

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
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Michelle Oxyer

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Office of Human Resources
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Dept	Bur Or Ofc	Bur Or Ofc Desc	Sub Bur	Org	Org Desc
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	10200000	EXEC SEC & OFFC OF REG AFFAIRS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	10410000	OFFC OF LEGISLATIVE COUNSEL
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	10100000	OFFICE OF THE DEPUTY SECRETARY
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	15	15010000	OFFICE OF THE DIR (OF INSULAR AFFAIRS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	15	15010000	OFFICE OF THE DIR (OF INSULAR AFFAIRS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	20	20000000	ASST SECY LAND & MINERALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	30	30000000	ASST SECY WATER & SCIENCE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	40000000	ASST SECY FISH & WILDLIFE & PARKS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	40000000	ASST SECY FISH & WILDLIFE & PARKS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50213000	OFFICE OF BUDGET MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50240000	OFF OF HUMAN CAPITAL MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50120000	OFFICE OF SELF GOVERNANCE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50170000	OFFICE OF INDIAN GAMING
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50260000	OFF OF FAC, ENVRMTL & CULT RES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50210000	OFFICE OF CHIEF FINANCIAL OFFICER
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	50220000	CHIEF INFORMATION OFFICER
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60500000	DEP ASST SEC PUB SAF, RES PRO & EM SV
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60540000	OFFICE OF AVIATION SERVICES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60270000	OFC OF PLANNING & PERFORMANCE MGMNT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60110000	OFFC OF ENVRNMTL POLICY & CMLNLC
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60521000	OFFICE OF EMERGENCY MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60120000	OFFICE OF POLICY ANALYSIS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60470000	OFFICE OF CIVIL RIGHTS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60700000	OFFICE OF THE CIO
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60120000	OFFICE OF POLICY ANALYSIS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60705000	BUSINESS OPERATIONS DIVISION
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60700100	OFFICE OF THE DEPUTY CIO
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60200000	DEP ASST SECY BUDGT, FIN, PERF & ACQN
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60210000	DIR OFFICE, OFFICE OF BUDGET
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60212000	DIVISION OF BUDGET & PROGRAM REVIEW
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60220000	DIR OFC, OFFICE OF FINANCIAL MGT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60160000	OFFC OF NATURAL RESOURCE RESTORATION
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60121000	PROGRAM COORDINATION STAFF
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60800000	DEP ASST SECY TECHN, INFO & BUS SERVS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60500000	DEP ASST SEC PUB SAF, RES PRO & EM SV
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60220000	DIR OFC, OFFICE OF FINANCIAL MGT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60460000	OFFICE OF HUMAN RESOURCES

Name Compressed	Pay Plan	Occ Ser	Grade Or Level	Adjusted Basic Pay	Position Title Opm	Location
LILLIE, JULIETTE ANNE FAL	ES	0301	00	\$160,000	DIRECTOR, OFFICE OF THE EXECUTIVE	WASHINGTON,DC
SALOTTI, CHRISTOPHER P.	ES	0905	00	\$185,936	LEGISLATIVE COUNSEL	WASHINGTON,DC
MCCLANAHAN, JOHN H.	SL	0301	00	\$184,532	DIRECTOR, LAND BUY BACK PROGRAM	WASHINGTON,DC
PULA, NIKOLAO IULI	ES	0301	00	\$178,459	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC
KRUSE, MICHAEL	SL	0905	00	\$153,328	CHIEF JUSTICE	PAGO PAGO,AMERICAN SAMOA
CARDINALE, RICHARD T.	ES	0301	00	\$187,000	SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC
RAE, KAREN L.	SL	0301	00	\$173,426	SENIOR ADVISOR TO THE ASSISTANT	WASHINGTON,DC
ESTENOZ, SHANNON A.	ES	0340	00	\$157,858	DIRECTOR, EVERGLADES RESTORATION	MIAMI,FLORIDA
FOSTER, MAUREEN D.	SL	0301	00	\$158,227	CHIEF OF STAFF	WASHINGTON,DC
BEARPAW, GEORGE WATIE	ES	0560	00	\$168,489	BUDGET OFFICER	WASHINGTON,DC
BURCKMAN, JAMES N.	ES	0301	00	\$187,000	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC
FREEMAN, SHAREE M.	ES	0340	00	\$179,412	DIRECTOR, OFC OF SELF GOV	WASHINGTON,DC
HART, PAULA L.	ES	0301	00	\$178,764	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC
LAROCHE, DARRELL WILLIAM	ES	0340	00	\$175,336	DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA
SCHOCK, JAMES H.	ES	0501	00	\$165,419	CHIEF FINANCIAL OFFICER	WASHINGTON,DC
AUSTIN, JOSEPH J.	SL	2210	00	\$153,642	ASSOCIATE CHIEF INFORMATION OFFICER	RESTON,VIRGINIA
ANDREW, JONATHAN M.	ES	0301	00	\$187,000	INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC
BATHRICK, MARK L.	ES	0340	00	\$187,000	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO
BECK, RICHARD T.	ES	0340	00	\$187,000	DIRECTOR, OFFICE OF PLANNING &	WASHINGTON,DC
BLANCHARD, MARY JOSIE	ES	0340	00	\$187,000	DEPUTY DIRECTOR	WASHINGTON,DC
BRANUM, LISA A.	ES	0089	00	\$170,609	DIRECTOR, OFFICE OF EMERGENCY MGMT	WASHINGTON,DC
BUCKNER, SHAWN M	ES	0340	00	\$167,395	DEPUTY DIRECTOR OFFICE OF	WASHINGTON,DC
BURDEN, JOHN W.	ES	0340	00	\$177,290	CHIEF DIVERSITY OFFICER/DIRECTOR,	WASHINGTON,DC
BURNS, SYLVIA W.	ES	2210	00	\$187,000	CHIEF INFORMATION OFFICER	WASHINGTON,DC
CLEMENT, JOEL P.	ES	0340	00	\$180,078	DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC
DAVIS, MARK H	ES	0340	00	\$187,000	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC
DOWNS, BRUCE M	ES	2210	00	\$180,757	DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC
FERRITER, OLIVIA B.	ES	0501	00	\$187,000	DEP ASST SECY BUDGT,FIN,PERF&AC	WASHINGTON,DC
FLANAGAN, DENISE A.	ES	0560	00	\$187,000	DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC
FREIHAGE, JASON E.	ES	0560	00	\$157,593	CHIEF, DIV OF BUDGET & PROG REVIEW	WASHINGTON,DC
GLENN, DOUGLAS A	ES	0505	00	\$187,000	DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC
GLOMB, STEPHEN J.	ES	0340	00	\$183,959	DIRECTOR, OFFICE OF RESTORATION AND	WASHINGTON,DC
GOKLANY, INDUR M.	ES	0301	00	\$183,294	SENIOR ADVISOR	WASHINGTON,DC
GONZALEZ, MARIA E	ES	0340	00	\$187,000	DEPUTY ASSISTANT SECRETARY TECHNOLOGY	WASHINGTON,DC
HUMBERT, HARRY L	ES	0340	00	\$187,000	DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	WASHINGTON,DC
HUNTER, TERESA R	ES	0505	00	\$168,171	DEPUTY DIRECTOR, OFFICE OF FINANCIAL	WASHINGTON,DC
LIMON, RAYMOND A	ES	0201	00	\$187,000	DEPUTY CHIEF HUMAN CAP. OFFICER	WASHINGTON,DC

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60510000	OFFICE OF LAW ENFORCEMENT & SECURITY
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60210000	DIR OFFICE, OFFICE OF BUDGET
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60840000	OFFICE OF FACILITIES & ADMINISTRATIVE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60110000	OFFC OF ENVRNMTL POLICY & CMLNLC
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60250000	OFFC OF SMALL & DISADV BUS UTL
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60490000	OFF OF STRATEGIC EMP DEVELOPMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60000000	ASST SECY POLICY, MGMT & BUDGET/CFO
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60230000	BUSINESS INTEGRATION OFFICE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60530000	OFFICE OF WILDLAND FIRE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60880000	OFFICE OF VALUATION SERVICES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60820000	DIRECTOR'S OFFICE, OHA
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60240000	OFFC OF ACQUISITION & PROP MGT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60211000	DIVISION OF BUDGET ADMIN & DEPT MGMT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60822000	BOARD OF INDIAN APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60703300	GEOSPATIAL TECHNOLOGY BRANCH
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60140000	OFFICE OF NATIVE HAWAIIAN RELATIONS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60822000	BOARD OF INDIAN APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60830000	OFC OF COLLABRTV & ALTERN DIS RESOLTN
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60700000	OFFICE OF THE CIO
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60703200	TECHNOLOGY & INNOVATION BRANCH
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60000000	ASST SECY POLICY, MGMT & BUDGET/CFO
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60823000	BOARD OF LAND APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60823000	BOARD OF LAND APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60823000	BOARD OF LAND APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60702000	PLANNING AND PERFORMANCE MGMT DIV.
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60820000	DIRECTOR'S OFFICE, OHA
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60823000	BOARD OF LAND APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60823000	BOARD OF LAND APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60701000	INFORMATION ASSURANCE DIVISION
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60703000	INFORMATION & TECHNOLOGY MGMT DIV.
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60240000	OFFC OF ACQUISITION & PROP MGT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60823000	BOARD OF LAND APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	60700100	OFFICE OF THE DEPUTY CIO
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	78300000	STHRN PLAINS/EASTERN/EASTERN OKLAHOMA
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	78300000	STHRN PLAINS/EASTERN/EASTERN OKLAHOMA
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	70000000	OFFICE OF THE SPECIAL TRUSTEE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	78000000	DEP SPECIAL TRUSTEE FIELD OPERATIONS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	78500000	GREAT PLAINS/ALASKA
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	79000000	DEPUTY SPECIAL TRUSTEE TRUST SERVICES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	78700000	ROCKY MOUNTAIN/MIDWEST/PACIFIC
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	76000000	DEP SPEC TRUSTEE PROGRAM MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	78400000	NAVAJO/SOUTHWEST
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	70010000	OFFICE OF PRINC DEP SPEC TRUSTEE

LYNN, TIM K	ES	1811	00	\$169,918	DIRECTOR, OFFICE OF LAW ENFORCEMENT	WASHINGTON,DC
MOSS, ADRIANNE L.	ES	0560	00	\$187,000	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC
NASSAR, JOSEPH W	ES	0340	00	\$171,650	DIRECTOR, OFFICE OF FACILITIES	WASHINGTON,DC
NOBLE, MICHAELA E	ES	0340	00	\$162,925	DIRECTOR, OFFICE OF ENVIRONMENTAL	WASHINGTON,DC
OLSEN, MEGAN C.	ES	0340	00	\$168,630	DIRECTOR, OFFICE OF SMALL &	WASHINGTON,DC
PIERRE LOUIS, ALESIA J.	ES	0340	00	\$180,200	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC
PLETCHER, MARY F.	ES	0340	00	\$187,000	DAS, HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC
QUINLAN, MARTIN J.	ES	0340	00	\$187,000	DIRECTOR, BUSINESS INTEGRATION	LAKEWOOD,COLORADO
RICE, BRYAN C	ES	0340	00	\$169,316	DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC
ROSS, JOHN W	ES	0340	00	\$187,000	DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC
SIMMONS, SHAYLA F.	ES	0905	00	\$187,000	DIRECTOR, OFFICE OF HEARINGS	ARLINGTON,VIRGINIA
SONDERMAN, DEBRA E.	ES	1102	00	\$185,100	DIR/ACQUISITION & PROP. MGMT.	WASHINGTON,DC
WAYSON, THOMAS C.	ES	0560	00	\$178,627	CHIEF, BUDGET ADMINISTRATION AND	WASHINGTON,DC
BLASER, THOMAS A.	SL	0905	00	\$154,320	CHIEF ADMINISTRATIVE JUDGE IBIA	ARLINGTON,VIRGINIA
DABOLT, THOMAS O	SL	0340	00	\$158,398	GEOSPATIAL INFORMATION OFFICER	WASHINGTON,DC
ENOMOTO, STANTON KEONE	SL	0340	00	\$123,175	SENIOR PROGRAM DIRECTOR,	HONOLULU,HAWAII
HALL, ROBERT E.	SL	0905	00	\$158,206	ADMINISTRATIVE JUDGE	ARLINGTON,VIRGINIA
HALL, WILLIAM E	SL	0301	00	\$165,109	SENIOR ADVISOR FOR COLLABORATIVE	ARLINGTON,VIRGINIA
HARTLEY, DEBORAH J.	SL	2210	00	\$187,000	SENIOR ASSOCIATE CHIEF INFORMATION	LAKEWOOD,COLORADO
HAVELY, ANDREW W.	SL	2210	00	\$165,745	CHIEF TECHNOLOGY OFFICER	LAKEWOOD,COLORADO
HOLLEY, AMY LIN	SL	0301	00	\$187,000	SR ADVISOR TO THE ASST SEC	WASHINGTON,DC
JACKSON, JAMES K.	SL	0905	00	\$178,857	ADMINISTRATIVE JUDGE	ARLINGTON,VIRGINIA
JONES, EILEEN GAY	SL	0905	00	\$184,507	CHIEF ADMINISTRATIVE JUDGE IBLA	ARLINGTON,VIRGINIA
KALAVRITINOS, CHRISTINA S	SL	0905	00	\$180,675	ADMINISTRATIVE JUDGE IBLA	ARLINGTON,VIRGINIA
KLINNER, KENNETH OSCAR	SL	2210	00	\$141,000	DIRECTOR, PLANNING AND PERFORMANCE	SIoux FALLS,SOUTH DAKOTA
LIN, JANET H.	SL	0905	00	\$178,965	DEPUTY DIRECTOR	ARLINGTON,VIRGINIA
RIECHEL, SILVIA MARIA	SL	0905	00	\$154,697	ADMINISTRATIVE JUDGE IBLA	ARLINGTON,VIRGINIA
ROBERTS, JAMES F.	SL	0905	00	\$187,000	DEPUTY CHIEF ADMINISTRATIVE JUDGE	ARLINGTON,VIRGINIA
RUFFIN, LAWRENCE K.	SL	2210	00	\$187,000	CHIEF INFORMATION SECURITY OFFICER	WASHINGTON,DC
SANTOSA, DAUD	SL	2210	00	\$171,995	ENTERPRISE SOLUTIONS STRATEGIST	WASHINGTON,DC
SIMS, DAVID M.	SL	0301	00	\$187,000	DEBARMENT & SUSPENSION MANAGER	WASHINGTON,DC
SOSIN, AMY B.	SL	0905	00	\$173,300	ADMINISTRATIVE JUDGE IBLA	ARLINGTON,VIRGINIA
WIGHT, TIMOTHY S.	SL	2210	00	\$161,749	ASSOCIATE CHIEF INFORMATION OFFICER	SPOKANE,WASHINGTON
BURCH, MELVIN E.	ES	0340	00	\$187,000	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO
CRAFF, ROBERT C.	ES	0340	00	\$167,199	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
DUMONTIER, DEBRA L.	ES	0340	00	\$178,734	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	WASHINGTON,DC
JAMES, JAMES D. JR.	ES	0340	00	\$187,000	DEP SPEC TRUSTEE FIELD OPS	ALBUQUERQUE,NEW MEXICO
LAKE, TIMOTHY CHARLES	ES	0340	00	\$144,767	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA
LORDS, DOUGLAS A.	ES	0340	00	\$187,000	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO
REYNOLDS, THOMAS G.	ES	0340	00	\$175,641	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO
WHITE, JOHN ETHAN	ES	0340	00	\$180,062	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO
WILLIAMS, MARGARET C.	ES	0340	00	\$187,000	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO
MONTEL, JOHN H.	SL	2210	00	\$169,918	ASSOCIATE CHIEF INFORMATION OFFICER	WASHINGTON,DC

