standard deviations for each decade and explanation in the caption would improve this figure.

Figures 1.3 and 1.7 would benefit from an indication of the location of statistical significance of trends, and Figure 1.6 should show the envelope of model results in the time series of temperature anomalies.

Are likelihood / confidence statements appropriate, and justified?

The Committee did not identify any issues with the chapter's confidence statements.

Are statistical methods applied appropriately?

In general, the Committee encourages analysis of trends based on regression or related slope-based techniques (that minimize end effects, and/or quantify uncertainty in the slope), rather than on differences between average conditions during a reference period and a later period. In Chapter 1 and throughout the report, it would be helpful to standardize time windows as much as possible, recognizing the intrinsic importance of calculating total warming since pre-industrial periods. See Section II.2 of the report for more detailed recommendations on this topic.

Is the chapter balanced? Are there areas that should be expanded, or removed?

The Committee recommends reframing and shortening Box 1.1 on the hiatus. One option is to discuss the hiatus within the context of other aspects of internal variability. This could include discussion of the limitation of evaluating short periods of record when looking for GHG signatures because of the difficulty in attributing trends to short periods. Further, short-term trends are not particularly useful for model evaluation because in many cases, we do not entirely understand what drives the short-term trends. A recent paper by Yan et al. (2016) would also be a valuable citation to consider including in the discussion of this topic.

Recommended changes to structure

Section 1.2 is longer than many chapters and subsections are uneven in effectiveness of conveying the intended message. The strongest sections quantify the trends they describe, are clear about the time periods under consideration, and attempt to provide brief explanations for the phenomena observed or modeled. Sections that need strengthening include those on precipitation, extreme events, and land processes. Integration of ocean heat content into the discussion of SLR and quantifying the changes and trends described in these sections would also benefit the chapter. The Committee further recommends reorganizing to make subsections into sections, with associated content changes based on comments provided earlier in this section for the chapter.

III.2 CHAPTER 2: PHYSICAL DRIVERS OF CLIMATE CHANGE

Summary

Chapter 2 provides an essential overview of the mechanisms of climate change. Much of the text is sufficiently detailed so that a scientifically literate audience can begin to understand how increases in GHGs can lead to large perturbations in the earth-atmosphere-ocean system. Text on the importance of feedbacks to this system is helpful. For example, the chapter makes clear the importance of water vapor in amplifying the radiative effects of CO₂ and other GHGs.

The Committee has some suggestions for improvement of the chapter. First, the text should emphasize from the start the interconnectedness of the Earth-atmosphere-ocean system. As written, there is too much emphasis on atmospheric processes, at least initially. The role of changing land

cover is not mentioned until 11 pages into the chapter, and the role of the ocean is not described until 18 pages in. Second, there is little mention of Chapter 2 in the ES. The Committee suggests that Figure 2.6 (with suggested edits provided here) could be included in the ES, along with Key Finding 1. Together, this material provides a strong demonstration of the changes in the drivers of climate. Key Finding 1 should also mention that anthropogenic forcing accelerated rapidly in the 1960s.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

A clear statement about the interconnectedness of the Earth-atmosphere-ocean system is needed early in the chapter. Climate change can be considered a redistribution of heat, water, and carbon within this interconnected system. The long-term consequences of anthropogenic climate change should be emphasized in the beginning paragraphs, with up-to-date references (e.g., Clark et al., 2016).

The chapter should clarify that the scientific and policy communities have devised a set of metrics with which to compare the relative effects of different perturbations to climate. These metrics include radiative forcing (RF), effective radiative forcing (ERF), global warming potential, and global temperature potential. Brief descriptions of each metric are warranted. In addition, the definition of ERF is not in line with that in the IPCC AR5 (Myhre et al., 2013). While ERF can be calculated in several ways, Myhre et al. (2013) clearly favor the approach that allows many rapid adjustments to forcing to take place, including that of land surface temperatures. Box 8.1 of Myhre et al. (2013) illustrates this widely accepted definition of ERF. The definition of climate sensitivity should be more detailed and the range of estimates for this important metric should be given. Finally, the text could refer to the envelope of climate projections for particular scenarios in Chapter 4 as a measure of how climate sensitivity varies across models. A succinct discussion of how climate sensitivity differs from transient climate forcing would also be helpful. Mention of the sources of uncertainties illustrated in the relevant figures in the draft CSSR, such as climate sensitivity, future GHG emissions, and ocean heat uptake, could also be useful.

Regarding the effect of aerosols on climate, the scientific community has moved on from the complicated and overlapping definitions of “direct effect,” “first indirect effect,” “semi-direct effect,” and so on. The text should adhere more closely to the new (and simpler) classifications of these effects: aerosol-radiation interactions and aerosol-cloud interactions, as described in IPCC AR5 (Boucher et al., 2013). Old terms should be mentioned once at most.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Key Finding 1: Human activities continue to significantly affect Earth’s climate by altering factors that change its radiative balance (known as a radiative forcing). These factors include greenhouse gases, small airborne particles (aerosols), and the reflectivity of the Earth’s surface. In the industrial era, human activities have been and remain the dominant cause of climate warming and have far exceeded the relatively small net increase due to natural factors, which include changes in energy from the sun and the cooling effect of volcanic eruptions. (*Very high confidence*)

This finding affirms the scientific consensus that anthropogenic emissions of GHGs have perturbed the radiative balance of the Earth. The Committee recommends clarifying the text by

revising to state that “... human activities have been, and increasingly are, the dominant cause...” The evidence base should include up-to-date references to changes in heat storage and other properties of the ocean. The Committee also recommends that the finding emphasize the rapid acceleration in anthropogenic forcing since the 1960s, as indicated by Figure 2.6.

Key Finding 2: Aerosols caused by human activity play a profound and complex role in the climate system through direct radiative effects and indirect effects on cloud formation and properties. The combined forcing of aerosol–radiation and aerosol–cloud interactions is negative over the industrial era, substantially offsetting a substantial part of greenhouse gas forcing, which is currently the predominant human contribution (*high confidence*). The magnitude of this offset has declined in recent decades due to a decreasing trend in net aerosol forcing. (*Medium to high confidence*)

Key Finding 2 confirms the large uncertainties in quantifying the effects of aerosols on climate, but uses a mix of old and new terminology to describe the interactions of aerosols with the climate system, making it confusing and hard to follow. The description of evidence base should adhere to IPCC AR5 terminology (Boucher et al., 2013) and references should be updated. As written, some of the evidence base is listed in the “uncertainties” section of the traceable accounts instead of in the “description of evidence base” section. Revising the traceable accounts to clarify the evidence vs. uncertainties would strengthen the finding. This finding should also emphasize the large regional forcings of aerosols over polluted areas and the potentially large consequences of these forcings. While global aerosol concentration is decreasing over recent decades, there is also much evidence that aerosol is increasing in developing countries, with potentially large consequences for regional climate. The text should also clearly state that the net effect of aerosols is cooling. Finally, the albedo effect of light-absorbing aerosols deposited on snow and ice should be mentioned.

Key Finding 3: The climate system includes a number of positive and negative feedback processes that can either strengthen (positive feedback) or weaken (negative feedback) the system’s responses to human and natural influences. These feedbacks operate on a range of timescales from very short (essentially instantaneous) to very long (centuries). While there are large uncertainties associated with some of these feedbacks, the net feedback effect over the industrial era has been positive (amplifying warming) and will continue to be positive in coming decades. (*High confidence*)

This finding emphasizes the importance of feedbacks to the climate system, and is important for the intended audience. Examples of climate feedbacks would also be helpful in conveying this finding. More attention should be paid to the earth-atmosphere-ocean as an interconnected system, with changes to the ocean likely persisting for millennia. The Committee discourages ranking of the uncertainty in feedbacks e.g., “Cloud feedbacks carry the largest uncertainty of all the feedbacks...” Relative magnitudes of these uncertainties are not known. A graphic that specifically illustrates Key Finding 3 would also be helpful to the reader.

Are graphics clear, and do they appropriately reflect the major points in the text?

The Committee recommends that the Figures be updated to include more recent years, if possible. Figure 2.2 is very difficult to interpret, and relies on a non-standard definition of ERF. All feedbacks also appear to follow from temperature when in fact, feedbacks can arise directly from aerosol-cloud interactions and land albedo change can follow directly from land use change. The Committee suggests the diagram be revised and simplified to look more like Figure 8.1 in Myhre et al. (2013) or Figure 2.1 in Forster et al. (2007).

Figure 2.4 is outdated now that atmospheric CO₂ concentration has passed 400ppm. Figure should either be updated or deleted.

Figure 2.6 is an interesting figure that would benefit from clarification of some of the legend text in the caption, e.g., “Aer-Rad Int.” and “BC on Snow + Contrails.”

Figure 2.7 is probably unnecessary, as it adds little to the central message of the chapter.

The Committee recommends including a graphic that specifically illustrates Key Finding 3. Examples of existing relevant graphics include Figures 9.43 and 9.45 in Flato et al. (2013).

Are likelihood / confidence statements appropriate, and justified?

Yes, these statements are appropriate and justified in Chapter 2.

Are statistical methods applied appropriately?

Most Figures and Table 2.1 show confidence intervals, although the error bars in Figure 2.4 are not defined. A few values in the text lack an indication of uncertainty, as noted in Appendix A, Line Comments.

Is the chapter balanced? Are there areas that should be expanded, or removed?

Section 2.1 should be expanded as described previously, to include more information on the interactions of the ocean and land cover with the atmosphere. Section 2.2 should focus on all metrics of climate change, not just RF and ERF.

Recommended changes to structure

None beyond those previously described.

III.3 CHAPTER 3: DETECTION AND ATTRIBUTION OF CLIMATE CHANGE

Summary

This chapter is intended to convey the message that the observed changes in global climate since the mid-20th century are detectable and largely attributable to human influences, which is an important point that is referenced in other parts of the draft CSSR. There have been several advances in detection and attribution of climate change, particularly the capability to attribute regional-scale climate change, extreme weather and climate events (or classes of events) to human influences. The fact that this chapter has only one key finding, which is focused only on the change in global mean surface temperature, is indicative of a missed opportunity. Both the IPCC Fourth Assessment Report and AR5 contain chapters that collected detection and attribution findings across a wide range of subjects. This information is distributed across several chapters in the draft CSSR. By the logic of including detection and attribution results in the chapters that covers that topic, the key finding in Chapter 3 should appear in Chapter 1.

The Committee recommends the following substantive changes to Chapter 3:

- The chapter should contain a more comprehensive evaluation of detection and attribution, refer more to IPCC reports, and place greater emphasis on the latest detection and attribution advances in both methodology and results. Input from an expert in detection

and attribution could be beneficial in ensuring the latest understanding and advancements in the field are appropriately captured in the draft CSSR. The chapter should also clearly identify and provide a substantially more in-depth discussion of the major scientific questions that have received attention since IPCC AR5 and NCA3, particularly with regard to attribution of extreme weather events.

- The introduction, which the Committee found extremely dense and rather unintelligible for the intended scientifically literate audience, does not serve the intended purpose of introducing the reader to the topic. The introduction should include a better explanation of the conceptual approach to detection and attribution, and the detailed description of the methodology should be encapsulated in an appendix on methods.
- The remainder of the chapter should better link examples of detection and attribution to the discussion of these topics in other chapters of the draft CSSR by referencing relevant sections. There is now a rich literature on detection and attribution of climate change that should also be cited in this chapter, and where appropriate in other chapters. Some recommended citations are provided in the next section.
- The chapter could also benefit from some emphasis on the importance of this detection and attribution science for determining whether human influence on climate variables (and on individual extreme events or classes of extreme events) can be distinguished from natural occurrences. This discussion could then inform decisions on climate policy, adaptation, legal liability, etc.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

Much of the material in Chapter 3 is drawn from the IPCC AR5 (Bindoff et al., 2013). There are several other specific topics and papers that could also be cited to strengthen the message and content of this chapter. For example, discussion of the optimal fingerprinting technique and recent updates and applications of this method (e.g., Zwiers et al., 2011), as well as studies that use data assimilation as an underlying technique (e.g., Hannart et al., 2016) should be included. Citation of other attribution papers could include Schurer et al. (2013), Stone et al. (2013), Stern et al. (2014), Zwiers et al. (2013), Andres and Peltier (2016), and Hulme (2014).

Greater emphasis on the most recent advancements in detection and attribution is also warranted. The Committee recommends reviewing the NASEM report, “*Attribution of Extreme Weather Events in the Context of Climate Change*” (2016a) and references therein.

The Committee strongly recommends including a discussion of the nature of, or challenges in, detection and attribution, e.g., detecting and attributing changes in means vs. trends or extremes. Other examples of how detection and attribution approaches have evolved in the recent literature are also warranted. This is similar to the text already in the draft CSSR indicating that changes in extreme temperature now can be detected with greater confidence (NASEM, 2016a). Finally, some discussion is needed of the extreme values associated with a given averaging period (e.g., daily, monthly, seasonal, or annual records).

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Key Finding 1: The *likely* range of the human contribution to the global mean temperature increase over the period 1951–2010 is 1.1° to 1.3°F (0.6° to 0.7°C), which is close to the observed warming of 1.2°F (0.65°C) (*high confidence*). It is *extremely likely* that more than half of the global mean temperature increase since 1951 was caused by human influence on climate (*high confidence*). The estimated influence of natural forcing and internal variability on global temperatures over that period is minor. (*high confidence*)

This key finding includes three statements that describe, in different ways, the human influence on the global mean surface temperature and does not go much beyond what was already documented in IPCC AR5. The three statements are also, to some extent, redundant with each other and with findings in other chapters.

An additional key finding about extreme events, which is the topic of many of the more recent detection and attribution studies, would substantially improve the chapter.

Are graphics clear, and do they appropriately reflect the major points in the text?

Figure 3.1 (the only graphic in the chapter) is very clear and makes its point well. However, it could be better linked to the chapter text.

Are likelihood / confidence statements appropriate, and justified?

Yes, the likelihood and confidence statements are appropriate and justified.

Are statistical methods applied appropriately?

In general, detection and attribution methods are statistical in nature, and this is conveyed in the chapter. On the other hand, there is a basic question about the amount of data (length of record) necessary to detect a trend in a climate time series. A statement to that effect should be included in this chapter, which would also be relevant to Chapter 1. The statement should be clear about how much more data is needed to detect a change in a trend (e.g., the hiatus) vs. detecting a trend. In addition, the description of multi-step attribution and attribution-without-detection methods is vague and hard to follow. Even the example is too abstract and does little to help the reader understand the material. The description of the risk-based approach to attribution is likewise vague and overly general. The section describing this approach would benefit from a mathematical expression to quantify the discussion and make it more concrete.

Is the chapter balanced? Are there areas that should be expanded, or removed?

As noted previously, the introduction should include a better explanation of the conceptual approach to detection and attribution, and the detailed description of the methodology should be encapsulated in an appendix on methods. The bulk of the chapter should then be devoted to describing examples of detection and attribution that are relevant to the other chapters of the draft CSSR. This could include a timeline, table, or other way to indicate how much the field of detection and attribution has changed in recent years. The challenges associated with model dependence and difficulties with attribution of extreme events could also be articulated more fully. The Committee suggests that the chapter would be strengthened by adding a key finding that highlights advances in the detection and attribution of features of climate change that go beyond simple global mean surface temperature. For example, “The science of event attribution is rapidly advancing with the understanding of the mechanisms that produce extreme events and the development of methods that are used for event attribution” (paraphrased from NASEM, 2016a).

Recommended changes to structure

See Summary comments and response to previous question.

III.4 CHAPTER 4: CLIMATE MODELS, SCENARIOS, AND PROJECTIONS**Summary**

Chapter 4 provides necessary background about the growth of CO₂ concentrations, both in the recent past and projected in the future. The chapter also describes how global climate models (GCMs) and regional downscaling, either using regional dynamical climate models (RCMs) or statistical methods, transform information about changes in forcing by GHGs and aerosols into information about the climate system, in the past, present, and future. It is important to characterize the nature of the changing concentrations of GHGs and aerosols and the implications these have for the physical climate system, so this chapter represents a valuable portion of the report.

As written though, the chapter is difficult to read. The three topics named in the title of the chapter are treated in quite different depth: emissions scenarios are much more prominent than models and projections. Moreover, the draft is not balanced in terms of the discussion of GCMs and RCMs—the regional performance of GCMs is given short attention, and RCMs are given much more prominence than is commensurate with the rest of the draft CSSR. In particular, there is insufficient discussion of the limitations of RCMs, which could result in inadequate support for Key Finding 4.

It is important that Chapter 4 carefully articulate the advancements in climate modeling over time, including the evolution from atmosphere-centric to Earth system models, and focus that discussion on recent advancements such as are represented in the step from Coupled Model Intercomparison Project (CMIP) 3 to CMIP5. The discussion of the difference between the IPCC Special Report on Emissions Scenarios (SRES) approach and the RCP approach to emissions scenario development should be clearer, and the choice in the draft CSSR to focus on RCPs 4.5 and 8.5 should likewise be clarified. For example, it is implied that RCP4.5 represents a low emissions future, but RCP2.6 defines a much lower emissions future and one roughly consistent with the Paris Agreement. There are hypothetical scenarios (such as constant concentration and zero emissions) that should also be more clearly defined and described. There are ample reports and published papers documenting the similarities and differences in the two generations of emissions scenarios and GCMs (i.e., SRES-CMIP3 and RCP-CMIP5) that can be cited. Finally, the chapter is overly dependent on a single report (Kotamarthi et al., 2016) for much of the assessment discussion. Citation of the research literature underpinning the state of assessment science should be substantially increased.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

An important omission from this chapter is a discussion of the advances in climate modeling, both in GCMs and RCMs, that have been made since IPCC AR5 and NCA3. In particular, the CMIP5 generation of coupled model experiments has been executed and published and whose results were not extensively used in NCA3. This chapter would benefit from a pointwise description of the differences between CMIP3 and CMIP5, including both modeling advances and scientific findings. Such comparisons have been made and are published. For example, two recent reports from NOAA are available comparing the two generations of models and their results for North America

(https://docs.lib.noaa.gov/noaa_documents/NESDIS/TR_NESDIS/TR_NESDIS_144.pdf and <http://cpo.noaa.gov/ClimatePrograms/ClimateandSocietalInteractions/COCAProgram/COCAArchive/TabId/390/ArtMID/1263/ArticleID/358942/Comparing-Two-Generations-of-Climate-Model-Simulations-and-Projections-of-Regional-Climate-Processes-for-North-America.aspx>), and the papers cited in these reports are useful resources for this chapter.

It is unclear what value there is in including discussion of the World Climate Research Programme COordinated Regional climate Downscaling Experiment (CORDEX) in the draft CSSR. Results from CORDEX are not available and the RCM simulations in that experiment are run at 50-km spatial resolution, which is no longer significantly higher than typical GCM resolution, and based on a very limited and older set of GCM runs with a single SRES scenario.

One of the new advances heralded in Chapter 4 is the use of unequal weights in combining multiple climate models to arrive at consensus results. While it is true that previous studies have used equal weighting, it should be mentioned that this is not only due to expediency or to a desire not to offend certain modeling groups—there are studies indicating that equal weighting of climate model output is statistically unsurpassed by any unequal weighting scheme in terms of prediction skill, at least for some applications (e.g., Peng et al., 2002; Peca and van den Dool, 2008; DelSole et al., 2012). The model weighting discussion in Flato et al. (2013) may also be appropriate to reference in this chapter. Finally, the scientific and statistical advantage of the new method by Sanderson et al. should be highlighted.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Key Finding 1: Merely maintaining present-day levels of greenhouse (heat-trapping) gases in the atmosphere would commit the world to at least an additional 0.3°C (0.5°F) of warming over this century relative to today (*high confidence*). Projections over the next three decades differ modestly, primarily due to uncertainties in natural sources of variability. Past mid-century, the amount of climate change depends primarily on future emissions and the sensitivity of the climate system to those emissions.

This key finding is not linked to the rest of the chapter or to Figure 4.1, where it could be illustrated. The key finding is presented with no uncertainties and only one citation (granted, an IPCC chapter), and yet is given “high confidence.” The supporting language in the rest of the chapter should be clear that this finding refers to a “constant concentration” scenario, not a “zero emissions” scenario—the latter would result in almost immediate, if gradual, decline in CO₂ concentration. The message for this key finding is better worded as it appears in the ES and the same language could be used here.

Key Finding 2: Atmospheric carbon dioxide (CO₂) levels have now passed 400 ppm, a concentration last seen about 3 million years ago, when average temperature and sea level were significantly higher than today. Continued growth in CO₂ emissions over this century and beyond would lead to concentrations not experienced in tens to hundreds of millions of years. The rapid present-day emissions rate of nearly 10 GtC per year, however, suggests that there is no precise past climate analogue for this century any time in at least the last 66 million years. (*Medium confidence*)

There are multiple statements in Key Finding 2. The first part about the current level of CO₂ concentration and its future growth should be given a separate confidence level (probably “high,” given the body of evidence cited).

Key Finding 3: The observed acceleration in carbon emissions over the past 15–20 years is consistent with higher future scenarios (*very high confidence*). Since 2014, growth rates have slowed as economic growth begins to uncouple from carbon emissions (*medium confidence*) but not yet at a rate that, were it to continue, would limit atmospheric temperature increase to the 2009 Copenhagen goal of 2°C (3.6°F), let alone the 1.5°C (2.7°F) target of the 2015 Paris Agreement (*high confidence*).

The evidence base for this key finding is consistent with the confidence levels indicated. However, more evidence is needed in the traceable account for the statement that economic growth has begun to decouple from fossil fuel combustion.

Key Finding 4: Combining output from global climate models and dynamical and statistical downscaling models using advanced averaging, weighting, and pattern scaling approaches can result in more relevant and robust future projections. These techniques also allow the scientific community to provide better guidance on the use of climate projections for quantifying regional-scale impacts (*medium to high confidence*).

This finding is more of a methodological decision than a finding and the evidence base provides inadequate support. It relies entirely on a single federal report in the gray literature (Kotamarthi et al., 2016), with a vague reference to a large body of literature—key examples from the latter should be cited. The portion of the key finding that “These techniques allow the scientific community to provide better guidance on the use of climate projections for quantifying regional-scale impacts” is given “medium to high confidence.” However, the science, as documented in the traceable accounts, does not support high confidence on this broad statement. Confidence depends on the specific guidance, and the specific impact, so the statement is overly vague and should be revised. The statement in the traceable accounts that downscaling is “broadly viewed” as robust should also be documented or deleted.

Are graphics clear, and do they appropriately reflect the major points in the text?

Figure 4.2 is confusing and could be deleted. The statement “calculated in 0.5°C increments” is not appropriate for the intended audience and the essential information is already conveyed much more effectively in Figure 4.1.

Figure 4.3 is an effective graphic, but would be better placed in Chapter 12 (Section III.12).

The Committee was divided about the value of Figure 4.5, with some asserting that it does not add to the report narrative. It depicts results with an RCM run at different resolutions, so it is not a good choice for demonstrating the difference between GCMs and RCMs. A replacement that specifically illustrates differences between GCMs and RCMs could be more useful.

Figure 4.6 adds little to the draft CSSR because it is stripped of the context provided in the original Hawkins and Sutton paper, where the regional uncertainties are visibly different from the global uncertainties, and where the total uncertainty grows with time. While it is important to show results for Alaska and Hawai’i when such results are relevant, the results for these regions in Figure 4.6 are not sufficiently different from the results for the contiguous United States (CONUS) to warrant inclusion. Moreover, even though the point made by the figure is important, it is not well linked with the relevant Chapters. This figure could be revised and included in Chapter 5, where it would make sense to complement Figure 5.4, or it could be moved to an appendix.

Are likelihood / confidence statements appropriate, and justified?

As stated in the discussion about key findings, this chapter would benefit from including uncertainties wherever possible, stronger traceable accounts, and greater balance in discussion of GCMs and RCMs.

Are statistical methods applied appropriately?

The discussion of the rate of change of CO₂ concentration in Section 4.2.5 suggests that finding an analogue in the paleoclimate record requires a match to the rate of change. The last sentence in Section 4.2.5 conflates magnitude of change and rate of change, without comment. As mentioned several times in the draft CSSR (e.g., page 158, lines 18-19), the long-term impact of human activities on climate can be assessed in relation to the paleoclimate record only in equilibrium, so the rate of change of CO₂ concentration seems to be irrelevant. Some clarification of the relationship of these two seemingly different statements is needed.

Is the chapter balanced? Are there areas that should be expanded, or removed?

The treatment of GCMs and RCMs is uneven. For example, the list of features that are represented in a GCM on page 160 is rather odd in that it is neither comprehensive nor particularly representative of the important features that one expects a GCM to faithfully reproduce. Some clarification of the nature of this list is needed.

The description of RCMs and their advantages is much more coherent and comprehensive, but the list of shortcomings of RCMs is incomplete. In addition to what is mentioned, the chapter should discuss the mismatch between the way that GCMs and RCMs represent subgrid-scale physical processes and the fact that many RCMs lack two-way interaction, which results in an inevitable gradient in important quantities between the domains of the GCM and RCM. For example, unmatched boundary conditions on the downstream side of RCMs lead to unique biases; the grid spacing of RCMs, e.g., 50 km in the North American Regional Climate Change Assessment Program (NARCCAP) and CORDEX, is not very different from the grid spacing in GCMs being used in CMIP6, so the advantage of RCMs is not clear; the specification of GCM output at the lateral boundaries of RCMs introduces uncertainty and error; and considerable “hidden physics” is included at the lateral boundaries in the form of sponge conditions or other engineering accommodations for the mismatch in dynamic features at the interfaces.

Recommended changes to structure

The Committee recommends a number of revisions and reorganization of sections to better focus the chapter scope and improve the readability.

Section 4.2 should include an introductory paragraph specifically mentioning that there are different ways of addressing scenario uncertainty, depending on the objective. Sections 4.2.1 through 4.2.4 describe different ways of approaching the relationship between emissions, concentration, and temperature change, and this should be summarized in the introduction.

Section 4.2.1 second paragraph (page 154, lines 1-10) is difficult to follow and the purpose of the calculation is not described. The paragraph should be rewritten for clarity and motivation, and it should reference Swain and Hayhoe (2015).

Section 4.2.2 on Shared Socioeconomic Pathways seems out of place and adds little to the report. This section could be omitted.

Section 4.2.3 discusses the global mean temperature scenario approach and pattern-scaling, but it is unclear whether this technique is used in the rest of the report. Also, the approach

seems more related to impacts, in that it bypasses uncertainty in scenario evolution and deals more with specific impacts. It could be omitted as it pertains more to NCA4 than to the intended scope of the draft CSSR. Or, if kept, it should be revised.

Section 4.2.4 is back to cumulative C emissions, which again relates to mitigation policies. This fits better with Section 4.2.1, so omitting 4.2.2 and 4.2.3 would lead to a more logical order.

Section 4.2.5 does not fit well in its current location and would be more appropriate in Section 4.3.

Sections 4.3 and 4.4 contain materials that would fit better in a methods appendix (Appendix B of the draft CSSR is already a start).

Section 4.3.2 discusses CORDEX (page 161, lines 25-33) and could be omitted. See the earlier comment noting that the value of including CORDEX in the draft CSSR is not apparent.

Section 4.3.3 focuses on Empirical Statistical Downscaling Model (ESDM), but results do not figure prominently in the draft CSSR. The abbreviation is not used elsewhere, and outside of traceable accounts, “downscaling” appears only in Chapter 8. There is also no discussion of how ESDMs are evaluated, e.g., is there any dependent/independent data testing? If so, how well do these models perform in such tests? Finally, the section is overly reliant on Kotamarthi et al. (2016). This section should only be retained if considerably revised.

III.5 CHAPTER 5: LARGE SCALE CIRCULATION AND CLIMATE VARIABILITY

Summary

This chapter is well written and flows nicely. The chapter covers modes of climate variability in the tropics and mid-latitudes, and discusses recent advances in quantifying the role of internal variability on past and future climate trends. Some of these topics have seen advances in science and conceptual understanding since the NCA3 and IPCC AR5. The Committee has some suggestions for improving the chapter that are included here.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that the chapter accurately reflects the scientific literature, except in details of the discussion of the Atlantic Multidecadal Oscillation (AMO) and Pacific Decadal Oscillation (PDO). In particular, Newman et al. (2016) strongly caution against the interpretation that U.S. temperature and precipitation variations that occur concurrently with the PDO are indeed an impact of the PDO. Also, Newman et al. (2016) indicate that the PDO does not have a preferred time scale. The AMO has been defined different ways (average sea surface temperature over a region or leading pattern from Empirical Orthogonal Function analysis), and the instrumental record is too short to detect an oscillation with a putative 50-70 year period. It may be a statistical artifact, or it may result from interdecadal fluctuations in aerosol concentrations. Language should be changed as appropriate to reflect this literature, either removing references to these quasi-oscillations or including alternate judicious views for balance. See the Line Comments in Appendix A with additional suggestions for the AMO. The Committee did not think that any critical content areas were missing from the chapter.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Key Finding 1: Under increased greenhouse gas concentrations, the tropics are *likely* to expand with an accompanying poleward shift of the subtropical dry zones and mid-latitude jets in each hemisphere (*medium to high confidence*). While it is *likely* that tropics have expanded since 1979 (*medium confidence*), uncertainties remain regarding the attribution of these changes to human activities.

This key finding is generally presented clearly and well documented, but authors could consider adding that storm tracks are shifting poleward (e.g., Norris et al., 2016). Also, because this finding states only “medium to high confidence,” the inclusion of a likelihood statement could be confusing to interpret and may not be appropriate. Finally, it is not clear why the “Low” confidence box is checked in the traceable accounts.

Key Finding 3: Increasing temperatures and atmospheric specific humidity are already having important influences on extremes (*high confidence*). It is still unclear, however, to what extent increasing temperatures and humidity have influenced and will influence persistent circulation patterns, which in turn influence these extremes.

Key Finding 3 is not well grounded in the text. The relationship between temperature and atmospheric specific humidity is not discussed in the chapter and should either be discussed, removed, or moved (and discussed) to Chapter 6.

Are graphics clear, and do they appropriately reflect the major points in the text?

Figure 5.1 is not referenced in the text and depicts an old and unreasonably over-simplified zonally averaged picture of the general circulation that is not realized in nature, other than to some degree in the Hadley cell. The Committee suggests removing the figure and instead explaining the processes briefly in the text (see detailed recommendation in Line Comments, Appendix A).

Are likelihood / confidence statements appropriate, and justified?

Likelihood and confidence statements are appropriate and justified, but see previous comment for Key Finding 1.

Are statistical methods applied appropriately?

A discussion of the statistical significance (even if qualitative) should be added where appropriate. In particular, the discussion of teleconnections to Central Pacific or Eastern Pacific El Niño-Southern Oscillation (ENSO) events is based on a very small number of events, and should be caveated.

Is the chapter balanced? Are there areas that should be expanded, or removed?

The chapter is relatively well balanced in its content. The Committee recommends expanding the discussion of model fidelity in simulating natural modes of variability, and as appropriate, the connection with temperature or precipitation over the United States. This is cited as a source of uncertainty for the Key Finding 2 justification and therefore needs to be supported by the text.

III.6 CHAPTER 6: TEMPERATURE CHANGES IN THE UNITED STATES

Summary

This chapter addresses changes in mean temperature and extreme temperature in the United States, which are of foundational importance in discussing climate change and informing the development of NCA4. Results are generally consistent with NCA3, though some differences have arisen because of changes in model weighting, variables considered, and averaging period. Chapter 6 is generally well written and flows nicely, but could be improved by expanded discussion of extreme heat, the influence of the Dust Bowl on the observed record, and other topics detailed here.

The Committee has the following concerns about the treatment of extreme events in this chapter:

- The extreme metrics were often difficult to understand, especially the definition of warm and cold “spells.” How brief are “brief periods”? And how much are temperatures above- or below-normal temperature? To clarify, a box or text should be added that explicitly defines each of the extreme metrics that are discussed (see Appendix A for additional extreme metrics that should be defined).
- The Committee strongly recommends additional discussion and justification of extreme heat changes. The data presented in Table 6.2 and Figures 6.3 and 6.4 seem inconsistent with Key Finding 2, apparently because of the extreme high temperatures during the Dust Bowl years. Some of this confusion with Key Finding 2 comes from the statement that “In recent decades ... intense heat waves have become more common.” This could mean that the frequency of heat waves in the last couple of decades is greater than the frequency in the 1901-1960 period; or it could mean that there has been an upward trend in the last few decades. The latter is probably intended, but the language needs to be clarified and the issue needs to be addressed in more detail.
- The metric shown in the line plots in Figure 6.3 is confusing and needs further explanation. The Committee’s understanding was that each point represents the average (over all stations) of the highest temperature recorded during a particular year. This metric will be extremely sensitive to spatial distribution of stations and therefore to the approach of spatial averaging. The Committee recommends removing the line plots, using an area-based approach (for example, EPA metric at <https://www.epa.gov/climate-indicators/climate-change-indicators-high-and-low-temperatures> or references therein) for depicting variations in U.S. temperature, or using a metric that is less susceptible to spatial inhomogeneity, such as days exceeding a local percentile threshold. Whichever approach is taken, the text or traceable account should include enough information for the reader to find or reproduce the plot.
- Other analyses have shown that even if the Dust Bowl is neglected, extreme high temperatures in the Midwest do not appear to have increased as they have in the western United States. This may be due to increased agricultural intensity (Mueller et al., 2016). It is important that the key findings accurately represent and explain this discrepancy.
- The Committee also suggests adding a paragraph that discusses maximum and minimum temperatures, or at least adding more language as to where this change is likely to be true (see page 224, lines 13-15). In the Midwest and Great Lakes region, the opposite may be true. Is this difference due to the model weighting, or is it spatially variable?

SPECIFIC REVIEW COMMENTS RELATED TO THE STATEMENT OF TASK

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that Chapter 6 generally reflects the scientific literature with accuracy. An exception is the discussion of extreme heat, as detailed previously. Additional discussion of changes in minimum and maximum temperature (daily highs vs. lows, and / or trends in winter vs. summer), both for past variations and future projections (page 224, lines 13-15) is also suggested.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Key Finding 1: The annual-average, near-surface air temperature over the contiguous United States has increased by about 1.2°F (0.7°C) between 1901 and 2015. Surface and satellite data both show rapid warming since the late 1970s, while paleo-temperature evidence shows that recent decades have been the warmest in at least the past 1,500 years. (*Extremely likely, High confidence*)

The change in annual average temperature should be expressed as a range that reflects the uncertainty in the estimate. Also, the estimated increase between 1901 and 2015 is less than the low end of Key Message 3 in NCA3 that stated, “U.S. average temperature has increased by 1.3°F to 1.9°F since record keeping began in 1895.” This difference needs to be discussed in the text. It would be useful to note that for most of the United States, the observed warming is consistent with anthropogenic forcing (Figure 6.5).

The Committee thinks the portion of the key finding referencing the paleo record and recent warming is likely overstated. The IPCC AR5WG1 provided a similar finding and attributed only medium confidence. Further, uncertainties associated with proxy records and reconstructions make it challenging to assign such a high confidence.

The description of evidence base does not contain appropriate information to support Key Finding 1. While it is true that previous assessments demonstrate that the United States has warmed, the specific amount of warming—and more importantly, the actual data sources and their uncertainties—are not given, and extremes are covered in Key Finding 2, not 1. Sea surface temperatures are barely discussed in the chapter and are not mentioned in Key Finding 1, so it is odd the topic is included in the traceable account, and while the data sources are given, no details are provided to show how the main conclusions are reached.

Key Finding 2: Accompanying the rise in average temperatures, there have been—as is to be expected—increases in extreme temperature events in most parts of the United States. Since the early 1900s, the temperature of extremely cold days has increased throughout the contiguous United States, and the temperature of extremely warm days has increased across much of the West. In recent decades, intense cold waves have become less common while intense heat waves have become more common. (*Extremely likely, Very high confidence*)

Key Finding 2 requires clarification and consistency of extreme events with the figures and evidence described, as stated in the Summary comments for this chapter. The statement that “the temperature of extremely warm days has increased across much of the West,” and “intense heat waves have become more common” is in direct contradiction (in message) to Table 6.2, which shows decreases in the warmest day of the year, and decreases in the warmest 5-day 1-in-10 year

event. This discrepancy needs to be addressed. Also, the description of evidence base provided for this key finding should include a discussion of how extreme temperatures during the Dust Bowl years have impacted relative changes in extreme temperatures over the recent period. The role of this event needs to be discussed in key findings (perhaps given its own key finding, or a discussion box). Further, it is difficult to understand how a statement that includes increases in extreme warmth can be associated with a high confidence or extremely likely statement, given that most of the graphics in this chapter show a decrease in extreme warmth in the historical record.

Key Finding 3: The average annual temperature of the contiguous United States is projected to rise throughout the century. Increases of at least 2.5°F (1.4°C) are projected over the next few decades, meaning that recent record-setting years will be relatively “common” in the near future. Increases of 5.0°-7.5°F (2.8°-4.8°C) are projected by late century depending upon the level of future emissions. (*Extremely likely, Very high confidence*)

The Committee recommends expressing the projected change in terms of a range, rather than “at least 2.5°F.” The range of 5.0°F-7.5°F is due to scenario uncertainty, and it would be appropriate to list the range of expected warming for each of the two emissions scenarios instead. Also, the description of evidence base is too general in citing broad assessments when it would be more appropriate to cite specific literature. Indication of what data set the projections are based on is needed, and how model weighting is applied (if it is). Finally, quantitative statements linked to “extremely likely” should include the appropriate ranges computed using multiple GCMs. The numbers used here do not match Table 6.4. There may be an undocumented mismatch in the area indicated, definition of “late century,” and which RCPs are considered, and this should be noted.

Key Finding 4: Extreme temperatures are projected to increase even more than average temperatures. The temperatures of extremely cold days and extremely warm days are both projected to increase. Cold waves are projected to become less intense while heat waves will become more intense. (*Extremely likely, Very high confidence*)

Similar to Key Finding 3, the description of evidence base should indicate what data set the projections are based on, and how model weighting is applied (if it is).

Are graphics clear, and do they appropriately reflect the major points in the text?

Figure 6.2 is not cited in the text and requires additional detail to provide support for chapter messages. Specific considerations are provided in Appendix A.

Figure 6.6 is not cited in the text and should either be removed or moved to Appendix B of the draft CSSR, where model weighting is discussed. The figure is also challenging to interpret and requires more explanation. The metric “distance from observations” would likely be confusing to the intended audience, and most scientists would require some knowledge of how that distance was calculated.

Figure 6.9 adds little to the chapter besides illustrating large geographic themes. It could be noted here that the empirical statistical downscaling improves on the coarse climate model output, by establishing a more geographically accurate baseline for number of days per year. Some of the changes are strongly tied to that baseline, which in turn is strongly tied to topography. That is, locations where minimum temperature is rarely < 32°F (southern Arizona, gulf coast) see only very small changes.

Table 6.2, specifically the fact that nearly half of the extremes presented here have gotten cooler, not warmer, does not support the assertions in Key Finding 2. Context should be provided to explain this discrepancy.

Tables 6.4 and 6.5 should include uncertainty ranges.

Are likelihood / confidence statements appropriate, and justified?

All key findings contain both a likelihood and confidence statement. Only one should be listed—probably the likelihood statement.

Are statistical methods applied appropriately?

No statistical significance of historical trends is provided. The Committee strongly recommends reporting past trends and future projected changes with a range of values using commonly accepted methods. See Section II.2 of this report for more detailed recommendations about the treatment of trends and statistics. Figures and tables should show statistical significance of changes in temperature. Text describing projected temperature changes, including captions, should indicate the number of models or simulations used to calculate the average change.

Is the chapter balanced? Are there areas that should be expanded, or removed?

For the most part, the chapter is balanced in the topics covered, with noted exceptions. The Committee suggests additional discussion of changes in daytime high temperature vs. nighttime low temperatures, that are consistent with the recommendations in Chapter II about extreme events.

Recommended changes to structure

As part of the restructuring recommended for Chapter 3, some of the attribution information could be moved to Section 6.2.

III.7 CHAPTER 7: PRECIPITATION CHANGE IN THE UNITED STATES

Summary

This chapter is structured with a series of subsections that address historic changes (annual and seasonal, then snow, extremes, extratropical cyclones, and detection and attribution) and a second series of subsections that address projections (seasonal means, snow, extremes, and hurricanes). This structure is easy to follow, and addresses the main topics. Given the importance of precipitation to water resources and hazardous extremes and the reality that these will be among the costliest manifestations of climate change, it is appropriate that the CSSR authors have broken out snow, as well as extratropical cyclones and hurricanes, as separate sections. Noting that Chapter 8 discusses drought, since drought is mentioned numerous times in Chapter 7, would also be helpful.

The Committee identified multiple sections where the chapter would benefit from further clarification and discussion of the breadth of available literature. The use of different historical periods in Section 7.1 is confusing for the reader. Some of this may be unavoidable given that results are reported from many publications that have made their own decisions as to historic periods. Nonetheless, the Committee suggests trying to identify trends over the last century (more or less), and the period of greatest GHG emissions, roughly the last 40-50 years. In some cases, it may be possible to replot results of others for these periods, or at least provide an interpretation that maps to these periods (or others that are defensible). Regardless, the time period evaluated should be clearly stated for all analyses. Additionally, the text is inconsistent in use of “ramp” vs

“step” trends (see also Section II.2). For instance, Figure 7.1 uses a step, which implies trend magnitudes that are half what they would be using a ramp. In most cases, ramp is preferable since manifestations of climate change occur gradually over time, with an exception being when some event may have caused an abrupt shift.

Chapter 7 seems to overstate the evidence for changes in precipitation extremes. For instance, the cited Westra et al. (2013) paper, reports that the number of statistically significant upward trends is larger (by a factor of 4 or so over the CONUS) than downward trends, but less than 9% of trends are statistically significant and upward and 5% would be expected due to chance. This suggests there may only be “weak evidence of increases in extremes” and the Committee recommends revising the text to better reflect the findings of relevant literature.

The snowpack discussion in this chapter focuses primarily on snow cover extent and lacks adequate discussion of snow water equivalent (SWE). Particularly over the West, where much of the annual runoff originates as snowpack, SWE in the springtime is critically important for hydrology and water resources, with snow cover extent being a much less important factor. The chapter should include some information about long-term SWE trends and increase discussion of this topic in the context of projections. There is recent work based both on observations and historical model reconstructions that could also be cited (e.g., Mote et al., 2016; Mao et al., 2015; and Margulis et al., 2016). An expanded section on snowpack, particularly SWE, could either be retained in this chapter or moved to Chapter 8, but should appear with a more comprehensive discussion in one.

SPECIFIC REVIEW COMMENTS RELATED TO THE STATEMENT OF TASK

Does the report accurately reflect the scientific literature? Are there any critical content areas missing from the report?

The chapter reflects the scientific literature reasonably well. Addressing the gaps noted previously with respect to precipitation change that affect hydrology will improve the chapter balance. For precipitation extremes, the Committee suggests reviewing the report, “Climate Stabilization Targets: Emissions, Concentrations, and Impacts over Decades to Millennia” (NRC, 2011). Although not as recent as some available literature, this publication addresses the topic and may be appropriate to include. The Committee did not think that any critical content areas were missing from the report.

Are the key findings presented clearly, and documented in a consistent, transparent and credible way?

Generally, the traceable accounts require the inclusion of more details about the science supporting the key findings and references to the literature. As written, there is not enough information to follow the line of evidence that underpins the findings. For example, Key Finding 3 points vaguely to “climate model projections and our understanding” which, combined with section 7.2.2, is insufficient to document how the calculations for Figure 7.7 were done in support of this key finding.

Key Finding 1: There are sizeable regional and seasonal differences in precipitation changes since 1901. Annual precipitation has decreased in much of the West, Southwest, and Southeast, and increased in most of the Northern and Southern Plains, Midwest, and Northeast. A national average increase of 4% in annual precipitation since 1901 is mostly a result of large increases in the fall season. (*Medium confidence*)

The Committee suggests deleting the first sentence of this key finding. The core of the finding is stated in subsequent sentences, and the fact that precipitation has increased slightly over the last century is primarily attributable to large scale droughts in the 1930s and 1950s. There are, however, important regional differences. The finding should also state the nature of changes over the post-1970 period, as noted previously.

Key Finding 2: Heavy precipitation events across the United States have increased in both intensity and frequency since 1901. There are important regional differences in trends, with the largest increases occurring in the northeastern United States. (*High confidence*)

This finding would be strengthened by focusing more specifically on the observation that, over the last century, heavy precipitation has increased in intensity and duration at a small, but statistically significant, number of stations. For stations where changes have been observed, a substantial fraction (about 80%) have been increases. The word ‘across’ implies ubiquity and therefore may not be the appropriate word choice. The finding should also include a statement about post-1970 trends.

Key Finding 4: Northern Hemisphere spring snow cover extent, North America maximum snow depth, and extreme snowfall years in the southern and western United States. have all declined while extreme snowfall years in parts of the northern United States. have increased (*medium confidence*). Projections indicate large declines in snowpack in the western United States and shifts to more precipitation falling as rain than snow in the cold season in many parts of the central and eastern United States (*high confidence*).

This key finding would be much more impactful if it focused primarily on CONUS (and perhaps Alaska), and on SWE rather than snow depth and extent. As written, it is not supported by any figure or table, although Figure 8.3 could be relevant but is not mentioned here. See also the Summary for this chapter.

Are graphics clear, and do they appropriately reflect the major points in the text?

Generally, yes, however, additional detail is needed for some figures. For instance, Figure 7.7 (and others) would benefit from a more informative title and labeling of the y-axis. As currently displayed, it is very difficult to interpret. Also, how many of the CMIP5 models are represented in Figure 7.7? The across-model variations seem low.

In Figure 7.8 the spatial variability in projected changes also seems low and, if correct, bears explanation. It should also be noted for this figure whether it makes a difference if the return period is different. For the extreme value distribution EV1, the quantiles are just a fixed multiple of the mean, so changes in the mean are proportionately reflected in changes at any given return period. While the same does not apply for other distributions, it may well be approximately true, so perhaps something could be said about how other return periods change.

Chapter 7 would benefit from tables equivalent to those in Chapter 6 (Tables 6.1, 6.2, 6.4, and 6.5). Chapter 6 also noted that there were differences in changes in extremes, depending on which extremes were considered. A table showing changes for three to four definitions of extreme precipitation would be helpful, or a strong justification for selecting only the 2-day 5-year event for the bar charts in Figure 7.7 and 1-day 20-year event for the map in Figure 7.8.

A figure illustrating changes in snow cover extent could also be useful to this chapter and Figure 7.5 could be moved to Appendix B in the draft CSSR.

Are likelihood / confidence statements appropriate, and justified?

For the most part, yes, they seem appropriate.

Are statistical methods applied appropriately?

As detailed earlier, trends should include statistical significance statements whenever possible throughout the chapter.

Is the chapter balanced? Are there areas that should be expanded, or removed?

The chapter is reasonably well balanced.

III.8 CHAPTER 8: DROUGHTS, FLOODS, AND HYDROLOGY

Summary

This chapter is organized differently from Chapter 7, from which it logically follows. Chapter 7 includes first a historical context (basically trends) in the different subtopics then projections for each. The Committee recommends this structure also be used for Chapter 8 to provide a clear picture of what has been happening over about the last century, and what is projected to happen in the future. Also, wildfire (Section 8.3) does not fit naturally with the subject of the chapter as represented by the title, and probably belongs elsewhere in the report, perhaps Chapter 10. Finally, the title implies a rigorous consideration of hydrology (i.e., full hydrological cycle, including for instance groundwater). While there are well-defined subsections for droughts and floods, there is not for hydrology, creating a structural mismatch with the title. Perhaps the chapter could include some brief narrative about what is meant by 'hydrology' in this context, point out what is not covered, or revise the title to better reflect the chapter content.

A number of substantial improvements are strongly recommended for Chapter 8 beyond these organizational suggestions. The Committee recommends that the chapter authors consider consulting with hydrologic experts to assist in revising this chapter. More extensive input from researchers with such expertise would help ensure that the final text is more authoritative and balanced.

Most of the primary recommendations for this chapter are framed through the content presented in the key findings. Revising the chapter text to reflect these recommendations given for key findings will help to strengthen the chapter.

Key Finding 1: Recent droughts and associated heat waves have reached record intensity in some regions of the United States, but, by geographical scale and duration, the Dust Bowl era of the 1930s remains the benchmark drought and extreme heat event in the historical record. (*Very high confidence*)

Key Finding 1 does not fully reflect the science regarding trends in droughts. While some specific regions have experienced recent droughts of record intensity, analysis of global and continental-scale trends indicates that drought severity and other statistics have actually declined (e.g., Sheffield et al., 2012; Andreadis and Lettenmaier, 2006; and Mo and Lettenmaier, 2015). Recent research finds that over about the previous 100 years, slight increases in precipitation (which are noted in Chapter 7) have overcome increased evapotranspiration (ET), resulting in generally increased soil moisture (Andreadis and Lettenmaier, 2006). Also, low flows (another indicator of drought) have become less common across much of the country, as documented in

references such as Lins and Slack (1999 and 2005), as well as other U.S. Geological Survey publications which could be cited and discussed.

Key Finding 3: Future decreases in surface soil moisture over most of the United States are *likely* as the climate warms. (*High confidence*)

Key Finding 3 does not accurately reflect the current state of understanding about the link between soil moisture and temperature. Changes in soil moisture depend entirely on the balance between precipitation changes and ET changes (presumably increases). A common misconception, which is reflected in some of the work on drought, is that potential evapotranspiration is strongly related to temperature, and hence temperature increases result in strong increases in ET. However, ET over most parts of the United States is dominated by net radiation, which in turn is dominated by solar radiation, which is not temperature dependent. Other factors that influence ET could be affected by warming and other climate trends, in particular, vapor pressure deficit and longwave radiation, are temperature dependent and solar radiation depends on cloud cover. Terms related to vapor pressure deficit are also controlled by wind, and there are studies showing that near-surface wind speeds generally have been going down. The potential of changes in these factors to influence future ET are not well understood yet, making it difficult to make statements about future soil moisture with high or even medium confidence.

Key Finding 4: Reductions in western U.S. winter and spring snowpack are projected as the climate warms. Under higher emissions scenarios, and assuming no change to current water-resources management, chronic, long-duration hydrological drought is increasingly possible by the end of this century. (*Very high confidence*)

The magnitude of projected snowpack decreases in Key Finding 4 may be understated. The draft CSSR could reasonably use words like “substantial,” as virtually all projections show large decreases in snowpack by mid-century. This key finding could also be strengthened by framing this topic as a change in an annual pattern rather than an episodic change (which is how droughts are typically framed). Further, including a sentence about how runoff timing and volumes are expected to change and how this change is linked to natural storage in the snowpack would improve this key finding and could be stated with high confidence.

Key Finding 5: Detectable increases in seasonal flood frequency have occurred in parts of the central United States. This is to be expected in the presence of the increase in extreme downpours known with high confidence to be linked to a warming atmosphere, but formal attribution approaches have not certified the connection of increased flooding to human influences. (*Medium confidence*)

Findings concerning trends in flooding are highly complex and spatially variable, and this key finding could be improved by revising the text to specifically articulate this. Within the existing literature, few locations show statistically significant changes in flooding nor have they been clearly linked to precipitation or temperature. Generally, a mixture of downward trends and upward trends are observed (e.g., Lins and Slack, 1999, 2005), and when upward trends are observed, they have been shown for a relatively small proportion of measurement stations. Other factors, including land cover, have been found to contribute to observed patterns (Vogel et al., 2011). There is some evidence of upward trends in precipitation extremes, but essentially none in floods, and this remains an outstanding research issue.

Additional Chapter-Level Summary Recommendations

This chapter could include a finding focused on snowpack and associated seasonal runoff timing changes, especially across the West. While this is not new, it is well understood and has clear hydrologic consequences. As shown in Mote et al. (2016), the exceptionally low spring 2015 snowpacks were pervasive across the West. Such conditions may become the norm in future decades. This important contributor to water scarcity has not only been detected, but also attributed to human-caused climate change. Mention of this observation-based finding before discussion of related future projections would improve this chapter.

The discussion of the California drought and attribution would be more appropriately balanced by including additional literature and stronger recognition of the known complexities and outstanding research questions. Collectively, existing studies do not use a sufficiently consistent formulation to lay out a clear case for attribution and this should be stated (e.g., Swain et al., 2014; Wang and Schubert, 2014; and Funk et al., 2014). The California drought is also unusual, as observed in the exceptional warmth in the winters of 2013-2014 and 2014-2015, especially the latter. This raises the question, as yet unanswered, of whether droughts in the western United States are shifting from precipitation control (as shown by Mao et al., 2015) to temperature control. There is some evidence to support a relationship between mild winter and/or warm spring temperatures and drought occurrence (Mote et al., 2016). This is a topic that could be addressed more strongly, with a view to changes in the full hydrologic cycle, which receives little coverage in this chapter otherwise.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that this chapter needs to provide a more comprehensive overview of the state of understanding of hydrologic change as documented in the literature. Addressing the gaps detailed throughout this chapter review will considerably improve the impact of this chapter.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Some of the key findings should be revised, as described in earlier comments on this chapter.

Are graphics clear, and do they appropriately reflect the major points in the text?

Concerns noted above and in the Chapter 7 review for figures also pertain here. More specifically, for Figure 8.1, the Committee recommends using a more accepted method of showing variations in soil moisture in multi-model settings. One such approach is to use soil moisture percentiles rather than the raw model output. This approach better recognizes that inter-model differences are large, which is difficult to capture in the current figure, where the range in change is small and generally within the range of variability among models.

For both Figures 8.1 and 8.2, why distinguish between “small compared to natural variations” and “inconclusive”? Recommend simplifying and using stippling only.

The Committee recommends replacing Figure 8.3 with an off-line land surface model run with bias corrected inputs, which will represent elevation effects much better and remove the

considerable GCM biases. Or, include other simulations, perhaps with hydrologic models, if available.

As part of the revisions recommended for this chapter, the Committee suggests identifying new figures that reflect the revised text.

Are likelihood / confidence statements appropriate, and justified?

See previous comments for recommendations to improve likelihood/confidence statements associated with the key findings.

Are statistical methods applied appropriately?

Throughout this chapter, greater statistical context, particularly that on historical trends and attribution, would strengthen the chapter.

Is the chapter balanced? Are there areas that should be expanded, or removed?

The chapter requires a more robust discussion of the hydrologic context in order to accurately represent the hydrology component named in the title.

Recommended changes to structure

As stated in the Summary comments, the Committee thinks that it would be more effective to use the Chapter 7 structure with historical trends first, then projections.

III.9 CHAPTER 9: SEVERE STORMS

Summary

The Committee commends the authors for producing a very strong draft chapter. Minor revisions are described in this section, but no major concerns about the chapter were raised.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that for the most part the chapter accurately reflects the scientific literature, with one important exception. References to “challenging the IPCC AR5 consensus” with regard to findings in changes in tropical cyclone (TC) intensity and frequency might be overly broad. It appears that only the findings on frequency are subject to a qualitative challenge, since the first such “challenge” (page 311, lines 1-3) seems to question only the magnitude but not the sign of the hypothesized relationship between warming and intensification of TCs.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

Key Finding 1: Human activities have contributed substantially to observed ocean-atmosphere variability in the Atlantic Ocean (*medium confidence*), and these changes have contributed to the observed increasing trend in North Atlantic hurricane activity since the 1970s (*medium confidence*).

The Committee recommends preceding this with an appropriate statement describing observed trends in TC properties in the North Atlantic. Without this, the relatively low confidence in attribution might be confused as low confidence in detection. It is important to be clear about the difference. For example, IPCC AR5 2013 was very confident in the existence of a trend in TC activity on the North Atlantic.

Key Finding 2: For Atlantic and eastern North Pacific hurricanes and western North Pacific typhoons, increases are projected in precipitation rates (*high confidence*) and intensity (*medium confidence*). The frequency of the most intense of these storms is projected to increase in the Atlantic and western North Pacific (*low confidence*) and in the eastern North Pacific (*medium confidence*).

The Committee suggests adding an appropriate statement about expected trends in overall number (frequency) of TCs. The chapter language on page 309, lines 20-22 is particularly effective, and could be included as part of this key finding: “Both theory and numerical modeling simulations (in general) indicate an increase in TC intensity in a warmer world, and the models generally show an increase in the number of very intense TCs.”

Key Finding 3: Tornado activity in the United States has become more variable, particularly over the 2000s, with a decrease in the number of days per year experiencing tornadoes, and an increase in the number of tornadoes on these days (*high confidence*). Confidence in past trends for hail and severe thunderstorm winds, however, is *low*. Climate models consistently project environmental changes that would putatively support an increase in the frequency and intensity of severe thunderstorms (a category that combines tornadoes, hail, and winds), especially over regions that are currently prone to these hazards, but confidence in the details of this increase is *low*.

The Committee is concerned that confidence in observed tornado trends may be less than “high,” owing to, e.g., issues of shifting completeness of observational network. If high confidence is in fact warranted, the Committee suggests adding some supporting information in the traceable account. As written, it is unclear how the traceable account supports the key finding, as it appears to be internally inconsistent. Compare, for example, page 321, lines 24-25 (“virtually all studies”) with page 310, line 28 “medium confidence that [human factors] contributed....”

Are graphics clear, and do they appropriately reflect the major points in the text?

The figures are a weak point in an otherwise strong chapter and the Committee recommends significant revisions.

Figure 9.1 has limited relevance, as it pertains to the western north Pacific region. If an effective figure pertaining to the North Atlantic can be found, that might be more useful.

In Figure 9.2 the only results of any apparent statistical significance pertain to the western Pacific region and thus are of relatively limited interest for this U.S.-focused draft CSSR. The results for locations near the continental United States appear to show very small differences having no statistical significance. If this is wrong, the Committee recommends providing supporting information, for example 95% confidence limits, on the differences. It appears that those limits are

very broad, meaning that the range of possible trends is very large—probably so large as to not constrain things enough to be interesting.

In Figure 9.3 it is unclear whether the apparent trend seen in the red curve is statistically significant. If it is possible to provide information supporting its statistical significance, the Committee recommends doing so.

Figure 9.4 could be improved by removing some panels and enlarging others. The upper right panel is too small to read easily. This could be remedied to some extent by zooming in on the United States. The lower left panel could be deleted, as it appears to be simply a map of measured extreme precipitation events with an editorial comment about atmospheric rivers (ARs) and the same point is made more effectively in the bottom right panel.

Are likelihood / confidence statements appropriate, and justified?

Yes, the statements appear appropriate and justified.

Are statistical methods applied appropriately?

Yes, statistical methods appear to be applied appropriately.

Is the chapter balanced? Are there areas that should be expanded, or removed?

Yes, the chapter is balanced.

Recommended changes to structure

The authors should consider how and where different types of extreme precipitation and flooding are covered in the draft CSSR and ensure linkages across chapters. Chapter 9 mentions flood risk associated with ARs, but the chapter on flooding (Chapter 8) does not discuss risk associated with ARs. Chapter 9 also covers convective storms and ARs and it would be good to point out that Chapter 7 provides a complete discussion of variability in precipitation, irrespective of specific physical mechanism(s) driving that variability. Mechanisms of variability are important when it comes to improving understanding, but given the draft CSSR is intended to inform NCA4 description of impacts, it is important to quantify as well as possible variability on all time scales, irrespective of physical cause. Finally, it would also be beneficial to indicate that floods due to storm surge are covered in Chapter 12, Sea Level Rise.

Projections of ARs indicate greater frequency and intensity. Does this translate to increased precipitation in California? The text blurs some of the important differences between ARs in California, where they can increase snowpack, and ARs in the Northwest, where they almost invariably remove snowpack.

The box about the “hurricane drought” is good. Is there a corresponding discussion elsewhere about how this might affect preparedness?

III.10 CHAPTER 10: CHANGES IN LAND COVER AND TERRESTRIAL BIOGEOCHEMISTRY

Summary

This chapter covers a great deal of ground, and generally does a good job describing the state of science in many of its topics. Many of these areas have seen advances in science and

conceptual understanding since NCA3, and certainly since the IPCC AR5. However, the Committee found many parts of this chapter problematic, and provides a number of suggestions for improving it here. These overarching comments are ranked here in roughly descending order of importance.

- The Key Findings are often not supported by the description of evidence base provided. They also do not match well with the chapter text, and are even inconsistent with it at times.
- The chapter puts too much emphasis on growing season length and albedo, and consistently plays down the direct effects of temperature and precipitation in driving ecosystem responses to climate change. The Committee recommends significantly condensing Sections 10.2.4 and 10.3.1, while more prominently acknowledging temperature and precipitation effects throughout.
- Following the last point, drought and tree mortality should be given a more in-depth discussion, given the extensive recent research and findings in this area, and the fact that this is one of the chapter's key findings.
- Throughout, the text is prone to vague and weak statements, sometimes with no clear connection to the information that the authors intend to convey; for example, page 337, lines 9-11, page 339, lines 13-14, page 344, lines 2-5, page 345 lines 1-3, page 346, lines 16-18. Text should be precise and clear. Structurally, paragraphs in this chapter frequently lack strong topic sentences and combine multiple topics, often in a confusing way.
- The chapter title does not match the chapter's content, as land use/land cover change is really only mentioned in the introduction and on page 342.
- None of the chapter's key findings appear in the ES.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that the chapter generally accurately reflects the scientific literature in specific areas, and that no critical content areas are missing from the draft report. However, the discussion of some topics in the report should be expanded, while the emphasis on others should be reduced (see Summary), and better linkages to the key findings are needed.

Are the key findings presented clearly, and documented in a consistent, transparent and credible way?

Key Finding 1: Changes in land use and land cover due to human activities produce changes in surface albedo and in atmospheric aerosol and greenhouse gas concentrations. These combined effects have recently been estimated to account for $40\% \pm 16\%$ of the human-caused global radiative forcing from 1850 to 2010 (*high confidence*). As a whole, the terrestrial biosphere (soil, plants) is a net "sink" for carbon (drawing down carbon from the atmosphere) and this sink has steadily increased since 1980, in part due to CO₂ fertilization (*very high confidence*). The future strength of the land sink is uncertain and dependent on ecosystem feedbacks; the possibility of the land becoming a net carbon source cannot be excluded (*very high confidence*).

The description of evidence base provided for Key Finding 1 seems to be referring to albedo effects only. Since the finding is about both albedo and GHG effects, the evidence should also address both. Note that this type of concern is a recurring one throughout this chapter.

Also, Key Finding 1 and Figure 10.2 seem somewhat inconsistent with the information in Figures 2.3, 2.6, and 2.7. In particular, no reason is given for starting in 1850 instead of 1750, the reader's attention is not directed to Chapter 2, and the method of partitioning each contribution into LULCC and non-LULCC is not stated. The partition shown for CO₂ is plausible given Figure 2.7, but only if the enhanced land carbon sink is ignored. Agriculture is a major source of N₂O but this is true even if land use were not changing to increased arable land, so it seems a stretch to ascribe all N₂O emissions to LULCC. The discussion of nitrogen on page 341 does not address N₂O emissions or their relationship to LULCC. In summary, basing Key Finding 1 on one study (page 342, line 19) should constitute low confidence.

Key Finding 2: The increased occurrence and severity of drought has led to large changes in plant community structure with subsequent effects on carbon distribution and cycling within ecosystems (for example, forests, grasslands). Uncertainties about future land use changes (for example, policy or mitigation measures) and about how climate change will affect land cover change make it difficult to project the magnitude and sign of future climate feedbacks from land cover changes. (*High confidence*)

There is a major mismatch between this key finding, which is about the past, and the description of the evidence base, which is about the future. For this reason, the description of the evidence base is incomplete and a more thorough description of the data, evidence, and relevant studies should be included. In addition, there is strong evidence for impacts of drought on plant community structure, but the evidence for "increased occurrence and severity of drought" is not presented and not clearly supportable. Note also that, as described in Section III.8, it is far from clear that there is really an "increased occurrence of drought." Additionally, the tone of Key Finding 2 is essentially opposite that of Key Finding 1. Key Finding 1 says the land is a net carbon sink and Key Finding 2 says drought is having an impact. Both can be right, but the juxtaposition requires explanation. Finally, this key finding could be better linked to the more extensive treatment of drought in Chapter 8.

Key Finding 3: Since 1901, the consecutive number of both frost-free days and the length of the corresponding growing season has increased for all regions of the United States. However, there is important variability at smaller scales, with some locations showing decreases of as much as one to two weeks. Plant productivity has not increased linearly with the increased number of frost-free days or with the longer growing season due to temperature thresholds and requirements for growth as well as seasonal limitations in water and nutrient availability (*very high confidence*). Future consequences of changes to the growing season for plant productivity are uncertain.

This key finding is mostly about climate variables (length of the frost-free season) while the evidence is about ecosystem responses. One cannot conclude that the evidence supports the finding.

Key Finding 4: Surface temperatures are often higher in urban areas than in surrounding rural areas, for a number of reasons including the concentrated release of heat from buildings, vehicles, and industry. In the United States, this urban heat island (UHI) effect results in daytime temperatures 0.9°-7.2°F (0.5°-4.0°C) higher and nighttime temperatures 1.8°- 4.5°F (1.0°- 2.5°C) higher in urban areas, with larger temperature differences in humid regions (primarily the eastern United States) and in cities with larger populations.

The UHI effect will strengthen in the future as the spatial extent and population of urban areas grow. (*High confidence*)

This key finding includes a very thin description of the evidence base that does not really support the assertions made in the finding. It should be expanded and clarified, or the key finding should be deleted.

Are graphics clear, and do they appropriately reflect the major points in the text?

The graphics are generally clear, but Figures 10.1 and 10.2 are probably not both necessary, and one might be replaced by a table. Discussion of figures in the text, particularly Figure 10.2, is too brief and should be expanded on for the figure to provide value to the chapter. Regardless, figures require better explanation in their captions. For Figure 10.1, “LULCC” should be defined and captions in general need to be clearer and more informative. The Figure 10.2 caption should refer to Figure 2.3 since the Myhre et al. (2013) forcings are shown, and include more detail.

Are likelihood / confidence statements appropriate, and justified?

Yes, the statements are appropriate and justified.

Are statistical methods applied appropriately?

The Committee is concerned about ad hoc time period choices and unqualified assertions of trends. This is addressed in general comments about the entire draft report (see Section II.2).

Is the chapter balanced? Are there areas that should be expanded, or removed?

The chapter could be better balanced, as detailed earlier in Section III.10.

III.11 CHAPTER 11: ARCTIC CHANGES AND THEIR EFFECTS ON ALASKA AND THE REST OF THE UNITED STATES

Summary

Some of the global consequences of climate change in the Arctic are potentially catastrophic and irreversible. There may also be physical thresholds beyond which these consequences become inevitable (even if they might unfold over centuries). For these reasons, this topic has both importance and policy urgency, and a thorough treatment in the draft CSSR is important. The third-order draft of this chapter is a sound foundation, and the Committee encourages the authors to consider the following points as they revise the chapter.

Are the key findings presented clearly, and documented in a consistent, transparent and credible way?

Key Finding 1: For both the State of Alaska and for the Arctic as a whole, near-surface air temperature is increasing at a rate more than twice as fast as the global-average temperature. (*Very high confidence*)

This key finding needs to be supported by stronger evidence than is currently provided on page 371, lines 26-35. As written, it contains illogical and confusing reasoning and contradictory conclusions. Are the satellite observations of the middle troposphere or the surface temperature? If longer records indicate that decadal variability dominates, why base Key Finding 1 on a study of temperature change since 1981? A strong topic sentence that summarizes the main message would help, instead of starting with “Satellite observations”. Additional detail should also be provided in the traceable account.

Key Finding 3: Arctic sea ice and Greenland Ice Sheet mass loss are accelerating and Alaskan mountain glaciers continue to melt (*very high confidence*). Alaskan coastal sea ice loss rates exceed the Arctic average (*very high confidence*). Observed sea and land ice loss across the Arctic is occurring faster than climate models predict (*very high confidence*). Melting trends are expected to continue resulting in late summers becoming nearly ice-free for the Arctic ocean by mid-century (*very high confidence*).

This key finding discusses sea ice projections, but the description of evidence base mentions only observations. Presumably the projections are based in some way on CMIP5 simulations, but specific literature should be cited.

Key Finding 4: Human activities have contributed to rising surface temperature, sea ice loss since 1979, and glacier mass loss observed across the Arctic. (*High confidence*)

The confidence level associated with Key Finding 4 seems low and the Committee recommends evaluating whether a higher confidence level might be appropriate. In either case, a more transparent reasoning process should be laid out in the traceable account. Recent work by Kirchmeier-Young et al. (2016) may also be relevant to cite here.

Key Finding 5: Atmospheric circulation patterns connect the climates of the Arctic and the United States. The mid-latitude circulation influences Arctic climate change (*medium to high confidence*). In turn, current evidence suggests that Arctic warming is influencing mid-latitude circulation over the continental United States and affecting weather patterns, but the mechanisms are not well understood (*low to medium confidence*).

There is universal recognition that Arctic influence on mid-latitude weather is an area of active research (as pointed out in the draft CSSR) and the Committee supports including some discussion of this topic in the chapter, with citation of the full breadth of current research perspectives on this linkage. However, because no scientific consensus on this topic has been reached, the Committee strongly recommends removing Key Finding 5, so as to not place disproportionately high emphasis on a topic where there is currently little confidence.

Introduction: The second to last paragraph of the introduction mentions unique challenges associated with improving understanding of the Arctic. This is appropriate, but the Committee is concerned that this might leave the reader with the impression that we do not know enough to usefully inform policy, which is not the case. The final paragraph in the Introduction (page 371, lines 14-15) would be strengthened by stating not only that our understanding is improving, but also that it is advanced enough at present to effectively inform policy. It may also be worthwhile to explicitly state that Alaska is in the Arctic, making the United States an Arctic nation (the first sentence implies that it is not).

Permafrost: GHG emissions from thawing permafrost are an important mechanism by which the Arctic affects the rest of the planet. With this in mind, the key finding on GHG emissions from thawing permafrost should be stronger. Saying only that “The overall magnitude of the permafrost-carbon feedback is uncertain” is, while strictly true, not helpful. While the Committee recognizes that these emissions are quite uncertain, it is clear that these emissions have the potential to complicate our ability to meet policy goals like limiting warming to 2°C, as is a target in the Paris Agreement. This should be stated. Further, the discussion of permafrost should be separated from discussions of snow cover and methane hydrates, with the entire discussion of permafrost provided in one contiguous section. The report emphasizes methane release from permafrost, which may not be appropriate. While permafrost is a source of methane, the text should explicitly note that at present, research indicates that more carbon is released from permafrost as CO₂ than as methane. Finally, it is important to be sure that GHG emissions from thawing permafrost are considered consistently throughout the draft CSSR. In particular, the discussion of remaining allowable emissions consistent with meeting the 2°C goal (ES, page 27, lines 17-24) appears not to consider these emissions. The Committee considered this to be an important oversight. Similarly, the discussion of permafrost in Chapters 1 and 15 should be revisited in light of the above comments to ensure consistency.

Greenland Ice Sheet: Discussion of Greenland Mass Balance here overlaps substantially with Chapter 12, which provides a more thorough overview. The Committee recommend trimming this passage and referring to the equivalent in Chapter 12. The discussion that is provided in Chapter 11 is overly focused on recent observed trends in ice sheet mass loss. While this is an important topic, there should also be a short discussion of future trends. For example, is there a threshold beyond which eventual complete melting becomes inevitable? Do we know where this threshold is? (e.g. see Robinson et al., 2012). If so, how long would complete disintegration take? The implications of Greenland ice sheet mass loss for SLR and potential impacts on ocean circulation should be mentioned and linked to more detailed discussion elsewhere in the report, including that of model sensitivity in Chapter 15 and as previously noted, Chapter 12.

Sea ice extent: The projection is made that the Arctic will become “ice free (in summer) by mid-century.” It is further stated that “natural variability...future emissions, and model uncertainties ... all influence sea ice projections.” This last statement is indisputable, but it would be helpful if something more specific could be said about the importance of future emissions on the fate of summer sea ice. In other words, how much control do we have (in principle) over whether and when summer Arctic sea ice disappears?

Arctic connections to mid-latitude weather: This is characterized in Chapter 9 as low confidence and low to medium confidence in Chapter 11. Regardless of which of these is most appropriate, the draft CSSR should be internally consistent. See the more detailed recommendation on this topic provided with Key Finding 5 earlier in this section.

III.12 CHAPTER 12: SEA LEVEL RISE

Summary

This is a strong chapter. It is well written, uses graphics effectively, and provides an excellent, comprehensive overview of the individual factors contributing to SLR, with particular emphasis on its spatial heterogeneity. The chapter represents a substantial departure from previous assessments of SLR (including the NCA3), and represents a substantial advance relative to previous

U.S. sea level assessments. Another particular strength of the chapter is the outlook beyond the year 2100. The Committee thinks that the potential rates of global mean sea level (GMSL) rise in the next century should also be discussed, because they are in the > cm/yr range, which poses particular challenges for coastal infrastructure, etc.

Notable changes relative to previous work include the revision of future GMSL scenarios, in line with the recent findings of the U.S. Interagency Sea Level Task Force (Sweet et al., 2017). The new scenarios now consider six discrete GMSL trajectories, in comparison with four used previously. In a further departure from previous assessments, the new, individual sea level scenarios are placed in context with published probabilistic projections of future sea level following standard RCP emissions scenarios (e.g., Kopp et al., 2014, 2016). The chapter considers and contextualizes the latest results from ice-sheet modeling that includes physical processes not previously considered at the ice-sheet scale. The chapter also breaks new ground relative to previous reports by providing some regional guidance on the expected departure of future relative SLR around the North American coastline, relative to GMSL estimates. This regionalized analysis also includes guidance on evolving recurrence probabilities of high water (flood events), which is particularly useful.