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	63000000	FINANCIAL & PRODUCTION MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	60600000	DIRECTORATE SUPPORT OFFICE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	60000000	DIRECTOR ONRR
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	64000000	COORD., ENF., VALUATION & APPEALS
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	61000000	DEPUTY DIR ONRR
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	62000000	AUDIT AND COMPLIANCE MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	60866120	ENTERPRISE MANAGEMENT
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	60866600	FINANCIAL MANAGEMENT DIRECTORATE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	60866600	FINANCIAL MANAGEMENT DIRECTORATE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	60866900	ACQUISITION SERVICES DIRECTORATE
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	60866100	OFC OF THE DIRECTOR, INTERIOR BUSINES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	60866400	HUMAN RESOURCES DIRECTORATE
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO600000	ASST DIR COMMUNICATION
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO200000	ASST DIR, RESOURCES AND PLANNING
IN	05	BUREAU OF LAND MANAGEMENT	OC	LLOC100000	OFFICE OF THE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	MT	LLMT910000	OFFICE OF THE STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	AK	LLAK910000	OFFICE OF STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	FA	LLFA100000	FIRE & AVIATION DIRECTORATE NIFC
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO700000	ASST DIR HUMAN CAPITAL MGMT
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO120000	OFFICE OF LAW ENFORCEMENT & SECURITY,
IN	05	BUREAU OF LAND MANAGEMENT	NM	LLNM910000	OFFICE OF STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	ES	LLES910000	OFFICE OF STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	ID	LLID910000	OFFICE OF THE STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO300000	ASST DIR, ENERGY, MIN & REAL MGMT
IN	05	BUREAU OF LAND MANAGEMENT	CA	LLCA910000	OFFICE OF THE STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	UT	LLUT910000	OFFICE OF STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	WY	LLWY910000	STATE DIRECTORS OFFICE
IN	05	BUREAU OF LAND MANAGEMENT	NV	LLNV910000	OFFICE OF STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	AZ	LLAZ910000	OFFICE OF THE STATE DIRECTOR
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO800000	AD, BUSINESS, FISCAL & INFO RES MGMT
IN	05	BUREAU OF LAND MANAGEMENT	CO	LLCO000000	COLORADO STATE OFFICE
IN	05	BUREAU OF LAND MANAGEMENT	WO	LLWO800000	AD, BUSINESS, FISCAL & INFO RES MGMT
IN	06	BUREAU OF INDIAN AFFAIRS	KK	K00100	DIRECTOR, BUREAU OF INDIAN AFFAIRS
IN	06	BUREAU OF INDIAN AFFAIRS	HH	H00101	REGIONAL DIRECTOR, WESTERN REGION
IN	06	BUREAU OF INDIAN AFFAIRS	KK	K0L100	OFFICE OF JUSTICE SERVICES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	D00900	ADD TRIBALLY CONTROLLED SCHOOLS
IN	06	BUREAU OF INDIAN AFFAIRS	DD	D00100	DIRECTOR, BUREAU OF INDIAN EDUCATION
IN	06	BUREAU OF INDIAN AFFAIRS	BB	B00101	REGIONAL DIRECTOR, SOUTHERN PLAINS
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	J00101	REGIONAL DIRECTOR, PACIFIC REGION
IN	06	BUREAU OF INDIAN AFFAIRS	DD	D00300	DIVISION OF PERFORMANCE AND ACCOUNTAB
IN	06	BUREAU OF INDIAN AFFAIRS	KK	K00100	DIRECTOR, BUREAU OF INDIAN AFFAIRS
IN	06	BUREAU OF INDIAN AFFAIRS	CC	C00101	REGIONAL DIRECTOR, ROCKY MTN REGION

DAVIS, KIMBRA G	ES	0340	00	\$172,815	PRGM DIR FOR FIN & PRODUCTION MGMT	LAKEWOOD,COLORADO
GIDNER, JEROLD L.	ES	0301	00	\$187,000	SENIOR PROGRAM ADVISOR	WASHINGTON,DC
GOULD, GREGORY J.	ES	0340	00	\$187,000	DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO
MEHLHOFF, JOHN J.	ES	0340	00	\$176,068	PROGRAM DIRECTOR (CEVA)	LAKEWOOD,COLORADO
STEWART, JAMES D.	ES	0340	00	\$187,000	DEP DIR, OFC OF NATURAL RESOURCES REV	LAKEWOOD,COLORADO
TYLER, PAUL GRAHAM	ES	0340	00	\$173,269	PRGM DIR FOR AUDIT & COMPLIANCE MGMT	LAKEWOOD,COLORADO
BEALL, JAMES W	ES	0340	00	\$184,811	ASSOCIATE DIRECTOR,	WASHINGTON,DC
EDSALL, DONNA LYNN	ES	0505	00	\$187,000	ASSOCIATE DIRECTOR, FMD	LAKEWOOD,COLORADO
HOLMES, TROY EDWARD	ES	0340	00	\$169,918	PROGRAM MANAGER FOR DHS	WASHINGTON,DC
ONEILL, KEITH JAMES	ES	1102	00	\$177,161	ASSOCIATE DIRECTOR FOR ACQ SERVICES	HERNDON,VIRGINIA
SINGER, MICHELE F.	ES	0340	00	\$187,000	DIRECTOR, INTERIOR BUSINESS CENTER	KINGS,NEW YORK
WILLIAMS, LC	ES	0340	00	\$187,000	ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO
ALLEN, MATTHEW R	ES	0340	00	\$157,971	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC
BAIL, KRISTIN MARA	ES	0340	00	\$180,845	ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC
CANTOR, HOWARD M	ES	0340	00	\$156,105	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO
CONNELL, JAMIE E.	ES	0340	00	\$167,587	STATE DIRECTOR	BILLINGS,MONTANA
CRIBLEY, BUD C	ES	0340	00	\$165,435	STATE DIRECTOR	ANCHORAGE,ALASKA
DUNTON, RONALD L	ES	0340	00	\$175,673	ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO
HUDSON, JODY LEE	ES	0340	00	\$187,000	ASSISTANT DIRECTOR,	WASHINGTON,DC
LAURO, SALVATORE R.	ES	1811	00	\$173,204	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC
LUEDERS, AMY L.	ES	0340	00	\$170,157	STATE DIRECTOR	SANTA FE,NEW MEXICO
MOURITSEN, KAREN E.	ES	0340	00	\$174,147	STATE DIRECTOR	WASHINGTON,DC
MURPHY, TIMOTHY M.	ES	0340	00	\$156,812	STATE DIRECTOR	BOISE,IDAHO
NEDD, MICHAEL D.	ES	0340	00	\$187,000	AD, MINS, REAL, & RES PRO	WASHINGTON,DC
PEREZ, JEROME E	ES	0340	00	\$187,000	STATE DIRECTOR	SACRAMENTO,CALIFORNIA
ROBERSON, EDWIN L	ES	0340	00	\$170,011	STATE DIRECTOR	SALT LAKE CITY,UTAH
RUGWELL, MARY J.	ES	0340	00	\$152,291	STATE DIRECTOR	CHEYENNE,WYOMING
RUHS, JOHN F	ES	0340	00	\$167,174	STATE DIRECTOR	RENO,NEVADA
SUAZO, RAYMOND	ES	0340	00	\$155,278	STATE DIRECTOR	PHOENIX,ARIZONA
VELASCO, JANINE M.	ES	0340	00	\$187,000	ASSISTANT DIRECTOR, BUSINESS	WASHINGTON,DC
WELCH, RUTH L.	ES	0340	00	\$165,993	STATE DIRECTOR	DENVER,COLORADO
NIELSEN, MARK A	SL	2210	00	\$156,049	ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO
BLACK, MICHAEL S.	ES	0301	00	\$183,751	SENIOR ADVISOR TO THE DIRECTOR BIA	BILLINGS,MONTANA
BOWKER, BRYAN L.	ES	0340	00	\$157,242	REGIONAL DIRECTOR	PHOENIX,ARIZONA
CRUZAN, DARREN A.	ES	0340	00	\$184,350	SENIOR ADVISOR LE, SECUR, SCHOOL SAFE	WASHINGTON,DC
DAVIS, ROSE MARIE	ES	1701	00	\$155,520	ADD TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA
DEARMAN, TONY L.	ES	1710	00	\$180,097	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC
DEERINWATER, DANIEL J.	ES	0340	00	\$184,754	REGIONAL DIRECTOR	ANADARKO,OKLAHOMA
DUTSCHKE, AMY L.	ES	0340	00	\$176,923	REGIONAL DIRECTOR PACIFIC	SACRAMENTO,CALIFORNIA
HAMLEY, JEFFREY L.	ES	1720	00	\$159,254	ASSOC DEP DIR PERFORMANCE & ACCTBY	WASHINGTON,DC
HANNA, JEANETTE D.	ES	0301	00	\$185,163	SPECIAL ASST TO THE DIRECTOR BIA	WASHINGTON,DC
LA COUNTE, DARRYL D. II	ES	0340	00	\$181,702	REGIONAL DIRECTOR	BILLINGS,MONTANA

IN	06	BUREAU OF INDIAN AFFAIRS	AA	A00101	REGIONAL DIRECTOR,GREAT PLAINS
IN	06	BUREAU OF INDIAN AFFAIRS	KK	K00100	DIRECTOR, BUREAU OF INDIAN AFFAIRS
IN	06	BUREAU OF INDIAN AFFAIRS	SS	S00101	OFC OF REGIONAL DIRECTOR, EASTERN REG
IN	06	BUREAU OF INDIAN AFFAIRS	KK	K00300	DEPUTY DIRECTOR, INDIAN SERVICES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	D00800	ADD NAVAJO
IN	06	BUREAU OF INDIAN AFFAIRS	NN	N00101	REGIONAL DIRECTOR,NAVAJO REGION
IN	06	BUREAU OF INDIAN AFFAIRS	KK	K00400	DEPUTY DIRECTOR, TRUST SERVICES
IN	06	BUREAU OF INDIAN AFFAIRS	PR	P00101	REGIONAL DIRECTOR,NORTHWEST REGION
IN	06	BUREAU OF INDIAN AFFAIRS	DD	D00101	DEPUTY DIRECTOR SCHOOL OPERATIONS
IN	06	BUREAU OF INDIAN AFFAIRS	GG	G00101	REGIONAL DIRECTOR,EASTERN OKLA REGION
IN	06	BUREAU OF INDIAN AFFAIRS	MM	M00100	SOUTHWEST REGIONAL DIRECTOR'S OFFICE
IN	07	BUREAU OF RECLAMATION	08	8427000	MANAGEMENT SERVICES OFFICE
IN	07	BUREAU OF RECLAMATION	03	3001000	OFFICE OF THE REGIONAL DIRECTOR
IN	07	BUREAU OF RECLAMATION	08	8450000	POLICY AND ADMINISTRATION
IN	07	BUREAU OF RECLAMATION	01	1010000	OFFICE OF REGIONAL DIRECTOR
IN	07	BUREAU OF RECLAMATION	08	8668000	TECHNICAL SERVICE CENTER
IN	07	BUREAU OF RECLAMATION	08	8440000	SECURITY SAFETY & LAW ENFORCEMENT
IN	07	BUREAU OF RECLAMATION	02	2010000	OFFICE OF REGIONAL DIRECTOR
IN	07	BUREAU OF RECLAMATION	09	9600000	OPERATIONS
IN	07	BUREAU OF RECLAMATION	09	9400000	POLICY, ADMINISTRATION & BUDGET
IN	07	BUREAU OF RECLAMATION	04	4010000	OFFICE OF REGIONAL DIRECTOR
IN	07	BUREAU OF RECLAMATION	06	6010000	REGIONAL DIRECTOR'S OFFICE
IN	07	BUREAU OF RECLAMATION	08	8421000	INFORMATION RESOURCES OFFICE
IN	07	BUREAU OF RECLAMATION	09	9430000	PROGRAM & BUDGET OFFICE
IN	07	BUREAU OF RECLAMATION	08	8670000	SENIOR ADVISOR, DSO/DEC
IN	07	BUREAU OF RECLAMATION	09	9600000	OPERATIONS
IN	07	BUREAU OF RECLAMATION	08	8650000	SENIOR ADVISOR, POWER LIAISON
IN	08	GEOLOGICAL SURVEY	AF	GGHGA0000	OFFC OF ASSOC DIR FOR NATURAL HAZ
IN	08	GEOLOGICAL SURVEY	AC	GGHAAE0000	OFFC OF ADMINISTRATION
IN	08	GEOLOGICAL SURVEY	AH	GGHCGR0000	OFFC OF ASSOC DIR FOR CLIMATE
IN	08	GEOLOGICAL SURVEY	AJ	GGEMNA0000	OFFC OF REG DIR, MIDWEST REGION
IN	08	GEOLOGICAL SURVEY	AE	GGHWCA0000	OFFC OF ASSOC DIR FOR WATER
IN	08	GEOLOGICAL SURVEY	AQ	GGWAWA0000	OFFC OF REG DIR, ALASKA REGION
IN	08	GEOLOGICAL SURVEY	AM	GGCMRA0000	OFFC OF REG DIR, SOUTHWEST REGION
IN	08	GEOLOGICAL SURVEY	AP	GGWNYA0000	OFFC OF REG DIR, NORTHWEST REGION
IN	08	GEOLOGICAL SURVEY	AI	GGHIFS0000	OFFC OF ASSOC DIR FOR CORE SCI SYS
IN	08	GEOLOGICAL SURVEY	AG	GGHMGS0000	OFFC OF ASSOC DIR FOR ENG&MIN
IN	08	GEOLOGICAL SURVEY	AH	GGHCED0000	EROS CENTER OFFIC OF THE DIR
IN	08	GEOLOGICAL SURVEY	AD	GGHEBA0000	OFFC OF ASSOC DIR FOR ECOSYSTEMS
IN	08	GEOLOGICAL SURVEY	AA	GGHDAA2000	OFFC OF BUDGET, PLAN & INTEGR
IN	08	GEOLOGICAL SURVEY	AA	GGHDAA0000	OFFICE OF THE DIRECTOR
IN	08	GEOLOGICAL SURVEY	AO	GGWSZA0000	OFFC OF REG DIR, PACIFIC REGION
IN	08	GEOLOGICAL SURVEY	AK	GGENLA0000	OFFC OF REG DIR, NORTHEAST REGION