No fundamental deficiencies were found, however the Committee did raise several issues that should be addressed to improve the presentation of the material and overall clarity of the chapter, or highlighted and given even more emphasis.

- The Committee recommends considering the advantages of reducing the dates/time intervals in use (perhaps focusing on 1900 to 2000, and 1993 to present), if possible, for greater consistency. This would serve to simplify comparisons of past SLR with the tabulated future sea-level estimates expressed relative to the year 2000. The need for consistent, simple time intervals applies to the entire chapter, including Section 12.4.2, which mixes discussions of post-1970s and post-1900 eras.
- The elevated sea level (6m to 9.3m) during the Last Interglacial provides a powerful message that the polar ice sheets are sensitive to modest warming. Adding some discussion that sea level was likely even higher during previous interglacials, including MIS-11 (~400ka), when GMSL might have been 6-13m higher than today (Raymo and Mitrovica, 2012), and likely even higher still during the Pliocene (~3 million years ago; Rovere et al., 2014) could be considered. The Committee strongly recommends moving Figure 4.3 to Chapter 12, where it would be more effective and illustrative of GMSL sensitivity to past warming. Removing the CO₂ values from Figure 4.3, to avoid complications associated with the influence of orbital versus GHG radiative forcing during these past time periods is also recommended.
- While the accelerating rate of GMSL rise since the late 20th century is described in the chapter, it is an important statement that could be emphasized further. This also applies to the notion that loss of land ice is overtaking thermosteric effects as the primary contributor.
- The chapter does a nice job of illustrating the radically different regional responses (fingerprints) to Greenland vs Antarctic ice-sheet retreat (Figure 12.1). However, the simple notion that North America faces greater risk from ice loss in Antarctica than from ice loss in Greenland is not as simply and clearly stated as it could be. This point should be emphasized, because it relates directly to the subsequent discussion on the potential for drastic Antarctic ice loss.
- The Committee noted that the impacts of changes in land-water storage (past and projected) are not sufficiently covered, although the Committee acknowledges that the land-water storage component is relatively modest and is considered in the likely ranges of SLR based on Kopp et al. (2014). Some additional discussion on this topic could be helpful.

- Some of the “emerging science” described in the chapter (DeConto and Pollard, 2016, Golledge et al., 2015) shows that the loss of marine-based ice (in West Antarctic for example) is a long term (millennial timescale) commitment, due to the slow thermal response (cooling of the ocean). The effective “permanent” loss of marine-based ice would obviously have lasting/irreversible impacts on U.S. coastlines and should be mentioned.
- The spatial pattern of recent and ongoing thermosteric SLR (indirectly illustrated in Figure 12.2) is somewhat marginalized. While the potential for future impacts caused by thermal expansion is smaller than from ice sheet loss, the thermosteric effects are already impacting locations in the western Pacific with U.S. economic, strategic, and humanitarian interests; and will continue to do so regardless of ice sheet loss. A similar point can be made for the ocean dynamical effects on regional sea level, which seems underemphasized, relative to the potential impacts they could have along the U.S. East Coast.
- The Committee appreciates the cautious treatment of new ice sheet modeling that implies the potential for much higher SLR in coming decades and centuries than previously reported (e.g., DeConto and Pollard, 2016). While it is important for the draft CSSR to consider the full range of physically plausible SLR, this discussion could be balanced by also mentioning alternative modeling (e.g., Ritz et al., 2015) that implies more modest future SLR. While Ritz et al. (2015) do not directly account for the glaciological mechanisms considered by DeConto and Pollard (Marine Ice Sheet and Marine Ice Cliff Instabilities), their work does provide an alternative view of Antarctica’s potential contribution to future SLR that should also be mentioned for completeness.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that the chapter accurately reflects the current scientific literature on this topic, although the discussion of drastic Antarctic ice-sheet retreat could be broadened by comparing the recent results of DeConto and Pollard (2016) with Ritz et al. (2015) as already noted. Discussion of ocean heat content and influence on SLR should also be provided and appropriate, up-to-date references added.

In addition to the comments made previously, the Committee recommends an expanded discussion regarding the onset of anthropogenic influences on SLR, and further recommends that the authors consider enhancing their graphics to illustrate the anthropogenic contributions to past (and future) GMSL rise, and perhaps a breakdown of the relative contributions to GMSL from the individual processes and sources described in the report. This would provide an important update to Figure 13.1 in IPCC AR5 (Church et al., 2013).

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

The Committee compliments the overall clarity of the chapter, and the well-written background content on what causes global and relative SLR. The chapter could be improved by consistent treatment of time scales wherever possible.

Key Finding 1: Global mean sea level (GMSL) has risen by about 8-9 inches (about 20-23 cm) since 1880, with about 3 of those inches (about 7 cm) occurring since 1990 (*very high confidence*). Human-caused climate change has made a substantial contribution to GMSL rise since 1900 (*high confidence*), contributing to a rate of rise faster than during any comparable period since at least 800 BCE (*medium confidence*).

The Committee recommends the use of consistent time intervals in their discussion of past SLR, particularly avoiding mixing discussion of post 1880 and post 1900 GMSL in the same paragraph, if possible. In that case, the first sentence might read something like “Global mean sea level (GMSL) has risen by about 7.5 inches (about 19 cm) since 1900....” Some further discussion/clarification would be helpful, as to when in the 20th century the anthropogenic influence on GMSL began. The traceable accounts reflect the current state-of-the science, and confidence levels are appropriate.

Key Finding 2: Relative to the year 2000, GMSL is *very likely* to rise by 0.3–0.6 feet (9–18 cm) by 2030, 0.5–1.2 feet (15–38 cm) by 2050, and 1 to 4 feet (30–130 cm) by 2100 (*very high confidence in lower bounds; medium confidence in upper bounds for 2030 and 2050; low confidence in upper bounds for 2100*). Emissions pathways have little effect on projected GMSL rise in the first half of the century, but significantly affect projections for the second half of the century (*high confidence*). Emerging science regarding ice sheet stability suggests that, for high emissions, a GMSL rise exceeding 8 feet (2.4 m) by 2100 cannot be ruled out.

The Committee thinks it is important to state that very high (> 2.4m) SLR by 2100 is physically possible, but the language “cannot be ruled out” is vague, open to interpretation, and does not provide useful guidance. The traceable accounts reflect the current state-of-the art, and confidence levels are appropriate.

Key Finding 3: Relative sea level (RSL) rise in this century will vary along U.S. coastlines due, in part, to: changes in Earth’s gravitational field and rotation from melting of land ice, changes in ocean circulation, and vertical land motion (*very high confidence*). For almost all future GMSL rise scenarios, RSL rise is *likely* to be greater than the global average in the U.S. Northeast and the western Gulf of Mexico. In intermediate and low GMSL rise scenarios, it is *likely* to be less than the global average in much of the Pacific Northwest and Alaska. For high GMSL rise scenarios, it is *likely* to be higher than the global average along all U.S. coastlines outside Alaska (*high confidence*).

This key finding lists several locally important processes in a way that diverts attention from the fact that if future ice loss is dominated by Antarctica (vs Greenland), much of the U.S. coastline will experience considerably more relative SLR than the global average. The traceable accounts reflect the current state-of-the art, and confidence levels are appropriate.

Key Finding 5: The projected increase in the intensity of hurricanes in the North Atlantic could increase the probability of extreme coastal flooding along the U.S. Atlantic and Gulf Coasts beyond what would be projected based solely on RSL rise. However, there is *low confidence* in the magnitude of the increase in intensity and the associated flood risk amplification, and it could be offset or amplified by other factors, such as changes in hurricane frequency or tracks.

Given the importance of long-duration winter storms on East Coast flooding in particular, the Committee recommends considering whether this key finding should be extended to include a comment on extratropical cyclones, in addition to Hurricanes. The traceable accounts reflect the current state of science, and confidence levels are appropriate.

Are graphics clear, and do they appropriately reflect the major points in the text?

The figures are generally clear and appropriately reflect the key points, although some specific recommendations are noted here.

As noted previously, the Committee recommends that Figure 4.3 (with the CO₂ values removed) be moved to Chapter 12, where it would be more effective at illustrating the potential sensitivity of the polar ice sheets to warming.

Figure ES.8 does not appear in Chapter 12 even though it shows SLR data. The Committee suggests that the figure be moved to Chapter 12, perhaps with a single representative city left as a figure in the ES, and discussed appropriately. Removal of the U.S. basemap would allow the individual time series to be expanded. At present, the axes on the individual panels are so small they are almost illegible. Furthermore, the y-axes should stop at 365, to reinforce that they are 'days per year' which is why the annual occurrences of daily flooding saturate near the end of the time-series, and a note added to the caption that this limit results in many of the curves having an inflection point. The choice of colors (blue and teal) could also be reconsidered for added clarity.

For Figure 12.2, panel labels 'a,' 'b,' and 'c' are missing, although they are mentioned in the caption. The Discussion of Figure 12.2c in the text could also better match the time period shown in the figure.

Figure 12.3 mixes meters and feet and should be edited to be consistent in the use of units.

Are likelihood / confidence statements appropriate, and justified?

Likelihood and confidence statements are generally appropriate and justified. The Committee also notes the importance of considering new science hinting at the potential for much higher future sea level than previously reported, but agrees that the confidence in this finding is still low and requires ongoing research. That said, the Committee questions the wording that GMSL > 2.4m by 2100 "cannot be ruled out" as this is too open to interpretation and could be misconstrued as 'barely' possible, for example. Given the importance of this issue, this wording should be reconsidered.

Are statistical methods applied appropriately?

The Committee commends the blending of discrete sea level scenarios with a probabilistic approach and has no recommendations regarding the statistical methods used.

Recommended changes to structure

The chapter is well balanced, although the introduction is thinner than other chapters and some modest rewrite might be considered. No specific edits are recommended.

III.13 CHAPTER 13: OCEAN CHANGES: WARMING, STRATIFICATION, CIRCULATION, ACIDIFICATION, AND DEOXYGENATION

Summary

The ocean has received increasing attention in climate assessment reports. Following the lead of IPCC AR5WG1, the draft CSSR treats SLR and other ocean changes in separate chapters. As the title of this chapter suggests, there are many aspects of ocean changes that are important, both for their impacts on the ocean and its ecosystems, and also for impacts beyond the ocean. The Committee thinks that more effort could be devoted to linking this chapter to broader climate system changes. In particular, the role of the oceans in storing heat, and the link between changes in ocean heat content and changes in sea surface temperature could be discussed. In addition, the

importance of ocean/atmosphere coupling in ENSO, mid-latitude storm tracks, and the thermohaline circulation, could also be better reflected in the text, and in turn the consequences of changes in ENSO for the United States and its territories (augmenting Chapter 5) could be emphasized, as is done in the Chapter 11 for the Arctic.

The chapter as a whole, including the key findings, was awkward to read even for those with knowledge of oceanography. Too many discipline-specific words or phrases are used with insufficient explanation. For example, the expression “ocean acidity” is used on a number of occasions, without any explanation of what it means. A number of words or phrases are explicitly noted in the Line Comments (Appendix A). Furthermore, it is rarely made explicit that any numerical value ascribed to a change in this parameter almost always refers to the surface ocean. The Committee recommends that this chapter be revised so as to improve consistency across the draft CSSR.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee felt that the chapter generally accurately reflects the scientific literature with two exceptions. First, Key Finding 1 represents an incomplete view of the evidence about changes in the Atlantic Meridional Overturning Circulation (AMOC). Second, the Committee suggests also noting the importance of changes in ocean properties (such as warming) for Antarctic ice sheet instability and SLR.

Are the key findings presented clearly, and documented in a consistent, transparent, and credible way?

The evidence for changes in the AMOC mentioned briefly in the traceable accounts, appears to rely on a single study, and contains no quantitative statements to put the changes into context. Other studies reach different conclusions (e.g., Rhein et al., 2013), assessing the then-available literature, stated that “there is no evidence for a long-term trend.” A fuller treatment of the issue is warranted, especially since it appears in the ES. This should include reference to more of the literature on this topic, including studies that emphasize the variability and challenges in assigning causes of AMOC trends. Moreover, if the 2 Sverdrup number is to be mentioned, it should be put into context with the total AMOC (e.g., “may have slowed on the order of 10%”).

Key Finding 1: The world’s oceans have absorbed more than 90% of the excess heat caused by greenhouse warming since the mid 20th Century, making them warmer and altering global and regional circulation patterns and climate feedbacks (*very high confidence*). Surface oceans have warmed by about 0.45°F (0.25°C) globally since the 1970s (*very high confidence*). The Atlantic meridional overturning circulation (AMOC) has slowed since preindustrial times (*high confidence*). Regionally, eastern boundary upwelling, such as along the U.S. West Coast, that sustains fisheries and controls local climate has intensified (*high confidence*).

Key Finding 1 contains many topics and should be split into multiple findings. The last statement that upwelling along the U.S. West Coast has intensified is difficult to reconcile with other statements on page 454 (lines 2 and 10), indicating a more mixed picture both in the past and for the future, especially given the apparent attribution statement. Hence, the level of confidence assigned to this finding seems too high.

Key Finding 5: Under a high future scenario (RCP8.5), the AMOC is projected to decline by 6 Sverdrups ($1 \times 10^6 \text{ m}^3/\text{sec}$), global average ocean acidity is projected to increase by 100% to 150% (*very high confidence*), and ocean oxygen levels are projected to decrease by 4% (*high confidence*) by 2100 relative to preindustrial values. Under a low future scenario (RCP2.6), global average ocean acidity is projected to increase by 35% and oxygen projected to decrease by 2% by 2100. Larger acidity increases and oxygen declines are projected in some regions and in intermediate and mode waters (*medium confidence*).

This key finding is not well grounded in the text. No specific details of the projected AMOC decline could be found in the chapter. The key finding also generalizes the projected average ocean acidity while the associated text focuses largely on the regional variability and the percent changes in acidity are not clearly traceable to the text. Little discussion is provided for the projections of the AMOC decline, with the text referring in places to the uncertainty of projections using earth system models. There appears to be an error in estimating the change in global ocean acidity between preindustrial time and 2100 that would result from scenario RCP8.5. Also, the unit “Sverdrup” appears nowhere in the document outside of this key finding and may not be appropriate for the intended reader and should be omitted. Finally, the traceable accounts should provide a more detailed summary of the information contained in the references provided.

Are graphics clear, and do they appropriately reflect the major points in the text?

The graphics are clear, but all three figures relate to changes in ocean chemistry, which constitute only two of the five topics named in the title. The legends generally lack some information needed to interpret the figures.

In Figure 13.1, there seems an excess of detail, although the legend still does not unambiguously describe the plots (i.e., it is unclear whether the green values refer to carbonate ion concentrations, or whether the $x(\text{CO}_2)$ values are “wet” or “dry”). A citation for CO2SYS v2.1 should also be included.

The Figure 13.2 caption should be clear in stating that this is a change in surface ocean pH that has been estimated.

In the Figure 13.3 caption, the modeled density surface depicted should be included, as it is a key piece of information. This caption should also state that the data is on a particular density surface (26.5), as it was presented in the Long et al. (2016) source.

Are likelihood / confidence statements appropriate, and justified?

Yes, statements are appropriate and justified.

Are statistical methods applied appropriately?

Yes, statistical methods are appropriate.

Is the chapter balanced? Are there areas that should be expanded, or removed?

Mostly, however as noted above, the discussion of the AMOC is limited in scope and ocean heat content should be discussed. Also, the discussion of ocean acidification is somewhat confusing to those not in the field and would be improved by clarifying the various terms used. In particular, clarification that “acidity” is being used (apparently) as a synonym for hydrogen ion concentration, and “acidification” as an increase in that concentration is needed. Presumably the

use of the term “corrosive” is not (as most might think) referring to a chemical damage to a metal, but rather implies the potential for dissolution of aragonite (the more soluble form of biogenic calcium carbonate)? Reference is also made to concepts such as “sensitivity to ocean acidification” or “buffering capacity” without explicitly stating what these terms mean. Additionally, as the various chemical mechanisms for such changes are not clearly described, the distinction between open ocean and coastal acidification is hard to follow. Perhaps a box describing these mechanisms could be added to help with this.

III.14 CHAPTER 14: PERSPECTIVES ON CLIMATE CHANGE MITIGATION

Summary

This chapter provides a concise overview of the key concepts that frame the challenge of limiting damage from climate change through a combination of mitigation and adaptation, and is a readable account of the implications of the Paris Agreement. The framing is mostly based on a “reluctant participant” model, where progress with mitigation stops when pre-determined commitments are reached. In contrast, the presentations from the United Nations Framework Convention on Climate Change (UNFCCC) more typically present decarbonization as a process with emissions reductions that become increasingly ambitious through time, as technologies improve and nations work through the experience of institutionalizing low-carbon societies. For the purposes of understanding mitigation pathways, a notable omission (e.g., in Figure 14.1) is a Paris-compliant scenario, i.e., one that has a > 50% chance of stabilizing warming at less than 2°C.

The chapter’s key findings largely miss the opportunity to make what could be the chapter’s central point: a consequence of the essentially permanent nature of warming from CO₂ is that stabilization of CO₂ at any given concentration can only be achieved if CO₂ emissions fall to zero or become negative, to compensate for the remaining emissions of other GHGs and land-use change. Stabilizing warming at 1.5°C or 2°C requires emissions to fall to zero within a few decades, and even stabilizing warming at 3°C or 4°C requires zero emissions a few decades after that.

The absence of a focus on the need to drive CO₂ emissions to zero means that the chapter is not as clear as it might be on the range of emissions trajectories consistent with any temperature goal, illustrated in Figure 14.3. Specifically, it is important to emphasize the point that, for any mitigation goal, slower action in the near term requires more aggressive reductions or larger negative emissions later in the century. The linear relationship between cumulative emissions and warming creates the clearest entry point for understanding possible futures and especially for appreciating the motivation for reducing emissions to zero.

The chapter also misses an opportunity to add value by framing the mitigation challenge as one of managing risk, which has two dimensions. One is the risk of impacts at any level of warming. Here, links to Chapters 6-9 and 15 would be helpful. The other is the probability that a given emissions trajectory holds warming below a given goal. For the first dimension, the opportunity is largely in laying out the issues. This chapter, indeed this draft report, is appropriately focused on setting the stage for a thoughtful presentation of impacts. Still, the discussion can be more informative with a deeply grounded discussion of risk. The second dimension is central to the theme of Chapter 14. Without a clear presentation of the probabilities of reaching climate goals, the presentation of the emissions numbers has limited value. While it is not the responsibility of this draft report to define a “right” probability of meeting a goal, it is important to frame the discussion in a balanced way.

One of the biggest challenges in framing discussions of mitigation is striking a useful balance between discussion of CO₂ and other climate altering substances. The overall sense of the

Committee is that the chapter puts less emphasis on short-lived climate pollutants and other long and short-lived GHGs than the topic deserves. The discussion of climate intervention is valuable, though it would be more useful with a careful discussion of the limited knowledge base concerning climate intervention, especially solar radiation management.

Another challenge is that natural scientists tend to use carbon “C” but economists and policy experts tend to use “CO₂”. From a natural science perspective, “C” is the more natural quantity to discuss, for several reasons. But the solutions, from discussions of carbon pricing to allowable budgets, are almost universally discussed in units of “CO₂”. The Committee thinks that this chapter (and the whole report) would be clearer and more useful with all of the quantities presented in units of “CO₂” where it is appropriate to do so.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

Most of the specific recommendations for this chapter are framed through discussion of the key findings. The key findings of Chapter 14 are all fundamentally consistent with the scientific literature, but they could be structured to more accurately capture the relative importance of several key concepts. In particular, none of the key findings emphasizes the point that stabilizing warming, independent of the target, requires that emissions of CO₂ and other long-lived GHGs fall eventually to zero. Further, none makes the point that the difference in the emissions trajectories that lead to stabilization at levels ranging from 1.5°C to 4°C turns out to be only several decades in the future for reaching zero CO₂ emissions.

Key Finding 1: There will be a delay of decades or longer between significant actions that reduce CO₂ emissions and reductions in atmospheric CO₂ concentrations that contribute to surface warming. This delay—the result of the long lifetime of CO₂ in the atmosphere and the time lag in the response of atmospheric CO₂ concentrations following a reduction in emissions—means that near-term changes in climate will be largely determined by past and present greenhouse gas emissions, modified by natural variability. (*Very high confidence*)

Key Finding 1 presents the relationship between CO₂ and warming in a confusing way. A casual reading of the finding would be that decreases in CO₂ concentration resulting from natural partitioning into land and ocean sinks might lead to cooling and that there are important time lags between emissions and impacts on warming (or emissions reductions and impacts on cooling). Both parts of this are misleading. Many papers (see especially Matthews and Caldeira, 2008 and Solomon et al., 2009) show that warming from CO₂ is essentially permanent due in part to the long lifetime of CO₂ in the atmosphere and in part to the decreasing heat transfer to the oceans as they gradually warm. Matthews and Solomon (2013) make the important point that, if emissions stop, additional warming stops shortly thereafter. It is not really useful to discuss the lag between emissions reductions and concentration reductions because the CO₂ problem is essentially one of cumulative emissions, such that delaying action in the near term makes it more difficult to solve the problem in the longer term.

Key Finding 2: Limiting the global-mean temperature increase to 3.6°F (2°C) above pre-industrial levels requires significant reductions in global CO₂ emissions relative to present-day emission rates. Given the near-linear relationship between cumulative CO₂ emissions and global temperature response, cumulative emissions would likely have to stay below 1,000 GtC for a 2°C objective, leaving about 400 GtC still to be emitted globally. Assuming future global emissions follow the RCP4.5 scenario, the total, cumulative

emissions commensurate with the 2°C objective would likely be reached between 2051 and 2065, while under the RCP8.5 scenario, the timing would likely fall between 2043 and 2050. (*High confidence*)

This finding is, in some sense, based on a logical inconsistency. RCPs 4.5 and 8.5 are constructed around the idea that there is not a goal of limiting warming to 2°C, which makes them intrinsically incompatible and challenging to discuss in a single context. Also, the stated “cumulative emissions would likely have to stay below 1,000 gigatons carbon (GtC)” is given without a citation and is inconsistent with the 790Gt C cited in IPCC AR5 2013. According to IPCC, cumulative CO₂ emissions through 2016 are about 555 GtC, leaving a remaining allowance of 235 (not 400) GtC.

Additionally, it is important to include the probability of reaching the target and to be clear on the assumptions about other GHGs and aerosols, and on the implications of those assumptions.

Key Finding 3: Successful implementation of the first round of National Determined Commitments under the Paris agreement is a large step towards the objective of limiting global warming to 3.6°F (2°C). Even greater greenhouse gas emission reductions are required beyond 2030 in order to increase the likelihood of achieving the 2°C goal; indeed, substantial (although smaller) reductions after 2030 would be required to achieve even the lesser goal of significantly reducing the likelihood of a global mean temperature increase greater than 7.2°F (4°C). (*High confidence*)

This finding would be clearer with an explicit acknowledgement of the link between climate stabilization and zero CO₂ emissions. Presenting the concepts in terms of emissions reductions after 2030 misses that key point. Key Finding 3 (and Figure 14.1) are both grounded in a specific conceptual model of what it means to comply with the Paris Agreement. In particular, the idea that “Continued ambition” should be read as emissions staying at 2030 levels is only one of many different possibilities. It is also possible (and more consistent with the way the Agreement has been framed by leaders in the UNFCCC) to interpret “continued ambition” as sustaining rates of decarbonization, rather than emissions levels. With this framing, “continued ambition” leads to decreasing global emissions, and “increased ambition” leads to more rapid emissions decreases. Additionally, this finding misses a central element in the UNFCCC narrative about the Paris Agreement, notably its role in building a “culture” of emissions reductions. Almost all of the analysis makes strongly value-laden assumptions about the way that initial emissions reductions influence prospects for future emissions. Without weighing in on which assumptions might be correct, it is important to note their influence on the assessment of the challenges associated with reaching any goal.

Key Finding 4: If projected atmospheric CO₂ concentrations are not sufficiently low to prevent warming of 2°C or more, climate-intervention strategies such as technological CO₂ removal or solar radiation management may gain attention as additional means to limit or reduce temperature increases. Assessing the technical feasibility, costs, risks, co-benefits and governance challenges of these additional measures, which are as-yet unproven at scale, would be of value to decision makers. (*Medium confidence*)

This key finding is currently written as a prediction about future policy emphases and the statement about “may gain attention” feels like a commentary on potential political dynamics. It would be clearer and more useful if presented as saying something about the state of knowledge about climate intervention. In particular, the statement could make it clear that at present, there is not sufficient knowledge to support a mature judgment about benefits and risks of possible use of intervention approaches, and some of these approaches could have unintended consequences and would not address all negative impacts of climate change (e.g., solar radiation management

does not lessen ocean acidification). With this in mind, the key finding could be reshaped to state that geoengineering solutions require additional research and there are preliminary indications that geoengineering could limit some, but not all, aspects of climate change. Finally, a National Academies committee tasked with evaluating climate intervention techniques developed separate reports on CO₂ removal/sequestration and albedo modification (NRC 2015a and 2015b), noting that the large differences in research needs and social risks warranted independent treatment. A similar distinction between climate intervention approaches could also be considered here.

Are graphics clear, and do they appropriately reflect the major points in the text?

Figure 14.1 presents several possible trajectories for future emissions, but it does not present any with a greater than 50% chance of stabilizing warming at no more than 2°C. Given the chapter's emphasis on ambitious mitigation, there would be real value showing at least one trajectory with a greater than 50% chance of stabilizing below 2°C and one with a greater than 50% chance of stabilizing below 1.5°C. Relevant scenarios are shown in Figure 14.3.

Are likelihood/confidence statements appropriate, and justified?

The confidence statement on Key Finding 4 is difficult to interpret, based on the wording of the finding. As written, the draft report appears to assess confidence in the prediction that climate intervention will get increased attention and on the value for policy makers of increased attention. Presumably, the confidence should be associated with an assessment of the potential for climate intervention to contribute solutions or to the maturity of current knowledge.

Are statistical methods applied appropriately?

Yes, statistical methods applied are appropriate.

Is the chapter balanced? Are there areas that should be expanded, or removed?

There is no simple way to provide a comprehensive overview of the prospects for and challenges of mitigation in a few brief pages. Still, this chapter could set the stage more effectively with a clearer focus on the full range of possible future trajectories and on the critical issue of the probability of meeting any climate goal.

The treatment of aerosols and GHGs other than CO₂ could be stronger. The treatment of climate intervention would be clearer with an increased emphasis on the fact that climate intervention strategies are much less well known than climate change and that a reasonable foundation for decisions will require a big expansion of technology development as well as knowledge, especially in the area of governance and political dimensions.

III.15 CHAPTER 15: POTENTIAL SURPRISES: COMPOUND EXTREMES AND TIPPING ELEMENTS

Summary

The Committee found this chapter to be a welcome addition to the discussion of climate science and recommends it be expanded. It is the first time in a synthesis document of climate science that this topic has been addressed in a stand-alone chapter. The importance of recognizing compound extremes and tipping points (or thresholds) is fundamentally based in the inherent properties of complex systems and in the science of extremes in risk characterization. The chapter

covers the limits of risk quantification and two broad categories of low probability-high impact events (compound extremes and tipping points). The Committee has some suggestions for improvement of the chapter.

A more thorough introduction for this topic is warranted. One suggestion is to better frame the chapter in the context of climate change as a complex system of interacting components. Prediction is difficult based on knowledge of the components of the system alone, the history of the system matters, emergent features appear that are not necessarily observed in the individual pieces, and feedbacks make simple cause and effect rare.

- The chapter could be strengthened if revised to move in the direction of more emphasis on lower probability but high consequence outcomes emphasizing compound extremes and tipping points, e.g., methane hydrates influenced by ocean warming and pressure.
- Because surprises are unknown unknowns, it is suggested that “Potential Surprises” be removed from the title, or changed to “Potential for Larger Changes.”
- There is no mention of negative feedbacks that could potentially offset positive feedbacks. The Committee recommends including this for balance.
- It would be valuable to mention a few examples of some past surprises (e.g., ozone hole, rate of Arctic sea ice loss) and discuss when scientists have been surprised and the factors that contributed to that surprise.
- The chapter could be strengthened by illustrating how gradual climate change can lead to tipping points in built as well as natural ecosystems (see NRC, 2013).
- The chapter could include a more thorough discussion of characterizing risk (see NASEM, 2016b).
- Chapter 15 would benefit from the inclusion of known unknowns in the science, such as changing natural variability in a warming world, ocean-ice dynamics including potential impact of ice-sheet melt on ocean circulation, changing ocean ecosystems, and their interaction with the physical ocean environment, stratosphere-troposphere exchange.

Specific Review Comments Related to the Statement of Task

Does the chapter accurately reflect the scientific literature? Are there any critical content areas missing from the chapter?

The Committee thinks that the chapter could be updated with some more recent references, e.g., Clark et al., 2016; Liu et al., 2017; Drijfhout et al., 2012; and Koenig et al., 2014.

There is also the soil C “bomb” hypothesis, whereby metabolic/microbial activity adds heat to thawing soils resulting in a runaway carbon release. (e.g., Hollesen et al., 2015).

Are the key findings presented clearly, and documented in a consistent, transparent and credible way?

Key findings are generally presented clearly and appropriately.

Key Finding 1: Positive feedbacks (self-reinforcing cycles) within the climate system have the potential to accelerate human-induced climate change and even shift the Earth’s climate system, in part or in whole, into new states that are very different from those experienced in the recent past (for example, ones with greatly diminished ice sheets or

different large-scale patterns of atmosphere or ocean circulation). Some feedbacks and potential state shifts can be modeled and quantified; others can be modeled or identified but not quantified; and some are probably still unknown. (*Very high confidence*)

Without including negative feedbacks, the confidence of Key Finding 1 may be overstated. The Committee recommends acknowledging this and considering whether the confidence level is appropriate.

Key Finding 3: While climate models incorporate important climate processes that can [be] well quantified, they do not include all of the processes that can contribute to positive feedbacks, correlation of extremes, and abrupt and/or irreversible changes. For this reason, future changes outside the range projected by climate models cannot be ruled out (*very high confidence*), and climate models are more likely to underestimate than to overestimate the amount of future change (*medium confidence*).

Key Finding 3 also includes only positive feedbacks and certainly the models do not incorporate all processes that contribute to both positive and negative feedbacks. There is no obvious summary of “what is and is not included in the latest generation of CMIP5 models” in Chapter 9, as the description of evidence base suggests. Moreover, it might be helpful to mention the failure of climate models to simulate importantly different past climates like the Paleocene-Eocene Thermal Maximum.

Are graphics clear, and do they appropriately reflect the major points in the text?

Table 15.1 lists some potential tipping elements. Some of the terminology in the table is vague and could be made more explicit. For example, there is frequent use of the term “collapse” to describe a state shift (AMOC, ice-sheet retreat, sea ice retreat) when it would be more valuable to define the state shifts more explicitly. North Atlantic Convection could refer to the ocean, atmosphere, or both and should be clarified. Also, consider adding “freshwater forcing on ocean circulation” as a main impact pathway for Greenland and Antarctic ice-sheet retreat. Finally, ecosystem services are listed as a main impact pathway: the subject might better be left for NCA4, but if retained, “ecosystem services” is a rather broad term that could be made more explicit.

Figure 15.1 (left panel) should include potential climate tipping points for the entire globe, not just the Americas. In particular, the instability of marine-based ice in deep East Antarctic basins represents a large and scary unknown (Pollard et al., 2015; DeConto and Pollard, 2016; Aitken et al., 2016; Mengel and Levermann, 2014; etc.). The bubble in the figure should be re-labeled to read “instability of marine-based Antarctic ice,” rather than implying that just West Antarctica is vulnerable. Figure 15.1 (right panel) seems to be rather obvious (high-impact wildfire and drought events occur under hot, dry conditions) and could be deleted. This figure is also not referenced in the text and should be.

Are likelihood / confidence statements appropriate, and justified?

See comments for key findings.

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Appendix A

Line Comments

Line comments are provided for the Executive Summary and all chapters contained in the draft CSSR. For each comment, committee members indicated how important they thought addressing the comment was by providing one of three letter designations, ranked in order of highest to lowest priority: V indicates a strong (or vigorous) recommendation, R indicates a recommendation, and S indicates a suggestion.

EXECUTIVE SUMMARY

| # | page/line | V/R/S | |
|---|--------------------|-------|--|
| 1 | General | R | Climate models or Earth System models? In the early days of USGCRP the models were primarily atmosphere models with radiative forcing and some feedback loops. Today's models have become more fully coupled system models and hence the term "Earth System models" is more appropriate. |
| 2 | P11/L10-18 | S | Narrowly defined, climate may be the statistics of weather, but this discussion could be improved by considering the context of the climate system—notably the role of the oceans, which make the climate change problem so different from weather prediction. |
| 3 | P11/L18 | R | This statement implies monotonic change which is certainly not true of all weather patterns. This should be rewritten to be scientifically accurate. |
| 4 | P11/L19 | S | Augment the statement about 150 years with one about more recent changes, e.g. since the big increase in slope of radiative forcing (Figure 2.6) around 1960. |
| 5 | P11/L20 | R | This sentence is unclear. The text implies that the non-uniformity caused the changes, when it should state that the warming caused the changes, with modulation by the non-uniformity. |
| 6 | P11/L29-33 | R | Chapters 2 and 10 should better reflect how ecosystem responses are feeding back to climate (especially for ocean CO ₂ uptake). |
| 7 | P11/L29 | R | A statement that the number of extremes in recent years exceeds that expected by chance is needed here. |
| 8 | P13-31 | S | Throughout this chapter, and probably the entire document, temperature refers to surface temperature, yet it is rarely stated this way. Somewhere, it would be helpful to state explicitly that 'temperature' refers to surface temperature and also to remind readers that temperature does not just change at the surface. |
| 9 | P13/L32- P14/L7 | R | A key point here: for most of the United States, the observed warming is consistent with anthropogenic forcing (Figure 6.5). |

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| 10 | P13/L6 | R | The sentence “Fifteen of the last 16 years...” is unclear. Could rephrase as “All 15 of the 15 warmest years in the instrumental record have occurred in the last 16 years.” |
| 11 | P13/L6 | S | Entire box: it is possible that the next couple of years will be cooler than 2015 and 2016 due to the large El Niño event of 2015-2016. It is worth pointing this out somewhere, though not necessarily here. Page 13, line 28 might be a good place to put a statement about the 2015-2016 El Niño event. |
| 12 | P13/L12 | V | Why state “more than 1.6° F”? It may be more appropriate to put confidence intervals on the change. |
| 13 | P13/L16-27 | S | Bullets beginning on lines 16 and 21 could be combined. |
| 14 | P13/L17 | R | Human activities are described as “primarily responsible”—does this mean that > 50% of the change is being ascribed to human activity? Does it mean something else? Should be specific. |
| 15 | P13/L28-31 | S | Variability might also be changing, but is hard to measure and quantify, and also complicates the detection and attribution (see previous paragraph). |
| 16 | P13/L26 | R | Need to provide some quantification for “small”. Possible wording, “...over that period is not more than a small fraction of the total trend.” It would be even clearer if authors could provide a real quantification, along the lines of “over that period is not more than a small 25% of the total global trend.” |
| 17 | P13/L30 | S | The comment about “limited” influence of El Niño needs some level of quantification. Even something like “its influence is limited to a small fraction of global and regional climate trends...” would be beneficial. |
| 18 | P13/L32- P14/L2 | S | It might be appropriate to compare the speed of the warming to previous paleo-temperature changes. |
| 19 | P14/L2 | R | Figure 6.2 (on which this statement is based) is not convincing, certainly not with high confidence. |
| 20 | P14/L4 | R | The phrase “early 1900s” is too general and inaccurate shorthand for the 1901-1960 average. See also main text remark about using slope-based statements. |
| 21 | P14/L5 | R | For western United States temperatures, it would be wise to add a terse qualifier from the discussion in the chapter, e.g., that changes in circulation might be partly responsible for the enhanced warming in the West and suppressed warming in the Southeast, lest an unsuspecting reader surmise that one area is more susceptible to GHG increases and the other less so. See also the main text comment about treatment of observed trends using a slope-based approach. |
| 22 | P14/Fig. ES.1 | S | Perhaps it would be worthwhile to point the reader back to the Front Matter for an explanation of reference time periods or other approach to describing observed trends. See review |

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| | | | comments on Chapter 2 about computing trends and about using hatching. |
| 23 | P14/L11 | V | This is the 4th temperature baseline in 3 pages. Reduce variations if at all possible. |
| 24 | P14/L16-22 | R | The key point, largely missing from the ES, is that warming from CO ₂ is essentially permanent. That is the point that should be made here. The modest warming from inertia is not irrelevant, but it is not a big deal. |
| 25 | P14/L16-19 | R | The statement here about committed warming seems to be at odds with some papers, including Mathews and Weaver, 2010 (and others cited in main text for Section III.14), which show that there would be no additional warming if human GHG emissions were to immediately cease. There's an important difference between freezing concentrations and eliminating anthropogenic GHG emissions. Recommend revising to better reflect breadth of literature on this topic. Mathews, H. D., and A. J. Weaver. 2010. Committed climate warming. <i>Nature Geoscience</i> 3(3):142-143. DOI: 10.1038/ngeo813. |
| 26 | P14/L16-22 | R | Consider adding a statement regarding remaining uncertainty in estimates of climate sensitivity. This seems too important not be stressed in the ES. Need to define or describe what sensitivity is, and be careful in caption of Figure ES.2. As written, warming commitment and climate sensitivity, which are most relevant at the low and high end of future emissions, are a little bit tangled up in this bullet point. |
| 27 | P15/L1-6 | S | Several edits will give Figure ES.2 more impact and better grounding in the chapters. Near-term and "few decades" (30-50 years?) need to be clearly specified. Since the "lower scenario" in many figures is RCP4.5 instead of (apparently, here) RCP2.6, the qualitative descriptions of the scenarios should be clarified by labeling them also with RCPs. Some reference to Chapter 14 and the steps needed to achieve RCP2.6 would be appropriate. The two panels would benefit from tick marks on the right hand side or horizontal lines accompanying the tick marks. It might be helpful to explain why there is a broader range for the temperature response in the higher scenario. Finally, note that with RCP4.5 and RCP2.6, temperature is nearly stabilized by 2100 while with RCP8.5 is still rapidly warming; the world beyond 2100 also matters. |
| 28 | P15/L9 | R | This sentence should note the emissions are global. An uninformed reader might misinterpret this to mean U.S. emissions only. |
| 29 | P16/Fig. ES.3 | V | Figure ES.3 (and especially the source figure, Figure 6.7) should explicitly state which RCPs are used. The caption for Figure ES.3 says "See Figure 6.7...for more details" but there are no more |

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| | | | details in Figure 6.7. It is identical, except for the addition of "Figure source: NOAA/NCEI." Also "near-present" is ambiguous, as elsewhere "near-present" and "present-day" are both used to represent 1986-2015. Use the date range throughout for clarity. |
| 30 | P17-19 | R | The evidence is a lot stronger for increases in temperature-related extremes than for precipitation, where the changes are barely more than could be attributable to chance (see comments on Chapter 7 in particular). Language should be added that indicates this distinction. |
| 31 | P17-18 | S | There is no home in the ES for seasonal precipitation changes, either observed or modeled. Page 13 begins a section "Global and U.S. temperatures will continue to rise" and page 17 pivots to extremes. Although the results may seem uninteresting, this might be considered a gap. Even just a short statement about the ambiguities of precipitation projections would suffice. |
| 32 | P17/L3 | S | The terminology "extreme weather," "extreme climate," and "extreme event" or some combination appears many times in the report, but no definition is provided. |
| 33 | P17/L7-9 | S | For balance, this sentence should also note that cold extremes are becoming less frequent, and perhaps also that flooding is (contrary to popular view) changing in complicated ways with no clear national trend. As written, this feeds the inaccurate blanket statement "all kinds of extremes are getting worse/increasing" even though lines 17ff clarify. |
| 34 | P17/L6-9 | S | Could note that extremes also present challenges for businesses and national security. |
| 35 | P17/L10-12 | | There is, at best, scant evidence that tornadoes are exhibiting changes linked to climate change. What does seem to be missing in this list are heat waves, storm surges, intense precipitation events. |
| 36 | P17/L17-20 | S | Is there a geographic pattern for the observed changes in cold/heat waves, as there is for heavy precipitation (next paragraph)? |
| 37 | P17/L26- P18/L4 | R | The findings that (1) the frequency and severity of ARs, which account for 30-40% of western snowpack (a California-centric view that doesn't apply to the rest of the West), is projected to increase and (2) reductions are projected in western United States winter and spring snowpack are not consistent. Some explanation is needed, e.g., that the first refers to increased precipitation and the second refers to a reduction in the proportion of snowfall to total precipitation due to warming. As defined, ARs almost always leave behind less snow in Oregon and Washington because they raise the freezing level usually to the 5000-6000 foot level and the combination of high temperatures, high dew points, heavy rain, and strong winds melt a lot of snow (in other words, they do not end a drought, |

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| | | | they set one up). Of more interest would be whether rain-on-snow events will increase, or heavy precipitation, regardless of whether they qualify as atmospheric rivers (and researchers do not agree on a definition of ARs). |
| 38 | P17/L33 | R | The term “benchmark” is unclear. The passage seems to be saying that the Dust Bowl era is the period of worst drought and highest temperatures in the historical record for the U.S., which may only be true for certain regions and certain ways of measuring drought and extreme temperatures. For many regions of the U.S., recent temperatures are warmer and/or drought is more severe than in the 1930s. Recommend rewording to better reflect the state of knowledge. |
| 39 | P18/L1-4 | V | This bullet should be revised. There is strong evidence that western United States snowpacks have already been decreasing, so the sentence should say “continued reductions.” The phrase “assuming no change in current water-resources management” strays into impacts, policy, and adaptation. It is sufficient to say that temperature changes will overwhelm any increases in precipitation in many places, leading to reductions in snowpack (and summer soil moisture) and to changes in unregulated streamflow in rivers where snowmelt is a significant component, or something similar. The West already experiences summer low flows as part of its natural hydroclimate. And it would read better to add an article: “end of the century.” |
| 40 | P18/L5-9 | S | This Bullet could mention expansion of area where tropical cyclones can occur (Figure 9.2). |
| 41 | P18/L11-16 | S | The wording in this figure caption is awkward. |
| 42 | P19/Fig.ES.5 | R | Would it be possible to include Alaska in this figure? Also, the final version of the CSSR should use a higher quality image, because the legend in the top panels is barely legible. The definitions used in the bottom panels also need to be explained somewhere in the report. |
| 43 | P19/L6 | R | The 1901-1960 average is not the average for the first half of the 20th century. |
| 44 | P19/L16 | S | The word “chaotic” has a specific mathematical meaning to atmospheric dynamicists, and a rather different meaning for the public. Suggest clarifying which is meant—if the former, a bit of explanation would be needed. |
| 45 | P19/L22- P20/L3 | R | This statement slightly oversteps the evidence presented on the topic of NPO in Chapter 5, page 191, lines 11-13, where NPO is briefly mentioned and “effects on U.S. hydroclimate...have been reported.” Absent strong evidence (e.g., reasonably impressive correlation coefficients), the use of the word “important” is a stretch. Similar concerns apply to NAM. |
| 46 | P20/L5-7 | R | This last sentence is either a weak allusion to attribution studies of which the Committee is unaware, or a speculation. If the |

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| | | | former, evidence should be presented (perhaps in Chapter 5) and a stronger statement written. If it is speculation, it should be removed. |
| 47 | P20/L10 | S | Connected, yes; “strongly” is debatable. |
| 48 | P20/L20-25 | S | This might be an appropriate place to note also the effects of a poleward expansion of the Hadley circulation on tropical cyclone ranges (Chapter 9, page 309, lines 29-35). Some clarification is also needed because, as shown in Chapter 1, these purported shifts in subtropical dry zones have not been clearly observed over land. |
| 49 | P21/Fig. ES.6 | R | Figure ES.6 does not illustrate “natural variability now being influenced by human activities,” and the report does not present any evidence to support the claim. Chapter 5 says merely that “only low confidence is indicated for specific projected changes in ENSO variability” (Page 191, lines 32-33, emphasis added). Recommend deleting the figure, or if retained, revising the caption to accurately reflect the state of science. Also see ES comment on P19/L22. |
| 50 | P21/L8-11 | S | The ocean is an integral part of a coupled system not just a planetary component that has feedback. In other words, the “climate” is not just the atmosphere. “Ocean” should be singular, not plural. |
| 51 | P21/14-15 | S | Consider listing GMSL rise in both inches and SI units (cm?) to be consistent with use of both °F and °C, and usage of both units in Chapter 12. |
| 52 | P22/L4-7 | S | The findings on SLR could start with a conclusion about risks of long-term commitment to several feet/meters and then address 21st century. |
| 53 | P22/L14 | R | “In most projections...” Really? Are there any projections in which GMSL does not continue to rise after 2100? None are shown or discussed in Chapter 12. Recommend changing to “all” or explaining. |
| 54 | P22/L19-26 | R | It would be helpful if all of the conclusions on differences between local and global sea level rise were quantified (e.g., “0.2 m more or less than the global average”). It would also be very useful to indicate that the regional differences look a lot less important if SLR is at the high end of the range, especially after 2100. |
| 55 | P22/L33-35 | S | Reference to impacts strays from draft CSSR intended focus; if retained, this statement could be revised to note that some of these impacts are already observed. |
| 56 | P23/L4-13 | S | These two paragraphs should follow the same structure and need not both mention effects of changes in oxygen. Suggest starting the first paragraph with observations of change, then mention potential consequences (not well understood), and then |

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| | | | removing potential consequences from second paragraph. |
| 57 | P24/L4 | S | There is no need to use “include” if the list that follows is complete. “Examples are shown above for...” |
| 58 | P24/L9-14 | S | This paragraph is stylistically inconsistent with the rest of the ES. |
| 59 | P24/L18-21 | S | The potential consequences of thawing permafrost for the carbon cycle are more nuanced than presented here. Recommend adding “but the magnitude of carbon release is currently uncertain” to the end of this statement. See comments in Section III.11 of main text. |
| 60 | P25/L3-4 | S | “Human activities...” This is an awkward and unnecessary statement here. It almost hints that activities other than (or in addition to) emissions are to blame. Could reword this to more directly link the ice loss to human-induced warming, rather than ambiguous “activities.” |
| 61 | P25/L5-6 | R | It does not add information to conclude with high confidence that earlier models were wrong. The statement would be much more powerful if framed in terms of a rate of ice loss (with confidence) and a parenthetical statement that the new estimates are substantially higher than older ones. |
| 62 | P25/L7 | V | The basis for this very important statement is a single sentence in Chapter 11 (page 373, lines 32-34) and it does not appear in the Chapter 11 Key Findings. For the prominence in the ES, it deserves more prominence in Chapter 11. |
| 63 | P25/L9-12 | R | See comments in Section III.11 of main text regarding confidence levels. It would also be useful to add some indication of which weather patterns show some evidence of Arctic influence, if any; otherwise the last clause is too vague to include. |
| 64 | P26/L7-8 | R | The section heading regarding a 2°C temperature limit requires some explanation of why a 2°C limit is important is needed. Consider using the Box on page 27 as the heading for this section instead |
| 65 | P26/L7- P28/L4 | R | There is almost no mention in this section of non-CO ₂ GHGs and some discussion of them is warranted. |
| 66 | P27/L10-16 | R | This bullet is confusing. Consider revising the first portion to something like: “Significant actions taken today to reduce CO ₂ emissions would take a decade or longer to influence atmospheric CO ₂ concentrations. This delayed response—the result of the long lifetime...” The key conclusion is that warming from CO ₂ is essentially permanent, unless the CO ₂ is removed by carbon capture and storage. The draft report will be clearer with a stronger focus on the climate issue as one related to cumulative emissions of CO ₂ . The statement “reductions in atmospheric CO ₂ concentrations” is not absolute reductions, but reductions relative to a high-emissions scenario. This should be |

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| | | | phrased clearly so that readers do not infer that aggressive climate policies would cause atmospheric CO ₂ concentrations to drop any time soon. |
| 67 | P27/L15 | S | The phrase “modified by natural variability” muddles the message. Perhaps the clause is meant as a concession to the point made in the cited Hawkins and Sutton papers (2009, 2011) that in the near-term, internal (natural) variability dominates over greenhouse warming? |
| 68 | P27/L17-24 | | If the figures cited here are meant to somehow include the effects of human non-CO ₂ forcers (e.g. methane) then that should be clearly stated and the text should say how one establishes equivalence between cumulative emissions of CO ₂ and other forcers which have much shorter lifetimes. |
| 69 | P27/L29 | S | If stating “unproven at scale,” what would the authors consider to be the correct scale for proof? |
| 70 | P27/L26-27 | R | Without adequate background and discussion here of what solar radiation management is, this sends a dangerous message. It is also important to say more about drawbacks (e.g. solar radiation management does not address other concerns like ocean acidification, and could lead to other problems). Recommend deleting the first clause. Also, the National Academies reports on climate intervention stress the differences between solar radiation management and CO ₂ removal and to reflect this, discussion of the two topics should be in separate bullets (see also main text). |
| 71 | P27/L31- P28/L4 | R | These two bullet points need revision. Both cover similar ground and should either be separated cleanly into one on past CO ₂ analogs and one on sea level, or combined artfully. Remove the word ‘precise’ (page 28, line 3)—there is no precise paleo analog at any point in Earth’s history, and ascribing the differences to CO ₂ (by mentioning only CO ₂) neglects important other factors in driving the differences. As written, a reader could infer that if atmospheric CO ₂ concentrations are not reduced, then Earth will eventually experience the conditions mentioned here (+3.6 C global mean temperature, and +66 feet GMSL). If that is not the case, then those figures may not be appropriate. If it is the case, then say so. If this is uncertain, then the text could say something like “if CO ₂ concentrations are sustained at Pliocene levels long enough, the risk of reaching Pliocene sea levels is unknown.” May also be worth mentioning the Paleocene-Eocene Thermal Maximum. |
| 72 | P28 | R | The green box at top of the page is misplaced. |
| 73 | P28/L5- P29/L14 | V | This section could be better framed by invoking the concern about low probability, high impact events. Replace the fuzzy “cannot be ruled out” by something like “important enough to merit serious consideration.” It would also be worth mentioning explicitly the worrisome fact that the processes and/or feedbacks |

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| | | | that contributed to vastly different states in the past seem to be missing from climate models, and therefore they are not suited to predict at what CO ₂ levels those processes and/or feedbacks may kick in and push the planet to a different state. Finally, the issues could be linked to the concept of Paris Agreement temperature limits (previous section) and avoiding unknown but potentially catastrophic risks. |
| 74 | P29/L20- P30/L33 | R | See Section II.1. Since this list appears in almost the same form in Chapter 1, it could be trimmed here to focus on the newest and/or most important developments. |
| 75 | P29/L26 | S | Perhaps change “changing extreme-climate” to “changing regional texture of extreme-climate.” |
| 76 | P29/L31- P30/L2 | V | This statement should be stronger. It should start with a clear statement that warming has continued and that there was not a pause or hiatus. If the hiatus is still mentioned in the revised version, replace 2000 with 1998 because the red herring of the hiatus only worked if the trend analysis started in 2000. |
| 77 | P30/L12 | S | Might be good here to say “seasonal regrowth.” Otherwise referring to regrowth of sea ice might be puzzling. |
| 78 | P30/1 | S | This statement should be “as predicted by basic atmospheric and ocean physics...” since ocean heat uptake is a very important part of story. |

1: OUR GLOBALLY CHANGING CLIMATE

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| 79 | P32/L13-15 | S | This sentence is vague and does not add useful information to the Key Finding. |
| 80 | P32/L16-20 | V | Key Finding 3 is appropriate, but steals some thunder from Chapter 3 as it is currently written. See Chapter 3 comments for recommended suggestions to address this. |
| 81 | P33/L10-19 | R | This paragraph could be a lot clearer with a bit more explanation. Now, it reads like a series of ungrounded assertions. |
| 82 | P33/L26 | S | “quite unpredictably” should be replaced with a more appropriate word or phrase |
| 83 | P34/L9-13 | R | For most readers, the contrast between increasing Antarctic sea ice and a shrinking Antarctic ice sheet will be unclear. This is important enough to explain clearly. |
| 84 | P34/L9-11 | S | Text should indicate over what period the small increase in Antarctic sea ice occurred. Recent reports indicate that Antarctic sea ice declined unexpectedly in 2016. See http://nsidc.org/ |

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| 85 | P34/L26 | S | The use of “compelling” in this sentence adds little value. Recommend deleting it. |
| 86 | P34/L28 | V | Use of a different length of the averaging period for the start and the end of the interval is confusing. See Section II.2 of main text regarding better statistical approaches for reporting observed changes. |
| 87 | P35/L4 | R | “the previous”—the previous very strong El Niño but not the previous El Niño as the text implies |
| 88 | P35/L5 | R | Quantify how much lower the global temperature was during the last El Niño (1998) relative to 2015. |
| 89 | P35/L9 | S | It is generally preferable to work on the basis of evidence rather than assumptions. The phrase “we must assume” could be replaced by “it is possible” or something similarly circumspect. |
| 90 | P36/L24-26 | R | The wording gives the impression that RCP2.6 is likely to be less than 1.5, which is not correct. |
| 91 | P37/L8-10 | R | It’s not clear what is meant here about 13-year and 18-year intervals. Are these running means? |
| 92 | P37/L9 | R | It is important to note that satellite data and surface data are not measuring the same things. (This point can, with effort, be deduced from the next sentence or with less effort from Figure 1.5.) |
| 93 | P37/L28-29 | R | Emphasize that the hiatus was revealed as a slow-down in *surface* warming. As described on page 38, excess heat may have been transferred to the deep oceans. Benestad et al. 2016 also shows that other measures of climate change indicate continued warming of the planet during the hiatus. Benestad, R. E. 2016. A mental picture of the greenhouse effect: A pedagogic explanation. <i>Theoretical and Applied Climatology</i> :1-10. DOI: 10.1007/s00704-016-1732-y. |
| 94 | P37/L34-35 | R | A citation needed for this statement. |
| 95 | P38/L18-19 | R | This statement might appear to contradict Key Finding 5 |
| 96 | P38/L28-31 | R | Discussion of the comparison between CMIP5 models and observations seems to let the models off the hook. Acknowledge that the capability of models to capture the internal variability of the oceans is probably flawed. |
| 97 | P38-39 | S | The emphasis on PDO in this section could be lessened (see Chapter 5). |
| 98 | P38/L34 | S | A word appears to be missing after “new” |
| 99 | P39/L2-3 | S | Reader may think that looking only at 17-year intervals obscures the true signals of climate change. Why 17? |
| 100 | P39/L6- | S | The use of “attributed” would benefit from referring to the |

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| | P40/L13 | | explanation of detection and attribution in Chapter 3. |
| 101 | P39/L15-23 | R | An explanation of why wet areas are getting wetter, and dry areas drier, would improve this paragraph. |
| 102 | P39/L15-23 | R | The changes described in this paragraph should be better quantified, with uncertainty or statistical significance noted. See Section II.2 of main text. |
| 103 | P39/L21-23 | R | Sentence on changes in Arctic precipitation needs to be clarified. As written, it is unclear whether increases or decreases have been detected, and with what magnitude. |
| 104 | P39/L29-30 | S | The placement of the reference to Figure 1.7 implies that it also shows moisture levels instead of just precipitation. Recommend moving the reference to follow “century” page 39, line 29. |
| 105 | P39/L29-30 | R | Is the slight increase in precipitation statistically significant? Even if it is, is it appropriate to discuss global changes in precipitation when the responses to climate change are so regionally diverse? |
| 106 | P39/L32-34 | R | Citations are needed for the ENSO statement; the references at the end of the sentence seem to refer to the operational updating by NCEI, not the ENSO attribution. |
| 107 | P40/L1-14 | R | Quantify the changes described in this section. How much and over what interval? |
| 108 | P40/L25-29 | R | This sentence gives the incorrect impression that there needs to be a change in the shape of the probability distribution for a small shift in the mean to lead to a large change in extremes. |
| 109 | P41/L33 | R | As written, this sentence conveys a very limited amount of information. Are the low confidence trends up or down? Are they low confidence because there are trends in opposite directions across regions or because regional signals are weak? |
| 110 | P42/L9-10 | S | Quantify the shift in storm tracks. |
| 111 | P42/L15-22 | S | This sentence overstates the position of Barnes and Polvani (2015). They emphasize that Arctic amplification *may modulate* certain aspects of mid-latitude circulation response to climate change (emphasis is theirs, page 5526 in citation). |
| 112 | P42/L20-22 | S | This sentence requires clarification. Is this mainly about the strengths of ETCs or about the locations? Is the key point that weakening of meridional gradients will lead to less intense ETCs overall? |
| 113 | P42/L24-26 | R | This statement conflates the statistical problems of detection and of attribution—they are not the same. Recommend clarifying the language. |
| 114 | P43/L5-7 | S | The sentence beginning, “However, the same study demonstrated...” is unclear. |
| 115 | P43/L9-10 | R | Clarify that the carbon emissions from deforestation come mainly from biomass burning. |

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| 116 | P43/L26-27 | R | Quantify the change in snow cover extent and change in albedo. |
| 117 | P44/L8 | R | It is important to make the point that, early in the anthropogenic era, deforestation was mainly temperate. The dominance of tropical deforestation is a post-1950 phenomenon. |
| 118 | P44/L18 | R | Parmesan and Yohe 2003 is not the right reference for this statement. |
| 119 | P44/L19 | R | The Reyes-Fox paper talks about CO ₂ extending the growing season length in places where the length is water limited. As written, the text seems misleading in suggesting that a longer frost-free season and a possible growing season extension due to water conservation are additive, or even potentially additive. |
| 120 | P44/L20-26 | R | Some of this material is revisited in Chapter 10; there should be a tighter linkage. |
| 121 | P45/L24-25 | R | Over what period of record? The previous two sentences suggest it could either be 1979-2014 or "since 1988," or something else since the statement refers to IPCC 2013. |
| 122 | P46/L9-10 | R | Stating that IPO controls tropical SSTs is not an accurate reflection of the current understanding of this topic. |
| 123 | P46/L19- P47/L20 | R | Much of this material parallels Chapter 12 and the two chapters should be better linked. |
| 124 | P47/L14 | S | Clarify that these are mountain glaciers. |
| 125 | P47/L21-38 | S | Much of this parallels material in Chapter 11 and should be better coordinated. |
| 126 | P48/L1-29 | S | Much of this parallels material in Chapter 12 and should be better coordinated |
| 127 | P50/L1-4 | S | Statistical downscaling is hardly new; could add a sentence or two explaining how the LOCA method differs from earlier methods. |
| 128 | P52/L23-28 | R | This paragraph places too much emphasis on the importance of improving climate models. |
| 129 | P55/L5-6 | R | Consider providing a range or upper limit to projected changes in climate over the next 100 years. |
| 130 | P56/L1-4 | R | Defining the role of ENSO and other natural cycles as "limited" is too imprecise. It would be much more useful to give a quantitative range or to say something like "no more than a small fraction of anthropogenic changes." |
| 131 | P56/L2-4 | R | As written, a reader may wonder about natural variability in the past, for example, paleoclimates. Make clear that the "limited influence" of natural variability refers to this influence in the recent past and present-day. |
| 132 | P58/L3-5 | R | Figure 1.1 The different curves should be identified as well as the time resolution of the data. |

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| 133 | P62/L2-14 | S | Figure 1.5 Describe what the different curves represent. |
| 134 | P65/L2-7 | S | Figure 1.8: Mann et al. 2008 was unwilling to say much about the southern hemisphere temperature trends due to paucity of proxies in that hemisphere. Recommend revising the caption to reflect this uncertainty in the southern hemisphere, and therefore global temperatures over the past 1700 years. Or just change "global" to "northern hemispheric." |

2: PHYSICAL DRIVERS OF CLIMATE CHANGE

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| 135 | General | R | Many acronyms are unnecessary. For example, SSI, TSI, RFari, RFaci, SWCRE, and LWCRE are used only in 1-2 paragraphs. |
| 136 | P86/L6 | R | Text needs a citation for the 33°C calculation. |
| 137 | P86/23-25 | R | Figure 2.1 includes more factors than those listed here in the text, some of which have larger fluxes than solar radiation reflected by the surface. Clarify the caption by stating that many of the fluxes pictured are feedbacks. |
| 138 | P87/L26-27 | R | The text should make clear that the equilibrium surface temperature response for the equation given here is global. |
| 139 | P87/L23 | R | Text should define the "top" of the atmosphere. |
| 140 | P87/L27-P100 | V | Discussion of radiative forcing could begin with definition of instantaneous radiative forcing. |
| 141 | P88/L17-27 | V | Text on aerosol forcings should be saved for later in the chapter, as the reader has not yet been introduced to the different aerosol effects. |
| 142 | P88/L3 | R | Text states: "A change that results in a net increase in the downward flux at the tropopause constitutes a positive RF..." Depending on the definition of RF, the increase could be at the surface or top of atmosphere. |
| 143 | P88/L35 | R | Text should emphasize evidence for the relatively small effects of cosmic rays on climate. See: Krissansen-Totton, J., and R. Davies. 2013. Investigation of cosmic ray-cloud connections using MISR. <i>Geophysical Research Letters</i> 40(19):5240-5245. DOI: 10.1002/grl.50996. |
| 144 | P88/L38-P89/L1 | R | Text should mention changes in snow and ocean-ice as examples of changing albedo. |
| 145 | P89/L11-12 | R | This paragraph is overly complex even for a scientifically literate audience and should be simplified, even for a scientifically literate audience. For example, the reader may know little about stratospheric vs. tropospheric ozone, and cannot be expected to |

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| | | | follow the line of reasoning here. Section could be shortened considerably. |
| 146 | P90/L6-7 | R | Text should clarify that only the most explosive volcanic eruptions lead to aerosol reaching the stratosphere, where they can have global climate effects. Most volcanoes affect only regional climate due to short lifetime of aerosols in the troposphere. |
| 147 | P90/L2-4 | V | “On millennial timescales, changes in solar output are expected to have influenced climate.” Text should be made more specific or deleted. |
| 148 | P91/L5-7 | R | Text should explain that the long lifetimes of these gases account for their relatively homogeneous distributions. |
| 149 | P91/L6-7 | V | The text remarks that seasonal variations in CO ₂ occur in response to changing “transpiration.” While carbon uptake is to some degree controlled by stomatal opening, the main reason for the seasonal variation in CO ₂ is <u>photosynthesis</u> . |
| 150 | P92/L12-13 | V | “Over the last 50 years or more, CO ₂ has shown the largest annual concentration and RF increases among all GHGs (Figures 2.4 and 2.5).” Methane has the largest relative increase in concentration. Recommend just stating CO ₂ RF increase is largest. |
| 151 | P93/L9-11 | V | Information on methane trends should be updated. Global methane has increased by 5.7 ppb per year over 2007-2013, with extreme increase in 2014. See Nisbet et al., 2016, and references therein. Nisbet, E. G., E. J. Dlugokencky, M. R. Manning, D. Lowry, R. E. Fisher, J. L. France, S. E. Michel, J. B. Miller, J. W. C. White, B. Vaughn, P. Bousquet, J. A. Pyle, N. J. Warwick, M. Cain, R. Brownlow, G. Zazzeri, M. Lanoisell , A. C. Manning, E. Gloor, D. E. J. Worthy, E. G. Brunke, C. Labuschagne, E. W. Wolff, and A. L. Ganesan. 2016. Rising atmospheric methane: 2007–2014 growth and isotopic shift. <i>Global Biogeochemical Cycles</i> 30(9):1356-1370. DOI: 10.1002/2016GB005406. |
| 152 | P93/L2-11 | R | Paragraph about methane should provide information on relative magnitudes (with uncertainty ranges) of sources and sinks. |
| 153 | P94/L7 | V | CO ₂ -eq needs to be defined. |
| 154 | P95/L28 | V | Sentence on “improving” aerosol uncertainties needs clarification. |
| 155 | P96/L35-36 | V | Sentence should state in *at least* the past 800,000 years... |
| 156 | P97/L20-22 | V | Sentence confuses emissions with secondary aerosol formation, which is not considered an “emission.” |
| 157 | P97/L3-8 | R | Text should define synthetic GHG emissions. |
| 158 | P97/L20 | V | Text should clarify that aerosols have short lifetimes and are |

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| | | | relatively quickly rained out or deposited on timescales of days to weeks. It is the short lifetimes that leads to the inhomogeneous distributions. Both meteorological factors (such as temperature and clouds) and chemical transformations influence the production and lifetime of aerosols. |
| 159 | P97/L28 | R | Sentence should be clear that responses are *climate* responses. |
| 160 | P98/L7-9 | V | ERFs drive cloud and surface temperature changes, not the other way around. See Myhre et al. 2013, cited in main text. |
| 161 | P98/L4-11 | V | List of feedbacks should include the ocean response e.g., changes to ocean circulation |
| 162 | P99/L13-15 | R | The sentence would benefit from explanation of why the climate effect of clouds varies with altitude. |
| 163 | P100/L17-18 | S | <p>“However, there is evidence that the presence of a polar surface-albedo feedback influences the tropical climate as well...” Mention the climate effect of soot deposition on glaciers at low latitudes e.g., see:</p> <p>Wang, M., B. Xu, J. Cao, X. Tie, H. Wang, R. Zhang, Y. Qian, P. J. Rasch, S. Zhao, G. Wu, H. Zhao, D. R. Joswiak, J. Li, and Y. Xie. 2015. Carbonaceous aerosols recorded in a southeastern Tibetan glacier: analysis of temporal variations and model estimates of sources and radiative forcing. <i>Atmos. Chem. Phys.</i> 15(3):1191-1204. DOI: 10.5194/acp-15-1191-2015.</p> <p>Yang, S., B. Xu, J. Cao, C. S. Zender, and M. Wang. 2015. Climate effect of black carbon aerosol in a Tibetan Plateau glacier. <i>Atmospheric Environment</i> 111:71-78. DOI: 10.1016/j.atmosenv.2015.03.016.</p> |
| 164 | P100/L1-5 | S | Suggest mentioning the interaction of warming oceans with sea ice and the subsequent acceleration of ice sheet loss. |
| 165 | P100/L16 | V | Text neglects to mention that snow is present in mid-latitudes where it makes a big difference in absorbed solar in springtime. |
| 166 | P100/L2-5 | V | Text should cite new paper on AMOC: |
| | | | Liu, W., S.-P. Xie, Z. Liu, and J. Zhu. 2017. Overlooked possibility of a collapsed Atlantic Meridional Overturning Circulation in warming climate. <i>Science Advances</i> 3(1). DOI: 10.1126/sciadv.1601666. |
| 167 | P100/L29-32 | R | <p>There are more recent papers examining climate feedbacks of land cover change on ozone that could be cited. For example, Tai et al., 2013, and papers examining the effects of climate on wildfires: Yue et al., 2013; 2014; 2015.</p> <p>Tai, A. P. K., L. J. Mickley, C. L. Heald, and S. Wu. 2013. Effect of CO₂ inhibition on biogenic isoprene emission: Implications for air quality under 2000 to 2050 changes in climate, vegetation, and land use. <i>Geophysical Research Letters</i></p> |

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| | | | 40(13):3479-3483. DOI: 10.1002/grl.50650. Yue, X., L. J. Mickley, and J. A. Logan. 2014. Projection of wildfire activity in southern California in the mid-twenty-first century. <i>Climate Dynamics</i> 43(7):1973-1991. DOI: 10.1007/s00382-013-2022-3. Yue, X., L. J. Mickley, J. A. Logan, R. C. Hudman, M. V. Martin, and R. M. Yantosca. 2015. Impact of 2050 climate change on North American wildfire: Consequences for ozone air quality. <i>Atmospheric Chemistry and Physics</i> 15(17):10033-10055. DOI: 10.5194/acp-15-10033-2015. Yue, X., L. J. Mickley, J. A. Logan, and J. O. Kaplan. 2013. Ensemble projections of wildfire activity and carbonaceous aerosol concentrations over the western United States in the mid-21st century. <i>Atmospheric Environment</i> 77:767-780. DOI: 10.1016/j.atmosenv.2013.06.003. |
| 168 | P102/L31-36 | V | Text should describe lifetimes and subsequent distribution of heat in the ocean. |
| 169 | P103/L8-21 | V | Paragraph on trends in phytoplankton NPP is confusing. Why would climate change affect phytoplankton? Can the observed trends in phytoplankton be reconciled? If not, then the text should at least acknowledge that. |
| 170 | P103/L26-31 | R | Text requires clarification as to why intensification of hydrological cycle leads to changes in salinity. |
| 171 | P104/L23 | S | The flat trend in atmospheric methane shown in Figure. 2.5 suggests that thawing permafrost has not lead to increases in methane. |
| 172 | P104/L14-17 | V | "...the strength of MOC will significantly decrease..." The word "will" should be "may." |
| 173 | P104/L20-23 | V | "Permafrost and methane hydrates contain large stores of carbon in the form of organic materials, mostly at northern high latitudes..." Permafrost contains organic materials, and methane hydrates do not. Text should more clearly distinguish between these two potential sources of greenhouse gases. |
| 174 | P106/L24-25 | R | Only large, very explosive volcanoes can lead to climate impacts of years to decades. See: Raible, C. C., S. Bronnimann, R. Auchmann, P. Brohan, T. L. Frolicher, H. F. Graf, P. Jones, J. Luterbacher, S. Muthers, R. Neukom, A. Robock, S. Self, A. Sudrajat, C. Timmreck, and M. Wegmann. 2016. Tambora 1815 as a test case for high impact volcanic eruptions: Earth system effects. <i>Wiley Interdisciplinary Reviews-Climate Change</i> 7(4):569-589. DOI: 10.1002/wcc.407. Robock, A. 2000. Volcanic eruptions and climate. <i>Reviews of Geophysics</i> 38(2):191-219. DOI: 10.1029/1998RG000054. |
| 175 | P107/L32-33 | V | The text should acknowledge that aerosols are increasing over Asia and possibly Arabian peninsula. See: Hsu et al., 2012; Chin |

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| | | | <p>et al., 2014; Lynch et al., 2016. Given that the climate impacts from aerosol are regional, such regional increases could be very important. Reader is also curious why the trends in aerosol are inhomogeneous, and the text should mention that aerosol sources are being reduced in the developed world due to air quality concerns.</p> <p>Hsu, N. C., R. Gautam, A. M. Sayer, C. Bettenhausen, C. Li, M. J. Jeong, S. C. Tsay, and B. N. Holben. 2012. Global and regional trends of aerosol optical depth over land and ocean using SeaWiFS measurements from 1997 to 2010. <i>Atmos. Chem. Phys.</i> 12(17):8037-8053. DOI: 10.5194/acp-12-8037-2012.</p> <p>Chin, M., T. Diehl, Q. Tan, J. M. Prospero, R. A. Kahn, L. A. Remer, H. Yu, A. M. Sayer, H. Bian, I. V. Geogdzhayev, B. N. Holben, S. G. Howell, B. J. Huebert, N. C. Hsu, D. Kim, T. L. Kucsera, R. C. Levy, M. I. Mishchenko, X. Pan, P. K. Quinn, G. L. Schuster, D. G. Streets, S. A. Strode, O. Torres, and X. P. Zhao. 2014. Multi-decadal aerosol variations from 1980 to 2009: a perspective from observations and a global model. <i>Atmos. Chem. Phys.</i> 14(7):3657-3690. DOI: 10.5194/acp-14-3657-2014.</p> <p>Lynch, P., J. S. Reid, D. L. Westphal, J. L. Zhang, T. F. Hogan, E. J. Hyer, C. A. Curtis, D. A. Hegg, Y. X. Shi, J. R. Campbell, J. I. Rubin, W. R. Sessions, F. J. Turk, and A. L. Walker. 2016. An 11-year global gridded aerosol optical thickness reanalysis (v1.0) for atmospheric and climate sciences. <i>Geoscientific Model Development</i> 9(4):1489-1522. DOI: 10.5194/gmd-9-1489-2016.</p> |
| 176 | P108/L4-6 | V | Text should make clear that aerosols both scatter and absorb incoming sunlight. |
| 177 | P108/L16-17 | V | "... only a few very specific types of aerosols (for example, from diesel engines) are sufficiently dark that they have a positive radiative forcing." This sentence should be deleted as it appears to minimize the impact of absorbing aerosols. Black carbon and brown carbon aerosols from many different sources absorb sunlight. |
| 178 | P109/L24-39 | V | Much of this section repeats what should be in the "Description of evidence base" section. Text should stick with the terms aerosol-radiation interactions and aerosol-cloud interactions throughout. The terms "indirect" and "semi-direct" should be retired. |
| 179 | P110/L17-18 | V | <p>Regional effects of aerosols can be quite large, which is not surprising given that the regional forcing of aerosols can be equal to or greater than the magnitude of global forcing from GHGs. Recommend taking this under consideration in this description of evidence. See for example:</p> <p>Philipona, R., K. Behrens, and C. Ruckstuhl. 2009. How declining aerosols and rising greenhouse gases forced rapid</p> |