LAPOINTE, TIMOTHY L.	ES	0340	00	\$149,246	REGIONAL DIRECTOR GREAT PLAINS	ABERDEEN,SOUTH DAKOTA
LOUDERMILK, WELDON B.	ES	0340	00	\$184,588	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC
MAYTUBBY, BRUCE W.	ES	0340	00	\$172,670	REGIONAL DIRECTOR	NASHVILLE,TENNESSEE
ORTIZ, HANKIE P.	ES	0340	00	\$185,207	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC
PFEIFFER, TAMARAH NMN	ES	1701	00	\$130,189	ASSOC DEPUTY DIRECTOR NAVAJO	WINDOW ROCK,ARIZONA
PINTO, SHARON ANN	ES	0340	00	\$159,191	REGIONAL DIRECTOR	GALLUP,NEW MEXICO
RIGGS, HELEN	ES	0340	00	\$177,795	DEPUTY BUREAU DIRECTOR TRUST SVS.	WASHINGTON,DC
SPEAKS, STANLEY M.	ES	0340	00	\$184,487	REGIONAL DIRECTOR	PORTLAND,OREGON
STEVENS, BARTHOLOMEW S.	ES	0340	00	\$161,900	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC
STREATER, EDDIE R.	ES	0340	00	\$157,634	REGIONAL DIRECTOR	MUSKOGEE,OKLAHOMA
WALKER, WILLIAM T.	ES	0340	00	\$150,303	REGIONAL DIRECTOR	ALBUQUERQUE,NEW MEXICO
CORDOVA HARRISON, ELIZABE	ES	0340	00	\$187,000	DIR,MANAGEMENT SERVICES OFFICE	LAKEWOOD,COLORADO
FULP, TERRANCE J	ES	0340	00	\$183,479	REGIONAL DIRECTOR	BOULDER CITY,NEVADA
GONZALES SCHREINER, ROSEA	ES	0340	00	\$187,000	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO
LEE, LORRI J	ES	0340	00	\$184,130	REGIONAL DIRECTOR	BOISE,IDAHO
LUEBKE, THOMAS A	ES	0340	00	\$178,467	DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO
MULLER, BRUCE C JR	ES	0340	00	\$187,000	DIR,SECURITY,SAFETY&LAW ENFORCEMENT	LAKEWOOD,COLORADO
MURILLO, DAVID G.	ES	0340	00	\$187,000	REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNIA
PALUMBO, DAVID M.	ES	0340	00	\$181,107	DEPUTY COMMISSIONER OPERATIONS	WASHINGTON,DC
PAYNE, GRAYFORD F.	ES	0340	00	\$187,000	DEPUTY COMMISSIONER, PAB	WASHINGTON,DC
RHEES, BRENT B.	ES	0340	00	\$166,322	REGIONAL DIRECTOR	SALT LAKE CITY,UTAH
RYAN, MICHAEL J.	ES	0340	00	\$187,000	REGIONAL DIRECTOR	BILLINGS,MONTANA
SMILEY, KARLA J.	ES	2210	00	\$181,604	ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO
WOLF, ROBERT W	ES	0340	00	\$187,000	DIR, PROGRAM & BUDGET	WASHINGTON,DC
BECKER, BRIAN D	SL	0801	00	\$171,170	SENIOR ADVISOR DESIGN, ESTIMATING &	LAKEWOOD,COLORADO
RAFF, DAVID A	SL	1301	00	\$151,181	SCIENCE ADVISOR	LAKEWOOD,COLORADO
SPIKER, MAX E.	SL	0301	00	\$165,051	SENIOR ADVISOR HYDROPOWER/ELECTRIC	LAKEWOOD,COLORADO
APPLEGATE, JAMES D. R.	ES	1301	00	\$187,000	ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA
ARAGON, JOSE RAMON	ES	0340	00	\$162,710	ASSOCIATE DIRECTOR FOR ADMINISTRATION	RESTON,VIRGINIA
BURKETT, VIRGINIA	ES	0401	00	\$164,676	ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA
CARL, LEON M.	ES	0401	00	\$166,613	REGIONAL EXECUTIVE EASTERN REGION	ANN ARBOR,MICHIGAN
CLINE, DONALD WALTER	ES	1301	00	\$170,964	ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA
DEVARIS, AIMEE MARIE	ES	1301	00	\$167,638	REGIONAL DIRECTOR ALASKA	ANCHORAGE,ALASKA
ETHRIDGE, MAX M.	ES	1301	00	\$187,000	REGIONAL DIRECTOR SOUTHWEST REGION	LAKEWOOD,COLORADO
FERRERO, RICHARD C.	ES	0401	00	\$175,001	REGIONAL DIRECTOR NORTHWEST REGION	SEATTLE,WASHINGTON
GALLAGHER, KEVIN T	ES	0340	00	\$187,000	ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA
HITZMAN, MURRAY WALTER	ES	1350	00	\$180,087	ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA
KELLY, FRANCIS P.	ES	1301	00	\$187,000	DIR (EROS) CENTER & POLICY ADVISOR	SIoux FALLS,SOUTH DAKOTA
KINSINGER, ANNE E.	ES	0401	00	\$187,000	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA
LODGE, CYNTHIA LOUISE	ES	0501	00	\$177,202	ASSOCIATE DIRECTOR FOR BUDGET,	RESTON,VIRGINIA
NOWAKOWSKI, JUDY JENNIFER	ES	0301	00	\$171,614	SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA
SOGGE, MARK K.	ES	0401	00	\$171,315	REGIONAL EXECUTIVE PACIFIC REGION	SACRAMENTO,CALIFORNIA
TUPPER, MICHAEL H.	ES	0340	00	\$159,551	REGIONAL DIRECTOR NORTHEAST	RESTON,VIRGINIA

IN	08	GEOLOGICAL SURVEY	AA	GGHDAA1000	OFFC OF COMM & PUBLISHING
IN	08	GEOLOGICAL SURVEY	AA	GGHDAA0000	OFFICE OF THE DIRECTOR
IN	08	GEOLOGICAL SURVEY	AL	GGESMA0000	OFFC OF REG DIR, SOUTHEAST REGION
IN	08	GEOLOGICAL SURVEY	AE	GGHWDA0000	OFFC OF GROUNDWATER
IN	08	GEOLOGICAL SURVEY	AI	GGHIEE0000	FEDERAL GEOGRAPHIC DATA COMMITTEE
IN	08	GEOLOGICAL SURVEY	AA	GGHDAD0000	INTERNATIONAL PROGRAMS
IN	08	GEOLOGICAL SURVEY	AF	GGHHGG0000	EARTHQUAKE HAZARDS PROG OFFC
IN	08	GEOLOGICAL SURVEY	AE	GGHWC0000	OFFC OF SURFACE WATER
IN	08	GEOLOGICAL SURVEY	AE	GGHWDD0000	OFFC OF WATER QUALITY
IN	08	GEOLOGICAL SURVEY	AD	GGHEBD0000	CHIEF COOP RES UNITS
IN	08	GEOLOGICAL SURVEY	AR	GGHTGV0000	OFFC OF ASSOC DIR FOR ENV HEALTH
IN	08	GEOLOGICAL SURVEY	AA	GGHDFA3000	ENTERPRISE INFORMATION
IN	08	GEOLOGICAL SURVEY	AA	GGHDAA9000	OFFC OF SCI. QUALITY & INTEGRITY
IN	08	GEOLOGICAL SURVEY	AI	GGHIEF0000	NATL GEOSPATIAL PROGRAM OFC
IN	08	GEOLOGICAL SURVEY	AM	GGCMRB0000	FT COLLINS SCI CTR
IN	08	GEOLOGICAL SURVEY	AM	GGCMZD0200	TER ECO PLANTS SOIL WATER
IN	08	GEOLOGICAL SURVEY	AE	GGHWCE0000	BR OF REG RES, ER
IN	08	GEOLOGICAL SURVEY	AE	GGHWCE0000	BR OF REG RES, ER
IN	08	GEOLOGICAL SURVEY	AQ	GGWAWC0000	VOLCANO SCIENCE CENTER
IN	08	GEOLOGICAL SURVEY	AE	GGHWCH0000	BR OF REG RES, WR
IN	08	GEOLOGICAL SURVEY	AM	GGCMRM0000	CENTRAL ENERGY RESOURCES SC
IN	08	GEOLOGICAL SURVEY	AE	GGHWCE0000	BR OF REG RES, ER
IN	08	GEOLOGICAL SURVEY	AK	GGENLP0000	EASTERN GEOL & PALEOCLIMATE SC
IN	08	GEOLOGICAL SURVEY	AL	GGESMR0400	INVASIVE SPECIES BRANCH
IN	08	GEOLOGICAL SURVEY	AE	GGHWCH0000	BR OF REG RES, WR
IN	08	GEOLOGICAL SURVEY	AP	GGWNRN0000	GEOLOGIC HAZARDS SC
IN	08	GEOLOGICAL SURVEY	AO	GGWSZQ0000	EARTHQUAKE SCIENCE CENTER
IN	08	GEOLOGICAL SURVEY	AM	GGCMRP0000	CRUSTAL GEPHYSICS & GEOCHEM SC
IN	08	GEOLOGICAL SURVEY	AL	GGESMR0500	WETLAND AND FORESTED ECOSYSTEMS BR
IN	08	GEOLOGICAL SURVEY	AP	GGWNYB0400	CORVALLIS RES GROUP
IN	08	GEOLOGICAL SURVEY	AO	GGWSZQ0000	EARTHQUAKE SCIENCE CENTER
IN	08	GEOLOGICAL SURVEY	AE	GGHWCG0000	BR OF REG RES, CR
IN	08	GEOLOGICAL SURVEY	AO	GGWSZP0000	PACIFIC COASTAL & MARINE SC
IN	08	GEOLOGICAL SURVEY	AQ	GGWAWC0000	VOLCANO SCIENCE CENTER
IN	08	GEOLOGICAL SURVEY	AJ	GGEMNM0000	EASTERN ENERGY RESOURCES SC
IN	08	GEOLOGICAL SURVEY	AE	GGHWCH0000	BR OF REG RES, WR
IN	08	GEOLOGICAL SURVEY	AQ	GGWAWC0000	VOLCANO SCIENCE CENTER
IN	08	GEOLOGICAL SURVEY	AO	GGWSZC0800	SEQUOIA & KINGS CANYON FIELD STA
IN	08	GEOLOGICAL SURVEY	AJ	GGEMNK0000	WISCONSIN WATER SCI CTR
IN	08	GEOLOGICAL SURVEY	AO	GGWSZC1300	SANTA BARBARA FIELD STATION
IN	08	GEOLOGICAL SURVEY	AO	GGWSZQ0000	EARTHQUAKE SCIENCE CENTER
IN	08	GEOLOGICAL SURVEY	AH	GGHCED0000	EROS CENTER OFFIC OF THE DIR
IN	08	GEOLOGICAL SURVEY	AD	GGHEBD2500	MONTANA CWRU
IN	08	GEOLOGICAL SURVEY	AE	GGHWCG0000	BR OF REG RES, CR
IN	08	GEOLOGICAL SURVEY	AK	GGENLB5000	CONTE ANADROMOUS FISH RES LAB

WAINMAN, BARBARA W.	ES	0340	00	\$187,000	ASSOCIATE DIRECTOR FOR	RESTON,VIRGINIA
WERKHEISER, WILLIAM H.	ES	1301	00	\$187,000	DEPUTY DIRECTOR	RESTON,VIRGINIA
WEYERS, HOLLY S.	ES	0401	00	\$153,993	REGIONAL DIRECTOR SOUTHEAST	NORCROSS,GEORGIA
CUNNINGHAM, WILLIAM L.	SL	1315	00	\$179,360	SENIOR SCIENCE ADVISOR GROUNDWATER	RESTON,VIRGINIA
DELOATCH, IVAN B.	SL	1301	00	\$185,074	FEDERAL GEOGRAPHIC DATA	RESTON,VIRGINIA
LABSON, VICTOR F.	SL	1301	00	\$174,968	SENIOR SCIENCE ADVISOR FOR	RESTON,VIRGINIA
LEITH, WILLIAM S.	SL	1301	00	\$181,972	SENIOR SCIENCE ADVISOR EARTHQUAKES	RESTON,VIRGINIA
MASON, ROBERT R JR.	SL	1315	00	\$172,493	SENIOR SCIENCE ADVISOR SURFACE WATER	RESTON,VIRGINIA
MYERS, DONNA N.	SL	1315	00	\$180,131	SENIOR SCIENCE ADVISOR WATER QUALITY	LAKEWOOD,COLORADO
ORGAN, JOHN FRANCIS	SL	0401	00	\$168,978	SENIOR SCIENCE ADVISOR COOP RESEARCH	RESTON,VIRGINIA
PLUMLEE, GEOFFREY S.	SL	1301	00	\$169,998	ASSOC DIRECTOR ENVIRONMENTAL HEALTH	RESTON,VIRGINIA
QUINN, TIMOTHY S.	SL	2210	00	\$186,992	ASSOCIATE CHIEF INFORMATION OFFICER	RESTON,VIRGINIA
ROBINSON, CRAIG R	SL	1301	00	\$178,920	DIRECTOR, OSQI	RESTON,VIRGINIA
TISCHLER, MICHAEL ALLAN	SL	1301	00	\$158,979	SENIOR SCIENCE ADVISOR	RESTON,VIRGINIA
BARON, JILL S.	ST	0408	00	\$178,905	RESEARCH ECOLOGIST	FORT COLLINS,COLORADO
BELNAP, JAYNE	ST	0408	00	\$177,318	RESEARCH ECOLOGIST	MOAB,UTAH
BETANCOURT, JULIO L.	ST	1315	00	\$187,000	RESEARCH HYDROLOGIST	RESTON,VIRGINIA
BOHLKE, JOHN KARL F. P.	ST	1315	00	\$182,907	RESEARCH HYDROLOGIST	RESTON,VIRGINIA
CHOUET, BERNARD A.	ST	1313	00	\$168,623	RESEARCH GEOPHYSICIST	MENLO PARK,CALIFORNIA
CLOERN, JAMES E.	ST	1301	00	\$187,000	RESEARCH PHYSICAL SCIENTIST	MENLO PARK,CALIFORNIA
COLLETT, TIMOTHY S.	ST	1350	00	\$183,857	RESEARCH GEOLOGIST	LAKEWOOD,COLORADO
COPLIN, TYLER B. II	ST	1320	00	\$187,000	RESEARCH CHEMIST	RESTON,VIRGINIA
CRONIN, THOMAS M.	ST	1350	00	\$187,000	RESEARCH GEOLOGIST	RESTON,VIRGINIA
DEANGELIS, DONALD L	ST	0408	00	\$173,200	RESEARCH ECOLOGIST	FORT LAUDERDALE,FLORIDA
DETTINGER, MICHAEL	ST	1315	00	\$180,139	RESEARCH HYDROLOGIST	CARSON CITY,NEVADA
FIELD, EDWARD H.	ST	1313	00	\$158,994	RESEARCH GEOPHYSICIST	GOLDEN,COLORADO
FRANKEL, ARTHUR D.	ST	1313	00	\$187,000	RESEARCH GEOPHYSICIST	SEATTLE,WASHINGTON
GOLDHABER, MARTIN B.	ST	1320	00	\$186,923	RESEARCH CHEMIST	LAKEWOOD,COLORADO
GRACE, JAMES B.	ST	0408	00	\$172,943	RESEARCH ECOLOGIST	LAFAYETTE,LOUISIANA
HAIG, SUSAN M.	ST	0486	00	\$170,113	RESEARCH WILDLIFE BIOLOGIST	CORVALLIS,OREGON
HANKS, THOMAS C.	ST	1313	00	\$174,143	RESEARCH GEOPHYSICIST	MENLO PARK,CALIFORNIA
HARVEY, RONALD W.	ST	1315	00	\$173,680	RESEARCH HYDROLOGIST	BOULDER,COLORADO
HEIN, JAMES R.	ST	1350	00	\$187,000	RESEARCH GEOLOGIST	SANTA CRUZ,CALIFORNIA
HILDRETH, EDWARD W.	ST	1350	00	\$185,091	RESEARCH GEOLOGIST	MENLO PARK,CALIFORNIA
HOUSEKNECHT, DAVID W.	ST	1350	00	\$185,299	RESEARCH GEOLOGIST	RESTON,VIRGINIA
INGEBRITSEN, STEVEN E.	ST	1315	00	\$183,664	RESEARCH HYDROLOGIST	MENLO PARK,CALIFORNIA
IVERSON, RICHARD M.	ST	1315	00	\$175,672	RESEARCH HYDROLOGIST	VANCOUVER,WASHINGTON
KEELEY, JON E.	ST	0408	00	\$155,854	RESEARCH ECOLOGIST	THREE RIVERS,CALIFORNIA
KRABBENHOFT, DAVID P.	ST	1315	00	\$159,385	RESEARCH HYDROLOGIST	MIDDLETON,WISCONSIN
LAFFERTY, KEVIN D.	ST	0408	00	\$180,406	RESEARCH ECOLOGIST	SANTA BARBARA,CALIFORNIA
LOCKNER, DAVID A.	ST	1313	00	\$168,315	RESEARCH GEOPHYSICIST	MENLO PARK,CALIFORNIA
LOVELAND, THOMAS R.	ST	1301	00	\$184,202	RESEARCH PHYSICAL SCIENTIST	SIoux FALLS,SOUTH DAKOTA
MARTIN, THOMAS E.	ST	0486	00	\$183,312	RESEARCH WILDLIFE BIOLOGIST	MISSOULA,MONTANA
MCCABE, GREGORY J. JR	ST	1301	00	\$177,765	RESEARCH PHYSICAL SCIENTIST	LAKEWOOD,COLORADO
MCCORMICK, STEPHEN D.	ST	0413	00	\$167,758	RESEARCH PHYSIOLOGIST	TURNERS FALLS,MASSACHUSETTS