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| | | | warming in Europe since the 1980s. <i>Geophysical Research Letters</i> 36:5. DOI: 10.1029/2008gl036350. Ruckstuhl, C., R. Philipona, K. Behrens, M. C. Coen, B. Dör, A. Heimo, C. Mätzler, S. Nyeki, A. Ohmura, L. Vuilleumier, M. Weller, C. Wehrli, and A. Zelenka. 2008. Aerosol and cloud effects on solar brightening and the recent rapid warming. <i>Geophysical Research Letters</i> 35(12). DOI: 10.1029/2008GL034228. Wild, M. 2016. Decadal changes in radiative fluxes at land and ocean surfaces and their relevance for global warming. <i>Wiley Interdisciplinary Reviews: Climate Change</i> 7(1):91-107. DOI: 10.1002/wcc.372. Leibensperger, E. M., L. J. Mickley, D. J. Jacob, W. T. Chen, J. H. Seinfeld, A. Nenes, P. J. Adams, D. G. Streets, N. Kumar, and D. Rind. 2012. Climatic effects of 1950-2050 changes in US anthropogenic aerosols-Part 2: Climate response. <i>Atmospheric Chemistry and Physics</i> 12(7):3349-3362. DOI: 10.5194/acp-12-3349-2012. |
| 180 | P110/L28-32 | R | Other major uncertainties to note include ocean uptake of CO ₂ and the biological and physical response of the ocean to climate change. Another large unknown is the response the Brewer Dobson circulation and the subsequent impact for stratosphere-troposphere coupling. |
| 181 | P110/L3 | R | Text should say that the largest *positive* feedback is water vapor. |
| 182 | P113 | V | Figure 2.1: Caption should state what year, or range of years, is/are represented and whether these values are annual averages. Caption should also make clear that some of these fluxes represent feedbacks. |

3: DETECTION AND ATTRIBUTION OF CLIMATE CHANGE

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| 183 | P139-143 | S | The efforts of the International Detection and Attribution Group (IDAG) should be mentioned (http://www.clivar.org/clivar-panels/etccdi/idag/international-detection-attribution-group-idag ; http://www.image.ucar.edu/idag/). |
| 184 | P141/L18-21 | R | The “relevant chapters” are mentioned but not referred to. Chapters where attribution statements are made should be specified. |
| 185 | P141/L34-P142/L4 | R | “this topic cannot be comprehensively reviewed here”—while the highlights from NAS (2016) are helpful, they do not convey the full impact of that report. Please elaborate a bit, e.g., how much less confidence is there in attributing drought than heat waves? |

4: CLIMATE MODELS, SCENARIOS, AND PROJECTIONS

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| 186 | P152/L7 | R | The phrase “depends primarily on future emissions” could be misleading. If the intent of the sentence is to say that uncertainty in future warming beyond mid-century is due to uncertainty in future emissions, it should be noted that the amount of warming will depend on emissions up until that point. Perhaps “depends primarily on prior emissions and ...” |
| 187 | P152/L9 | S | It is worth mentioning that it is very unlikely that the atmospheric concentration of CO ₂ will be below 400 ppm in this century. |
| 188 | P152/L30 | S | Chapter 2 is referred to as Scientific Basis, but the title of Chapter 2 is Physical Drivers of Climate Change. The same discrepancy is on page 153, lines 6 and 12, page 159, line 36-37, and page 317, line 22. |
| 189 | P153/L20 | S | “led by China and the United States” might be an overstatement, as certain European countries might validly claim to have taken aggressive measures sooner |
| 190 | P154/L4 | S | “earth system” should be “Earth system” |
| 191 | P154/L26-33 | R | This paragraph should also mention that RCP8.5 is a scenario in which the concentration of atmospheric aerosols is anticipated to be greatly reduced, making the combined radiative effect of increased CO ₂ and reduced aerosols even greater than expected for CO ₂ increase alone. |
| 192 | P155/L16 | S | Sanderson et al., 2016 should be listed as Sanderson et al., 2016a., since there are two Sanderson et al., 2016 papers cited. |
| 193 | P156/L24-31 | R | This paragraph is not clear and the purpose of the calculation is not described. The paragraph should be rewritten for clarity and motivation, and the purpose of the calculation should be described. Swain and Hayhoe, 2015 should also be referenced. |
| 194 | P156/L10 | R | Section 4.2.3: Is this pattern scaling / GMT scenario used in the rest of the report? If not, it should be deleted from this chapter. |
| 195 | P156/L15-19 | S | If Section 4.2.3 is retained, terms should be better defined or explained, including time-slice, scenario uncertainty, and climate sensitivity, to make more understandable for the intended audience. |
| 196 | P157/L22-P158/L4 | R | The paragraphs illustrate a lack of organization found throughout this chapter. The first two lines restate, without reference, the point made (unclearly) on P156/L16-21, then abruptly introduce Key Finding 1, with no elaboration, and with the confusing clause about an unlikely scenario in which sequestration suddenly increases, all with no references. The next paragraph introduces the Paris Agreement, and links RCP scenarios to |

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| | | | cumulative emissions to temperature targets, again with no references. The paragraph should be rewritten for clarity. |
| 197 | P157/L30 | R | The statement, that only 150 Gt more carbon can be emitted globally in order to meet the 1.5C target in the Paris Agreement, should have a reference. |
| 198 | P158/L14- P159/L30 | R | This brief foray into paleoclimate is more appropriate for the paleoclimate discussion in Chapter 6 and should be integrated there. |
| 199 | P159/32- P161/L7 | R | This section should discuss why models differ in their calculation of climate sensitivity. |
| 200 | P160/L25 | S | CMIP6 is unlikely to be much farther along by the time this report is issued. Suggest omitting reference to CMIP6. |
| 201 | P160/L32 | S | Also refer to Sanderson et al. 2016b. |
| 202 | P162/L30 | R | The phrase “bias correction will remove the physical interdependence between variables” is imprecise, because the latter is not necessarily a consequence of bias correction. Recommend rewording to “statistical downscaling can alter some of the physical interdependence between variables.” |
| 203 | P163/L15- P164/L18 | R | A statement should be added here that the intent of weighting models is to increase confidence in a particular response but that in doing so, there is a danger of underestimating the range of uncertainty, and hence missing possible climatic outcomes. |
| 204 | P164/L37 | S | The IPCC AR5 uses 1.5-4.5C as a range. Why the difference? |
| 205 | P165/L7-10 | S | The two sentences: “For precipitation ... entire century.” states that precipitation is necessarily a sub-grid-scale process. But, precipitation is constrained by large-scale moisture convergence, so there are large-scale constraints. Recommend focusing the statement on reference to extreme precipitation, or individual precipitation events. |
| 206 | P165/L12- 13 | R | Insert a reference for the statement that natural variability is mostly related to uncertainty in ocean initial conditions. |
| 207 | P166/L37- P167/L5 | S | Unclear what “the second” refers to. The second statement in the key finding would appear to be “projections...differ modestly” but the traceable account statement invokes “radiative properties...” which are not obviously related to available candidates for the second statement. The summary is also inaccurate, because the notion of “committed warming” was not introduced until about the IPCC Third Assessment Report. |
| 208 | P167/L4-5 | R | This response sounds reactionary and as such, dismissive. Recommend rewording to focus on “basic physical principles of radiative transfer” or something more specific. |
| 209 | P168/L15- 18 | S | These statements should include references. |

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| 210 | P169 | V | The table of emissions rates for RCP8.5 and actual values include some values with 10 significant digits. At most, the values are known to 2 or 3 significant digits. The table should be reformatted to include no more than 3 significant digits for all values shown. |
| 211 | P174/Fig. 4.4 | R | The history portrayed here is not entirely consistent with the IPCC equivalent (Figure 1.13 of Cubasch et al., 2013)—aerosols are included in SAR (1996), carbon cycle in TAR (2001). Also, the main story is not just increasing amounts of *physical science* as some of these could fall into other kinds of natural science (as line 29 of page 160 notes). The Committee has recommended deleting this figure, as noted in the main text. If the CSSR authors choose to retain it, consider the suggestions provided in this comment. |

5: LARGE-SCALE CIRCULATION AND CLIMATE VARIABILITY

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| 212 | P186/L33 | R | “teleconnections” should be defined, or a different phrase should be used. |
| 213 | P186/L35 | S | Change “Principle” to “Principal” |
| 214 | P187/L5-19 | V | Removal of Figure 5.1 and instead a brief explanation in the text is recommended, as stated in main text. The text could convey these key points: the general circulation transports heat poleward in complex, time-varying circulations. In the tropics, the overturning direct Hadley cell is made up of several more zonally confined circulations and large east-west overturning cells (e.g., the Walker circulation). The mid-latitudes are characterized by zonal jets that become dynamically or baroclinically unstable, and by extratropical cyclones and large planetary scale waves, the latter two responsible for the bulk of the poleward atmospheric heat and moisture transport. The polar latitudes are similarly asymmetric with the principal activity in the form of cyclones and anticyclones. |
| 215 | P187/L19 | R | NWS 2016 is cited as the Figure 5.1 source, but there is no listing in the references section. |
| 216 | P187/L20-28 | R | Add references for statements linking U.S. climate to NAO, PDO, ENSO, etc. |
| 217 | P187/L31-34 | R | Recommend referencing Palmer, T. N., F. J. Doblas-Reyes, A. Weisheimer, and M. J. Rodwell. 2008. Toward seamless prediction: Calibration of climate change projections using seasonal forecasts. <i>Bulletin of the American Meteorological Society</i> 89(4):459-+. DOI: 10.1175/bams-89-4-459. |

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| 218 | P187/L32-34 | R | The second part of this sentence could be better articulated. Suggest something like: “The climatic response to external forcing may be altered by the forced response of these existing, recurring modes of variability. Further, the structure and strength of regional temperature and precipitation impacts of these recurring modes of variability may be modified due to a change in the background climate.” |
| 219 | P188/L5 | S | This sounds more like attribution than detection in the usual formulation. |
| 220 | P188/L3-37 | S | Can any of these changes be quantified, even in a relative sense? |
| 221 | P189/L17-30 | R | The relatively small sample of ENSO events that have been observed in either the EP or CP categories should be mentioned. The differences between these “flavors of ENSO” are described in the peer-reviewed literature, but care is usually taken to note that the number of events in each category is < 10, so statistical significance is marginal. |
| 222 | P189/L31-38 | R | The first part of this paragraph indicates that models don’t agree on the projected changes in El Niño intensity or on changes in the zonal SST gradient, and then the paragraph ends by saying that studies suggest a near doubling in frequency of extreme ENSO events. It sounds contradictory. Also, the studies cited use a very strange metric for extreme ENSO variability, which may not be appropriate for comparing 20th century and 21st century ENSO events. Removing the last sentence wouldn’t change the overall intent of the paragraph. |
| 223 | P190/L1 | V | “Robust evidence” is mentioned twice (also page 288, line 34). Reference to specific kinds of evidence should be provided... For example, “Model studies (cite) and observational analyses (cite) show a ...” |
| 224 | P191/L11 | R | The NPO is not the dominant pattern of variability, but usually is the second most dominant pattern of variability (this is true of Linkin and Nigam as well, the study cited here). Recommend rewording to “a recurring mode.” |
| 225 | P191/L34-P193/L2 | R | Readers without a strong background in atmospheric sciences/dynamic meteorology will have trouble following this subsection, and its contribution to the messages of the chapter is unclear. Recommend either rewriting or removing the subsection. |
| 226 | P193/L7 | V | Delete “with a characteristic time scale of 40-60 years.” See the cited Newman et al., 2016, Section 5, for a discussion of the lack of a characteristic time scale for the PDO. Christensen et al. (2013) says 20-30 years, Gedalof et al. (2002) says it behaved quite differently in the 19th century (as indeed is also the case in the past ~15 years). |

Christensen, J. H., K. Krishna Kumar, E. Aldrian, S.-I. An, I. F.

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| | | | A. Cavalcanti, M. de Castro, W. Dong, P. Goswami, A. Hall, J. K. Kanyanga, A. Kitoh, J. Kossin, N.-C. Lau, J. Renwick, D. B. Stephenson, S.-P. Xie, and T. Zhou. 2013. Climate Phenomena and their Relevance for Future Regional Climate Change. In <i>Climate Change 2013: The Physical Science Basis. Contribution of Working Group I to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change</i> . T. F. Stocker, D. Qin, G.-K. Plattner, M. Tignor, S. K. Allen, J. Boschung, A. Nauels, Y. Xia, V. Bex and P. M. Midgley, eds. Cambridge, United Kingdom and New York, NY, USA: Cambridge University Press. |
| | | | Gedalof, Z. e., N. J. Mantua, and D. L. Peterson. 2002. A multi-century perspective of variability in the Pacific Decadal Oscillation: new insights from tree rings and coral. <i>Geophysical Research Letters</i> 29(24):57-51-57-54. DOI: 10.1029/2002GL015824. |
| 227 | P193/L11-13 | V | Suggest rewording the sentence to: "Consequently, PDO-related variations in temperature and precipitation in the United States are very similar to (and indeed may be caused by) variations associated with ENSO and the Aleutian Low strength (North Pacific Index, NPI), as shown in Figure 5.3. A PDO-related temperature variation in Alaska is also apparent ..." |
| 228 | P193/L21-24 | V | Similar to previous comment, suggest rewording to: "United States temperature and precipitation variations related to the Pacific Decadal Oscillation (PDO) are very similar to (and indeed may be caused by) variations associated with ENSO and the Aleutian Low strength (North Pacific Index, NPI). |
| 229 | P193/L35-P194/L10 | R | Additional comments should be added about the AMO: 1) Some authors refer to AMO as AMV, i.e., Atlantic Multidecadal Variability to acknowledge the fact that the instrumental record is insufficient to detect an oscillation with 50-70 year period. 2) The oscillatory nature of AMO is further called into question by the possibility that it is arises in response to inter-decadal fluctuations in atmospheric aerosols, so there is nothing intrinsically oscillatory about it. 3) The fact that an AMO signal only emerges from SST time series after detrending should be mentioned, i.e., the "warm" and "cold" phases described in the text are w.r.t. a background upward trend. |
| 230 | P195/L6 | S | This might be a natural point to include a short digression on Hawkins and Sutton 2009 (move from Section 4.4). It would make more sense complementing Figure 5.4. |
| 231 | P199/L12 | S | Suggest: ... lack of climate models' ability to properly simulate ... |

6: TEMPERATURE CHANGES IN THE UNITED STATES

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| 232 | P218/L12-13 | S | “between 1901 and 2015” is an ambiguous way of describing how the trends are calculated. Recommend using phrasing more similar to Table 6.1. |
| 233 | P218/L21 | R | “Each NCA region” (et seq.)—according to the first figure in the report, there are 10 regions. There is no mention in this chapter of changes in the Caribbean. |
| 234 | P218/L24-25 | S | “driven by a combination of natural variations and human influence” needs a reference. |
| 235 | P219/L9-10 | R | This statement would be strengthened considerably with a time series plot to back it up. Such a figure could then be revisited in a subsequent figure with the GCM-simulated past and future temperatures. |
| 236 | P219/L34 | R | Should be “Figure 6.2” |
| 237 | P219/L30-38 | V | This conclusion requires a few logical steps: (a) the pollen-based reconstruction indicates temperatures about 0.2°C lower for the last data point compared to the warmest data point around AD 850; (b) during the period of overlap, the instrumental curve is exactly accurate with respect to the pollen-based graph; and (c) the last data point on the instrumental curve is higher than the high data point around AD 850. The problems with this set of logical steps include (1) it is not clear exactly how close the relationship between the instrumental and pollen curves really is and (2) the uncertainties for the instrumental curve are not computed. None of this is covered in the traceable account, and the key finding is therefore unsupported by the figure and the text. |
| 238 | P220 | R | There is no mention of changes in extremes for Hawai’i, Alaska, and the Caribbean in Tables and only mention of Alaska in the text (across subsections covering extremes). Extremes should be included, or omission should be explained. |
| 239 | P221/L13 | R | Please clarify whether the 90th percentile is over the entire record or defined for 1901-1960 or 1986-2015. |
| 240 | P221/L17-20 | R | A reference is needed for this statement. |
| 241 | P221/L20-21 | S | Extremely, extremely slight. |
| 242 | P221/L22-24 | V | The metrics, “brief period” and “intense cold waves” need to be explained more fully. |
| 243 | P221/L26 | V | The definition of “extreme cold waves” is clearer, but still needs explanation. Is “extreme cold wave” the 10th percentile for the coldest 5-day stretch of each year? |
| 244 | P221/L34- | R | Similar to previous comments, metrics in this paragraph should |

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| | P222/L9 | | be better defined, including heat waves. |
| 245 | P221/L35 | R | “somewhat less common” seems to be an understatement? |
| 246 | P222/L7-9 | R | This statement may be true but it is not supported by Figure 6.4 or by any citations. |
| 247 | P222/L8-9 | S | “as evidenced by”—a single event is not evidence, but could be an example. Suggest rewording: “... than those in the 1930s; one example is the multi-month heat waves ...” |
| 248 | P222/L16-17 | R | Presumably this is a different definition of 1901-2015 temperature trends from that used up to now in this chapter? Clarification is needed. |
| 249 | P222/L22-26 | R | See Abatzoglou et al., 2007 that suggested that the lower warming in the southeast and higher warming in the west were both connected to atmospheric circulation. Abatzoglou, J. T., and K. T. Redmond. 2007. Asymmetry between trends in spring and autumn temperature and circulation regimes over western North America. <i>Geophysical Research Letters</i> 34(18). DOI: 10.1029/2007GL030891. |
| 250 | P224/L6-P225/L6 | S | Provide a date range for “near term.” |
| 251 | P225/L27-37 | R | It is difficult to interpret these results without further understanding of what the “cold spells, extreme cold waves, etc.” metrics mean. As noted previously, recommend providing definitions. |
| 252 | P225/L37-P226/L3 | R | While this statement seems obvious, a reference is needed. Also, it seems like it does not fit here. The entire chapter has been listing statistics of how temperature is changing, and then it ends with two sentences describing the physical relationship between heat waves and land surface conditions. This might fit better earlier in the section. |
| 253 | P228/L20-22 | V | This statement does not help trace anything, since some of the specific indices used here are not defined sufficiently to match them to indices in Zhang et al., 2014. Recommend deleting this sentence, and providing details of all calculations used to support this key finding. |
| 254 | P231-235 | R | Tables that list the regions in this chapter should indicate they are NCA4 regions. |
| 255 | P237/Fig. 6.2 | R | Y-axis and caption say that the anomalies are calculated with respect to 1904-1980 average. The average for the blue curve over that period looks to be about -0.25°C, not zero. Is this correct? The caption also says that the instrumental data shown are only for the period 2000-2006. Is this a typo? |
| 256 | P238-239 | R | The methods for generating the time series in the lower panels of Figure 6.3 and all of Figure 6.4 should be described. |

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| 257 | P240/Fig. 6.5 | V | Gray boxes in Figure 6.5 presumably are where insufficient observations exist, and the CMIP5 data have been masked in the same places. This should be explained. |
| 258 | P240/Fig. 6.5 | R | It is difficult to understand the green boxes with white hatching, notably the one near Oklahoma (?): the observed trend is 0.5-1 F/100 yrs and the modeled trend is 1.5-2°F per 100 yrs, and somehow that's not a detectable trend but is consistent with models? Clarify. |
| 259 | P243/Fig. 6.8 | R | The patchy texture of Figure 6.8 likely arises from statistical oddities in the downscaling technique rather than from physical processes. Does the ESD add any information or would it be just as defensible to plot the CMIP5 output directly? |

7: PRECIPITATION CHANGE IN THE UNITED STATES

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| 260 | P253/L3-6 | R | In Chapter 6, a similar reduction was attributed to the lengthening of the period averaged for "recent" times—note previous comments regarding averaged time periods. The southwest drought since 2011 does not pop out in Figure 7.1 as claimed here. |
| 261 | P253/L8-15 | S | This discussion of interannual variability and individual regional droughts is slightly out of place in a paragraph that references a map (Figure 7.1). Recommend starting with a description of the spatial patterns (and conceding that the splotchiness may be an artifact of the gridding process). Are any of the trends statistically significant? |
| 262 | P253/L34-36 | S | These seasonal changes are not equivalent. Isn't it the case that the changes in fall are small and not significant, whereas the changes in spring are very large (especially June)? |
| 263 | P253/L33-P254/L6 | S | Recommend providing additional, more authoritative citations for this information, perhaps IPCC. |
| 264 | P254/L6-17 | V | "increase"..."decrease"..."trend"..."decreased"..." for a lot of these comparisons, the period of record and possibly method are important in determining the sign of the result and should be specified. |
| 265 | P254/L22-P267/Fig. 7.2 | V | Page 254 says 5-day but page 267 (Figure 7.2) says daily. Page 254 discusses individual stations (implying that they are visible in the figure) but page 267 shows regional averages. These discrepancies should be reconciled or explained more clearly. |
| 266 | P254/L33-34 | R | Methods for calculating 5-year return value should be detailed here or in an appendix. Are any of the changes statistically significant? |

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| 267 | P255/L9-10 | V | How were station data combined into a spatial average? Was it CONUS? Greater detail is needed. |
| 268 | P255/L27-29 | R | This passage seems to be a vehicle to discuss a single study. ETCs are surely more important in winter, and ETCs are surely a less important factor in summer in many NCA regions than other factors (e.g., tropical cyclones, southwest monsoon, other summertime convection). The link to the cited Pfahl et al., 2015 study is not clear- what season? Were they so idealized as to be irrelevant? What do GCMs say? |
| 269 | P257/L14-26 | R | Since there's only one example of a U.S. storm, perhaps in addition to the lessons drawn from the two studies on the Colorado event, some more general lessons about detection and attribution of individual storms can be drawn from other parts of the world—the UK folks have done several studies of heavy precipitation events there. |
| 270 | P257/L15 | S | "fewer extreme storms"—fewer than what? Fewer than observed? |
| 271 | P257/L21 | R | Given this result, why show projections of snowpack change from a GCM (Figure 8.3)? |
| 272 | P259/L31-33 | R | "large compared to natural variations"—as computed from observations or from the models' respective 20th century or NAT simulations? Larger, meaning what exactly (> 1 sigma?) and why distinguish between "small compared to natural variations" and "inconclusive"—why not just reduce the load on the reader and use stippling only? |
| 273 | P260/L2 | S | Recommend referring back to Chapter 5 where changes in Hadley circulation are discussed. |
| 274 | P260/L7-17 | S | This is also covered in Chapter 8 and better coordination across chapters would improve this section. |
| 275 | P260/L34 | V | How were the standard deviations calculated? Across (how many) participating GCMs? |
| 276 | P261/L10-16 | S | Recommend reorganizing this section to discuss the landfalling portion first, since that is more relevant to the U.S. |
| 277 | P261/L18-21 | R | Should "CM3" be "CMIP3"? If not, what does it mean? |
| 278 | P262/L16 | S | Recommend also noting that encroachment or removal of vegetation can contribute to uncertainties in observed precipitation trends. |

8: DROUGHTS, FLOODS, AND HYDROLOGY

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| 279 | P281/L7 | R | Opening this key finding with "...is complicated" weakens the impact of what follows by suggesting that our understanding must be poor or limited. Recommend deleting this sentence here and where repeated in traceable accounts. |
| 280 | P281/L3-6 | R | Important to note here that the "dust bowl" was not a purely natural phenomenon—it was exacerbated by human land management practices. |
| 281 | P281/L29 | R | This section should note that the three characterizations of drought also have a varying range of timescales and are implicitly defined as deficits relative to some notion of what constitutes sufficient water (precipitation, soil moisture, stream flow). |
| 282 | P281/L29 | R | "scarcity" has economic connotations. "deficit" may be more appropriate. |
| 283 | P281/L35- P282/L2 | S | Stating "no region" seems perhaps oversimplified and inconsistent with Figure 8.1, where it looks as if parts of northern Canada may see increased moisture during almost all seasons. |
| 284 | P281-285 | S | Key Findings 1 and 2 have no figures associated with them. Inclusion of a time series for Key Finding 1 could nicely illustrate the message. |
| 285 | P282/L3-4 | S | <i>both increase and decrease</i> should be <i>either increase or decrease</i> . |
| 286 | P282/L10 | V | It is important to mention that precipitation deficits occur on a range of timescales, not just seasonal and annual. Some researchers maintain that "flash droughts" can result from just a few weeks of dry weather, and it is also clear from the paleo record that the long end of the timescale for droughts may be measured in decades, as indeed is mentioned later in this section. |
| 287 | P282/L11 | S | It is unclear what is meant by "effect of these natural variations." Consider reframing this to ask how rising temperatures change the hydrologic balance, and how human-induced changes in atmospheric circulation might change the magnitude or frequency of precipitation deficits. |
| 288 | P283/L5-6 | R | Reference is needed. |
| 289 | P283/L10- 12 | S | "Attribution statements...are without associated detection." This is a very indirect way of noting that Swain et al. (2014) found positive attribution of the ridiculously resilient ridge to human-caused climate change. This should be stated directly (while also noting the lack of associated detection). |
| 290 | P283/L22- 23 | R | "The Great Plains/Midwest drought of 2012 was the most severe summer meteorological drought in the observational record for |

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| | | | that region (see cited Hoerling et al., 2014 paper).” Is this consistent with earlier statements about the ‘30s Dust Bowl being the worst drought ever? If so, please explain how. |
| 291 | P283/30-34 | R | Clarify whether this is intended to indicate that human influences intensified the drought by increasing temperatures and reducing soil moisture. |
| 292 | P284/L1-15 | S | This paragraph seems to imply positive attribution of “the blob” and associated precipitation deficit to human influences. Is that correct? If so, it should be stated more clearly. |
| 293 | P284/L5-8 | R | Bond et al. actually say the opposite—the ridge <i>caused</i> the blob. Also see Mote et al. (2016), who suggested that the blob influenced the likelihood of drought in 2015, mainly in the Northwest. Mote, P. W., D. E. Rupp, S. Li, D. J. Sharp, F. Otto, P. F. Uhe, M. Xiao, D. P. Lettenmaier, H. Cullen, and M. R. Allen. 2016. Perspectives on the causes of exceptionally low 2015 snowpack in the western United States. <i>Geophysical Research Letters</i> 43(20):10,980-910,988. DOI: 10.1002/2016GL069965. |
| 294 | P284 | R | In discussion of “the blob” and “ridiculously resilient ridge,” recommend mention that it has been hypothesized that persistent phenomena like these are associated with arctic amplification, and link to Chapter 11, where this is already stated. |
| 295 | P284/L33-34 | V | In the statement, “less sensitivity to temperature increases than to precipitation variations, which have increased over the 20th century,” the juxtaposition of a directional temperature change and an increase in magnitude of precipitation variations is confusing. The quantity of soil moisture should be sensitive to total moisture input, not to the interannual variability. |
| 296 | P284/L38-P285/L2 | S | This sentence, although correct, is potentially confusing/misleading. The reader could conclude simply that there has been no human influence on meteorological drought in the United States, when the authors may be intending to convey is that such an influence may exist, but studies based on precipitation trends do not show one. If this is intended to be an “absence of evidence” statement, rather than an “evidence of absence” statement, it should be rephrased for clarity and moved to follow the next sentence, which states a positive finding. |
| 297 | P284 | S | The 2012 Central United States drought has been classified as a “heat wave flash drought” (see Mo and Lettenmaier, 2015). But the frequency of such droughts has been going down over about the last 100 years, and 2012 represented what appears to be an isolated uptick in a type of event that is becoming increasingly rare. This trend should be noted in this section. Mo, K. C., and D. P. Lettenmaier. 2015. Heat wave flash |

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| | | | droughts in decline. <i>Geophysical Research Letters</i> 42(8):2823-2829. DOI: 10.1002/2015GL064018. |
| 298 | P284 | S | Recommend incorporating discussion of the challenges in interpreting of P-E from climate models over the western U.S. because of their inability to resolve topography properly at a coarse resolution. |
| 299 | P285/L22-26 | R | If the PET formulation in the cited Walsh et al., 2014 is the standard Thornthwaite temperature index method, it will likely lead to an over-estimation of droughts, as the cited Sheffield et al. (2012) paper shows. |
| 300 | P285/L14-P286/L2 | S | Recommend splitting this long paragraph into two for clarity, with one focused on precipitation deficits and one on soil moisture. |
| 301 | P285/L7-12 | R | Are other basins that have received attention in the literature that could also be included here? |
| 302 | P286/L3-6 | S | This statement is very similar to one made on the previous page. |
| 303 | P286/L11-15 | R | If available, consider addition citations for more robust simulations with offline hydrologic or other land surface models. |
| 304 | P286/L6-9 | R | The statement “a direct CMIP5 multimodel projection.... total depth of the soil” is incorrect. Soil moisture percentiles based on total column soil moisture (from multiple land surface models) are already used in NOAA’s input to the U.S. Drought Monitor. Generally, the estimated soil moisture percentiles are more, rather than less, consistent than the models’ surface soil moisture. |
| 305 | P287 | V | As shown in Lins and Slack, 1999 and 2005, runoff has been increasing across most of the United States. at percentiles up to about the median, therefore model projections that indicate decreases seem questionable. What do the models show over the historic period? Aside from the western U.S., where snowpack-related changes clearly are related to warming, conclusions regarding runoff should be given low confidence. Lins, H. F., and J. R. Slack. 1999. Streamflow trends in the United States. <i>Geophysical Research Letters</i> 26(2):227-230. Lins, H. F., and J. R. Slack. 2005. Seasonal and regional characteristics of U.S. streamflow trends in the United States from 1940-1999. <i>Physical Geography</i> 26:489-501. |
| 306 | P287 | R | It may be inaccurate to refer to runoff changes associated with shifts in runoff timing in the western United States (related to reduced snowpack) as increased drought. Instead, this is a permanent shift in runoff timing. |
| 307 | P287/L29-P289/L23 | R | This section would be strengthened with inclusion of some discussion of changes in the risk of floods associated with ARs. The discussion of ARs in Chapter 9 suggests that such changes |

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| | | | might be expected. Even if no studies have been done and there is little one can say, it would be good to mention the issue. |
| 308 | P288/L4-16 | V | Recommend specifying the time period. Using “trends” without reporting the time period (and perhaps method, if not the default least-squares linear fit) is vague and comparisons across studies can lead to contradictions if the time periods do not match. |
| 309 | P288/L21-26 | S | This paragraph shifts abruptly from observed to projected changes. Was this inserted to reinforce the point in the previous three sentences that precipitation and runoff extremes happen in different seasons? The study mentioned points toward increases in fall (as well as winter), which do not support the point very cleanly. Recommend revising this text. |
| 310 | P288/L31-P289/L2 | V | The discussion of attribution of flooding should recognize—and the text should state—that changes in non-climatic factors like channel structure, basin land use, etc., can be significant factors complicating such attribution. |
| 311 | P289/L24-P290/L5 | R | This section is very out of place in Chapter 8. Recommend moving to Chapter 10. |
| 312 | P290/L3-4 | R | The information presented here seems to suggest medium confidence, based on the definition provided in the draft CSSR. Recommend citing Westerling et al., 2007, who argue that there is a strong anthropogenic signal, and reviewing the NASA fuel fire index (see e.g., doi:10.5194/nhess-15-1407-2015). Beyond the studies cited, authors might also consider mentioning the well-established indirect effects of human activities on wildfire activity in the western United States: warmer temperatures, earlier snowmelt and runoff, and in many areas and times of year, lower soil moisture. These effects would suggest that there are not “competing schools of thought” on this issue, but instead a question of the relative importance of anthropogenic climate change versus other factors. |
| 313 | P291/L20-21 | R | This statement appears to be based on comparison between recent droughts and the dust bowl, but the latter probably has a human-induced component, therefore is not an example of “Earth’s hydrologic natural variation.” This should be revised. |
| 314 | P291 | S | Recommend stating that while soil moisture is not well observed over long periods, land surface models do a pretty good job of reproducing it, and have allowed reconstructions for ~100 years. |
| 315 | P292/L31 | S | Uncertainty is “not low” is awkward. Recommend stating high or moderate as appropriate. |
| 316 | P293/L17-18 | R | It is important to note the long-standing nature of our understanding of effects on climate change on western United States hydrology here. While these changes are described in the cited Barnett et al., 2008 paper, they were also described well before then and this should be noted. Also Barnett et al. and others attributed changes to human-induced climate change, |

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| | | | which should be noted here. |
| 317 | P294/L11-17 | R | The summary statement should address water scarcity, since the key finding does. |

9: EXTREME STORMS

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| 318 | P308/L18 | S | “this increase” should be “this projected increase” |
| 319 | P308/L28-32 | R | This statement pertains to projected changes in ARs. Can anything be said about observed historical trends in ARs? |
| 320 | P308/L34 | S | Recommends opening this section with a brief reminder about why we care about this subject: severe storms cause disruption, financial losses, and loss of life. |
| 321 | P308/L34-P309/L8 | R | Is it really the uncertainty in sign or trends that makes detection and attribution relatively difficult for severe storms? Is the relative rarity of these events, which reduces the statistics significance of observed trends, not a more important factor? |
| 322 | P308/L34-P309/L8 | S | This introductory paragraph suggests that the scope of the chapter will be limited to analysis of past trends, when in fact future projections are also discussed. Some commentary about the difficulty of projecting changes in severe storms would therefore also seem appropriate to include here. |
| 323 | P309/L10-19 | R | Is it worth noting here that Hartmann et al., 2013 found increases in tropical cyclone activity to be “ <i>Virtually certain</i> in North Atlantic since 1970?” |
| 324 | P309/L32-35 | R | The statement “particularly robust” does not seem well supported by the trend shown in Figure 9.1. In what sense is 0.2°/decade or about 1.5° latitude in total robust? Is the trend statistically significant? Does the evidence really support the statement that the observed rate of movement can “substantially change patterns of tropical cyclone hazard exposure”? |
| 325 | P310/L15-21 | R | Were these formal attribution studies? Some of the citations listed here predate the application of detection and attribution methodology to questions other than global mean surface temperature. Possibly a word other than “attribution” (with accompanying reference to Chapter 3) would be appropriate, perhaps “ascribed”? |
| 326 | P310/L26 | S | Could eliminate “in the literature.” |
| 327 | P310/L33-P311/L14 | S | In this passage, IPCC statements are referred to as “consensus”. This does not occur elsewhere in the report and “assessment” would be a more accurate and common term for IPCC statements. |

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| 328 | P310/L33- P311/L13 | R | Do these modeling studies reproduce any of the observed variations in response to the mechanisms described on page 310, lines 15-20? |
| 329 | P311/L11 | S | Recommend stating “the increase [decrease] in tropical cyclone frequency” instead of referring to “the sign of the change in tropical cyclone frequency.” |
| 330 | P311/L19- 20 | S | What is the difference between consistency and consensus? |
| 331 | P312/L9-11 | S | This sentence should be posed as a statement and not a question. |
| 332 | P313/L5 | S | Is it helpful to describe the hurricane drought as “anomalous” (meaning deviating from what is standard, normal, or expected)? It seems that that is the premise here. The question is, what is the explanation for this anomaly? The evidence presented suggests a large random element, with a possible contribution from climate change of uncertain magnitude. |
| 333 | P313/L23 | S | Are post-storm damage assessments also used to determine the occurrence of a tornado? If so, indicate it here. |
| 334 | P315/L15- 22 | S | This passage is confusing and would be improved with clarification of the “climate conditions” and their relationship to CAPE and supercell strength. |
| 335 | P315/L30 | S | It is unclear which “part of the United States” is being referred to. |
| 336 | P315/L33 | S | Arctic should be arctic, since it is an adjective here. |
| 337 | P315/L37- P316/L2 | R | The explanation of “anomalously strong Pacific trade winds,” even if correct, is not very informative without identifying the cause of the anomaly. Can anything more fundamental be said about alternative possible causes of the “weather patterns of recent years?” |
| 338 | P316/L3-7 | R | There seems to be broad agreement here between observed and projected (increasing) trends, suggesting that we should have some confidence in those increases. Yet, the corresponding section in Key Finding 4 (page 308 lines 20-24) seems to convey much less certainty and confidence. This should be reconciled. |
| 339 | P316/L4 | S | Recommend this poleward shift should also be mentioned in Chapter 5. |
| 340 | P316/L13- P317/L3 | R | The story is quite different for the Northwest states than for California—AR events are so warm that they lead to net removal of snow and therefore do not “end” droughts there. Some of the literature cited has a California bias in that it does not acknowledge ways in which ARs, and their effects, differ in other parts of the West. Some discussion of their role in rain-on-snow floods (like those in February 1996 in Oregon and December 2007 in NW Oregon-SW Washington) would be an appropriate |

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| | | | balance to the overly California-centric flavor of this paragraph. |
| 341 | P317/L3-7 | R | Framing the question about how total distribution of precipitation (means and extremes) will change by discussing ARs is a popular approach, but it is unclear how this framing adds to the question. At minimum, this discussion should be put into the context of extreme precipitation discussed in Chapter 7 (and to some extent Chapter 8). The IVT approach discussed briefly at the bottom of page 317 may be a more useful way to cover this topic. |
| 342 | P317/L30 | S | Are the “studies that show qualitatively similar increases” noted here observational studies? Please clarify. |
| 343 | P321/L35-37 | V | This ‘summary’ discusses methodologies, not conclusions, and should be revised to reflect the key messages of this finding. |