IN	08	GEOLOGICAL SURVEY	AD	GGHEBD3900	ALASKA CF & WRU
IN	08	GEOLOGICAL SURVEY	AJ	GGEMNN0000	NORTHERN PRAIRIE WILDLIFE RES CTR
IN	08	GEOLOGICAL SURVEY	AE	GGHWCE0000	BR OF REG RES, ER
IN	08	GEOLOGICAL SURVEY	AM	GGCMRL0000	GEOSCIENCES & ENVIRON. CHANGE SC
IN	08	GEOLOGICAL SURVEY	AE	GGHWCG0000	BR OF REG RES, CR
IN	08	GEOLOGICAL SURVEY	AE	GGHWCH0000	BR OF REG RES, WR
IN	08	GEOLOGICAL SURVEY	AO	GGWSZP0000	PACIFIC COASTAL & MARINE SC
IN	08	GEOLOGICAL SURVEY	AD	GGHEBD3500	TEXAS CF & WRU
IN	08	GEOLOGICAL SURVEY	AK	GGENLC0000	PATUXENT WILDLIFE RES CTR
IN	08	GEOLOGICAL SURVEY	AE	GGHWCE0000	BR OF REG RES, ER
IN	08	GEOLOGICAL SURVEY	AK	GGENLC0000	PATUXENT WILDLIFE RES CTR
IN	08	GEOLOGICAL SURVEY	AD	GGHEBD4100	OREGON CFRU
IN	08	GEOLOGICAL SURVEY	AJ	GGEMNL0000	EASTERN MINERAL & ENVIRON RES SC
IN	08	GEOLOGICAL SURVEY	AE	GGHWCE0000	BR OF REG RES, ER
IN	08	GEOLOGICAL SURVEY	AK	GGENLQ0000	WOODS HOLE COASTAL & MARINE SC
IN	08	GEOLOGICAL SURVEY	AJ	GGEMSB0000	COLUMBIA ENVIRONMENTAL RES CTR
IN	08	GEOLOGICAL SURVEY	AI	GGHIEF0000	NATL GEOSPATIAL PROGRAM OFC
IN	08	GEOLOGICAL SURVEY	AP	GGWNRN0000	GEOLOGIC HAZARDS SC
IN	08	GEOLOGICAL SURVEY	AP	GGWNYD0000	WESTERN FISHERIES RES CTR
IN	10	NATIONAL PARK SERVICE	SE	5011	REGIONAL DIRECTOR'S OFFICE
IN	10	NATIONAL PARK SERVICE	WO	2601	IMMED OFFICE,BUSINESS SERVICES
IN	10	NATIONAL PARK SERVICE	WO	2500	AD, PARK PLANNING,FACILITIES & LANDS
IN	10	NATIONAL PARK SERVICE	WO	0010	OFFICE OF THE COMPTROLLER
IN	10	NATIONAL PARK SERVICE	NE	4501	OFC OF THE REGIONAL DIRECTOR, NER
IN	10	NATIONAL PARK SERVICE	SE	5461	OFFICE OF THE SUPERINTENDENT
IN	10	NATIONAL PARK SERVICE	WO	2550	INFORMATION RESOURCES MANAGEMENT(IRM)
IN	10	NATIONAL PARK SERVICE	AK	9911	IMMEDIATE OFFICE, AK RD
IN	10	NATIONAL PARK SERVICE	PW	8001	IMMED OFFICE,PW, RD
IN	10	NATIONAL PARK SERVICE	NE	1765	NATIONAL PARKS OF NEW YORK HARBOR
IN	10	NATIONAL PARK SERVICE	IM	8211	OFFICE OF THE SUPERINTENDENT
IN	10	NATIONAL PARK SERVICE	IM	1212	REGIONAL DIRECTOR
IN	10	NATIONAL PARK SERVICE	WO	0010	OFFICE OF THE COMPTROLLER
IN	10	NATIONAL PARK SERVICE	WO	2400	AD, VISITOR & RESOURCE PROTECTION
IN	10	NATIONAL PARK SERVICE	SE	5281	OFFICE OF THE SUPERINTENDENT
IN	10	NATIONAL PARK SERVICE	WO	2151	DEPUTY DIRECTOR FOR OPERATIONS
IN	10	NATIONAL PARK SERVICE	PW	8361	OFFICE OF THE SUPERINTENDENT
IN	10	NATIONAL PARK SERVICE	WO	2301	IMM OFC, AD, NATURAL RES S & S
IN	10	NATIONAL PARK SERVICE	MW	6022	REGIONAL DIRECTOR'S OFFICE
IN	10	NATIONAL PARK SERVICE	DS	2001	DSC DIRECTOR
IN	10	NATIONAL PARK SERVICE	WO	2201	AD, CULTURAL RESOURCES (IMMED OFFICE)
IN	10	NATIONAL PARK SERVICE	IM	1461	OFFICE OF THE SUPERINTENDENT
IN	10	NATIONAL PARK SERVICE	NC	3401	OFFICE OF THE SUPERINTENDENT
IN	10	NATIONAL PARK SERVICE	NC	3060	IMMEDIATE OFFICE, NC RD
IN	10	NATIONAL PARK SERVICE	WO	2800	ASSOCIATE DIRECTOR, INTERP & EDUCATIO

MCGUIRE, ANTHONY D	ST	0408	00	\$175,576	RESEARCH ECOLOGIST	FAIRBANKS,ALASKA
MECH, L. DAVID	ST	0486	00	\$182,468	RESEARCH WILDLIFE BIOLOGIST	ST PAUL,MINNESOTA
MILLY, PAUL C. D.	ST	1315	00	\$185,959	RESEARCH HYDROLOGIST	PLAINSBORO,NEW JERSEY
MUHS, DANIEL R.	ST	1350	00	\$182,789	RESEARCH GEOLOGIST	LAKEWOOD,COLORADO
NORDSTROM, DARRELL K.	ST	1315	00	\$187,000	RESEARCH HYDROLOGIST	BOULDER,COLORADO
OREMLAND, RONALD S.	ST	1315	00	\$187,000	RESEARCH HYDROLOGIST	MENLO PARK,CALIFORNIA
PARSONS, THOMAS E.	ST	1313	00	\$185,431	RESEARCH GEOPHYSICIST	MENLO PARK,CALIFORNIA
PATINO, REYNALDO	ST	0482	00	\$156,114	RESEARCH FISH BIOLOGIST	LUBBOCK,TEXAS
ROYLE, JEFFREY A	ST	1530	00	\$168,315	RESEARCH STATISTICIAN (BIOLOGY)	LAUREL,MARYLAND
SANFORD, WARD E.	ST	1315	00	\$176,767	RESEARCH HYDROLOGIST	RESTON,VIRGINIA
SAUER, JOHN R.	ST	0486	00	\$187,000	RESEARCH WILDLIFE BIOLOGIST	LAUREL,MARYLAND
SCHRECK, CARL B.	ST	0482	00	\$187,000	RESEARCH FISHERY BIOLOGIST	CORVALLIS,OREGON
SEAL, ROBERT R. II	ST	1350	00	\$168,315	RESEARCH GEOLOGIST	RESTON,VIRGINIA
SHAPIRO, ALLEN M.	ST	1315	00	\$181,471	RESEARCH HYDROLOGIST	RESTON,VIRGINIA
TEN BRINK, URI	ST	1313	00	\$185,906	RESEARCH GEOPHYSICIST	WOODS HOLE,MASSACHUSETTS
TILLITT, DONALD E.	ST	0415	00	\$164,786	RESEARCH TOXICOLOGIST	COLUMBIA,MISSOURI
USERY, EDDY L.	ST	1301	00	\$160,223	RESEARCH PHYSICAL SCIENTIST	ROLLA,MISSOURI
WALD, DAVID J.	ST	1313	00	\$187,000	RESEARCH GEOPHYSICIST	GOLDEN,COLORADO
WINTON, JAMES R.	ST	0403	00	\$176,767	RESEARCH MICROBIOLOGIST	SEATTLE,WASHINGTON
AUSTIN, STANLEY J.	ES	0340	00	\$185,100	REGIONAL DIRECTOR	ATLANTA,GEORGIA
AUSTIN, TERESA MADEYA	ES	0340	00	\$145,000	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC
BENGE, SHAWN T.	ES	0340	00	\$160,553	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC
BOWRON, JESSICA L.	ES	0501	00	\$162,777	COMPROLLER	WASHINGTON,DC
CALDWELL, MICHAEL A.	ES	0340	00	\$171,912	REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI
CASH, CASSIUS M	ES	0025	00	\$163,176	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE
COMPTON, JEFFREY S.	ES	2210	00	\$169,918	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC
FROST, HERBERT C.	ES	0340	00	\$185,100	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA
JOSS, LAURA	ES	0340	00	\$174,682	REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA
LAIRD, JOSHUA RADBILL	ES	0301	00	\$161,628	EXECUTIVE DIRECTOR	NEW YORK, NEW YORK
LEHNERTZ, CHRISTINE S.	ES	0340	00	\$187,000	PARK MANAGER	GRAND CANYON,ARIZONA
MASICA, SUE E.	ES	0340	00	\$187,000	REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO
MCDOWALL, LENA E	ES	0340	00	\$185,100	CHIEF FINANCIAL OFFICER	WASHINGTON,DC
OBERNESSER, RICHARD	ES	0340	00	\$179,636	ASSOCIATE DIRECTOR	WASHINGTON,DC
RAMOS, PEDRO M	ES	0025	00	\$153,488	PARK MANAGER (SUPERINTENDENT)	MIAMI DADE,FLORIDA
REYNOLDS, MICHAEL T.	ES	0340	00	\$185,100	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC
RICHARDSON, LIZETTE	ES	0340	00	\$163,140	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA
SAUVAJOT, RAYMOND MARC	ES	0401	00	\$148,411	AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC
SHOLLY, CAMERON H	ES	0340	00	\$185,100	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA
TODD, RAYMOND K.	ES	0340	00	\$166,928	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO
TOOTHMAN, STEPHANIE S.	ES	0340	00	\$162,888	ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC
VELA, RAYMOND DAVID	ES	0025	00	\$164,210	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING
VIETZKE, GAY E.	ES	0340	00	\$157,662	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC
VOGEL, ROBERT A.	ES	0340	00	\$180,079	REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC
WASHBURN, JULIA L.	ES	0340	00	\$148,714	ASSOCIATE DIR,INTERP & EDUCATION	WASHINGTON,DC

IN	10	NATIONAL PARK SERVICE	IM	1571	OFFICE OF THE SUPERINTENDENT
IN	15	FISH AND WILDLIFE SERVICE	09	FF09A00000	ASST DIR INTERNATIONAL AFFAIRS
IN	15	FISH AND WILDLIFE SERVICE	04	FF04G00000	OFC REG DIRECTOR ATLANTA GA
IN	15	FISH AND WILDLIFE SERVICE	09	FF09M00000	ASST DIR MIGRATORY BIRDS & STATE PROG
IN	15	FISH AND WILDLIFE SERVICE	09	FF09E00000	ASST DIRECTOR ECOLOGICAL SERVICES
IN	15	FISH AND WILDLIFE SERVICE	09	FF09D00000	DIRECTOR U.S. FISH & WILDLIFE SERVICE
IN	15	FISH AND WILDLIFE SERVICE	09	FF09X00000	ASST DIR EXTERNAL AFFAIRS
IN	15	FISH AND WILDLIFE SERVICE	09	FF09F00000	ASST DIR FISH & AQUATIC CONSERVA
IN	15	FISH AND WILDLIFE SERVICE	09	FF09D00000	DIRECTOR U.S. FISH & WILDLIFE SERVICE
IN	15	FISH AND WILDLIFE SERVICE	09	FF09R00000	AD NATIONAL WILDLIFE REFUGE SYSTEM
IN	15	FISH AND WILDLIFE SERVICE	03	FF03G00000	REGIONAL DIRECTOR, REGION 3
IN	15	FISH AND WILDLIFE SERVICE	09	FF09W00000	ASST DIR FED ASST PRM FOR ST WL & SPT
IN	15	FISH AND WILDLIFE SERVICE	09	FF09B00000	ASST DIR BUDGET, PLAN & HUMAN CAPITAL
IN	15	FISH AND WILDLIFE SERVICE	07	FF07G00000	OFC OF REGIONAL DIRECTOR AK
IN	15	FISH AND WILDLIFE SERVICE	09	FF09X30000	NCTC
IN	15	FISH AND WILDLIFE SERVICE	08	FF08G00000	REGIONAL DIRECTOR REGION 8
IN	15	FISH AND WILDLIFE SERVICE	01	FF01G00000	OFFICE OF THE REGIONAL DIRECTOR
IN	15	FISH AND WILDLIFE SERVICE	02	FF02G00000	REGION 2, ALBUQUERQUE, NM
IN	15	FISH AND WILDLIFE SERVICE	06	FF06G00000	OFC REG DIRECTOR DENVER CO
IN	15	FISH AND WILDLIFE SERVICE	05	FF05G00000	OFC REC DIR HADLEY MA
IN	15	FISH AND WILDLIFE SERVICE	09	FF09L00000	CHIEF OFFICE OF LAW ENFORCEMENT
IN	15	FISH AND WILDLIFE SERVICE	09	FF09L03000	CLARK R. BAVIN NF&W FORENSICS LAB
IN	15	FISH AND WILDLIFE SERVICE	09	FF09T00000	A/D INFORMATION RESOURCES & TECHNOL
IN	21	OFFICE OF THE SOLICITOR	01	90100	IMMEDIATE OFC OF THE SOLICITOR
IN	21	OFFICE OF THE SOLICITOR	06	90600	OFC OF THE ASSOCIATE SOLICITOR DLR
IN	21	OFFICE OF THE SOLICITOR	18	90980	ATLANTA REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	17	90970	ANCHORAGE REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	03	90300	OFC OF THE ASSOCIATE SOLICITOR GL
IN	21	OFFICE OF THE SOLICITOR	01	90100	IMMEDIATE OFC OF THE SOLICITOR
IN	21	OFFICE OF THE SOLICITOR	07	90700	OFC OF ASSOCIATE SOLICITOR MR
IN	21	OFFICE OF THE SOLICITOR	15	90950	SACRAMENTO REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	01	90100	IMMEDIATE OFC OF THE SOLICITOR
IN	21	OFFICE OF THE SOLICITOR	01	90120	OFFICE OF ETHICS
IN	21	OFFICE OF THE SOLICITOR	12	90921	DENVER REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	14	90940	PORTLAND REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	13	90930	BOSTON REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	05	90500	OFC OF THE ASSOCIATE SOLICITOR WR
IN	21	OFFICE OF THE SOLICITOR	02	90200	OFC OF THE ASSOCIATE SOLICITOR IA
IN	21	OFFICE OF THE SOLICITOR	08	90800	OFC OF ASSOCIATE SOLICITOR ADMIN
IN	21	OFFICE OF THE SOLICITOR	11	90911	SALT LAKE CITY REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	19	90990	ALBUQUERQUE REGIONAL OFFICE
IN	21	OFFICE OF THE SOLICITOR	01	90130	INDIAN TRUST LITIGATION OFFICE
IN	21	OFFICE OF THE SOLICITOR	03	90300	OFC OF THE ASSOCIATE SOLICITOR GL