10: CHANGES IN LAND COVER AND TERRESTRIAL BIOGEOCHEMISTRY

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| 344 | P337/L9-11 | R | This is a non-informative use of the confidence language: with a literal interpretation, this is just saying you are pretty sure the probability is not zero. It would be much more useful to be explicit that the land could become a net source, with a probability that is not known but might be on the order of something between 10% and 50%, especially with continued high emissions. |
| 345 | P337/L26-27 | S | It is probably better not to try to provide a mechanistic explanation of the urban heat island effect in this brief statement. |
| 346 | P338/L2-3 | V | This is a misleading opening, implying that all LUC effects are via albedo. |
| 347 | P338/L33 | R | “Earth browning” and “global greening” need definitions or to be replaced with self-explanatory terms. |
| 348 | P338/L34-36 | S | Update to include Girardin et al. (2016), who found no overall growth stimulation for continental boreal forest. Girardin, M. P., O. Bouriaud, E. H. Hogg, W. Kurz, N. E. Zimmermann, J. M. Metsaranta, R. De Jong, D. C. Frank, J. Esper, U. Büntgen, X. J. Guo, and J. Bhatti. 2016. No growth stimulation of Canada’s boreal forest under half-century of combined warming and CO ₂ fertilization. <i>Proceedings of the National Academy of Sciences of the United States of America</i> 113(52):E8406-E8414. DOI: 10.1073/pnas.1610156113. |
| 349 | P339/L31-33 | S | Possible citations to add here include: and Bond-Lamberty, B. and Thomson, A. 2010. Temperature-associated increases in the global soil respiration record. |

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| | | | Bond-Lamberty, B., and A. Thomson. 2010. Temperature-associated increases in the global soil respiration record. <i>Nature</i> 464(7288):579-582. DOI: 10.1038/nature08930. |
| | | | Crowther, T. W., K. E. O. Todd-Brown, C. W. Rowe, W. R. Wieder, J. C. Carey, M. B. MacHmuller, B. L. Snoek, S. Fang, G. Zhou, S. D. Allison, J. M. Blair, S. D. Bridgham, A. J. Burton, Y. Carrillo, P. B. Reich, J. S. Clark, A. T. Classen, F. A. Dijkstra, B. Elberling, B. A. Emmett, M. Estiarte, S. D. Frey, J. Guo, J. Harte, L. Jiang, B. R. Johnson, G. Krol-Dulay, K. S. Larsen, H. Laudon, J. M. Lavalley, Y. Luo, M. Lupascu, L. N. Ma, S. Marhan, A. Michelsen, J. Mohan, S. Niu, E. Pendall, J. Pecuelas, L. Pfeifer-Meister, C. Poll, S. Reinsch, L. L. Reynolds, I. K. Schmidt, S. Sistla, N. W. Sokol, P. H. Templer, K. K. Treseder, J. M. Welker, and M. A. Bradford. 2016. Quantifying global soil carbon losses in response to warming. <i>Nature</i> 540(7631):104-108. DOI: 10.1038/nature20150. |
| 350 | P340/L20-27 | S | Similarly compelling statistics have been calculated for California's drought, and could be included here. |
| 351 | P340/L27-30 | S | This sentence requires clarification, it's confusing as written. |
| 352 | P341/L4-17 | S | This paragraph needs a sense of scale. Are these generally small or large effects, especially relative to other impacts of climate change and human activity? |
| 353 | P341/L4-38 | V | Since SOCCR-2 is a draft report that will not be finalized until after CSSR, it should not be cited. Instead, the primary literature underlying the statements should be referenced. |
| 354 | P341/L18-29 | R | This paragraph would benefit from a little more detail on the relationship between N availability and plant growth. For instance, line 24 should state that N mineralization <i>transforms the N into a form that can then be taken up by plants</i> , which results in the shift in N from the soil to vegetation. |
| 355 | P341/L27-29 | S | Sentence on CMIP5 models seems out of place; remove? |
| 356 | P341/L33-35 | R | This sentence requires the mechanistic context to explain why CO ₂ losses from soils would decrease with N deposition. |
| 357 | P342/L1-15 | S | Paragraph is too long, relative to importance of VOCs for climate change and vis-a-vis main chapter points. |
| 358 | P342/L1-15 | | Nearly all the references regarding VOCs are outdated. The chemical mechanisms involved in the oxidation of VOCs in the atmosphere have been much revised in recent years, and current understanding of the effects of VOCs on regional climate has changed. See for example Tai et al. (2013), Achakulwisut et al. (2015), and Heald and Ridley (2016). |
| | | | Tai, A. P. K., L. J. Mickley, C. L. Heald, and S. Wu. 2013. Effect of CO ₂ inhibition on biogenic isoprene emission: |

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| | | | Implications for air quality under 2000 to 2050 changes in climate, vegetation, and land use. <i>Geophysical Research Letters</i> 40(13):3479-3483. DOI: 10.1002/grl.50650. Achakulwisut, P., L. J. Mickley, L. T. Murray, A. P. K. Tai, J. O. Kaplan, and B. Alexander. 2015. Uncertainties in isoprene photochemistry and emissions: implications for the oxidative capacity of past and present atmospheres and for climate forcing agents. <i>Atmos. Chem. Phys.</i> 15(14):7977-7998. DOI: 10.5194/acp-15-7977-2015. Heald, C. L., and J. A. Geddes. 2016. The impact of historical land use change from 1850 to 2000 on secondary particulate matter and ozone. <i>Atmos. Chem. Phys.</i> 16(23):14997-15010. DOI: 10.5194/acp-16-14997-2016. |
| 359 | P342/L22-26 | S | These sentences should ideally address issues beyond just fire. |
| 360 | P342/L28-P343/L17 | S | This paragraph is not well defined and is a mixture of too many topics. Recommend breaking it apart. |
| 361 | P342/31-32 | V | Chapter 5 did not present compelling evidence that such changes are underway or even expected. |
| 362 | P343/L18-30 | R | This is a confusing paragraph that ranges from storms to fires, with many puzzling comments. It is poorly structured and out of place; remove and/or break up to put elsewhere, or significantly rewrite to improve logical flow and emphasize important points. |
| 363 | P343/L25-29 | S | This sentence is unclear. Does this mean flows will be lower than the historic extreme lows? |
| 364 | P343/L31-38 | V | This would be a natural place for the Wildfires Section 8.3. |
| 365 | P344/L2-5 | V | Almost every indicator of human activity has increased since about 1950, making statements about the correlation between CO ₂ uptake and emissions unhelpful without additional context. Also, emissions could mean either industrial or ecosystem. |
| 366 | P345/L1-3 | V | The description of the trend seems over-precise. If this interpretation is not supported by a robust statistical analysis, it should not be presented, and it should certainly not be presented as clearly understood. |
| 367 | P345/L1 | R | Stating the growing season changes are “more variable” using referenced figures is not an apt comparison, since Figure 10.3 is a map and Figure 10.4 is a time series. |
| 368 | P345/L16-17 | S | Are not plant hardiness zones based on temperate and growing season length? So, does this sentence add anything? |
| 369 | P345/L28 | S | The cited EPA (2016) report is a peer reviewed document, but it seems to not be the most appropriate reference to adequately support this statement. |
| 370 | P346/L6 | S | “exacerbated” has the wrong implication. Recommend |

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| | | | "amplified." |
| 371 | P346/L6-7 | S | The Reyes-Fox et al. (2014) paper cited here makes it clear that their conclusion is intended for settings where the season end is set by drought and not by cold. Zhu et al. (2016) provide an example where this does not appear to be the case. Zhu, K., N. R. Chiariello, T. Tobeck, T. Fukami, and C. B. Field. 2016. Nonlinear, interacting responses to climate limit grassland production under global change. <i>Proceedings of the National Academy of Sciences of the United States of America</i> 113(38):10589-10594. DOI: 10.1073/pnas.1606734113. |
| 372 | P346/L16-18 | S | This sentence is difficult to understand. |
| 373 | P346/L27-32 | S | This sudden shift to CMIP5 model projections is unexpected and out of place. |
| 374 | P347/L13-17 | S | Groundwater depletion is one of the major themes in recent years. It deserves more than this cursory treatment. |
| 375 | P347/L25 | R | The chapter starts with lots of statements about the role of climate change in increasing sinks and then states that the general effect is to decrease forest sinks. These two elements of the interpretation need to be reconciled. |
| 376 | P348/L31-32 | S | Were any of those cities in the United States? |
| 377 | P349/L1-11 | S | This discussion is not useful without some information on direction and magnitude of the effects. |

11: ARCTIC CHANGES AND THEIR EFFECTS ON ALASKA AND THE REST OF THE UNITED STATES

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| 378 | General | R | There could be more discussion on the relative importance of the main drivers of sea-ice change (air vs ocean temperature, prevailing wind-driven export, etc.) in this chapter. |
| 379 | P370/L25-27 | S | Sea level rise should also be mentioned. |
| 380 | P370/L25-33 | S | Lines 31-33 seem to serve the same purpose as 25-27, but state things in less obscure terms. Consider consolidating. |
| 381 | P370/L23-P371/L15 | S | A number of statements in the introduction are very obvious and are not necessary, given the "scientifically literate" target audience. |
| 382 | P370/L27 | R | Statement on "high sensitivity" should include source or evidence. |

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| 383 | P370/L24- P371/2 | S | This paragraph contains a lot of useful information but does not flow well. Recommend revising to make the sentence order more logical. |
| 384 | P371/L1 | R | Much of Alaska is within the Arctic, so the statement that Alaska's climate is "connected to the Arctic" does not seem necessary. |
| 385 | P371/L3-13 | V | As written, this section could leave a read with the impression that not enough is known about Arctic climate change to inform policy, which is not the case. Recommend adding some statement to the effect that despite these uncertainties, we certainly know enough to formulate effective policies. |
| 386 | P371/L11- 15 | R | The concepts of "stunted scientific progress" and "significant scientific progress" are at odds. This section of the introduction needs editing. |
| 387 | P371/L20 | R | "Vertical profiles of temperature." Where? In the boundary layer? Free atmosphere, upper ocean? Wording needs to be more direct and explicit. |
| 388 | P371/L26- 35 | S | The post-1979 temperature changes are impressive! It would be nice to see a map of them. |
| 389 | P372/L4 | S | Should "however" be "moreover?" |
| 390 | P372/L9 | S | "will continue" |
| 391 | P372/L22 | R | Where does the "New Arctic" era come from? A reference is needed. |
| 392 | P373/L5-7 | R | It is unclear how the statistics cited support the statement about "The age distribution...." If the decrease in multi-year ice were greater than the decrease in first-year ice, that would support the statement, but instead, the decreases are the same, within uncertainties. Furthermore, looking at Figure 11.1, the decrease in extent of multi-year ice appears to be much greater than 13%. Even considering the different baseline years (1988 vs 1984), this seems to be an inconsistency. |
| 393 | P373/L17- 19 | R | What is the definition of melt season (also in the caption for Figure 11.2)? Also, from Figure 11.2, it looks like part of Alaska's west coast has seen an increase in melt season. |
| 394 | P373/L29- 32 | V | " <i>very likely</i> " a human contribution to sea ice loss? Is this implying that there is up to a 10% chance that there is no human contribution at all to loss of Arctic sea ice? This seems surprising and inconsistent with the subsequent statement that future sea ice loss is <i>virtually certain</i> . If future human forcing is so certain, how can past human forcing be less certain? |
| 395 | P373/L30- 31 | R | "Internal climate variability alone could not have caused recently observed record low Arctic sea ice extents (Zhang and Knutson 2013)." A probability associated with this statement should be provided, if possible. |

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| 396 | P373/L39- P374/L2 | R | The section on sea ice is long on observational trends but short on projections of the future. In particular there is no quantitative discussion of how future sea ice extents depend on emissions scenarios. Recommend adding material on future projections. |
| 397 | P373/L3 | R | “The thickness...” Presumably you mean the <i>mean</i> thickness? |
| 398 | P374/L17- 18 | R | “AW” is an abbreviation used only here and only twice. Recommend just writing out. |
| 399 | P374/L18 | R | Is the “observed AW warming unprecedented in the last 1150 years” referring to rates of warming, total warming since 1970, or maximum temperatures? This is too vague as written. |
| 400 | P374/L28- 31 | R | Projections of SLR should be left to Chapter 12, which is very different from Church et al. 2013 cited here. |
| 401 | P375/L18- P376/L11 | R | It would be appropriate to tie this passage to the equivalent in Chapter 10. But, it is not clear that it fits within the purview of this report, viz, physical aspects of climate change. |
| 402 | P375/L33 | S | It is unclear what “Thresholds in temperature and precipitation shape Arctic fire regimes...” means. Please clarify. |
| 403 | P375/L14 | S | Modeling studies (projections) and observations are being awkwardly blended in this statement. |
| 404 | P375/L18- P376/L5 | S | This paragraph is OK but completely Alaska-focused. It could be improved by inclusion of at least a few sentences of context with respect to other parts of the North American and global Arctic. |
| 405 | P375/L22 | S | “Shortened snow cover and higher temperatures...” compared to what? |
| 406 | P375/L27- 30 | S | This sentence could be broken up and re-written for improved clarity. |
| 407 | P375/L37 | R | The basis for the stated projections is not given. Is it based on fire-weather analysis calculated from GCM climate projections? Some basic information should be provided, rather than just citations. |
| 408 | P376/L6-7 | S | This sentence is confusing. Recommend restructuring to something like, “Approximately 50% of the total global soil carbon is found in boreal forest and tundra ecosystems.” Also, please clarify whether this value contains carbon contained in permafrost. |
| 409 | P376/L16- 17 | R | The math here is unclear here—50% decline between 1967 and 2012 (45 years) = 11% per decade not 19.8% per decade? The citation is a broken URL. |
| 410 | P376/L20- 22 | R | Please explain why May is chosen for comparison instead of another month. |
| 411 | P376/L32 | R | Why “since 2000”? Every time series in Figure 11.3 goes back to the 1980s. |

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| 412 | P377/L12 | R | “Mass loss from ice sheets and glaciers influences sea level rise” is too much of an understatement. It is important to explain that the relative contribution of mass loss to SLR continues to increase, now exceeds thermal expansion, and has the potential to eventually alter the landscape. |
| 413 | P377/L36 | R | The sentence: “Ice mass loss... has steadily declined” is confusing, as it seems to indicate that the rate of mass loss is decreasing around the Gulf of Alaska. That would be surprising given that the Arctic is warming rapidly, where mass loss from the biggest single ice sheet (Greenland) is accelerating, and where the Pan Arctic rate of mass loss seems roughly constant since around 2000 (Figure 11.4). Is this intended to state that ice mass [not mass loss] has steadily declined? If not, an explanation of why mass loss is decelerating, i.e., why glaciers near Gulf of Alaska are behaving differently from those in the rest of the Arctic, is needed. |
| 414 | P378/L14 | S | The meaning of this sentence is unclear. What is meant by “factor”? |
| 415 | P378/L32-33 | S | It would be useful to mention the recent California drought as an example of “persistent circulation phenomena like blocking and planetary wave amplitude.” |
| 416 | P379/L12-24 | R | The statement that “these simulations do not support” a dominant role for loss of sea ice is followed by the argument that the models do not adequately represent the processes relevant to this question. If that is the case, then the “these simulations do not support” statement seems misleading. Clarify what is meant and why the results of these models are worth reporting. |
| 417 | P379/L36-P380/L2 | S | Since AMOC has been covered in other chapters, cross-reference should be included. |
| 418 | P380/L2 | S | Refer to Chapter 15. |
| 419 | P380/L5-6 | S | Might want to weaken this statement; Alaska’s “carbon rich” permafrost is in a narrow band on North Slope and doesn’t compare to e.g., Hudson Bay Lowlands (see Figure 1a in the cited Schuur et al., 2015 paper). |
| 420 | P380/L7-8 | V | The statement that “warming Alaska permafrost ...is a concern...for the global carbon cycle” is too tepid and obscurely worded. Warming is a concern for the global climate, and the possibility of significant and uncontrollable releases of carbon threaten to undermine global efforts to control climate change. |
| 421 | P380/L12-29 | | For balance, consider citing Oh et al. (2016) who suggest that much of the Arctic can act as a sink for methane, even when permafrost thaws. Oh, Y., B. Stackhouse, M. C. Y. Lau, X. Xu, A. T. Trugman, J. Moch, T. C. Onstott, C. J. Jurgensen, L. D’Imperio, B. Elberling, C. A. Emmerton, V. L. St. Louis, and D. Medvigy. 2016. A |

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| | | | scalable model for methane consumption in arctic mineral soils. Geophysical Research Letters 43(10):5143-5150. DOI: 10.1002/2016GL069049. |
| 422 | P380/L15 | S | Consider citing Treat et al. synthesis papers. For example: Treat, C. C., S. M. Natali, J. Ernakovich, C. M. Iversen, M. Lupascu, A. D. McGuire, R. J. Norby, T. Roy Chowdhury, A. Richter, H. Šantrůčková, C. Schädel, E. A. G. Schuur, V. L. Sloan, M. R. Turetsky, and M. P. Waldrop. 2015. A pan-Arctic synthesis of CH ₄ and CO ₂ production from anoxic soil incubations. <i>Global Change Biology</i> 21(7):2787-2803. DOI: 10.1111/gcb.12875. |
| 423 | P380/L15-18 | R | This significantly misstates the central finding of the cited Schädel et al., 2016 paper, which was that emissions from thawed permafrost soils are likely to be overwhelmingly dominated by CO ₂ , not CH ₄ . |
| 424 | P380/L17 | R | "Schädel" |
| 425 | P380/L17 | R | How much permafrost-sourced CH ₄ production oxidizes to CO ₂ ? The statement that CH ₄ is 20 times stronger a greenhouse gas than CO ₂ is misused here. |
| 426 | P380/L18-22 | R | How does the estimate of this feedback square with the fact of little change in CH ₄ (Figure 2.5) during a period of rapid Arctic warming? |
| 427 | P380/L19-20 | R | Explain why are there negative signs in front of 14 and 19? |
| 428 | P380/L21 | V | The global temperature rise quoted here is from the permafrost-carbon feedback alone. Clarify. |
| 429 | P380/L30-P381/L9 | R | There is some overlap here with Chapter 15. Note also that much of the CH ₄ released is likely to oxidize to longer-lived CO ₂ . |
| 430 | P382/L10-11 | S | "Climate models have been predicting... for more than 40 years." To make the meaning completely clear, it would be better to say "For more than 40 years, climate models have been predicting..." |
| 431 | P383/L12 | S | Summary sentence simply reiterates previous text and does not integrate the key finding, evidence base, and key uncertainties in a concise way. The key finding and summary sentences almost seem reversed. |
| 432 | P383/L16 | S | Typo. Check grammar. |
| 433 | P384/L21 | R | Why is the likelihood of impacts only 2/3 when finding states that "crumbling buildings, roads, and bridges are being observed."? It seems like it should be 100%, since impacts are already occurring. |
| 434 | P383/L28- | R | Recommend citing Schädel et al., 2016, and mentioning |

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| | 32 | | dominance of CO ₂ . |
| 435 | P383/L32 | S | Perhaps add in-situ gas flux measurements to the list? Schuur et al. 2009, among many others. Schuur, E.A.G., Vogel, J.G., Crummer, K.G., Lee, H., Sickman, J.O., Osterkamp, T.E. 2009. The effect of permafrost thaw on old carbon release and net carbon exchange from tundra. <i>Nature</i> , 459(7246): 556-559. doi:10.1038/nature08031 |
| 436 | P384/L1 | S | Recommend adding microbial activity (warming) to the list. For example, see: Hollesen, J., H. Matthiesen, A. B. Muller, and B. Elberling. 2015. Permafrost thawing in organic Arctic soils accelerated by ground heat production. <i>Nature Climate Change</i> 5(6):574-578. DOI: 10.1038/nclimate2590. |
| 437 | P384/L30 | R | Are estimates of permafrost soil carbon content generally based on just the upper 1m of the soil column (e.g., see Tarnocai, 2009)? Is there still high uncertainty and possibly much greater potential losses than current estimates? Tarnocai, C., J. G. Canadell, E. A. G. Schuur, P. Kuhry, G. Mazhitova, and S. Zimov. 2009. Soil organic carbon pools in the northern circumpolar permafrost region. <i>Global Biogeochemical Cycles</i> 23(2):n/a-n/a. DOI: 10.1029/2008GB003327. |
| 438 | P385/L38 | S | Recommend revising "...is affecting coastal erosion" to "is increasing coastal erosion." |
| 439 | P386/L4 | S | Consider replacing thermohaline circulation with MOC or AMOC? |
| 440 | P386/L11 | S | Mention uncertainty of impact on fresh water forcing on ocean circulation. See: Liu, W., S.-P. Xie, Z. Liu, and J. Zhu. 2017. Overlooked possibility of a collapsed Atlantic Meridional Overturning Circulation in warming climate. <i>Science Advances</i> 3(1). DOI: 10.1126/sciadv.1601666. |
| 441 | P386/L17-35 | R | Line 17 states <i>high confidence</i> , lines 31 and 35 seem to contradict this by stating <i>very high confidence</i> . Please reconcile |
| 442 | P386/L28 | S | Recommend "fine spatial scale" rather and "fine regional scale." |
| 443 | P389/Fig. 11.1 | R | What are the thin green bars in the lower right inset? More significantly, comparing two individual years carries significant risks of cherry-picking. Recommend showing the classic September time series since 1979. This figure and Figure 11.2 are perhaps not the best choices for illustrating the key findings and main points of this section. |
| 444 | P389 | V | As noted in Section II.3 for Figure ES.9/Figure 11.1, using a single year to compare with 2016 could be perceived as "cherry |

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| | | | picking” to maximize the difference. Perhaps better to use a 1980’s average. |
| 445 | P390/Fig. 11.2 | R | Color scheme is strange, with no apparent logical progression. The positive scale, e.g., starts with increasingly dark shades of blue and then abruptly changes to greens. There does not seem to be any green on the map so perhaps this could be revised by simply eliminating the greens from the color bar. |
| 446 | P391/Fig. 11.3 | S | This figure clearly shows that the coldest coastal soils are warming fastest, but it seems that what really matters is the increased area of permafrost at (or close to) 0°C. If retained, recommend putting Centigrade scale on the right vertical axis. |
| 447 | P392/Fig. 11.4 | S | The right y-axis should be explained (presumably it is for GRACE). |
| 448 | P392 | S | Perhaps add an additional figure showing increased area of Greenland with net negative net mass? |

12: SEA LEVEL RISE

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| 449 | P411/L26 | R | Key Finding 4: “elevation thresholds” is ambiguous and should be defined. |
| 450 | P412/L7 | S | Assessment of “change” is ambiguous. Consider replacing with “Assessment of vulnerability to rising sea levels....” Then, the last sentence could simply begin: “A risk-based perspective on sea-level rise points to the need for an emphasis on how changing....” |
| 451 | P412/L12 | S | Consider rewording to read: “1) increased volume of seawater from thermal expansion of the ocean as it warms, and 2), increased mass of water in the ocean from melting ice in mountain glaciers and ice sheets...” |
| 452 | P412/L15 | R | This is mildly esoteric and could be made more explicit by defining GRACE, and/or write “(altimeter and gravity measurements) and in situ water column measurements (Argo floats)...” |
| 453 | P412/L11-22 | R | An important point to consider emphasizing is that in the last century, the largest contributor to SLR was thermal expansion, but now, “since 2005” loss of land ice has begun to take over. |
| 454 | P412/L27 | S | When did this “weakening of the Gulf Stream” occur? Is this referring to the 2010 spike in sea level along the US. Northeast (NYC, Boston, etc.)? This could be articulated more clearly. |
| 455 | P412/L34 | S | Perhaps this should read “...and the reduced gravitational attraction of the ocean toward the ice sheet” |

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| 456 | P413/L1 | S | “cores” may not be the best word choice here. Consider rewording to say “In areas once covered by the thickest parts of the great ice sheets of the Last Glacial Maximum...” and then, on line 3, replace “Slightly further away from the cores with “Along the flanks of the ice sheets, such as....” |
| 457 | P415/L5 | R | As in the introduction, it may be simpler/clearer to keep everything focused on the 20 th century (1900) rather than post 1880. The implication that the rate of SLR was ~1.2 to 1.5 mm/yr during most of the last century, but is now twice that (~3mm/yr) is a critical point. The rate of SLR is accelerating and this should be emphasized strongly. |
| 458 | P415/L33 | R | “heat storage” implies a total quantity of energy (Joules), not an energy flux (Wm^{-2}). Is this intended here (as in the rest of this section) to refer to, “rate of heat uptake by the ocean,” rather than “heat storage”? Clarify. |
| 459 | P416/L11-14 | S | As worded, the sentence beginning, “On interannual scales, ENSO...” may appear to contradict itself to some readers. Consider rewording. |
| 460 | P416/L16 | S | Consider avoiding the use of “stronger evidence.” “mounting evidence,” or “accumulating evidence” may be better choices. |
| 461 | P416/L19 | S | Consider replacing “Input-output calculations” with “mass balance calculations.” |
| 462 | P416/L27 | S | Add Wouters et al. (2015) to the list of references for ice mass loss in the Bellingshausen Sea region. Wouters, B., A. Martin-Espacol, V. Helm, T. Flament, J. M. Van Wessem, S. R. M. Ligtenberg, M. R. Van Den Broeke, and J. L. Bamber. 2015. Dynamic thinning of glaciers on the Southern Antarctic Peninsula. <i>Science</i> 348(6237):899-903. DOI: 10.1126/science.aaa5727. |
| 463 | P416/L23 | S | Helm et al. (2014) adds support to mass gain in Dronning Maud Land. Helm, V., A. Humbert, and H. Miller. 2014. Elevation and elevation change of Greenland and Antarctica derived from CryoSat-2. <i>Cryosphere</i> 8(4):1539-1559. DOI: 10.5194/tc-8-1539-2014. |
| 464 | P417/L2 | S | “Accelerating mass loss over the record....” What record? Consider clarifying that this is referring to Tedesco et al., 2013. |
| 465 | P417/15-16 | | Suggest that the authors clarify and expand on this important statement, because at least one reference cited here suggests an estimate lower than 250 cm. |
| 466 | P420/L24 | S | Another paper worth citing to support the concept of a long-term sea-level “commitment” would be Golledge et al. (2015). |

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| | | | Golledge, N. R., D. E. Kowalewski, T. R. Naish, R. H. Levy, C. J. Fogwill, and E. G. W. Gasson. 2015. The multi-millennial Antarctic commitment to future sea-level rise. <i>Nature</i> 526(7573):421-425. DOI: 10.1038/nature15706. |
| 467 | P420/L24 | R/S | Importantly, some of the “emerging science” discussed here (e.g., DeConto and Pollard, 2016), shows that the loss of marine-based ice is permanent on the timescales being considered here, because of the slow thermal recovery of the ocean. In other words, if lost, marine-based ice will not regrow until the oceans cool enough to allow the regrowth of buttressing ice shelves... which will take centuries to millennia. Consider including some discussion on this point. |
| 468 | P421-422 | R/S | Regional Projections. The list (#1-6) is accurate, clear, and concise. However, it mostly emphasizes the gravitational fingerprint of ice sheet and glacier loss. It might be worth considering the addition of a bullet, regarding the expected distribution of near-term, steric-driven sea level rise (which could especially impact U.S. interests in the western Pacific). See Figure 12.2.c. The impact of ocean dynamic effects on the U.S. Northeast Coast might be worth a bullet too, as it could be in the ~1 to >10 cm range by 2100. For example, see: Yin, J. 2012. Century to multi-century sea level rise projections from CMIP5 models. <i>Geophysical Research Letters</i> 39(17). DOI: 10.1029/2012GL052947. Yin, J., and P. B. Goddard. 2013. Oceanic control of sea level rise patterns along the East Coast of the United States. <i>Geophysical Research Letters</i> 40(20):5514-5520. DOI: 10.1002/2013GL057992. |
| 469 | P427/L17 | V | Key Finding 2: The list of RCP’s appears to be backwards. |
| 470 | P430/L9 | V/R | This should read: “... regarding the stability of marine-based ice in Antarctica.” Ice in both West and East Antarctic outlets and deep basins are vulnerable. |
| 471 | P430/L11-19 | R | This would be a good place to reiterate the important point that most of North America will experience substantially more relative SLR from an equivalent loss of ice on Antarctica than from Greenland. |
| 472 | P430/L35 | S | This statement could also be listed under Key Finding 2. |
| 473 | P432/L23 | S | Check grammar: “to do so..” |
| 474 | P433/L19 | S | Check grammar: “at specific locations” |
| 475 | P434/Fig. 12.1 | S | Consider citing the original source of the GIA solution in panel e? This may be from Hay et al., 2015? There are two Kopp et al., 2015 references. Label 2015a and 2015b? |

13: OCEAN CHANGES: WARMING, STRATIFICATION, CIRCULATION, ACIDIFICATION, AND DEOXYGENATION

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| 476 | General | R | A few examples of words that should be defined are: autotrophic, saturation with respect to aragonite, bathyal |
| 477 | P452/L30 | V | . . . global average <u>surface</u> ocean acidity . . . |
| 478 | P452/L30 | V | A definition of “global ocean acidity” is needed. |
| 479 | P453/L18-21 | R | Recommend using “increases” instead of “changes”? All of the effects outlined in this sentence are in a single direction, implying that only one direction of changes in stratification can be responsible. Otherwise an equally valid reading of the sentence is that decreases in stratification would also have the same effects. |
| 480 | P454/L14 | V | The full citation to “Rykaczewski et al., 2015” is not included in the References section |
| 481 | P454/L16-18 | S | Converting these changes to degrees/decade would allow more direct comparisons over the different time periods, although trends over such a short interval as 1982-2006 have generally poor signal-to-noise ratio. “deeper waters” suggests that these are measurements over some depth, so either this should be specified, or if SST is meant then it should be stated. |
| 482 | P454/L22 | R | Have glaciers also thinned, in addition to melting at “their fringes”? |
| 483 | P455/L1-14 | S | These paragraphs stray from the topic of this section, viz., warming, stratification, and circulation changes. |
| 484 | P455/L12-14 | V | This assertion needs a citation. |
| 485 | P456/L6 | V | Delete “more” |
| 486 | P456/L6-13 | R | This paragraph contains long, complex sentences and should be revised to improve flow. |
| 487 | P456/L8-13 | R | Not clear what is meant by “rate of acidification”; what is typically observed is that the changes in partial pressure of CO ₂ in the surface ocean tracks those of the atmosphere on a seasonally-average basis, but with a geographically varying “disequilibrium.” |
| 488 | P456/L36-P457/L11 | R | This paragraph is confusing to read, and would benefit from careful editing/rewriting. |
| 489 | P456/L36 | R | Not clear what is meant by “less buffered against pH change.” |
| 490 | P457/L7-8 | R | What is the difference between “sensitivity to ocean acidification” and “lower buffering capacity”? The use of the word “sensitivity” seems more appropriate to organisms or ecosystems than to seawater. |

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| 491 | P457/L15 | V | Specify whether the CO ₂ increase referred to here is in the ocean or in the atmosphere. |
| 492 | P457/23-25 | S | This final sentence doesn't seem to fit here. |
| 493 | P457/L36 | R | The word "tremendous" should probably be omitted, it is not clear at what point "pressure" would rise to "tremendous pressure," and unless the cited reference addresses this, it seems overstated. |
| 494 | P457/L15 | V | Clarify whether this is oceanic or atmospheric p(CO ₂). |
| 495 | P457/L20 | R | Recommend using Gt instead of Pg for greater familiarity with the wider scientific and policy community. |
| 496 | P458/L20-21 | R | This sentence is ambiguous—is the driver "CO ₂ emissions" intended to refer to "climate-induced" (as above)? Increased discussion of "anthropogenic nutrient input" as a driver for ocean deoxygenation would be beneficial. |
| 497 | P458/L23 | S | Anaerobic respiration is of course possible too. Clarify. |
| 498 | P459/L6-9 | V | Has this been shown? If noting this, also need to state that plant WUE also increases with climate (CO ₂) change (discussed on page 341). |
| 499 | P459/L6-7 | R | Warming on land *increases* plant WUE (see Chapter 10)—but this is far from the only hydrologic effect of warming. Changing seasonality and increased ET are bigger effects. Clarify (quantify?) how these processes play a role in increasing nutrient transport to the coastal ocean. |
| 500 | P459/L22-23 | S | It seems likely that the rates of net loss of wetlands are too small to be a factor? |
| 501 | P459/L35 | V | Should this be "nitrite" here, or "nitrate"? |
| 502 | P459/L38 | R | Recommend providing the comparison of the rates of N ₂ O production through this mechanism and terrestrial anthropogenic production |
| 503 | P462/L16 | V | The full citation to "Rahmstorf et al., 2015" is not included in the References section. |
| 504 | P463/L20 | V | This web-site for CDIAC ocean data is in the process of being subsumed into NOAA, and may be unavailable soon. Recommend additional citations, if possible. |
| 505 | P463/L26 | V | Do these citations really claim increases in upwelling? The cited Feely et al. (2008) is based on a single cruise and Harris et al. (2013) on a 5-y time series. Suggest inclusion of additional citations if available. |
| 506 | P463/L32 | V | Should be "were" not "where" |
| 507 | P463/L30-32 | V | Minor revisions: "remain"... "yr ⁻¹ "..."were". |
| 508 | P465/L8 | R | It is not clear what "naturally corrosive materials" might be |

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| | | | present as “riverine loads.” Is this intended to describe the CO ₂ composition of the rivers (and how they differ from the ocean)? Please clarify. |
| 509 | P466/L5 | V | Might be clearer if the amount 6 Sverdrups were parenthetically equivalenced to 6×10^6 m ³ /s, rather than simply an equivalence for a single Sverdrup. |
| 510 | P466/L6 | V | Is the change of 100% to 150% from present day? Clarify. |

14: PERSPECTIVES ON CLIMATE CHANGE MITIGATION

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| 511 | P481/L10-18 | V | This finding misses the key point that, independent of the warming target, stabilizing warming requires that CO ₂ emissions go to zero. |
| 512 | P482/L7-8 | R | Statement would benefit from clarification that the Paris goal is not exactly the same as 2°C or 1.5°C, it is “Holding the increase in the global average temperature to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels.” |
| 513 | P482/L28-37 | V | Distinguishing between committed warming and committed emissions is important here. The different scenarios diverge slowly first because the problem is intrinsically one of cumulative emissions and second because, in the near term, annual emissions on trajectories of ambitious mitigation and continued high emissions are similar and diverge only through time. |
| 514 | P483/L1-15 | V | The story in this paragraph is somewhat oversimplified. The key points that should be addressed are that (1) some SLCPs are coupled to CO ₂ , (2) some SLCPs are coupled to economic development, (3) some SLCPs can be tackled independent of CO ₂ , and (4) because SLCPs are short-lived, they can intrinsically be tackled any time (long-term climate changes are largely indifferent to cumulative SLCP emissions). |
| 515 | P483/L17-22 | R | The framing of this paragraph is more appropriate for a key finding than the framing of the current Key Finding 2. |
| 516 | P483/L23-34 | V | It is important to state the underlying probability when discussing allowable emissions for a target. The current wording could imply 100% confidence in staying below the target, when the numbers seem to be based on the “likely” range. |
| 517 | P483/L23-34 | V | It is misleading to start by providing a CO ₂ budget with no mention of other GHGs. This section could be improved by first introducing a budget based on a reasonable (and explicit) |

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| | | | projection of non-CO ₂ GHGs and then potentially mentioning that the budget would be bigger if emissions of non-CO ₂ GHGs were smaller. |
| 518 | P483/L24 | R | Clarification on whether quantities are presented in units of C or CO ₂ is needed. While it is clear that units of C are better aligned with the physical and biological processes, the emphasis in the policy world on emissions in terms of CO ₂ equivalents provides a strong motivation for converting everything in units of CO ₂ . |
| 519 | P484/L3-8 | R | Any conclusion about untapped reserves of oil, gas, and coal depends strongly on weak assumptions about future relative preferences for the three fossil fuels. From a climate or a health perspective, it would make a lot more sense to think about utilizing more of the gas and less of the coal. Suggest including a caveat about uncertainties in future consumption patterns. |
| 520 | P484/L32 | V | It is a little misleading to say that the concept of balance between sources and sinks in the Paris Agreement implies that CO ₂ emissions need to drop to zero. The definition of a range of warming targets (any warming target) implies that CO ₂ emissions need to fall to zero. The concept of balance in the Paris Agreement is an acknowledgement of this. |
| 521 | P484/L32-34 | R | It should be noted that the ocean plays an important role in the C cycle and acts as a C sink. Marine ecosystems and species in the open ocean and deep sea, play a significant role in absorbing, moving, and storing carbon but are currently not considered or suited to be part of UNFCCC accounting mechanisms. Ignoring the ocean in mitigation strategies can create additional problems and/or acceleration of changes in internal dynamics of the coupled atmosphere-ocean system. |
| 522 | P485/L3-14 | V | Discussion of allowable emissions budgets needs to be accompanied by a clear presentation of the associated probabilities of staying under the temperature targets. |
| 523 | P485/L15-24 | V | It is important to make the point that none of the trajectories has a high probability of limiting warming to 2C or less. |
| 524 | P486/L1-7 | S | Examples that demonstrate policy interactions that can enhance or degrade other efforts would be useful here. |
| 525 | P486/L9-15 | V | Need probabilities and CO ₂ units. |
| 526 | P486/L21-31 | R | It would be very useful to add a comment about the magnitude of the projected removals in comparison to current emissions. Without such a comparison, it is hard to get a sense of the truly vast scale of the removals in the integrated assessment models. |
| 527 | P487/L3 | V | One of the main conclusions from the IPCC AR5 (2013) is that adapting to a world with warming much greater than 2°C is unlikely to be possible. It is important to avoid constructions that imply the opposite. |
| 528 | P487/L21- | R | This sentence requires clarification. Particularly effective in |