WENK, DANIEL N.	ES	0025	00	\$187,000	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING
ARROYO, BRYAN	ES	0480	00	\$176,549	ASST DIRECTOR INTERNATIONAL AFFAIRS	WASHINGTON,DC
DOHNER, CYNTHIA	ES	0480	00	\$187,000	REGIONAL DIRECTOR ATLANTA	ATLANTA,GEORGIA
FORD, JEROME E.	ES	0480	00	\$155,736	FISH & WILDLIFE ADMINISTRATOR	BAILEYS CROSSROADS,VIRGI
FRAZER, GARY D.	ES	0480	00	\$187,000	ASST DIRECTOR ENDANGERED SPECIES	WASHINGTON,DC
GUERTIN, STEPHEN D.	ES	0480	00	\$187,000	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA
HILDEBRANDT, BETSY J.	ES	0340	00	\$177,137	ASSISTANT DIRECTOR EXTERNAL AFFAIRS	WASHINGTON,DC
HOSKINS, DAVID WILLIAM	ES	0480	00	\$185,888	AD FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC
KURTH, JAMES W.	ES	0480	00	\$187,000	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC
MARTINEZ, CYNTHIA T	ES	0480	00	\$183,499	AD NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC
MELIUS, THOMAS O	ES	0480	00	\$187,000	REGIONAL DIRECTOR TWIN CITIES	MINNEAPOLIS,MINNESOTA
RAUCH, PAUL A.	ES	0340	00	\$185,100	AD WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC
SHEEHAN, DENISE E.	ES	0341	00	\$187,000	ASST DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI
SIEKANIEC, GREGORY EUGENE	ES	0480	00	\$185,100	REGIONAL DIRECTOR ANCHORAGE	ANCHORAGE,ALASKA
SLACK, JAMES J.	ES	0340	00	\$169,502	DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI
SOUZA, PAUL	ES	0480	00	\$180,251	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA
THORSON, ROBYN	ES	0480	00	\$187,000	REGIONAL DIRECTOR PORTLAND	PORTLAND,OREGON
TUGGLE, BENJAMIN N.	ES	0480	00	\$179,909	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO
WALSH, NOREEN E.	ES	0480	00	\$181,539	REGIONAL DIRECTOR DENVER, CO.	LAKEWOOD,COLORADO
WEBER, WENDI	ES	0480	00	\$187,000	FISH & WILDLIFE ADMINISTRATOR	HADLEY,MASSACHUSETTS
WOODY, WILLIAM C.	ES	1811	00	\$187,000	CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI
CHAVARRIA, GABRIELA DEL C	SL	0480	00	\$161,875	FISH AND WILDLIFE ADVISOR	ASHLAND,OREGON
TAYLOR, KENNETH S.	SL	2210	00	\$178,857	SENIOR ADVISOR FOR INFORMATION TECHN	BAILEYS CROSSROADS,VIRGI
BERRIGAN, MICHAEL J.	ES	0905	00	\$179,559	COUSELOR TO THE SOLICITOR	WASHINGTON,DC
BROWN, LAURA B.	ES	0905	00	\$177,484	ASSOCIATE SOLICITOR	WASHINGTON,DC
CLARK, HORACE G.	ES	0905	00	\$175,073	REGIONAL SOLICITOR	ATLANTA,GEORGIA
DARNELL, JOSEPH D.	ES	0905	00	\$166,914	REGIONAL SOLICITOR	ANCHORAGE,ALASKA
HARRIS, KAPRICE LYNCH	ES	0905	00	\$174,155	ASSOC SOL FOR GEN LAW	WASHINGTON,DC
HAUGRUD, KEVIN JACK	ES	0905	00	\$187,000	DEPUTY SOLICITOR	WASHINGTON,DC
HAWBECKER, KAREN S.	ES	0905	00	\$172,241	ASSOCIATE SOLICITOR	WASHINGTON,DC
JOSEPHSON, CLEMENTINE	ES	0905	00	\$170,972	REGIONAL SOLICITOR	SACRAMENTO,CALIFORNIA
KEABLE, EDWARD T.	ES	0905	00	\$187,000	DEPUTY SOLICITOR	WASHINGTON,DC
LOFTIN, MELINDA J.	ES	0905	00	\$181,226	DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON,DC
MCKEOWN, MATTHEW J.	ES	0905	00	\$187,000	REGIONAL SOLICITOR	LAKEWOOD,COLORADO
PETERSON, PENNY LYNN	ES	0905	00	\$187,000	REGIONAL SOLICITOR	PORTLAND,OREGON
ROMANIK, PEG A.	ES	0905	00	\$168,395	REGIONAL SOLICITOR NORTHEAST	WASHINGTON,DC
SAXE, KEITH E	ES	0905	00	\$171,681	ASSOCIATE SOLICITOR WATER RESOURCES	WASHINGTON,DC
SHEPARD, ERIC N.	ES	0905	00	\$169,999	ASSOCIATE SOLICITOR INDIAN AFFAIRS	WASHINGTON,DC
SMITH, MARC ALAN	ES	0905	00	\$171,681	ASSOCIATE SOLICITOR FOR	WASHINGTON,DC
STEIGER, JOHN W.	ES	0905	00	\$160,797	REGIONAL SOLICITOR INTERMOUNTAIN	SALT LAKE CITY,UTAH
WENGER, LANCE C.	ES	0905	00	\$150,115	REGIONAL SOLICITOR SOUTHWEST	ALBUQUERQUE,NEW MEXICO
DALTON, KENNETH A.	SL	0905	00	\$166,229	DIR, INDIAN TRUST LITIGATION OFFICE	WASHINGTON,DC
RICHARDSON, KAREN K	SL	0905	00	\$170,046	DIRECTOR, EMP & LABOR LAW	WASHINGTON,DC

IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	6000	WESTERN REGIONAL OFFICE
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	1000	OFFC OF THE DIRECTOR/DEPTY DIR
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	3000	PROGRAM SUPPORT DIRECTORATE
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	4000	APPALACHIAN REGIONAL OFFICE
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	2000	FINANCE & ADMIN DIRECTORATE
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	EENN0000	BSEE GULF OF MEXICO OCS REGIONAL DIR
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	EECC0000	ASSOC DIRECTOR FOR ADMINISTRATION
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	EEEE0000	OFFC OF OFFSHORE REGULATORY PROGRAMS
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	EEAA1000	BSEE DEPUTY DIRECTOR/CFO
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	MMGG0000	OFFICE OF ENVIRONMENTAL PROGRAMS
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	MMLL0000	BOEM GULF OF MEXICO OCS REGIONAL DIR
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	MMAA1000	BOEM DEPUTY DIRECTOR/CFO
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	MMJJ0000	BOEM ALASKA OCS REGIONAL DIRECTOR
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	MMCC0000	OFC OF STRATEGIC RESOURCES PROGRAMS
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	MMGG2000	ENVIRONMENTAL SCIENCES DIVISION

BERRY, DAVID A	ES	0340	00	\$161,344	REGIONAL DIRECTOR	DENVER,COLORADO
OWENS, GLENDA HUDSON	ES	0340	00	\$187,000	DEPUTY DIRECTOR OSM	WASHINGTON,DC
RIDEOUT, STERLING J. JR	ES	0340	00	\$159,551	ASST DIRECTOR PROGRAM SUPPORT	WASHINGTON,DC
SHOPE, THOMAS D.	ES	0340	00	\$171,494	REGIONAL DIRECTOR	GREEN TREE,PENNSYLVANIA
WORONKA, THEODORE	ES	0340	00	\$170,335	ASST DIR FOR FINANCE & ADMIN.	WASHINGTON,DC
HERBST, LARS T.	ES	0340	00	\$187,000	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA
MABRY, SCOTT L.	ES	0340	00	\$187,000	ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC
MORRIS, DOUGLAS W.	ES	0340	00	\$183,664	REGULATORY PROGRAMS CHIEF	WASHINGTON,DC
SCHNEIDER, MARGARET N.	ES	0340	00	\$187,000	DEPUTY DIRECTOR	WASHINGTON,DC
BROWN, WILLIAM Y	ES	0340	00	\$184,454	CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC
CELATA, MICHAEL A.	ES	0340	00	\$162,725	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA
CRUICKSHANK, WALTER D.	ES	0340	00	\$187,000	DEPUTY DIRECTOR	WASHINGTON,DC
KENDALL, JAMES J. JR.	ES	0340	00	\$184,609	ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA
ORR, L. RENEE	ES	0340	00	\$187,000	STRATEGIC RESOURCES CHIEF	WASHINGTON,DC
CLUCK, RODNEY E.	SL	0301	00	\$178,252	CHIEF, DIVISION OF ENIV. SCIENCES	STERLING,VIRGINIA

Totals
Career SES 215
NC SES 0
LT SES 1
SL 46
ST 50

50	CAREER (SES PERM)
50	CAREER (SES PERM)
50	CAREER (SES PERM)
10	CAREER (COMP SVC PERM)

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-01-27T15:35:40-05:00
Importance: Normal
Subject: Re: SES/SL/ST Roster
Received: 2017-01-27T15:35:48-05:00
SES SL ST Roster 012717 PM.xlsx

Here you go! I also added it to the Google Drive Folder.

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 Fri, Jan 27, 2017 at 2:36 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Sorry to make you run this again but can you add when someone entered the SES and when they entered the position. Also, retirement eligibility?

Thanks,
Mary

On Fri, Jan 27, 2017 at 11:39 AM, Oxyer, Michelle <michelle_oxyer@ios.doi.gov> wrote:

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

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]

From: Oxyer, Michelle

Sent: 2017-01-30T11:04:29-05:00

Importance: Normal

Subject: SES Performance

Received: 2017-01-30T11:04:38-05:00

SES_System_Training-Short-version DOI A.pptx

DOI Basic SES Appraisal System Performance Plan Template 2014 OPM Approved REVISED.doc

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

Senior Executive Service (SES) Performance Appraisal System Training

Objectives

After this briefing, you will

- Understand the basis and benefits of the new SES performance system.
- Understand how to develop an SES Performance Plan.
- Understand how summary ratings are derived.

Background

- In 2011, a workgroup created through the President's Management Council SES Initiative recommended the design of a standard SES Appraisal System.
- A broad and diverse group of Federal agencies and organizations collaborated to develop a single performance appraisal system applicable to all organizations and their SES members.
- OPM also consulted with a broad group of stakeholders throughout the process to ensure the new system incorporates leading practices and reflects all interests and needs, including: the President's Management Advisory Board; SES members; and the Senior Executives Association.

Benefits

Guiding Principles	Foundational Benefits to SES
Consistency	Created with a common language; promotes consistent evaluations across agencies
Integrity	Developed with Governmentwide collaboration and agreement
Fairness	Promotes equitable evaluation across Government
Leadership-Focused	SES members are accountable for demonstrating executive-level leadership, using the Executive Core Qualifications (ECQs) as a basis.
Clarity	Facilitates a clearer path to full certification
Flexibility	Agencies can customize performance metrics while maintaining the system's overall consistency
Best Demonstrated Practice	Informed by best practices

Comparison

Current System	New System
Two standard Department wide elements + three to six position specific performance elements	Five standard elements based on ECQs with government wide performance requirements + agency and/or bureau performance requirements
All performance elements are weighted equally	Weighting of elements is variable, however, Results Driven element will have highest weight
Percentage driven derivation formula	Standard numerical rating derivation formula
Relatively few executives rated “Fully Successful”	Clear, descriptive performance standards and rating score ranges that establish mid level ratings as the norm and top level ratings as truly exceptional
Certified by OPM through 12/08/14, which allows us to compensate executives at the maximum allowable rate of \$181,500 (EX II)	We have received an extension through 06/08/15 given our implementation of the new system.

Standardized Form


SES Performance Management System
Department of the Interior Executive Performance Agreement


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

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

Part 2. Progress Review

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

Part 3. Summary Rating

Initial Summary Rating	<input type="checkbox"/> Level 5 Outstanding	<input type="checkbox"/> Level 4 Exceeds Fully Successful	<input type="checkbox"/> Level 3 Fully Successful	<input type="checkbox"/> Level 2 Minimally Satisfactory	<input type="checkbox"/> Level 1 Unsatisfactory
-------------------------------	--	---	---	---	---

Rating Official's Name (Last, First, MI): _____

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

Higher Level Review (if applicable)

I request a higher level review. Executive's Initials: _____ Date: _____

Higher Level Review Completed Date: _____

Higher Level Reviewer Signature: _____

Performance Review Board Recommendation Level 5 Level 4 Level 3 Level 2 Level 1

PRB Chair Signature: _____ Date: _____

Annual Summary Rating Level 5 Level 4 Level 3 Level 2 Level 1

Appointing Authority Signature: _____ Date: _____

Part 4. Derivation Formula and Calculation of Annual Summary Rating

Critical Element	Element Rating		Weight	Score		Summary Level Ranges
	Initial	Final (if changed)		Initial	Final (if changed)	
1. Leading Change			15			475-500 = Level 5 400-474 = Level 4 300-399 = Level 3 200-299 = Level 2 Any CE rated Level 1 = Level 1
2. Leading People			15			
3. Business Acumen			15			
4. Building Coalitions			15			
5. Results Driven			40			
Total			100%			

Important Milestones

Date	Key Milestone
June 2014	System approved by OPM
June/July/August 2014	Train Executives/Executive Resources Coordinators
October 2014	New system begins October 1 st .
November 2014	Sample performance plans submitted to Executive Resources Division.
December 2014	Submit formal certification request to OPM.
March 2015	Expected decision on certification from OPM.

How to Develop a Performance Plan

Planning Performance

Three important aspects to planning performance include -

1. Link performance plan to organizational goals.
2. Develop Results Driven performance requirements.
3. Consult with executives on the development of their performance plans.

Align and Plan Work

Performance plans **must** clearly link to

- Presidential Orders and Initiatives
- Mission Statements
- Strategic Plans
- Organizational Goals
- Budgetary Priorities

Develop the Performance Plan Overview

- Critical Elements
- Performance Requirements
- Applying the Basic Performance Standards
- Developing the Results-Driven Requirements

Develop the Performance Plan Critical Elements

The **five** critical elements are based on the Executive Core Qualifications (ECQs)

- Leading Change
- Leading People
- Business Acumen
- Building Coalitions
- Results Driven

Develop the Performance Plan

Performance Standards

- The basic SES appraisal system establishes performance standards for each performance level and are part of the performance plan.
- The performance requirements and standards are used together to rate executive performance.

Develop the Performance Plan

Weighting Critical Elements

The basic SES appraisal system description requires that all critical elements be weighted.