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| | 22 | | comparison to what? If the idea is that smokestack capture looks more feasible than direct air capture, it would be good to say this. |
| 529 | P487/L32 | S | “Leading” is too normative in this context. |
| 530 | P488/L8-17 | S | It could be misleading to start discussing technical feasibility of solar radiation management before introducing the challenges of governance. If the point is that the technical issues are unlikely to be the main constraint, this should be stated more clearly. |
| 531 | P488/L32- P489/L3 | R | Here as elsewhere in the report, this chapter would benefit from greater discussion of coupled system responses. An atmosphere and surface focus can have serious implications for atmosphere-ocean coupling, troposphere-stratosphere exchange and the changes that would incur in the earth system response. |
| 532 | P489/L4-15 | R | It is worth mentioning that the quantity of available literature and analysis of all of the climate intervention options is a tiny fraction of that on climate change. Just as progress on climate change requires extensive science, so will balanced consideration of climate intervention. |
| 533 | P489/L16- 25 | R | Recommend using this paragraph as the introduction to climate intervention, not the concluding one. |
| 534 | P490/L9-13 | R | This description of the available evidence misses the importance of cumulative emissions. |
| 535 | P492/L5-11 | R | The comment about required emissions reductions even for stabilizing at less than 4°C is important, but it is incorrect as stated. The essence of a cumulative emissions budget is that CO ₂ emissions need to go to zero. The conclusion that the required reductions are smaller for a higher target is only temporarily correct. In general, it is important to make sure that readers are aware of the distortions that arise from acting as if we care about this issue only through December 31, 2099. |

15: POTENTIAL SURPRISES: COMPOUND EXTREMES AND TIPPING ELEMENTS

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| 536 | P500/L15 | R | Typo: “... than can BE well quantified” |
| 537 | P500/L16- 17 | R | The terminology “correlation of extremes” then “changing correlations” (used later in chapter including page 501, lines 5-6), then “compounded extremes” (section 15.3) is confusing. “Compound extremes” makes much more sense given the examples that are showcased. |
| 538 | P500/L19 | R | The notion that models tend to error on the “underestimate” side is also well documented/supported in the paleoclimate literature. This is mentioned near the end of the chapter but could be |

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| | | | mentioned earlier. |
| 539 | P500/L28-33 | R | Recommend revising the framing of these sentences in terms of earth system models. While earth system models are increasingly becoming more complete, they do not include or fully represent all known processes of a fully coupled planetary system. Noting that even if these models were complete, this is a complexity problem and all complex systems inherently have the element of surprise would benefit the message of this section. |
| 540 | P501/L14 | V | Add the meridional overturning circulation to the list... perhaps replacing the ENSO example. |
| 541 | P501/19-23 | R | These sentences are inconsistent. In one sentence the discussion is limited to the instruments observation record—why? In the next paragraph the reference is to observational record not just instrumental record. |
| 542 | P501/L26-31 | R | Is this basically curve-fitting and extrapolation? An even greater weakness is that they also assume stationarity. |
| 543 | P502/L1-15 | R | If there are land processes incorporated including vegetation dynamics, why aren't these models earth system models with bio-physical processes? Another feedback that the models do not include is the ocean-ice dynamics coupled system in the Arctic Greenland ice sheet. Recommend mentioning these limitations of the models. |
| 544 | P503/L17-18 | R | Clarify whether this analysis looked at univariate or coincident occurrence? |
| 545 | P503/L24 | R | The reference to Chapter 11 implies that the Fort McMurray fire was covered there but it was not explicitly mentioned nor quantified. |
| 546 | P503/L33-38 | R | The example of compounded droughts is a good opportunity to mention the issue of non-resilient human communities. |
| 547 | P503/L35-38 | R | The reference to limited resolution and increase in frequency of events ignores the possibility of inadequate incorporation of processes in the models that would produce the compounded events. |
| 548 | P504/L37 | R | A better/additional reference to the warming hole would be: Drijfhout, S., G. J. van Oldenborgh, and A. Cimadoribus. 2012. Is a Decline of AMOC Causing the Warming Hole above the North Atlantic in Observed and Modeled Warming Patterns? <i>Journal of Climate</i> 25(24):8373-8379. DOI: 10.1175/jcli-d-12-00490.1. |
| 549 | P505/L3-5 | R | This should also be stated in Chapter 12 on SLR and currently is not. |
| 550 | P505/L16-27 | V | An example of something like a tipping point was the accelerated loss of Arctic sea ice about 10 years ago and the |

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| | | | models did not predict it. Consider using here an example? |
| 551 | P505/L16-30 | V | Loss of Arctic sea ice may also accelerate the loss of Greenland land ice. For example: Koenig, S. J., R. M. DeConto, and D. Pollard. 2014. Impact of reduced Arctic sea ice on Greenland ice sheet variability in a warmer than present climate. <i>Geophysical Research Letters</i> 41(11):3933-3942. DOI: 10.1002/2014gl059770. |
| 552 | P505/L32-33 | V | This is an inaccurate representation of the findings of the cited Schuur et al. (2016) paper. While the quantity of C stored in permafrost soils is estimated at 1300-1600 Gt C, the paper indicates that only 5-15% is vulnerable to being released this century (although there is uncertainty). Therefore, it is very unlikely all this C would be released, as is suggested by the language in this sentence. |
| 553 | P506/L3-5 | R | Refer back to the passage in Chapters 11 and 13 on hydrates (11.3.3 and 13.3.2). |
| 554 | P506/L21-24 | R | Would add that it also depends on ice-ocean dynamics. |
| 555 | P506/L21 | V | This sentence is misleading. Greenland responds “relatively slowly,” but Antarctica is different, because so much ice rests on bedrock far below sea level. |
| 556 | P506/L24 | V | Robinson et al., 2012 report that even with an imposed 8°C of warming, it takes ~1500 years for Greenland to lose ~85% of its ice. Recommend using the word “millennia” and not “centuries” for Greenland. |
| 557 | P506/L28-29 | V | It is extremely important to bound this statement with rough timescales (centuries? millennia?) |
| 558 | P506/L29 | V | This should read “... involving ocean-ice sheet-bedrock interactions.” Marine ice sheet instability works in places where the ice-sheet bed slopes downward toward the continent. |
| 559 | P507/L7-11 | V | This section is terrifying, though understated. At some point between present conditions and dramatically more CO ₂ , the planet does something completely different—and our climate models are missing whatever processes lead to that different state. This means that we cannot estimate at what point in the future we might activate those unknown processes. In contrast, the language in the executive summary is soothing. Suggest being consistent in how this issue is discussed |
| 560 | P507/L25 | R | Some estimates of Pliocene sea level are 10-30m higher than today, requiring a substantial contribution to sea level from Antarctica. This also implies substantial polar amplification in both hemispheres (not just the Arctic) and extreme ice sheet sensitivity to modest warming. |
| 561 | P507/L34 | R | Note that the referenced Huber and Caballero, 2011 paper |

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| | | | reported 16xCO ₂ to reproduce polar warmth in line with climate proxies. |
| 562 | P511/L6 | R | Typo: "... than can BE well quantified" |
| 563 | P511/L19-21 | V | Why is there no discussion of the known unknowns in science? Isn't the lack of this knowledge also a threat to our understanding of tipping points? Models do not yet incorporate all processes and coupling and there are known earth system science gaps that require attention. |

SUGGESTED GLOSSARY TERMS

| | | |
|--|--|---|
| Aerosol-cloud interactions | Aerosol-radiation interactions | Agricultural drought |
| Albedo | Anticyclonic circulations | Atlantic meridional overturning circulation |
| Atmospheric blocking | Atmospheric river | Baroclinicity |
| Bias correction | Carbon dioxide removal | Climate intervention |
| climate sensitivity | CMIPs (general description) | CO ₂ equivalent |
| CO ₂ fertilization | Cryosphere | Denitrification |
| Deoxygenation | Dynamical downscaling | Earth system models |
| Effective radiative forcing | Empirical statistical downscaling models | Eutrophication |
| Extratropical cyclone | Geoengineering | Global temperature potential |
| Global warming potential | Hydrological drought | Hypercapnia |
| Hypoxia | Ice wedge | Instantaneous radiative forcing |
| Intended nationally determined contributions (INDCs) | IPCC | Long wave cloud radiative effect |
| Meridional temperature | Meteorological drought | Mode water |
| Model ability/model skill | Model bias | Model ensemble |
| Model independence | Model uncertainty | Negative feedback |
| Nitrogen mineralization | Ocean acidification | Ocean stratification |
| Oxygen minimum zones | Parameterization | Parametric uncertainty |

| | | |
|-------------------------------|---------------------------------------|----------------------------|
| Paris Agreement | Pattern scaling | Perfect storms |
| Permafrost | Permafrost active layer | Petagram |
| Positive feedback | Proxies | Radiative forcing |
| Relative sea level | Representative concentration pathways | Rossby waves |
| Saffir-Simpson storms | Scenarios | Sea level pressure |
| Shared socioeconomic pathways | Shortwave cloud radiative effect | Snow water equivalent |
| Solar radiation management | Special Report on Emissions Scenarios | Structural uncertainty |
| Teleconnections | Thermohaline circulation | Thermokarst |
| Tipping elements | Tipping points | Transient climate response |
| Tropopause | Undersaturation (vs. saturation) | Urban heat island |
| Zonal mean | | |

Appendix B

Statement of Task

A new ad hoc Committee will conduct an independent review of the Special Report on Climate Change Science, which will be available in late 2016 to early 2017. The Committee membership will be comprised of expertise in key areas of relevance to the Special Report, with some members drawn from the Committee to Advise the U.S. Global Change Research Program. The Committee will conduct this review concurrent with the public review period for the Special Report and produce a report.

The review will provide an overall critique of the draft special report and address the following questions:

- Are the goals, objectives and intended audience of the product clearly described in the document? Does the report meet its stated goals?
- Does the report accurately reflect the scientific literature? Are there any critical content areas missing from the report?
- Are the findings documented in a consistent, transparent, and credible way?
- Are the report's key messages and graphics clear and appropriate? Specifically, do they reflect supporting evidence, include an assessment of likelihood, and communicate effectively?
- Are the data and analyses handled in a competent manner? Are statistical methods applied appropriately?
- Are the document's presentation, level of technicality, and organization effective?
- What other significant improvements, if any, might be made in the document?

Appendix C

Committee Biographies

DR. PHILIP W. MOTE (chair) is the founding director of the Oregon Climate Change Research Institute (OCCRI), a professor in the College of Earth, Ocean, and Atmospheric Sciences at Oregon State University, and director of Oregon Climate Services, the official state climate office for Oregon. Dr. Mote's current research interests include observed regional climate change, regional climate modeling with a superensemble generated by volunteers' personal computers, variability and change in western U.S. snowpack, and adaptation to climate change. He is the co-leader of the NOAA-funded Climate Impacts Research Consortium (CIRC) for the Northwest, and also of the Northwest Climate Science Center for the US Department of the Interior. Other large OCCRI-involved projects include Regional Approaches to Climate Change for PNW Agriculture, Forest Mortality and Climate, and Willamette Water 2100. From 2005 to 2014 he was involved in the Intergovernmental Panel on Climate Change, which shared the 2007 Nobel Peace Prize. He was also, from 2010 to 2014, a coordinating lead author and advisory council member for the US National Climate Assessment. He earned a BA in Physics from Harvard University and a PhD in Atmospheric Sciences from the University of Washington.

DR. SUSAN K. AVERY is the former President and Director Emeritus of the Woods Hole Oceanographic Institution (WHOI) and is now retired. Dr. Avery is an atmospheric physicist with extensive experience as a leader within scientific institutions. Avery was the President and Director of WHOI from 2008 to 2015, the first atmospheric scientist and the first female scientist to take the position of director in the WHOI's history. Under Avery's leadership, WHOI increased the application of its knowledge to societal issues, providing high-quality data and analysis across a range of topics, from climate to biodiversity to resources to natural hazards mitigation. Dr. Avery came to WHOI from the University of Colorado at Boulder (UCB), where she most recently served as interim dean of the graduate school and vice chancellor for research. From 1994-2004, Avery served as director of the Cooperative Institute for Research in Environmental Sciences (CIRES), a 550-member collaborative institute between UCB and the National Oceanic and Atmospheric Administration (NOAA). Avery was the first woman and first engineer to lead CIRES. Dr. Avery was a member of the faculty of the University of Colorado at Boulder since 1982, most recently holding the academic rank of professor of electrical and computer engineering. Dr. Avery's research interests include studies of atmospheric circulation and precipitation, climate variability and water resources, and the development of new radar techniques and instruments for remote sensing. She also has a keen interest in scientific literacy and the role of science in public policy. She is the author or co-author of more than 80 peer-reviewed articles. In 2013, Dr. Avery was named to the United Nations' newly created Scientific Advisory Board that provides advice on science, technology and innovation for sustainable development. Dr. Avery is a fellow of the Institute of Electrical and Electronics Engineers, the American Association for the Advancement of Science, and the American Meteorological Society, for which she also served as president. She is a past chair of the board of trustees of the University Corporation for Atmospheric Research.

DR. BEN BOND-LAMBERTY is a research scientist at the Joint Global Change Research Institute, a collaboration between the DOE Pacific Northwest National Laboratory and the University of Maryland, College Park. Dr. Bond-Lamberty's research interests include carbon cycling, disturbance effects, ecosystem respiration, multiscale modeling, and climate change. His research concerns carbon and nutrient cycling in terrestrial ecosystems. Dr. Bond-Lamberty earned his PhD in 2003 from the University of Wisconsin in forest ecosystem ecology. He is a member of the American Geophysical Union, Ecological Society of America, and American Association for the Advancement of Science.

DR. ROBERT M. DeCONTO is currently a professor at the University of Massachusetts, Amherst. His work combines numerous disciplines within the Earth sciences, including atmospheric science, oceanography, glaciology, and paleoclimatology. DeConto's research interests include computer modeling of climate systems, and the dynamics of the Greenland and Antarctic ice sheets. Dr. DeConto is one of the world's leading Antarctic climate researchers and was awarded the 2016 Tinker-Muse Prize for Science and Policy in Antarctica, for his work on Antarctica's potential for past and future contributions to sea-level rise. Dr. DeConto received his PhD from the University of Colorado in 1996, followed by research appointments at NOAA, and the National Center for Atmospheric Research (NCAR).

DR. ANDREW G. DICKSON is a professor of marine chemistry in the Marine Physical Laboratory division at the Scripps Institution of Oceanography. Dickson's research focuses on improving our understanding of the chemistry of carbon dioxide in seawater, with a current emphasis on the effects of ocean acidification. He has played a key role in developing quality control standards for oceanic carbon dioxide measurements and leads a program to prepare, certify, and distribute CO₂ reference materials to the world's marine scientists. Prior to joining Scripps, Dickson served as a postdoctoral research associate at the Marine Biological Association Laboratory in Plymouth, England and as a postdoctoral associate in the University of Florida, Department of Chemistry. He joined Scripps as an assistant research chemist, became an associate research chemist, a professor-in-residence of marine chemistry, and then a professor. Dr. Dickson's laboratory participates in hydrographic cruises sponsored by the Climate Variability and Predictability (CLIVAR) project of the World Climate Research Programme. He is also part of a multiinstitutional collaboration to study the implications of ocean acidification on a variety of organisms that are important to U.S. West Coast fisheries. Dickson is a member of the OceanSITES Data Management Team and the PICES Section on Carbon and Climate. He has served as editor or as an editorial board member of several journals, including most recently *Journal of Geophysical Research*, *Oceans*. Dr. Dickson received a B.Sc. degree and a PhD from the University of Liverpool.

DR. PHILIP B. DUFFY is currently the president and executive director of the Woods Hole Research Center. Dr. Duffy is a physicist who has devoted his career to the use of science in addressing climate change. His research interests include climate change impacts adaption, extreme weather risk, hydrological impacts of climate change, and climate modeling. Prior to joining WHRC, Dr. Duffy served in the White House National Science and Technology Council as the Senior Advisor to the U.S. Global Change Research Program, and as a Senior Policy Analyst in the White House Office of Science and Technology Policy. In these roles he was involved in international climate negotiations, domestic and international climate policy, and coordination of U.S. global change research. Before joining the White House, Dr. Duffy was Chief Scientist for Climate Central, an organization dedicated to increasing public understanding and awareness of climate change. Dr. Duffy has held senior research positions with the Lawrence Livermore National Laboratory, and visiting positions at the Carnegie Institution for Science and the Woods Institute for the Environment at Stanford University. He has a bachelor's degree from Harvard and a PhD in applied physics from Stanford.

DR. CHRISTOPHER B. FIELD (NAS) is the Perry L. McCarty Director of the Stanford Woods Institute for the Environment and Melvin and Joan Lane Professor for Interdisciplinary Environmental Studies at Stanford University. His research focuses on climate change, ranging from work on improving climate models, to prospects for renewable energy systems, to community organizations that can minimize the risk of a tragedy of the commons. He was, from 2008 to 2015, co-chair of Working Group II of the Intergovernmental Panel on Climate Change, which led the effort on the IPCC Special Report on "Managing the Risks of Extreme Events and Disasters to Advance Climate Change Adaptation" (2012) and Working Group II contribution to the IPCC Fifth Assessment Report (2014). Field's research has been recognized with several American and international awards, including the Max Planck Research Award and the Roger Revelle Medal, and with election to learned societies, including the National Academy of Sciences

(2001). Field received his PhD from Stanford in 1981 and has been at the Carnegie Institution for Science since 1984.

DR. JAMES L. KINTER, III is director of the Center for Ocean-Land-Atmosphere Studies (COLA) at George Mason University, where he manages all aspects of basic and applied climate research conducted by the Center. Dr. Kinter's research includes studies of climate predictability on sub-seasonal and longer time scales, focusing on phenomena such as monsoons, El Niño and the Southern Oscillation, and modes of extratropical variability. Dr. Kinter is also a professor in the department of Atmospheric, Oceanic and Earth Sciences of the College of Science. He is affiliated with the Climate Dynamics PhD Program, having responsibilities for curriculum development and teaching undergraduate and graduate courses on climate change, as well as advising PhD students. After earning his doctorate in geophysical fluid dynamics at Princeton University in 1984, Dr. Kinter served as a National Research Council Associate at NASA Goddard Space Flight Center, and as a faculty member of the University of Maryland prior to helping to create COLA. Dr. Kinter has served on many national review panels for both scientific research programs and supercomputing programs for computational climate modeling.

DENNIS P. LETTENMAIER (NAE) is a distinguished professor at University of California, Los Angeles. Dr. Lettenmaier's research and area of expertise is hydrological modeling and prediction; water and climate; and hydrologic remote sensing. Prior to his time at UCLA, Dr. Lettenmaier was a professor of Civil and Environmental Engineering at the University of Washington from 1976-2014. He is an author or co-author of over 300 journal articles. He was the first chief editor of the American Meteorological Society Journal of Hydrometeorology, and is a past president of the Hydrology Section of the American Geophysical Union. Dr. Lettenmaier is a fellow of the American Geophysical Union, the American Meteorological Society, and the American Association for the Advancement of Science, and is a member of the National Academy of Engineering. He earned his Ph.D. from University of Washington in 1975.

LORETTA J. MICKLEY is a Senior Research Fellow at the John A. Paulson School of Engineering and Applied Sciences at Harvard University and a co-leader of the Harvard Atmospheric Chemistry Modeling Group. She received an MS in Chemistry from the University of Illinois at Chicago in 1990, and a PhD in Geophysical Sciences from the University of Chicago in 1996. Mickley's research focuses on chemistry-climate interactions in the troposphere. For example, she seeks to understand how short-term variations in weather and long-term climate change affect the composition of the atmosphere. She also studies the regional climate response to trends in tropospheric aerosols. Recent research topics include the impact of climate change on surface air quality, the effects of changing wildfires in the western U.S. on air quality and health, and the influence of anthropogenic pollution on Arctic climate change.

DR. DANIEL J. VIMONT is a Professor in the Atmospheric and Oceanic Sciences Department at the University of Wisconsin, Madison. He also the Director of the Nelson Institute Center for Climatic Research, and serves as co-chair of the Wisconsin Initiative on Climate Change Impacts (WICCI). Dr. Vimont joined the faculty in the Atmospheric and Oceanic Sciences Department at the University of Wisconsin-Madison in 2003. His research interests include understanding mechanisms of climate variability and climate change, interactions between weather and climate, and global and regional impacts of climate change. In support of these research interests, Dr. Vimont uses observational analyses, designed experiments using models of varying complexity, simple and advanced statistical techniques, and theoretical analyses. In his role as co-chair of WICCI, he is interested in organizational structures that enable sustainable management within complex adaptive systems. Dr. Vimont received his Ph.D. from the University of Washington in 2002 under the direction of David Battisti and Ed Sarachik. After a brief post-doctoral appointment at the Joint Institute for Study of the Atmosphere and Ocean (JISAO) and the Columbia University Earth Institute, he joined the Department of Atmospheric and Oceanic Sciences and the Nelson Institute's Center for Climatic Research at UW-Madison.

From: Travnicek, Andrea
To: [David Reidmiller](#)
Cc: [Beard, Douglas](#); [David Applegate](#); [William Werkheiser](#); [Judy J Nowakowski](#); [William A Lukas](#); [Virginia Burkett](#)
Subject: Re: Follow up on representation for DOI on USGCRP
Date: Wednesday, August 09, 2017 9:03:21 AM

Thanks and is there a copy of the draft report to review also? Didn't know if there was still opportunity to comment if needed.

Thanks.
Andrea

On Wed, Aug 9, 2017 at 8:54 AM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

Andrea,

To follow-up on Doug's email, and in response to your interest yesterday, please find attached the final report from the National Academies Committee to Review the Draft Climate Science Special Report. Let me know if there's any additional information we can provide.

Thanks again for the time yesterday,
Dave

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Hope this helps.

Doug.

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Director, National Climate Assessment

U.S. Global Change Research Program

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Washington, DC 20006

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dreidmiller@usgcrp.gov

From: David Reidmiller
To: [Travnicek, Andrea](mailto:Travnicek.Andrea)
Cc: [Beard, Douglas](mailto:Beard.Douglas); [David Applegate](mailto:David.Applegate); [William Werkheiser](mailto:William.Werkheiser); [Judy J Nowakowski](mailto:Judy.J.Nowakowski); [William A Lukas](mailto:William.A.Lukas); [Virginia Burkett](mailto:Virginia.Burkett); [Terando, Adam](mailto:Terando.Adam)
Subject: Re: Follow up on representation for DOI on USGCRP
Date: Wednesday, August 09, 2017 9:11:12 AM

There is, yes, but it is too big a file to email. As USGCRP does with all reports of this scale, we use our "Review and Comment" site at review.globalchange.gov to: (a) post the file, and (b) collect comments from agencies. Each SGCR Principal was sent user-specific log-in credentials (since this draft is technically not in the public domain); I believe Virginia and/or Adam Terando (cc'd) has them for DOI and they can share.

Dave

On Wed, Aug 9, 2017 at 9:02 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks and is there a copy of the draft report to review also? Didn't know if there was still opportunity to comment if needed.

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dreidmiller@usgcrp.gov

From: Swift, Heather
To: [Daniel Jorjani](#); [Magallanes, Downey](#)
Subject: FYI - Morning clip
Date: Wednesday, August 09, 2017 10:04:33 AM

Scientist Claims Administration Punishing Him For Speaking Out About Climate Change.

Chip Reid of the [CBS Evening News](#) (8/8, story 5, 2:30, Mason) reported on an interview with US Interior Department scientist Joel Clement about "what happens to a government scientist who speaks up about" climate change. For the past seven years, Clement has been working in Alaskan villages that "are literally melting into the Arctic Ocean." Clement addressed the issue last month at the UN, and six days later, "he was one of about 50 department employees who were assigned to new jobs." Clement has filed a whistleblower complaint, saying, "I believe that the Trump Administration is retaliating against me for disclosing these risks to these Alaskan native villages."

Additional coverage was provided by [CBS News](#) (8/8).

-

Heather Swift
Department of the Interior
@DOIPressSec
Heather_Swift@ios.doi.gov | Interior_Press@ios.doi.gov

From: Burkett, Virginia
To: [Travnicek, Andrea](#)
Cc: [David Reidmiller](#); [Beard, Douglas](#); [David Applegate](#); [William Werkheiser](#); [Judy J Nowakowski](#); [William A Lukas](#); [Terando, Adam](#)
Subject: Re: Follow up on representation for DOI on USGCRP
Date: Wednesday, August 09, 2017 1:08:07 PM

Hi Andrea,

Attached is a copy of the Fifth-Order draft of the USGCRP Climate Science Special Report. This final agency clearance is expected to identify showstoppers, but we have sent it to the USGS peer reviewers who read the the Third-Order draft for their final check.

Adam Terando, a climate scientist at the Southeast CSC, is planning to synthesize the comments, flag any conflicts, and prepare to upload them next week before the deadline. By the middle of next week we can send you the file that contains all comments for your review.

If you would like to offer comments and have them merged others that our scientists are preparing, you can enter them on the attachment and send to Adam, who is copied on this email.

 [CSSR-5OD_ALL.pdf](#)

Virginia

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From: Domenech, Douglas
To: [Scott Hommel](#); [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Micah Chambers](#); [Daniel Jorjani](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#); [Willens, Todd](#); [Getto, Leila](#); [David Bernhardt](#)
Subject: Interior Cabinet Affairs Report for 8/9/17
Date: Wednesday, August 09, 2017 2:06:23 PM
Attachments: [DOI DAILY UPDATE FOR CABINET AFFAIRS 8-9-17.docx](#)

Attached and copied below.

**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS –
8/9/17**

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

VOTED BEST REPORT! ☺

NOTE: Both Domenech and Mashburn will be on leave August 14-18.

NOTE: DOI is gathering emergency management information for the Territory of Guam in light of comments from the President of North Korea. There are 58 DOI personnel located on the combination of Guam and Saipan. DOI personnel, where not assigned specific actions/activities according to local emergency procedures pertinent to their assigned duties, act in accordance with local government direction. There are no known emergency action plans specific to DOI activities in the area with respect to a threat such as nuclear attack.

Status of the Secretary

TODAY: The Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)

Status of the Deputy Secretary

In Washington, DC.

Office meetings and briefings.

Media TODAY

GRAZING TO CONTINUE ON PARTS OF CRATERS OF THE MOON - DECISION ADVANCES TRUMP ADMINISTRATION'S SUPPORT OF LOCAL COMMUNITIES

WASHINGTON – The Bureau of Land Management (BLM) today announced that livestock grazing will continue on BLM-managed portions of the Craters of the Moon National Monument in Idaho. The decision demonstrates the Trump Administration's effort to support traditional uses such as grazing on public lands while providing opportunities for recreation and promoting conservation.

“By working together with our stakeholders, we can strike a balance of various uses in this iconic national monument while also serving the greater community,” said BLM Acting Director Michael Nedd. “Our multiple-use mission helps ensure that public lands—including Craters of the Moon—work for local communities and visitors alike.”

SECRETARY ZINKE EXPANDS HUNTING AND FISHING OPPORTUNITIES AT 10 NATIONAL WILDLIFE REFUGES

(WASHINGTON) In his latest effort to increase access to hunting and fishing on public lands and waters, U.S. Secretary of the Interior Ryan Zinke today announced a proposal to open or expand opportunities at 10 national wildlife refuges. If finalized, this would bring the number of refuges where the public may hunt up to 373, and up to 312 where fishing would be permitted.

“I grew up in the mountains of northwest Montana, where I spent my time hunting and fishing on our shared public lands. I was lucky to take my boys out on the same land that my dad and granddad took me,” said Secretary Zinke. “As the steward of our public lands, one of my top priorities is to open up access wherever possible for hunting and fishing so that more families have the opportunity to pass down the heritage. The last thing I want to see is hunting and fishing become elite sports. These ten refuges will provide incredible opportunities for sportsmen and anglers across the country to access the land and connect with the wildlife.”

SECRETARY ZINKE MOVES TO ACCEPT 3,595 ACRES OF WILDERNESS FOR SPORTSMEN'S ACCESS TO SABINOSO WILDERNESS AREA IN NEW MEXICO

WASHINGTON – Following a trip to New Mexico, Secretary of the Interior Ryan Zinke today announced he and the Department - through the Bureau of Land Management (BLM) - are in the process of accepting the donation of 3,595 acres (formerly known as the Rimrock Rose Ranch) that are adjacent to Sabinoso Wilderness to be included as part of the wilderness.

If approved, the donated land will provide public access to the 16,000-acre Sabinoso Wilderness, which is wholly surrounded by private land. By adding the donated land, the Sabinoso will connect with neighboring BLM land and make the Sabinoso accessible to the public for the first time ever.

White House Report (Yesterday)

Press Inquiries:

- CBS News & NBC News: REQUEST-- I have interviewed Joel Clement for tonight's NBC Nightly News broadcast. I am looking to get a response to his claims from the DOI. — RESPONSE— Statement on the whistleblower The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter. Regarding the shuffling of SES at DOI: The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

- KXLH TV Helena, MT (Mike Dennison): - REQUEST – Comment on the ad from Backcountry Hunters and Anglers? – RESPONSE - Secretary Zinke is carrying out the review of some national monuments in accordance with the April 26 executive order. Of the hundreds of national monuments, 27 were put under review. So far, the Secretary has recommended that no changes be made to five monuments. The Secretary has visited monuments in half a dozen states and met with stakeholders who represent all sides of the issues. In fact, the Secretary recently took the time to meet with and hike with members of the group that is running the ads while he was in New Mexico. The Secretary is dedicated to ensuring all voices are heard in this process.

- Various inquiries regarding local national park programs.

Top Stories

- Las Vegas Review Journal: Feds to relax rules protecting sage grouse in Nevada, 10 other states

- Denver Post: Trump team relaxes land-use rules for saving sage grouse, opening more of the West for fossil fuels development

- USA Today: Greater sage-grouse: Conservation changes praised, provoke alarm

Top Issues and Accomplishments

Potential POTUS Event August 25 with Secretary Zinke related to the 101st anniversary of the National Park Service.

Secretary is on personal leave. No public appearances scheduled.

Later this week, DOI and the Bureau of Ocean Energy Management will hold an offshore oil and gas sale titled Gulf Lease Sale #249 in the Gulf of Mexico.

Tomorrow DOI will issue a press release announcing the addition of 3,600 acres of land to the Sabinoso Wilderness Area in New Mexico

WEEK AHEAD August 9 thru August 17, 2017

Status of the Secretary: The Secretary will be on personal leave August 5-19 out of the country (Greece and Turkey).

- Aug 9: DOI will issue a press release announcing the addition of 3,600 acres of land to the Sabinoso Wilderness Area in New Mexico

- Later this week, DOI and the Bureau of Ocean Energy Management will hold an offshore oil and gas sale titled Gulf Lease Sale #249 in the Gulf of Mexico.

- TBD Releases on Monument Review (announce ones not under review anymore).

- TBD: Department-Level Release: DOI will announced FWS proposal to expand hunting and fishing opportunities on 10 National Wildlife Refuges.

- August 15 (Tent.): Department-Level Release: DOI and FWS will announce \$48 million in funding to state wildlife agencies provided by the U.S. Fish and Wildlife Service through the State Wildlife Grants program.

National Park Service

- August 10: National NPS Release: NPS will announce the unveiling of Unveil Junior Ranger Eclipse Explorer Program for the 2017 North American Total Solar Eclipse.

- August 11: Rep. Tom McClintock will be visiting Sequoia and Kings Canyon National Parks. The purpose of the visit is to meet with the superintendent and receive a tour of the parks. Among topics likely to be discussed are annual visitation, tree mortality from drought,

wildland fire, and maintenance backlog progress.

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Outside Media of Interest

Uncertainty As National Monument Review Deadline Nears.

The St. George (UT) Spectrum (8/8, DeMille) reports that “two weeks ahead of a Trump administration deadline to complete a review of 27 national monuments, including Utah’s Bears Ears and Grand Staircase-Escalante, the status remains uncertain for most of them.” Interior Secretary Ryan Zinke has “already issued a preliminary recommendation to shrink the Bears Ears monument, and over the course of the past several weeks he has said that five others should remain monuments and go untouched.” However, “the details behind what might happen at Bears Ears and the fate of the 21 other monuments remain a question mark.”

Sage Grouse Conservation Changes Praised, Provoke Alarm.

The AP (8/8, Gruver, Brown) reports that the Trump Administration has “opened the door to industry-friendly changes to a sweeping plan imposed by his predecessor to protect a ground-dwelling bird across vast areas of the West.” Representatives of the ranching and energy industries lauded “the policy shift as needed to give states flexibility.” However, wildlife advocates are concerned “that the proposed changes would undercut a hard-won struggle to protect the greater sage grouse.”

Scientist Claims Administration Punishing Him For Speaking Out About Climate Change.

Chip Reid of the VideoCBS Evening News (8/8, story 5, 2:30, Mason) reported on an interview with US Interior Department scientist Joel Clement about “what happens to a government scientist who speaks up about” climate change. For the past seven years, Clement has been working in Alaskan villages that “are literally melting into the Arctic Ocean.” Clement addressed the issue last month at the UN, and six days later, “he was one of about 50 department employees who were assigned to new jobs.” Clement has filed a whistleblower complaint, saying, “I believe that the Trump Administration is retaliating against me for disclosing these risks to these Alaskan native villages.”

Commentary: Slaughtering Wild Horses Would Be Simplistic And Cruel.

In an op-ed for the Salt Lake (UT) Tribune (8/9, Hammer), Rob Hammer, the proprietor of Wild Horse Tourist, opposes an amendment to the Interior Department's 2018 spending bill introduced by Rep. Chris Stewart "that would send thousands of America's wild horses to slaughterhouses." Hammer argues that the "proposal to simply slaughter these cherished symbols of our national heritage amounts to greed-driven cruelty and should be stripped from the Appropriations Bill before final Congressional approval." Instead, Hammer supports "comprehensive approaches that generally include some combination of administering long-acting birth control, retiring grazing leases, increasing lease fees, reapportioning AUM allotments, protecting large predators, returning herd areas to their original acreage and repopulating zeroed areas."

After Trump Warning Of "Fire And Fury," North Korea Threatens Strike On Guam.

President Trump's warning to North Korea, which was followed by Pyongyang threat to strike Guam, are garnering heavy media attention, including the lead reports on all three networks newscasts. Reuters (8/8, Oliphant, Blanchard) reports, warned North Korea it would be met with "fire and fury like the world has never seen." Stephen Ganyard said on VideoABC World News Tonight (8/8, story 2, 1:15, Muir) that "to hear this language out of a US president, it's something we have never heard before, and it certainly puts the world on notice." Media reports cast the developments as presenting Trump with his greatest challenge yet of his presidency, with analysts and commentators taking a decidedly dim view of his rhetoric. The Los Angeles Times (8/8, Hennigan, Cloud, Bierman), for example, reports that the President's "dramatic threat of annihilation raised fresh fears of a confrontation with North Korea," and "in many ways mirrors his North Korean counterpart's," the New York Times (8/8, Baker, Sang-Hun) refers to "chilling language that evoked the horror of a nuclear exchange," and a Washington Post (8/8) editorial criticizes the President's "unsettling threat," which it calls "reckless and unnecessary. In its bombast, it resembled nothing so much as Kim Jong Un's regular denunciations of the United States, frantic and hyperbolic." Dealing with the threat posed by the North, the Post argues, "will require patient pressure and skilled diplomacy, perhaps for years. Instead, Mr. Trump has strut into the arena with a jarring rhetorical grenade."

Federal Register Listings

No items cleared for the FR on Tuesday.

Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: Every email I send or receive is subject to release under the Freedom of Information Act.

DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET AFFAIRS – 8/9/17

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

VOTED BEST REPORT! 😊

NOTE: Both Domenech and Mashburn will be on leave August 14-18.

NOTE: DOI is gathering emergency management information for the Territory of Guam in light of comments from the President of North Korea. There are 58 DOI personnel located on the combination of Guam and Saipan. DOI personnel, where not assigned specific actions/activities according to local emergency procedures pertinent to their assigned duties, act in accordance with local government direction. There are no known emergency action plans specific to DOI activities in the area with respect to a threat such as nuclear attack.

Status of the Secretary

TODAY: The Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)

Status of the Deputy Secretary

In Washington, DC.

Office meetings and briefings.