- **Results Driven** = at least 20%
- **All other Critical Elements** = at least 5%
 - **No single critical element can weigh more than the Results Driven element**
- **Sum of the weights** = 100%

Develop the Performance Plan Weighting Critical Elements

- Individual Bureaus or equivalent offices will assign standard or variable weights based on the challenges anticipated for the upcoming performance cycle.
- Assigned weights will be reviewed annually and changes will be made as appropriate.
- Assigned weights meet minimum weighting requirements and total 100%.
- Bureaus and offices must provide a summary to the Executive Resources Board describing how their executives will be weighted.

Develop the Performance Plan Performance Requirements

- The basic SES appraisal system description has language addressing Government wide performance requirements for all critical elements except the Results Driven critical element.
- DOI may add agency-specific or individual performance requirements for the Leading People, Leading Change, Building Coalitions, and/or Business Acumen elements.
- For example –
 - Small business contracting goals
 - Internal controls
 - Diversity
- No decisions have been made about agency specific elements.

Develop the Performance Plan Results Driven Element

- Executives must develop the performance requirements for their Results Driven element that are clearly linked to organizational goals.
- **Must have between 3 to 5 performance requirements for the Results Driven critical element.**
- Results Driven performance requirements must include effective performance measures that:
 - Are indicators or metrics that are used to gauge performance.
 - Can either be output or outcome measures.

Develop the Performance Plan Results Driven Element

- At a minimum, performance requirements must describe performance expected at Level 3 or the “Fully Successful” level.
- Level 3 performance requirements should be high enough to be challenging but not so high that it is not achievable, and it must be able to be exceeded.
- Optional: Define measures for Level 5, “Outstanding”, as well, so the executive understands the range of performance.

Develop the Performance Plan Results Driven Element

General measures include

- Quality
- Quantity
- Timeliness and/or
- Cost-Effectiveness

Develop the Performance Plan Results Driven Measures

Quality

- How well work is performed
- Often measured by accuracy, effectiveness, usefulness, reliability, or security
- Consider whether the customer/stakeholder cares about the quality of the result
- Examples
 - The agency has a 95-97% accuracy rate in case completion
 - Program policy supports the Administration's initiative
 - Policy incorporates stakeholder feedback
 - 70-80% customer satisfaction rate with agency service

Develop the Performance Plan

Results Driven Measures

Quantity

- Amount of work performed or outputs produced
- Often measured by raw numbers, percentages, or level of productivity
- Consider the customer/stakeholder needs for numbers achieved or produced
- Examples
 - Backlog reduced by 50-55%
 - An average of 100 cases resolved per month over the year
 - A 60-75% increase in stakeholder use
 - The percentage of lead in the water is reduced by 10-15%

Develop the Performance Plan: Results Driven Measures

Timeliness

- How quickly work is completed
- Often measured within a certain time period or by a certain date
- Consider whether customers/stakeholders care when a result is achieved
- Consider whether it is important to accomplish a result by a certain time or date
- **Examples**
 - Result achieved by June 1
 - Project meets quarterly milestones

Develop the Performance Plan

Results Driven Measures

Cost-Effectiveness

- How much time or money is saved in development or acquisition, or by using a more efficient product, service or process
- Often measured as reduced labor hours or reduced financial cost to perform the same work
- Consider whether it is important to complete work or produce results within certain cost constraints
- **Examples**
 - Reduced expenses by 1-3%, maintaining quality
 - Reduced waste by at least 5%, maintaining quality
 - Completed project within 5% of budget, without exceeding budget

Develop the Performance Plan

Results Driven Measures

For each result identified for the Results Driven element (output and/or outcome), ask:

- How can the [quantity, quality, timeliness, or cost-effectiveness] of the result be measured?
- Is there a number or percent that can be tracked?
- If not, who can determine that the performance result met expectations and what are the factors that person would look for?
- What can be observed and reported to verify the performance level achieved?

Develop the Performance Plan Results Driven Measures

Tips to consider when developing performance requirements for the *Results Driven* element:

- **DON'T** list tasks and activities (e.g., hold five meetings; visit eight field locations).
- **DON'T** focusing on processes. Focus on more than process or operational data. Focus on the longer-term measures of customer satisfaction, employee satisfaction, product/service quality, and public responsibility.
- **DO** identify the desired outputs, outcomes. If you're having difficulty turning an activity into a measurable output or outcome, try this trick to getting your thoughts moving in the right direction... Just fill in the blanks in the following:

I will (do what?) by (when?) resulting in (what?), and my success can be verified using (how is it measured?).

Rating Performance

Rating Level Titles

Level	Current System	New System
5	Exceptional	Outstanding
4	Superior	Exceeds Fully Successful
3	Fully Successful	Fully Successful
2	Minimally Successful	Minimally Satisfactory
1	Unsatisfactory	Unsatisfactory

Deriving the Results Driven Element Rating

- **Rating Officials will determine the overall rating for the Results Driven element as follows:**
 - **Outstanding** A majority of the performance requirements for the Results Driven element are rated Outstanding.
 - **Exceeds Fully Successful** A majority of the performance requirements for the Results Driven element are rated at least Exceeds Fully Successful with none below Fully Successful.
 - **Fully Successful** A majority of the performance requirements for the Results Driven element are rated at Fully Successful with none below Fully Successful.
 - **Minimally Satisfactory** One or more performance requirements for the Results Driven element are rated at Minimally Satisfactory with none below Minimally Satisfactory.
 - **Unsatisfactory** One or more performance requirements for the Results Driven element are rated at Unsatisfactory.
- If the performance requirements are equally divided between Outstanding and Exceeds Fully Successful, then the overall rating will be at the Exceeds Fully Successful level. If the performance requirements are equally divided between Exceeds Fully Successful and Fully Successful, the overall rating will be at the Fully Successful level.

Deriving the Initial Summary Rating

1. Appraise each Critical Element and assign the corresponding points for the performance level.

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

(Note: If any Critical Element is rated Level 1, the overall Summary Rating is Level 1 - Unsatisfactory)

Deriving the Initial Summary Rating

2. Derive the **initial point score** for each Critical Performance Element by multiplying the performance level point value by the assigned weight.
 - E.g., “Leading People” assigned Level 4 (4 points) and is weighted 20% → initial point score = 80.
3. Derive the **total point score** by adding the initial point score from each Critical Element.

Deriving the Initial Summary Rating

4. Assign the Initial Summary Rating using these ranges.

- 475 – 500 = Level 5 (Outstanding)
- 400 – 474 = Level 4 (Exceeds Fully Successful)
- 300 – 399 = Level 3 (Fully Successful)
- 200 – 299 = Level 2 (Minimally Satisfactory)
- Any Critical Element rated Level 1 = Level 1 (Unsatisfactory)

Deriving the Initial Summary Rating

Example

Critical Element	Element Rating	Weight	Score
	Initial Element Score		Initial Point Score
1. Leading Change	4	20	4 X 20 = 80
2. Leading People	5	10	5 X 10 = 50
3. Business Acumen	3	10	3 X 10 = 30
4. Building Coalitions	4	10	4 X 10 = 40
5. Results Driven	4	50	4 X 50 = 200
Total		100%	400

A total point score of 400 yields a Level 4 Summary Rating

Deriving the Initial Summary Rating

Example

Critical Element	Element Rating	Weight	Score
	Initial Element Score		Initial Point Score
1. Leading Change	5	20	5 X 20 = 100
2. Leading People	5	10	5 X 10 = 50
3. Business Acumen	4	10	4 X 10 = 40
4. Building Coalitions	5	10	5 X 10 = 50
5. Results Driven	5	50	5 X 50 = 250
Total		100%	490

A total point score of 490 yields a Level 5 Summary Rating

SES Performance Appraisal System Helpful Links

DOI SES Toolbox

<http://www.doi.gov/pmb/hr/ses-toolbox.cfm>

Linking and Developing Measurable SES Results-
Focused Performance Requirements – Online Course

http://www.hru.gov/course_catalog.aspx?cid=178&mgr=true

SES Performance and Compensation

<http://www.opm.gov/ses/performance/appraise.asp>

Executive Resources Division

Jonathan Mack

jonathan_mack@ios.doi.gov

202-208-5590

Michelle Oxyer

michelle_oxyer@ios.doi.gov

202-208-6943

Notes Summary:

No speaker notes are contained in this presentation.



SES Performance Management System
Department of the Interior Executive Performance Agreement



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

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

Part 2. Progress Review

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

Part 3. Summary Rating

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

Higher Level Review (if applicable)

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

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

Part 4. Derivation Formula and Calculation of Annual Summary Rating

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

Part 5. Critical Elements

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

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

Element Rating Level Points

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

Executive Name and ID:

Appraisal Period:

Critical Element 1. Leading Change	(Minimum weight 5%)	Weight			
<p>Develops and implements an organizational vision that integrates key organizational and program goals, priorities, values, and other factors. Assesses and adjusts to changing situations, implementing innovative solutions to make organizational improvements, ranging from incremental improvements to major shifts in direction or approach, as appropriate. Balances change and continuity; continually strives to improve service and program performance; creates a work environment that encourages creative thinking, collaboration, and transparency; and maintains program focus, even under adversity.</p>					
<p>Agency-Specific Performance Requirements</p>					
<p>Rating Official Narrative: <i>(Optional)</i></p>					
<p><i>Critical Element Rating</i> <i>Leading Change</i></p>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1

Critical Element 2. Leading People	(Minimum weight 5%)	Weight			
<p>Designs and implements strategies that maximize employee potential, connects the organization horizontally and vertically, and fosters high ethical standards in meeting the organization's vision, mission, and goals. Provides an inclusive workplace that fosters the development of others to their full potential; allows for full participation by all employees; facilitates collaboration, cooperation, and teamwork, and supports constructive resolution of conflicts. Ensures employee performance plans are aligned with the organization's mission and goals, that employees receive constructive feedback, and that employees are realistically appraised against clearly defined and communicated performance standards. Holds employees accountable for appropriate levels of performance and conduct. Seeks and considers employee input. Recruits, retains, and develops the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace inclusion, and equal employment policies and programs.</p>					
<p>Agency-Specific Performance Requirements</p>					
<p>Rating Official Narrative: <i>(Optional)</i></p>					
<p><i>Critical Element Rating</i> <i>Leading People</i></p>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1

Executive Name and ID:

Appraisal Period:

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

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

Executive Name and ID:

Appraisal Period:

Critical Element 5. Results Driven		(Minimum Weight 20%)			Weight
Agency Goals/Objectives for current FY: Must have at least 3 results and not more than 5					
<p>This critical element includes specific performance requirements expected of the executive during the appraisal period, focusing on measurable outcomes from the strategic plan or other measurable outputs and outcomes clearly aligned to organizational goals and objectives. At a minimum, the performance plan will include performance requirements (including measures, targets, timelines, or quality descriptors, as appropriate) describing the range of performance at Level 3 for each result specified. It is recommended to also establish the threshold measures/targets for Levels 5 and 2.</p> <p>Alignment--cite relevant goals/objectives, page numbers, from the Strategic Plan, Congressional Budget Justification/Annual Performance Plan, or other organizational planning document in the designated section for each performance requirement specified.</p>					
Performance Requirement 1:			Strategic Alignment:		
<i>Performance Requirement 1 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
Performance Requirement 2:			Strategic Alignment:		
<i>Performance Requirement 2 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
Performance Requirement 3:			Strategic Alignment:		
<i>Performance Requirement 3 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
Performance Requirement 4:			Strategic Alignment:		
<i>Performance Requirement 4 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
Performance Requirement 5:			Strategic Alignment:		
<i>Performance Requirement 5 Rating</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1
Rating Official Narrative: <i>(Optional)</i>					
<i>Critical Element Rating Results Driven</i>	<input type="checkbox"/> Level 5	<input type="checkbox"/> Level 4	<input type="checkbox"/> Level 3	<input type="checkbox"/> Level 2	<input type="checkbox"/> Level 1

Executive Name and ID:

Appraisal Period:

Part 6: Summary Rating Narrative *(Mandatory)*

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

Part 8: Agency Use

To: William Werkheiser[whwerkhe@usgs.gov]
Cc: Judy Nowakowski[jnowakowski@usgs.gov]; Joanne Taylor[jctaylor@usgs.gov]
From: Applegate, David
Sent: 2017-02-07T00:03:28-05:00
Importance: Normal
Subject: Fwd: Climate TPs
Received: 2017-02-07T00:03:36-05:00
[Climate TPs 2017-02-06.docx](#)
[House Climate briefing modified for Jody 2014-09-29 2.pptx](#)

Bill,

When I was down at the Department last week, I asked Sarah Ryker how she talks about the USGS role in climate change given her previous role in CLU. Given that she's directly interacting with Cameron and others on the Water and Science hallway, I figured that knowing what she is likely conveying informally should help us with consistency in how we characterize the USGS role to them.

So consider it another data point as we prepare for the brainstorming session on Wednesday with Scott.

Dave

David Applegate, Ph.D.
Acting Deputy Director
U.S. Geological Survey
12201 Sunrise Valley Drive MS 111, Reston VA 20192
703 648 6600 voice, 703 648 7031 fax
applegate@usgs.gov

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

From: Ryker, Sarah <sryker@usgs.gov>
Date: Mon, Feb 6, 2017 at 10:11 PM
Subject: Climate TPs
To: David Applegate <applegate@usgs.gov>
Cc: "Rae, Kerry" <kerry_rae@ios.doi.gov>, Bill Lukas <wlukas@usgs.gov>

Dave,

You asked for talking points for your Wed. meeting with Scott. Here are:

- 1/2 page of general TPs that I bet you & Bill W can riff from easily
- 2 pages of greater detail with examples; again I'm sure you two can make these themes your own.

I ran these by Joel Clement & Chris Trent for 2 other perspectives on communicating about climate. Let me know if these hit the spot, or if you'd like an example supporting a different approach.

I'm also attaching an old slide deck that I used for a couple batches of new House staffers & later

annotated for Jody Eimers' use. (Both groups of staffers' response was "That's not what I thought climate science was", which sounds akin to Scott's goal.) The first 3 slides (& Notes pages) set up the kinds of examples I spoke to (bearing in mind it was focused on that year's budget request :) and slide 9 identifies items from the Climate Action Plan where DOI contributed.

Takeaways

- Because the Survey's mission is to study the Earth, many of our fundamental, long-term datasets (e.g. streamgages) are essential for not only understanding climate change but assessing many impacts to natural resources.
- Climate change research at the Survey is not typically about CO2 and atmospheric physics that is largely NOAA's expertise.
- DOI has a practical interest in climate change. DOI bureaus make long-term decisions. They don't plan for a completely static environment, so USGS provides tools to help address change, whether it's climate-driven or not.
- DOI bureaus often talk about resilience – the ability to prepare for and bounce back from disruptions such as 1000 year floods happening more frequently, or unusually high storm surge. USGS studies resilience, whether these disruptions are climate-related or not.
- Support for climate change research at the Survey has been strong and bipartisan, particularly from the House Appropriations Committee.
 - Chairman Mike Simpson has said that the government ought not waste money on climate change work but should spend it on high-quality science to better inform policy.
- USGS likes to remind stakeholders that we've studied the changing Earth for 140 years – since long before climate change was in the news.

Deeper dive with examples

Earth science and climate change

Studying the Earth means understanding change in the natural world. For example:

- How mineral deposits form
- How shoreline structure interacts with weather, tides, and land use change
- Pollen and genetic records of how ecosystems and species change over time.

Climate is a fairly recent name for one facet of Earth science.

- Interior & USGS are 100 years older than the agencies that make headlines in “climate”, so we have a different vocabulary & starting point.
- We’ve done this kind of work for 140 years. It’s not in response to Rachel Carson’s writings, or the Mauna Loa Observatory’s CO2 measurements.

Practical, demand-driven

- DOI’s climate work is largely focused on change that we & stakeholders see on the ground. Because we focus on the landscape, our data and findings are useful input to resource managers in government and the private sector.
- Our major new direction on climate is to apply modern decision support approaches to our science. Interior’s eight regional Climate Science Centers are a stakeholder-driven approach to interpret data to help states, tribes, and other resource managers make long-term decisions on water resource management, fish and game management plans, wildfire mitigation, etc.
- Examples:
 - States are concerned about coldwater trout populations, given observed increases in stream temperature in the northern Rockies. Hunting, fishing & outdoor tourism are a big piece of those states’ economies. This has been a topic of particular interest to Rep. Mike Simpson (R-ID-2).
 - Coastal National Parks are losing artifacts due to the rapid sea-level rise occurring on the east coast. High-altitude Parks are concerned about maintenance operations and infrastructure investments given changing timing of snow melt. Rep. Chellie Pingree (D-ME-1) has regularly mentioned this at appropriations hearings.
 - Tribes are concerned about changes on their lands e.g. diminishing water and subsistence food resources, damage to cultural artifacts, & migrating sand dunes. Rep. Tom Cole (R-OK-4), who takes interest in tribal concerns generally, has been especially supportive of this aspect of the CSCs.
- Data-driven approach:
 - Stakeholders ask for streamgage data, SNOTEL data, satellite data on crop growth, etc with USGS scientists providing reliable models, trends, and interpretations.

Climate TPs

Mitigation vs Adaptation vs Resilience

Much of the politically charge to climate is about **mitigation**:

- Attribution of **why** climate changes
- Identifying voluntary or regulated actions to reduce those causes

USGS focuses primarily on:

- Science and data showing **how** climate changes (how much, in what ways, where)
- Supporting land management decisions on the ground
 - How can critical resources **adapt** to change?
 - How can resource management actions increase **resilience** to **all** types of change (e.g. habitat fragmentation, climate change, new infrastructure)?

A lot of “climate science” is actually one application of multi-purpose research

Much of the Survey’s foundational work is relevant to climate change research, such as:

- 125 years of streamgauge data
- 45 years of Landsat
- Sediment and ice cores collected around the world

We also have programs that explicitly add a climate change aspect to our research. For example:

- **LandCarbon** Quantifying carbon in vegetation and soils is one application of this work. However, the major investment is in innovating how we quantify land change (e.g. moving the National Land Cover Database, a Landsat product heavily used by states and counties, from 5-yearly updates to annual updates), and what that land change means for the biogeochemistry of a region. That is useful to many areas of science and resource management, including:
 - Better understanding of forest regrowth rates and the effects of wildfire treatments
 - Optimizing wetland restoration by managing carbon & nitrogen cycles, resulting in better migratory bird habitat & better water quality for municipal reservoirs.
- **Climate R&D** produces fundamental research that supports many applied science programs in fact Climate R&D produces many of the most highly cited publications in Earth science.
 - Climate R&D work also supports decision-makers experiencing climate change. E.g. coastal National Wildlife Refuges are seeing freshwater habitats becoming flooded by saltwater. Climate R&D’s Gulf Coast sediment core samples and wetland biogeochemistry research are giving Refuge managers context:
 - From the geologic record, how high & how fast has sea level risen in the past?
 - From the pollen record, did the ecosystem adapt/persist?
 - If the Refuge built up its shoreline, or managed its dikes to slow down saltwater inundation, could that ecosystem adapt?



Climate Science Overview

Sarah Ryker
Deputy Associate Director for
Climate and Land Use Change

May 1, 2014

U.S. Department of the Interior
U.S. Geological Survey



Monitoring change in glaciers helps understand effects on water supplies, ecosystems, and sea level.



For over forty years, Landsat satellites have provided the world's authoritative record of land change.

All USGS Mission Areas contribute to climate science

Examples:

- **Climate and Land Use Change**
 - See next page
- **Ecosystems**
 - Climate change effects on specific species & habitats
- **Water**
 - Effects of climate change on water resources
- **Natural Hazards**
 - Coastal change
- **Energy and Minerals, and Environmental Health**
 - National assessment of the potential for geologic sequestration of carbon
- **Core Science Systems**
 - Alaska mapping, tools to coordinate data ranging from changing glacier-fed water supply to changing caribou range

Climate & Land Use Change Mission Area activities

- **Climate Research and Development Program**
 - Past climate (past drought, past sea level rise), modeling climate from regional data
- **National Climate Change and Wildlife Science Center**
 - DOI's eight regional Climate Science Centers, partnering with universities to provide actionable science for regional decisionmakers
- **Land Remote Sensing Program**
 - Data from Landsat satellites, unmanned aerial systems for civil science, other remote sensing
- **Land Change Science Program**
 - National Land Cover Database, 40-year land change trends data, future land change projected out to 2100, past land change "backcast" to 1940
- **Carbon Sequestration**
 - Applying land change science to understand carbon in vegetation & soils
 - Applying geologic mapping & modeling to understand the potential for carbon sequestration *

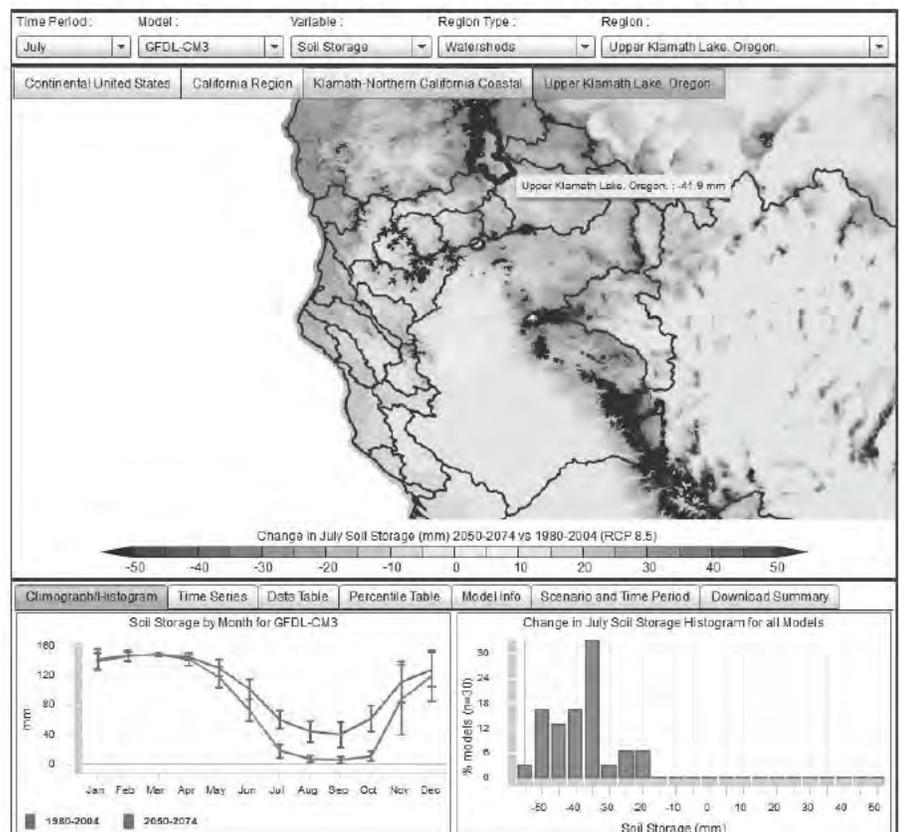
* In cooperation with Energy, Minerals, and Environmental Health.



Climate R&D Program current activities

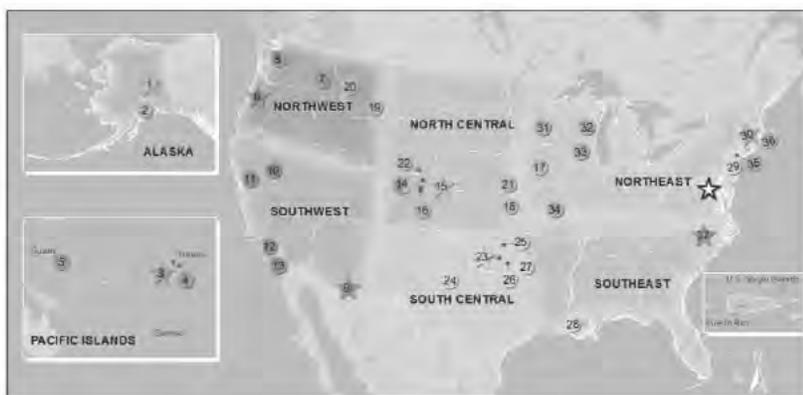
- Studies past drought and flooding, and coastal ecosystems' response to climate
 - Modern measurements, reconstruction of past climates based on geologic records, glacier change, climate modeling, and ecological studies.
- Combines climate model outputs with hydrologic modeling and creates online visualization tools (right) for resource managers
 - May 2014 release
 - Collaboration with USGS Water National Research Program
- 2015 priorities:
 - Improve & quantify understanding of the interaction of climate and land use change

Soil moisture (1980-2004 vs. 2050-2074)



National Climate Change & Wildlife Science Center/Dept. of the Interior Climate Science Centers current activities

- Partnerships with universities
- Designed to provide actionable science to regional decisionmakers
- For example, a study on trout habitat in the Rockies identified critical thresholds of climate-related stressors (temperature, drought, wildfire)
- New Federal Advisory Committee on Climate Change and Natural Resource Science, reporting to the Secretary of the Interior
- Key role in coordinating Federal climate science
 - Co-located with NOAA RISAs, USDA Climate Hubs
 - Developing inventory of existing climate vulnerability assessments
- 2015 priorities:
 - Expand actionable science; expand support for tribes planning for climate change
 - Address impacts of extended drought across the midcontinent and California



Land Remote Sensing Program current activities

Example: Unmanned Aircraft Systems

- Enable increased monitoring of Earth surface processes (erosion mapping, forest health conditions, wildfires, earthquake zones, invasive species) in areas difficult to access; at lower risk; and at potentially lower cost than using piloted aircraft or ground exploration.

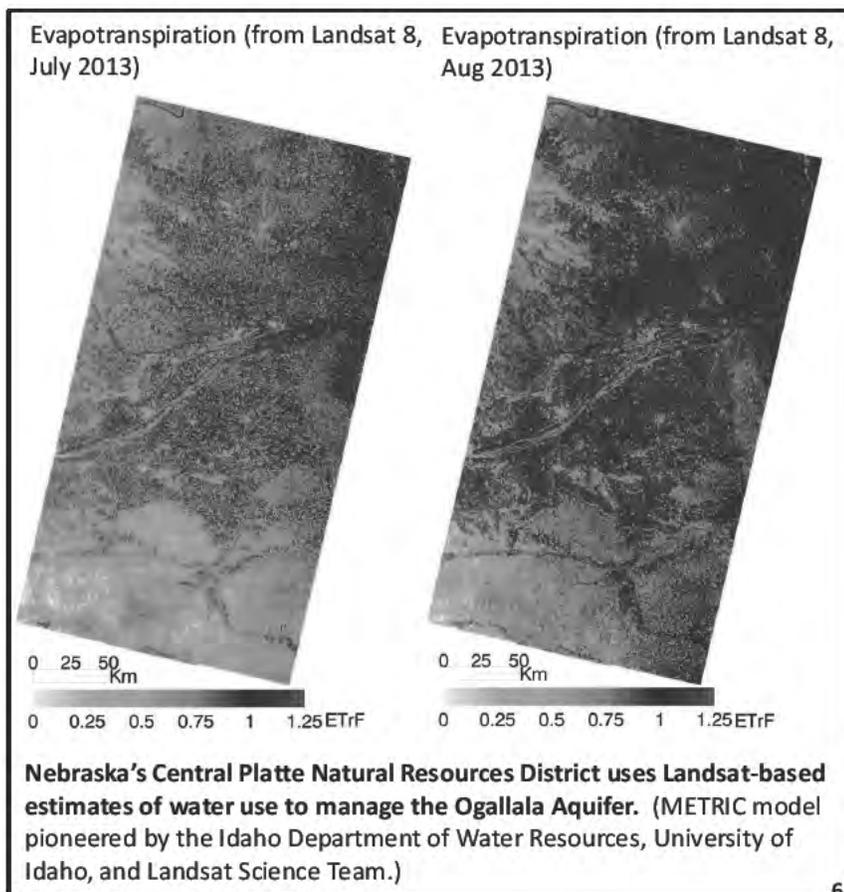
2015 remote sensing priorities:

- Accelerate the development of Landsat based science products* that will improve climate monitoring and applications used by natural resource managers, e.g.
 - Land surface temperature
 - Wildfire burned area extent
 - Surface water extent
 - Snow covered extent

* Some products can be updated every 8 days



Example: Landsat



Land Change Science Program current activities

Modern land change

- National Land Cover Database based on 42 years of Landsat data
- Future land change projected out to 2100
- Past land change “backcast” to 1940

Land change & climate – domestic and international

- Famine Early Warning System uses Landsat data on crop status (vegetation and moisture), meteorological data, and climate models to inform USAID aid decisions

Decision support tools

- IMAGE tool (right) forecasts location and depth of storm surge, and saltwater intrusion into drinking water.

2015 priorities:

- Forecast the effects of land and climate change on habitat in the Chesapeake Bay region; accelerate Landsat based products focused on water availability

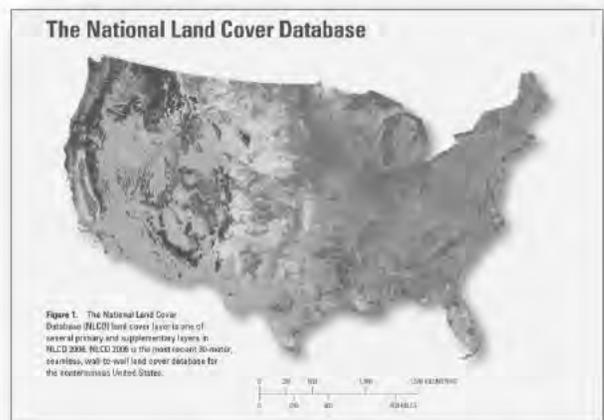
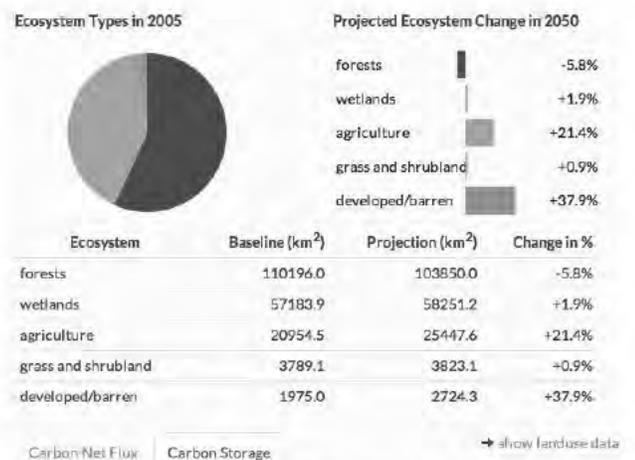


IMAGE tool forecasting the location and depth of surge in the Miami area for a Category 5 hurricane.