Media TODAY

GRAZING TO CONTINUE ON PARTS OF CRATERS OF THE MOON - DECISION ADVANCES TRUMP ADMINISTRATION'S SUPPORT OF LOCAL COMMUNITIES

WASHINGTON – The Bureau of Land Management (BLM) today announced that livestock grazing will continue on BLM-managed portions of the Craters of the Moon National Monument in Idaho. The decision demonstrates the Trump Administration's effort to support traditional uses such as grazing on public lands while providing opportunities for recreation and promoting conservation.

"By working together with our stakeholders, we can strike a balance of various uses in this iconic national monument while also serving the greater community," said BLM Acting Director Michael Nedd. "Our multiple-use mission helps ensure that public lands—including Craters of the Moon—work for local communities and visitors alike."

SECRETARY ZINKE EXPANDS HUNTING AND FISHING OPPORTUNITIES AT 10 NATIONAL WILDLIFE REFUGES

(WASHINGTON) In his latest effort to increase access to hunting and fishing on public lands and waters, U.S. Secretary of the Interior Ryan Zinke today announced a proposal to open or expand opportunities at 10 national wildlife refuges. If finalized, this would bring the number of refuges where the public may hunt up to 373, and up to 312 where fishing would be permitted.

"I grew up in the mountains of northwest Montana, where I spent my time hunting and fishing on our shared public lands. I was lucky to take my boys out on the same land that my dad and granddad took me," said Secretary Zinke. "As the steward of our public lands, one of my top priorities is to open up access wherever possible for hunting and fishing so that more families have the opportunity to pass

down the heritage. The last thing I want to see is hunting and fishing become elite sports. These ten refuges will provide incredible opportunities for sportsmen and anglers across the country to access the land and connect with the wildlife.”

SECRETARY ZINKE MOVES TO ACCEPT 3,595 ACRES OF WILDERNESS FOR SPORTSMEN'S ACCESS TO SABINOSO WILDERNESS AREA IN NEW MEXICO

WASHINGTON – Following a trip to New Mexico, Secretary of the Interior Ryan Zinke today announced he and the Department - through the Bureau of Land Management (BLM) - are in the process of accepting the donation of 3,595 acres (formerly known as the Rimrock Rose Ranch) that are adjacent to Sabinoso Wilderness to be included as part of the wilderness.

If approved, the donated land will provide public access to the 16,000-acre Sabinoso Wilderness, which is wholly surrounded by private land. By adding the donated land, the Sabinoso will connect with neighboring BLM land and make the Sabinoso accessible to the public for the first time ever.

White House Report (Yesterday)

Press Inquiries:

- CBS News & NBC News: REQUEST-- I have interviewed Joel Clement for tonight’s NBC Nightly News broadcast. I am looking to get a response to his claims from the DOI. —RESPONSE— Statement on the whistleblower The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter. Regarding the shuffling of SES at DOI: The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

- KXLH TV Helena, MT (Mike Dennison): - REQUEST – Comment on the ad from Backcountry Hunters and Anglers? – RESPONSE - Secretary Zinke is carrying out the review of some national monuments in accordance with the April 26 executive order. Of the hundreds of national monuments, 27 were put under review. So far, the Secretary has recommended that no changes be made to five monuments. The Secretary has visited monuments in half a dozen states and met with stakeholders who represent all sides of the issues. In fact, the Secretary recently took the time to meet with and hike with members of the group that is running the ads while he was in New Mexico. The Secretary is dedicated to ensuring all voices are heard in this process.

- Various inquiries regarding local national park programs.

Top Stories

- Las Vegas Review Journal: Feds to relax rules protecting sage grouse in Nevada, 10 other states
- Denver Post: Trump team relaxes land-use rules for saving sage grouse, opening more of the West for fossil fuels development
- USA Today: Greater sage-grouse: Conservation changes praised, provoke alarm

Top Issues and Accomplishments

Potential POTUS Event August 25 with Secretary Zinke related to the 101st anniversary of the National Park Service.

Secretary is on personal leave. No public appearances scheduled.

Later this week, DOI and the Bureau of Ocean Energy Management will hold an offshore oil and gas sale titled Gulf Lease Sale #249 in the Gulf of Mexico.

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WEEK AHEAD August 9 thru August 17, 2017

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- TBD Releases on Monument Review (announce ones not under review anymore).

- TBD: Department-Level Release: DOI will announced FWS proposal to expand hunting and fishing opportunities on 10 National Wildlife Refuges.

- August 15 (Tent.): Department-Level Release: DOI and FWS will announce \$48 million in funding to state wildlife agencies provided by the U.S. Fish and Wildlife Service through the State Wildlife Grants program.

National Park Service

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To: [Domenech, Douglas](#)
Cc: [Magallanes, Downey](#); [Laura Rigas](#); [Swift, Heather](#); [James Cason](#); [Micah Chambers](#); [Daniel Jorjani](#); [Mashburn, Lori](#); [Bauserman, Christine](#); [Caroline Boulton](#); [Thiele, Aaron](#); [Willens, Todd](#); [Getto, Leila](#); [David Bernhardt](#)
Subject: Re: Interior Cabinet Affairs Report for 8/9/17
Date: Wednesday, August 09, 2017 8:00:14 PM

#1. Awesome team.

Scott C. Hommel
Chief of Staff
Department of the Interior

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**DEPARTMENT OF THE INTERIOR DAILY UPDATE FOR CABINET
AFFAIRS – 8/9/17**

Doug Domenech, Senior Advisor

Lori Mashburn, White House Liaison

VOTED BEST REPORT! ☺

NOTE: Both Domenech and Mashburn will be on leave August 14-18.

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Status of the Secretary

TODAY: The Secretary will be on personal leave August 5-19 out of the country. (Greece and Turkey)

Status of the Deputy Secretary

In Washington, DC.

Office meetings and briefings.

Media TODAY

GRAZING TO CONTINUE ON PARTS OF CRATERS OF THE MOON - DECISION ADVANCES TRUMP ADMINISTRATION'S SUPPORT OF LOCAL COMMUNITIES

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SECRETARY ZINKE EXPANDS HUNTING AND FISHING OPPORTUNITIES AT 10 NATIONAL WILDLIFE REFUGES

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“I grew up in the mountains of northwest Montana, where I spent my time hunting and fishing on our shared public lands. I was lucky to take my boys out on the same land that my dad and granddad took me,” said Secretary Zinke. “As the steward of our public lands, one of my top priorities is to open up access wherever possible for hunting and fishing so that more families have the opportunity to pass down the heritage. The last thing I want to see is hunting and

fishing become elite sports. These ten refuges will provide incredible opportunities for sportsmen and anglers across the country to access the land and connect with the wildlife.”

SECRETARY ZINKE MOVES TO ACCEPT 3,595 ACRES OF WILDERNESS FOR SPORTSMEN'S ACCESS TO SABINOSO WILDERNESS AREA IN NEW MEXICO

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If approved, the donated land will provide public access to the 16,000-acre Sabinoso Wilderness, which is wholly surrounded by private land. By adding the donated land, the Sabinoso will connect with neighboring BLM land and make the Sabinoso accessible to the public for the first time ever.

White House Report (Yesterday)

Press Inquiries:

· CBS News & NBC News: REQUEST-- I have interviewed Joel Clement for tonight's NBC Nightly News broadcast. I am looking to get a response to his claims from the DOI. —RESPONSE— Statement on the whistleblower The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter. Regarding the shuffling of SES at DOI: The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

- KXLH TV Helena, MT (Mike Dennison): - REQUEST – Comment on the ad from Backcountry Hunters and Anglers? – RESPONSE - Secretary Zinke is carrying out the review of some national monuments in accordance with the April 26 executive order. Of the hundreds of national monuments, 27 were put under review. So far, the Secretary has recommended that no changes be made to five monuments. The Secretary has visited monuments in half a dozen states and met with stakeholders who represent all sides of the issues. In fact, the Secretary recently took the time to meet with and hike with members of the group that is running the ads while he was in New Mexico. The Secretary is dedicated to ensuring all voices are heard in this process.
- Various inquiries regarding local national park programs.

Top Stories

- Las Vegas Review Journal: Feds to relax rules protecting sage grouse in Nevada, 10 other states
- Denver Post: Trump team relaxes land-use rules for saving sage grouse, opening more of the West for fossil fuels development
- USA Today: Greater sage-grouse: Conservation changes praised, provoke alarm

Top Issues and Accomplishments

Potential POTUS Event August 25 with Secretary Zinke related to the 101st anniversary of the National Park Service.

Secretary is on personal leave. No public appearances scheduled.

Later this week, DOI and the Bureau of Ocean Energy Management will hold an offshore oil and gas sale titled Gulf Lease Sale #249 in the Gulf of Mexico.

Tomorrow DOI will issue a press release announcing the addition of 3,600 acres of land to the Sabinoso Wilderness Area in New Mexico

WEEK AHEAD August 9 thru August 17, 2017

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- TBD Releases on Monument Review (announce ones not under review anymore).
- TBD: Department-Level Release: DOI will announced FWS proposal to expand hunting and fishing opportunities on 10 National Wildlife Refuges.
- August 15 (Tent.): Department-Level Release: DOI and FWS will announce \$48 million in funding to state wildlife agencies provided by the U.S. Fish and Wildlife Service through the State Wildlife Grants program.

National Park Service

- August 10: National NPS Release: NPS will announce the unveiling of Unveil Junior Ranger Eclipse Explorer Program for the 2017 North American Total Solar Eclipse.
- August 11: Rep. Tom McClintock will be visiting Sequoia and Kings Canyon National Parks. The purpose of the visit is to meet with the superintendent and receive a tour of the parks. Among topics likely to be discussed are annual visitation, tree mortality from drought, wildland fire, and maintenance backlog progress.
- August TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.
- August TBD: National NPS Release: The National Park Service will announce \$1.657 million in grants to Indian tribes and museums to assist in consultation, documentation, and repatriation of ancestors and cultural items back to Indian tribes and Native Hawaiian organizations.
- August TBD: National NPS Release: NPS will announce \$1.2 million in grants to fund preservation, restoration, and education projects at several Japanese American confinement sites.

U.S. Fish and Wildlife Service

- TBD: FWS/USGS If-Asked Only: USGS to release a report on the Species Status Assessment for the Lesser Prairie Chicken. The study was commissioned by FWS.

- August 9: Local FWS Release: FWS announces six-month deadline extension for the final listing determination for the Texas Hornshell
- August TBD: National FWS Release: FWS to release results of 2016 Fishing, Hunting and Wildlife Associated Survey Preliminary Report. A snapshot of the results show that Hunter numbers are down (not statistically significant), angler numbers are up (not statistically significant), and wildlife watching numbers have increased greatly especially for people watching wildlife in their own backyards.
- August TBD: National FWS Release: FWS plans to announce \$4,254,638 in Tribal Wildlife Grant awards to federally recognized tribes for 25 projects in 14 states to fund a wide range of fish and wildlife conservation efforts. Tribal Wildlife Grants are used to provide technical and financial assistance to tribes for the development and implementation of programs that benefit fish and wildlife resources and their habitat.

Bureau of Land Management

- Week of August 14: Majority staff of the House Natural Resources Subcommittee on Energy and Mineral Resources have requested a NEPA overview briefing. Date and participants TBD.
- August 14: Local BLM Release: BLM-CO White River Field Office will announce its decision approving the removal of wild horses that have moved outside the boundaries of the 190,000-acre Piceance-East Douglas Herd Management Area (HMA). The Environmental Assessment (EA) is a baseline document for potential future wild horse removals outside the HMA that could include using helicopters and/or bait- and water-trapping. It specifically includes a proposed helicopter gather of up to 100 wild horses outside the HMA this fall. The Field Office estimates there are 217 wild horses outside the HMA within the analysis area.
- August 15-19: The Wyoming Wild Horse and Burro Program will host a wild horse and burro showcase and adoption at the Wyoming State Fair in Douglas. The showcase will include competitions among wild horse owners. Local media is likely to attend.

U.S. Geological Survey

- August 9: National USGS Release: USGS will release a study of streams in 11 Midwestern states that found more than 180 pesticides, some at levels that could harm aquatic insects. On average, 54 pesticide compounds were detected in each stream.

Bureau of Reclamation

- August 11 and 18 to 20: Media invited: Two-part full-scale security exercise at Flaming Gorge Dam in Wyoming. The purpose of the exercise is to evaluate physical and electronic security systems, gauge the effectiveness of the Emergency Action Plan, provide an opportunity for Reclamation staff to participate in Unified Command in a controlled environment with Law Enforcement agencies and identify areas for improvement in security and emergency management. This exercise also enables local emergency responders to practice and assess their own response capabilities while assisting Reclamation in management a simulated emergency.
- August 14: Local Reclamation Release: Notice of Availability for the Draft Environmental Impact Statement/Environmental Impact Report (EIS/EIR) on the Sites Reservoir Project. The project is a proposed above-ground water storage facility off-stream of the Sacramento River near the town of Maxwell. There will be a comment period and two public meetings are tentatively scheduled—September 26 in Maxwell and September 28 in Sacramento.
- August 15: Local Reclamation Release: Notice of Availability for the Draft Environmental Impact Statement/Environmental Impact Report (EIS/EIR) on the San Luis Low Point Improvement Project. The project would address water supply reliability and schedule certainty issues associated with low water levels in San Luis Reservoir and help maintain a high-quality, reliable, and cost-effective water supply for Santa Clara Valley Water District, and ensure the district receives their annual Central Valley Project contract allocations at the time and at the level of quality needed to meet their existing water supply commitments. A comment period and two public meetings are tentatively scheduled—August 30 in San Jose and August 31 in Sacramento.
- August 17: National Reclamation Release: August 17, the FAA will release new restrictions for unmanned aerial systems (UAS or drones) with regard to five national critical infrastructure-designated dams; Grand Coulee in Washington, Shasta and Folsom in California, Glen Canyon in Arizona, and Hoover in Nevada/Arizona. Reclamation will send a news release on August 17. The FAA will begin advance notifications on their website and social media beginning August 9.

Bureau of Ocean Energy Management

- August 10: BOEM Note to Stakeholders: BOEM will send a note to stakeholders regarding the draft EIS for G&G Activities in GOM.
- August 11: National BOEM Release: Alaska Press Release on Draft EIS for Liberty DPP.
- August 16: National BOEM Release: BOEM will issue release on Gulf Sale 249.
- TBD: BOEM Note to Stakeholders: BOEM will send a note to stakeholders announcing environmental study reports posted to ESPIS from April-June.

- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.
- TBD: BOEM Note to Stakeholders: BOEM will issue Note to Stakeholders on Draft Guidelines for the Use of Design Envelopes for Offshore Wind Energy Facilities.
- TBD: National BOEM Release: BOEM release on Marine Minerals Rule. The rule is finalized and in surnaming.

Office of Wildland Fire

- August TBD: OWF anticipates releasing the Preparedness Level 5 "Moses" Letter from the Secretary, with NIFC releasing the Press Release if and when we go to PL 5. We are still holding at PL 4.

CONGRESSIONAL

Nothing Scheduled.

Political Appointee Update

DOI politicals on board = 51

5 nominated awaiting confirmation:

Pending Senate floor vote: Susan Combs, Assistant Secretary Policy Management and Budget.

Pending Senate floor vote: Brenda Berman, Commissioner, Bureau of Reclamation.

Pending Senate floor vote: Doug Domenech, Assistant Secretary Insular Areas.

Pending Senate Committee Hearing 9/7: Joe Balash, Assistant Secretary for Land and Minerals Management.

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Secretary Speaking Invitations

Accepted

8/5-20 - Personal

9/13 - Congressional Sportsmen Foundation reception (DC)

9/20-21 - Gala and Ribbon Cutting for the Wonders of Wildlife Museum and Aquarium at the Bass Pro HQ (Springfield, MO)

Outstanding Invitations in Process

8/25-26 - Steamboat Institute's 9th Annual Freedom Conference & Festival (Steamboat Springs, CO)

9/8 - San Antonio Missions 2017 World Heritage Festival Luncheon

9/6/17 - Edison Electric Institute Board of Directors Conference (Colorado Springs, CO)

9/10-13 - Annual Mtg of the Assoc of Fish and Wildlife Agencies (Snowbird, UT)

9/12 - Mississippi River Cities & Towns Initiative Annual Meeting (St. Louis, MO)

9/17 - 150th Anniversary for the Antietam National Cemetery (Antietam)

9/22-24 - NRA Women's Leadership Forum Summit (Dallas, TX)

9/23 - National Mining Hall of Fame (Denver, CO)

9/23 - Southern Illinois Hunting & Fishing Days Inc. (Carterville, IL)

9/26 - GAO for international conference on extractive industries (DC)

9/26 - S&P Annual Asia Pacific Petroleum Conference (Singapore)

9/27-28 - Cohen Veterans Care Summit (DC)

9/28-30 - Council for National Policy

Open - Jeffersons Islands Club Citizen of the Year Award (DC)

open - Americans for Tax Reform (DC)

Open - Weyrich Lunch (DC)

Open - Detroit Economic Club

Declining

8/8-12 - American Legion Northwest Regional Baseball Tournament (Missoula, MT)

8/14-17 - Enercom Conference (Denver, CO)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

8/22 - Lake Tahoe Summit (Lake Tahoe, CA)

8/22-24 - National Native American Law Enforcement Association (Las Vegas, NV)

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

9/5 - National Association of State Park Directors and Annual Meeting (Missoula, Montana)

9/6 - Montana Range Tour (Lewistown, MT)

9/12 - Conference on Transportation Needs of National Parks and Public Lands (DC)

9/19-21 - Montana Wood Products Association - Forest Resources Association Convention (Whitefish, MT)

9/23 - Buffalo Bill Centennial Ball (Cody, Wyoming)

9/26 - Billings Chamber Annual Mtg (Billings, MT)

10/1-3 - New Mexico Oil and Gas Association (Santa Fe)

10/1 - Grand Junction Petroleum & Mining Club (Grand Junction, CO)

10/4-5 - Montana Equipment Dealers Association (Whitefish, MT)

10/12 - Natural Areas Association Conference (Fort Collins, CO)

Emergency Management

In Idaho, the Powerline Fire has burned 53,076 (+1,062) acres and is 47 (+22)-percent contained. The fire is managed by a Type-2 Incident Management Team (IMT) with 468 (+65) personnel, which includes 123 (-3) DOI personnel. There are 20 (no change) residential structures threatened and 150 (no change) evacuees. Native American cultural resources, utility lines, and pipelines remain threatened for the time being; however, additional perimeter growth is not expected, and risks to resources and utilities are expected to diminish greatly in the coming days. Full containment is expected on August 13.

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US Department of the Interior

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<DOI DAILY UPDATE FOR CABINET AFFAIRS 8-9-17.docx>

From: Laura Rigas
To: [Scott Hommel](#)
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Subject: Re: Interior Cabinet Affairs Report for 8/9/17
Date: Wednesday, August 09, 2017 8:06:12 PM

Congrats!! #GoTeam

Laura Keehner Rigas
Communications Director
U.S. Department of the Interior
(202) 897-7022 cell
@Interior

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Press Inquiries:

· CBS News & NBC News: REQUEST-- I have interviewed Joel Clement for tonight's NBC Nightly News broadcast. I am looking to get a response to his claims from the DOI. —RESPONSE—
Statement on the whistleblower The Department does not comment on ongoing matters such as whistleblower complaints. We look forward to working with the Office of Special Counsel to address any questions they might have about this matter. Regarding the shuffling of SES at DOI: The President signed an executive order to reorganize the federal government for the future and the Secretary has been absolutely out front on that issue. In fact, he mentioned a Department-wide, front lines-focused reorganization on his first day address to all employees. The purpose of the Senior Executive Service is to ensure that the executive management of the government of the United States is responsive to the needs, policies, and goals of the Nation and otherwise is of the highest quality. Senior executives are the highest paid employees in the federal government and signed up for the SES knowing that they could be called upon to work in different positions at any time. Congress meant for the SES to be a mobile force that are capable of taking on different assignments to meet the needs of the agency. Personnel moves among the Senior Executive Service are being conducted to better serve the taxpayer and the Department's operations.

· KXLH TV Helena, MT (Mike Dennison): - REQUEST – Comment on the ad from Backcountry Hunters and Anglers? – RESPONSE - Secretary Zinke is carrying out the review of some national monuments in accordance with the April 26 executive order. Of the hundreds of national monuments, 27 were put under review. So far, the Secretary has recommended that no changes be made to five monuments. The Secretary has visited monuments in half a dozen states and met with stakeholders who represent all sides of the issues. In fact, the Secretary recently took the time to meet with and hike with members of the group that is running the ads while he was in New Mexico. The Secretary is dedicated to ensuring all voices are heard in this process.

· Various inquiries regarding local national park programs.

Top Stories

· Las Vegas Review Journal: Feds to relax rules protecting sage grouse in Nevada, 10 other states

· Denver Post: Trump team relaxes land-use rules for saving sage grouse, opening more of the West for fossil fuels development

· USA Today: Greater sage-grouse: Conservation changes praised, provoke alarm

Top Issues and Accomplishments

Potential POTUS Event August 25 with Secretary Zinke related to the 101st anniversary of the National Park Service.

Secretary is on personal leave. No public appearances scheduled.

Later this week, DOI and the Bureau of Ocean Energy Management will hold an offshore oil and gas sale titled Gulf Lease Sale #249 in the Gulf of Mexico.

Tomorrow DOI will issue a press release announcing the addition of 3,600 acres of land to the Sabinoso Wilderness Area in New Mexico

WEEK AHEAD August 9 thru August 17, 2017

Status of the Secretary: The Secretary will be on personal leave August 5-19 out of the country (Greece and Turkey).

- Aug 9: DOI will issue a press release announcing the addition of 3,600 acres of land to the Sabinoso Wilderness Area in New Mexico
- Later this week, DOI and the Bureau of Ocean Energy Management will hold an offshore oil and gas sale titled Gulf Lease Sale #249 in the Gulf of Mexico.
- TBD Releases on Monument Review (announce ones not under review anymore).
- TBD: Department-Level Release: DOI will announced FWS proposal to expand hunting and fishing opportunities on 10 National Wildlife Refuges.
- August 15 (Tent.): Department-Level Release: DOI and FWS will announce \$48 million in funding to state wildlife agencies provided by the U.S. Fish and Wildlife Service through the State Wildlife Grants program.

National Park Service

- August 10: National NPS Release: NPS will announce the unveiling of Unveil Junior Ranger Eclipse Explorer Program for the 2017 North American Total Solar Eclipse.

- August 11: Rep. Tom McClintock will be visiting Sequoia and Kings Canyon National Parks. The purpose of the visit is to meet with the superintendent and receive a tour of the parks. Among topics likely to be discussed are annual visitation, tree mortality from drought, wildland fire, and maintenance backlog progress.
- August TBD: National NPS Release: NPS announcement of annual Rutgers report on NPS Federal Historic Preservation Tax Incentives Program economic impact. Tax credits 2016 contributed \$12.3 billion in output to the U.S. economy, added \$6.2 billion in GDP. Historic preservation tax incentives encourage investments in historic preservation and revitalization of communities small and large across the country.
- August TBD: National NPS Release: The National Park Service will announce \$1.657 million in grants to Indian tribes and museums to assist in consultation, documentation, and repatriation of ancestors and cultural items back to Indian tribes and Native Hawaiian organizations.
- August TBD: National NPS Release: NPS will announce \$1.2 million in grants to fund preservation, restoration, and education projects at several Japanese American confinement sites.

U.S. Fish and Wildlife Service

- TBD: FWS/USGS If-Asked Only: USGS to release a report on the Species Status Assessment for the Lesser Prairie Chicken. The study was commissioned by FWS.
- August 9: Local FWS Release: FWS announces six-month deadline extension for the final listing determination for the Texas Hornshell
- August TBD: National FWS Release: FWS to release results of 2016 Fishing, Hunting and Wildlife Associated Survey Preliminary Report. A snapshot of the results show that Hunter numbers are down (not statistically significant), angler numbers are up (not statistically significant), and wildlife watching numbers have increased greatly especially for people watching wildlife in their own backyards.
- August TBD: National FWS Release: FWS plans to announce \$4,254,638 in Tribal Wildlife Grant awards to federally recognized tribes for 25 projects in 14 states to fund a wide range of fish and wildlife conservation efforts. Tribal Wildlife Grants are used to provide technical and financial assistance to tribes for the development and implementation of programs that benefit fish and wildlife resources and their habitat.

Bureau of Land Management

- Week of August 14: Majority staff of the House Natural Resources Subcommittee on Energy and Mineral Resources have requested a NEPA overview briefing. Date and participants TBD.
- August 14: Local BLM Release: BLM-CO White River Field Office will announce its decision approving the removal of wild horses that have moved outside the boundaries of the 190,000-acre Piceance-East Douglas Herd Management Area (HMA). The Environmental Assessment (EA) is a baseline document for potential future wild horse removals outside the HMA that could include using helicopters and/or bait- and water-trapping. It specifically includes a proposed helicopter gather of up to 100 wild horses outside the HMA this fall. The Field Office estimates there are 217 wild horses outside the HMA within the analysis area.
- August 15-19: The Wyoming Wild Horse and Burro Program will host a wild horse and burro showcase and adoption at the Wyoming State Fair in Douglas. The showcase will include competitions among wild horse owners. Local media is likely to attend.

U.S. Geological Survey

- August 9: National USGS Release: USGS will release a study of streams in 11 Midwestern states that found more than 180 pesticides, some at levels that could harm aquatic insects. On average, 54 pesticide compounds were detected in each stream.

Bureau of Reclamation

- August 11 and 18 to 20: Media invited: Two-part full-scale security exercise at Flaming Gorge Dam in Wyoming. The purpose of the exercise is to evaluate physical and electronic security systems, gauge the effectiveness of the Emergency Action Plan, provide an opportunity for Reclamation staff to participate in Unified Command in a controlled environment with Law Enforcement agencies and identify areas for improvement in security and emergency management. This exercise also enables local emergency responders to practice and assess their own response capabilities while assisting Reclamation in management a simulated emergency.
- August 14: Local Reclamation Release: Notice of Availability for the Draft Environmental Impact Statement/Environmental Impact Report (EIS/EIR) on the Sites Reservoir Project. The project is a proposed above-ground water storage facility off-stream of the Sacramento River near the town of Maxwell. There will be a

comment period and two public meetings are tentatively scheduled—September 26 in Maxwell and September 28 in Sacramento.

- August 15: Local Reclamation Release: Notice of Availability for the Draft Environmental Impact Statement/Environmental Impact Report (EIS/EIR) on the San Luis Low Point Improvement Project. The project would address water supply reliability and schedule certainty issues associated with low water levels in San Luis Reservoir and help maintain a high-quality, reliable, and cost-effective water supply for Santa Clara Valley Water District, and ensure the district receives their annual Central Valley Project contract allocations at the time and at the level of quality needed to meet their existing water supply commitments. A comment period and two public meetings are tentatively scheduled—August 30 in San Jose and August 31 in Sacramento.

- August 17: National Reclamation Release: August 17, the FAA will release new restrictions for unmanned aerial systems (UAS or drones) with regard to five national critical infrastructure-designated dams; Grand Coulee in Washington, Shasta and Folsom in California, Glen Canyon in Arizona, and Hoover in Nevada/Arizona. Reclamation will send a news release on August 17. The FAA will begin advance notifications on their website and social media beginning August 9.

Bureau of Ocean Energy Management

- August 10: BOEM Note to Stakeholders: BOEM will send a note to stakeholders regarding the draft EIS for G&G Activities in GOM.

- August 11: National BOEM Release: Alaska Press Release on Draft EIS for Liberty DPP.

- August 16: National BOEM Release: BOEM will issue release on Gulf Sale 249.

- TBD: BOEM Note to Stakeholders: BOEM will send a note to stakeholders announcing environmental study reports posted to ESPIS from April-June.

- TBD: BOEM Note to Stakeholders: Note to Stakeholders on Information Transfer Meeting to be held in New Orleans August 22-24.

- TBD: BOEM Note to Stakeholders: BOEM will issue Note to Stakeholders on Draft Guidelines for the Use of Design Envelopes for Offshore Wind Energy Facilities.

- TBD: National BOEM Release: BOEM release on Marine Minerals

Rule. The rule is finalized and in surnaming.

Office of Wildland Fire

- August TBD: OWF anticipates releasing the Preparedness Level 5 "Moses" Letter from the Secretary, with NIFC releasing the Press Release if and when we go to PL 5. We are still holding at PL 4.

CONGRESSIONAL

Nothing Scheduled.

Political Appointee Update

DOI politicals on board = 51

5 nominated awaiting confirmation:

Pending Senate floor vote: Susan Combs, Assistant Secretary Policy Management and Budget.

Pending Senate floor vote: Brenda Berman, Commissioner, Bureau of Reclamation.

Pending Senate floor vote: Doug Domenech, Assistant Secretary Insular Areas.

Pending Senate Committee Hearing 9/7: Joe Balash, Assistant Secretary for Land and Minerals Management.

Pending Senate Committee Hearing 9/7: Ryan Douglas Nelson, Solicitor.

Secretary Speaking Invitations

Accepted

8/5-20 - Personal

9/13 - Congressional Sportsmen Foundation reception (DC)

9/20-21 - Gala and Ribbon Cutting for the Wonders of Wildlife Museum and Aquarium at the Bass Pro HQ (Springfield, MO)

Outstanding Invitations in Process

8/25-26 - Steamboat Institute's 9th Annual Freedom Conference & Festival (Steamboat Springs, CO)

9/8 - San Antonio Missions 2017 World Heritage Festival Luncheon

9/6/17 - Edison Electric Institute Board of Directors Conference (Colorado Springs, CO)

9/10-13 - Annual Mtg of the Assoc of Fish and Wildlife Agencies (Snowbird, UT)

9/12 - Mississippi River Cities & Towns Initiative Annual Meeting (St. Louis, MO)

9/17 - 150th Anniversary for the Antietam National Cemetery (Antietam)

9/22-24 - NRA Women's Leadership Forum Summit (Dallas, TX)

9/23 - National Mining Hall of Fame (Denver, CO)

9/23 - Southern Illinois Hunting & Fishing Days Inc. (Carterville, IL)

9/26 - GAO for international conference on extractive industries (DC)

9/26 - S&P Annual Asia Pacific Petroleum Conference (Singapore)

9/27-28 - Cohen Veterans Care Summit (DC)

9/28-30 - Council for National Policy

Open - Jeffersons Islands Club Citizen of the Year Award (DC)

open - Americans for Tax Reform (DC)

Open - Weyrich Lunch (DC)

Open - Detroit Economic Club

Declining

8/8-12 - American Legion Northwest Regional Baseball Tournament (Missoula, MT)

8/14-17 - Enercom Conference (Denver, CO)

8/17 - Mineral Hill Conservation Project (Gardiner, MT)

8/18 - Council of State Governments-West State and Federal Relations Committee (Tacoma, WA)

8/21 - Gage County Tourism and Beatrice Chamber of Commerce (Beatrice, NE)

8/22 - Lake Tahoe Summit (Lake Tahoe, CA)

8/22-24 - National Native American Law Enforcement Association (Las Vegas, NV)

8/30 - West Virginia Chamber of Commerce Annual Meeting (White Sulphur Springs, WV)

9/5 - National Association of State Park Directors and Annual Meeting (Missoula, Montana)

9/6 - Montana Range Tour (Lewistown, MT)

9/12 - Conference on Transportation Needs of National Parks and Public Lands (DC)

9/19-21 - Montana Wood Products Association - Forest Resources Association Convention (Whitefish, MT)

9/23 - Buffalo Bill Centennial Ball (Cody, Wyoming)

9/26 - Billings Chamber Annual Mtg (Billings, MT)

10/1-3 - New Mexico Oil and Gas Association (Santa Fe)

10/1 - Grand Junction Petroleum & Mining Club (Grand Junction, CO)

10/4-5 - Montana Equipment Dealers Association (Whitefish, MT)

10/12 - Natural Areas Association Conference (Fort Collins, CO)

Emergency Management

In Idaho, the Powerline Fire has burned 53,076 (+1,062) acres and is 47 (+22)-percent contained. The fire is managed by a Type-2 Incident Management Team (IMT) with 468 (+65) personnel, which includes 123 (-3) DOI personnel. There are 20 (no change) residential structures threatened and 150 (no change) evacuees. Native American cultural resources, utility lines, and pipelines remain threatened for the time being; however, additional perimeter growth is not expected, and risks to resources and utilities are expected to diminish greatly in the coming days. Full containment is expected on August 13.

In Oregon, the Spruce Lake Fire in Crater Lake National Park (NPS) has burned 4,681 (no change) acres. The fire is 23 (+4)-percent contained and managed by a Type-2 IMT with 384 (-13) personnel assigned, including 15 (+1) DOI personnel. There are 39 (no change) residential and 13 (no change) commercial structures threatened. Several trails in Crater Lake National Park are closed, including the Pacific Crest Trail. The Park's West Rim Road remains closed, and an evacuation notice has been issued for the Visitor Center at Rim Village, Park Headquarters, and Mazama Village. Full containment is expected on August 31.

Outside Media of Interest

Uncertainty As National Monument Review Deadline Nears.

The St. George (UT) Spectrum (8/8, DeMille) reports that “two weeks ahead of a Trump administration deadline to complete a review of 27 national monuments, including Utah’s Bears Ears and Grand Staircase-Escalante, the status remains uncertain for most of them.” Interior Secretary Ryan Zinke has “already issued a preliminary recommendation to shrink the Bears Ears monument, and over the course of the past several weeks he has said that five others should remain monuments and go untouched.” However, “the details behind what might happen at Bears Ears and the fate of the 21 other monuments remain a question mark.”

Sage Grouse Conservation Changes Praised, Provoke Alarm.

The AP (8/8, Gruver, Brown) reports that the Trump Administration has “opened the door to industry-friendly changes to a sweeping plan imposed by his predecessor to protect a ground-dwelling bird across vast areas of the West.” Representatives of the ranching and energy industries lauded “the policy shift as needed to give states flexibility.” However, wildlife advocates are concerned “that the proposed changes would undercut a hard-won struggle to protect the greater sage grouse.”

Scientist Claims Administration Punishing Him For Speaking Out About Climate Change.

Chip Reid of the VideoCBS Evening News (8/8, story 5, 2:30, Mason) reported on an interview with US Interior Department scientist Joel Clement about “what happens to a government scientist

who speaks up about” climate change. For the past seven years, Clement has been working in Alaskan villages that “are literally melting into the Arctic Ocean.” Clement addressed the issue last month at the UN, and six days later, “he was one of about 50 department employees who were assigned to new jobs.” Clement has filed a whistleblower complaint, saying, “I believe that the Trump Administration is retaliating against me for disclosing these risks to these Alaskan native villages.”

Commentary: Slaughtering Wild Horses Would Be Simplistic And Cruel.

In an op-ed for the Salt Lake (UT) Tribune (8/9, Hammer), Rob Hammer, the proprietor of Wild Horse Tourist, opposes an amendment to the Interior Department’s 2018 spending bill introduced by Rep. Chris Stewart “that would send thousands of America’s wild horses to slaughterhouses.” Hammer argues that the “proposal to simply slaughter these cherished symbols of our national heritage amounts to greed-driven cruelty and should be stripped from the Appropriations Bill before final Congressional approval.” Instead, Hammer supports “comprehensive approaches that generally include some combination of administering long-acting birth control, retiring grazing leases, increasing lease fees, reapportioning AUM allotments, protecting large predators, returning herd areas to their original acreage and repopulating zeroed areas.”

After Trump Warning Of “Fire And Fury,” North Korea Threatens Strike On Guam.

President Trump’s warning to North Korea, which was followed by Pyongyang threat to strike Guam, are garnering heavy media attention, including the lead reports on all three networks newscasts. Reuters (8/8, Oliphant, Blanchard) reports, warned North Korea it would be met with “fire and fury like the world has never seen.” Stephen Ganyard said on VideoABC World News Tonight (8/8, story 2, 1:15, Muir) that “to hear this language out of a US president, it’s something we have never heard before, and it certainly puts the world on notice.” Media reports cast the developments as presenting Trump with his greatest challenge yet of his presidency, with analysts and commentators taking a decidedly dim view of his rhetoric. The Los Angeles Times (8/8, Hennigan, Cloud, Bierman), for example, reports that the President’s “dramatic threat of annihilation raised fresh fears of a confrontation with North Korea,” and “in many ways mirrors his North Korean counterpart’s,” the New York Times (8/8, Baker, Sang-Hun) refers to “chilling language that evoked the horror of a nuclear exchange,” and a Washington Post (8/8) editorial criticizes the President’s “unsettling threat,” which it calls “reckless

and unnecessary. In its bombast, it resembled nothing so much as Kim Jong Un's regular denunciations of the United States, frantic and hyperbolic." Dealing with the threat posed by the North, the Post argues, "will require patient pressure and skilled diplomacy, perhaps for years. Instead, Mr. Trump has strut into the arena with a jarring rhetorical grenade."

Federal Register Listings

No items cleared for the FR on Tuesday.

Doug Domenech
Senior Advisor
US Department of the Interior

NOTE: Every email I send or receive is subject to release under the Freedom of Information Act.

<DOI DAILY UPDATE FOR CABINET AFFAIRS 8-9-17.docx>