Biological Carbon Sequestration Assessment: a cross-cutting activity

- Mandate under EISA (2007): Provide national-scale assessment and options/trade-offs.
 - In 2014, released assessment for the lower 48 states.
- From 40 years of Landsat data:
 - Agricultural land declined by 90,000 km². The 1985 Farm Bill drove the largest decrease (1986-1992, in the Great Plains).
 - Developed area increased by 33%; the rate of development accelerated over time.
- From Landsat data, biogeochemical modeling, and future climate/development scenarios:
 - Forest policies, wetland management, erosion control near water bodies are key for carbon storage now and as regions continue to develop in the future.
- 2015 priorities: help land managers account for the carbon impacts of routine management practices.
 - USFWS is working with USGS to pilot incorporating carbon sequestration into Refuge management at the Great Dismal Swamp, Alligator River, and Pocosin Lakes National Wildlife Refuges.



Online tool published in 2014



Total carbon in vegetation and soil, 2005 8

Contributions to the Climate Action Plan

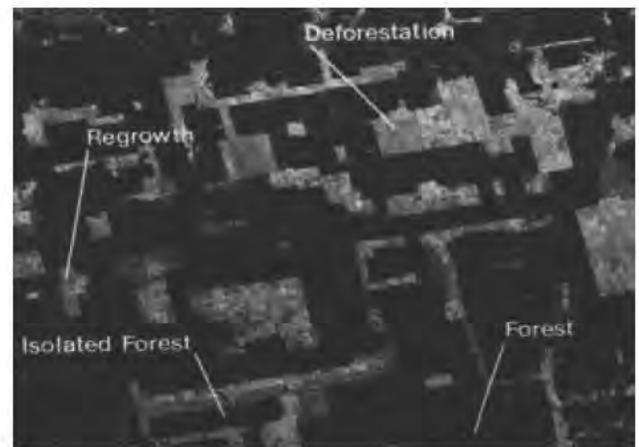
- Provide data and tools to decisionmakers
- Enhance interagency coordination
- Provide practical, actionable climate science
- Develop reliable science on global change
- Develop forest carbon measurement methods to support management of public lands
- National Climate Assessment authors, reviewers

Backup

Synergies between climate and land use change

Landsat satellite data first quantified Amazonian deforestation (1978-1988)

- Demonstrated contributions of local land uses to global change
- Changed Earth scientists' & public's understanding of role of forest practices in global change
- Demonstrated use of objective satellite record
- Increased transparency of land use policy outcomes



Landsat satellite data first quantified global forest change (2000-2012)

- Leveraged new computing technologies & 2008 Landsat free data policy (used 650,000 Landsat scenes with Google Earth Engine)



Notes Summary:

Slide 1: 'USGS' climate science includes some of the longest-term studies & oldest methods in Earth science, & some of the newest methods.

USGS has studied climate change for >100 years; much of climate change is fundamental Earth science/global change.

- Top: USGS Climate R&D Program-funded study of glacial mass balance (changes in snow accumulation) at the South Cascades Glacier, Washington State. (These days, also use satellite data for glacier studies.)

- Bottom: USGS Land Remote Sensing Program's Landsat 8 satellite, launched by NASA in February 2013.'

Slide 2: 'Note: If you take this approach, depending on the audience, may want to give different examples/retitle it. I use versions of this slide as a way to talk about "climate" being one slice through Earth science/global change.'

Notes Summary:

Slide 3: '5 budget lines in C&LUC portfolio. A very practical set of programs, developing science to meet the needs of natural resource managers & infrastructure planners.

R&D - most "basic research" program; fundamental global change science at a systems level.

NCCWSC - Application of climate science to natural resource managers' needs.

LRS - giant data stream of Landsat; also other remote sensing activities.

LCS - Application of remote sensing data to ecosystems science challenges, risk and vulnerability studies, decision support tools.

Carbon sequestration - Cross-cutting activity that relies on carbon cycling science from Climate R&D and from Water NRP; Landsat data; IPCC development scenarios; biogeochemical modeling; decision support from the Land Change Science Program; and regional carbon measurement and management pilots via the Climate Science Centers.

The links between land change and climate are strong, and go both directions. Land change measurably influences climate change, and vice versa.'

Notes Summary:

Slide 4: 'Current priorities (see 2015 budget request): These efforts are aimed at providing data needed to improve: forecasts of impacts of specific land use changes on regional and global climate patterns; capabilities to predict changes in water availability based on specific management actions; and the likelihood of sustainable restoration outcomes by understanding how changes in climate and land use change interact to influence the Earth systems.'

Slide 5: 'Congressman Mike Simpson (R-ID) has been a strong supporter of the CSCs. One of the studies that struck home for him was on trout: Fishing is big business - in Idaho alone \$282 Million / year Trout species are found throughout the mountainous habitats of the interior western US Generally, thermally intolerant to rapid changes in stream temperature Trout generally viewed as early indicators of climate change Some of these species are endangered and many threatened.'

Notes Summary:

Slide 6: 'LRS - Resource managers facing constant change in hydrologic regime, wildfire regime, etc □ Direct measurements by satellite □ Objectively characterize current status'

Notes Summary:

Slide 8: 'The first national inventory of carbon storage in vegetation and soil; at a detailed scale; including analysis of aquatic component, and Alaska and Hawaii.

For a baseline period ca. 2005, and projected to 2050. Land change is identified as a key driver of carbon change.

Identified a projected increase in occurrence and intensity of fire as a key issue for projected carbon stocks in Western U.S.

Characterized permafrost carbon release under warming trends in Alaska

Next: Integrate assessment findings with existing decision tools to help land managers account for the carbon impacts of routine management practices and future climate adaptations.

FWS: Development of decision support tool to enable land managers to ask "what if" questions on the impacts of potential land management activities on carbon stocks and other ecosystem services (biodiversity, water quality, wildlife, etc.)

National-scale policy findings:

Clear evidence that federal policy is the biggest driver of land change over last 30 years. Farm Bill alone caused significant change

Notes Summary:

- created Conservation Reserve Program, which incentivized landowners to set aside (up to 20 years) land that was considered environmentally fragile or erodable □ locations on steep slopes, etc, eligible for subsidy. See Mark Drummond's Great Plains paper. Large areas of Great Plains became grasslands; some planted trees. In 2006 the program ended; former croplands are reverting due to incentives. E.g. now have biofuels motivating plowing of grasslands into crops.'

Notes Summary:

Slide 11: 'R&D example in the Florida Peninsula, including the Everglades: Pre-settlement & pre-drainage records of land use, combined with modern Landsat records of land change

Regional climate, precipitation

Hydrology is the primary driver of vegetation across much of the Florida peninsula, and most restoration efforts focus on achieving 'natural' quantity and quality of water. Historical and paleoecological research indicates that water management of the last century has significantly reduced the extent of lakes and wetlands throughout the Florida peninsula. These model runs indicated that 20th century land-cover changes may have reduced regional precipitation by about 10 percent, consistent with historical evidence. These results suggest that restoration of more natural land cover and hydrology would have significant impacts on regional climate, and management actions should anticipate such changes in long-term ecosystem management planning.'



Pan
Zoom
Point Info
Graph

Storm Surge

- Less than 5 ft
- 5 - 10 ft
- 10 - 15 ft
- 15 - 20 ft
- Greater than 20 ft

Storm Surge					
Category	1	2	3	4	5
Height	0.46 ft	2.47 ft	3.63 ft	4.35 ft	5.42 ft

- Orthoimage
- NAIP
- Landsat



Hurricane Category: 5 ▼

Trans:

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-02-07T17:05:45-05:00
Importance: Normal
Subject: employees in probationary period
Received: 2017-02-07T17:06:00-05:00
DOI Employees on Probationary Period 02072017.xlsx

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-02-28T11:08:21-05:00
Importance: Normal
Subject: SES Report
Received: 2017-02-28T11:08:28-05:00
[SES Report 022817.xlsx](#)

Michelle Oxyer

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

Org Desc	Name Compressed	Position Title Opm	Pay Plan	Occ Ser	Grade Or Level
EXEC SEC & OFFC OF REG AFFAIRS	LILLIE, JULIETTE ANNE FAL	DIRECTOR, OFFICE OF THE EXECUTIVE	ES	0301	00
OFFC OF LEGISLATIVE COUNSEL	SALOTTI, CHRISTOPHER P.	LEGISLATIVE COUNSEL	ES	0905	00
OFFICE OF THE DIR (OF INSULAR AFFAIRS	PULA, NIKOLAO IULI	DIRECTOR, OFFICE OF INSULAR AFFAIRS	ES	0301	00
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DEP ASST SEC PUB SAF, RES PRO & EM SV	HUMBERT, HARRY L	DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	ES	0340	00
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OFFICE OF AVIATION SERVICES	BATHRICK, MARK L.	DIRECTOR, OFFICE OF AVIATION SERVICES	ES	0340	00
OFFICE OF THE CIO	BURNS, SYLVIA W.	CHIEF INFORMATION OFFICER	ES	2210	00
OFFICE OF THE DEPUTY CIO	DOWNS, BRUCE M	DEPUTY CHIEF INFORMATION OFFICER	ES	2210	00
BUSINESS OPERATIONS DIVISION	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	ES	0340	00
DEP ASST SECY TECHN, INFO & BUS SERV	GONZALEZ, MARIA E	DEPUTY ASSISTANT SECRETARY TECHNOLOGY	ES	0340	00

Adjusted Basic Pay	Location	Type Of Appt	Type Of Appointment Desc	Date Entered Current Position	Date Entered Ses Position
\$160,000	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16	07/04/99
\$185,936	WASHINGTON,DC	50	CAREER (SES PERM)	01/18/09	01/18/09
\$178,459	WASHINGTON,DC	50	CAREER (SES PERM)	03/28/10	02/04/07
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/18/15	10/18/15
\$157,858	MIAMI,FLORIDA	50	CAREER (SES PERM)	08/24/14	12/14/10
\$179,412	WASHINGTON,DC	50	CAREER (SES PERM)	01/21/07	01/21/07
\$178,764	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10	01/31/10
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\$168,489	WASHINGTON,DC	50	CAREER (SES PERM)	02/09/14	02/09/14
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09	02/01/09
\$175,336	RESTON,VIRGINIA	50	CAREER (SES PERM)	06/01/14	06/01/14
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\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/28/16	02/28/16

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IN	05	BUREAU OF LAND MANAGEMENT	CA	CALIFORNIA STATE OFFICE	LLCA910000
IN	05	BUREAU OF LAND MANAGEMENT	CO	COLORADO STATE OFFICE	LLCO000000
IN	05	BUREAU OF LAND MANAGEMENT	ES	EASTERN STATES OFFICE	LLES910000
IN	05	BUREAU OF LAND MANAGEMENT	FA	BLM OFFICE OF FIRE &	LLFA100000
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IN	05	BUREAU OF LAND MANAGEMENT	NM	NEW MEXICO STATE OFFICE	LLNM910000
IN	05	BUREAU OF LAND MANAGEMENT	NV	NEVADA STATE OFFICE	LLNV910000
IN	05	BUREAU OF LAND MANAGEMENT	OC	NOC	LLOC100000
IN	05	BUREAU OF LAND MANAGEMENT	OR	OREGON STATE OFFICE	LLOR910000
IN	05	BUREAU OF LAND MANAGEMENT	UT	UTAH STATE OFFICE	LLUT910000
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IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO600000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO700000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO800000
IN	05	BUREAU OF LAND MANAGEMENT	WY	WYOMING STATE OFFICE	LLWY910000
IN	06	BUREAU OF INDIAN AFFAIRS	AA	GREAT PLAINS REGION	A00101
IN	06	BUREAU OF INDIAN AFFAIRS	BB	SOUTHERN PLAINS REGION	B00101

DIRECTOR'S OFFICE, OHA	SIMMONS, SHAYLA F.	DIRECTOR, OFFICE OF HEARINGS	ES	0905	00
OFFICE OF FACILITIES & ADMINISTRATIVE	NASSAR, JOSEPH W	DIRECTOR, OFFICE OF FACILITIES	ES	0340	00
OFFICE OF VALUATION SERVICES	ROSS, JOHN W	DIRECTOR, OFFICE OF VALUATION	ES	0340	00
OFFICE OF THE SPECIAL TRUSTEE	DUMONTIER, DEBRA L.	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ES	0340	00
DEP SPEC TRUSTEE PROGRAM MANAGEMENT	WHITE, JOHN ETHAN	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ES	0340	00
DEP SPECIAL TRUSTEE FIELD OPERATIONS	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE FIELD OPS	ES	0340	00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	BURCH, MELVIN E.	REGIONAL FIDUCIARY TRUST	ES	0340	00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	CRAFF, ROBERT C.	REG FIDUCIARY TRUST ADMINISTRATOR	ES	0340	00
NAVAJO/SOUTHWEST	WILLIAMS, MARGARET C.	REG FIDUCIARY TRUST ADMINISTRATOR	ES	0340	00
GREAT PLAINS/ALASKA	LAKE, TIMOTHY CHARLES	REGIONAL FIDUCIARY	ES	0340	00
ROCKY MOUNTAIN/MIDWEST/PACIFIC	REYNOLDS, THOMAS G.	REGIONAL FIDUCIARY TRUST ADMIN	ES	0340	00
DEPUTY SPECIAL TRUSTEE TRUST SERVICES	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ES	0340	00
DIRECTOR ONRR	GOULD, GREGORY J.	DIR, OFC OF NATURAL RESOURCES REVENUE	ES	0340	00
DIRECTORATE SUPPORT OFFICE	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	ES	0301	00
DEPUTY DIR ONRR	STEWART, JAMES D.	DEP DIR, OFC OF NATURAL RESOURCES REV	ES	0340	00
AUDIT AND COMPLIANCE MANAGEMENT	TYLER, PAUL GRAHAM	PRGM DIR FOR AUDIT & COMPLIANCE MGMT	ES	0340	00
FINANCIAL & PRODUCTION MANAGEMENT	DAVIS, KIMBRA G	PRGM DIR FOR FIN & PRODUCTION MGMT	ES	0340	00
COORD., ENF., VALUATION & APPEALS	MEHLHOFF, JOHN J.	PROGRAM DIRECTOR (CEVA)	ES	0340	00
OFC OF THE DIRECTOR, INTERIOR BUSINES	SINGER, MICHELE F.	DIRECTOR, INTERIOR BUSINESS CENTER	ES	0340	00
ENTERPRISE MANAGEMENT	BEALL, JAMES W	ASSOCIATE DIRECTOR,	ES	0340	00
HUMAN RESOURCES DIRECTORATE	WILLIAMS, LC	ASSOCIATE DIRECTOR, HRD	ES	0340	00
FINANCIAL MANAGEMENT DIRECTORATE	EDSALL, DONNA LYNN	ASSOCIATE DIRECTOR, FMD	ES	0505	00
FINANCIAL MANAGEMENT DIRECTORATE	HOLMES, TROY EDWARD	PROGRAM MANAGER FOR DHS	ES	0340	00
ACQUISITION SERVICES DIRECTORATE	ONEILL, KEITH JAMES	ASSOCIATE DIRECTOR FOR ACQ SERVICES	ES	1102	00
OFFICE OF STATE DIRECTOR	CRIBLEY, BUD C	STATE DIRECTOR	ES	0340	00
OFFICE OF THE STATE DIRECTOR	SUAZO, RAYMOND	STATE DIRECTOR	ES	0340	00
OFFICE OF THE STATE DIRECTOR	PEREZ, JEROME E	STATE DIRECTOR	ES	0340	00
COLORADO STATE OFFICE	WELCH, RUTH L.	STATE DIRECTOR	ES	0340	00
OFFICE OF STATE DIRECTOR	MOURITSEN, KAREN E.	STATE DIRECTOR	ES	0340	00
FIRE & AVIATION DIRECTORATE NIFC	DUNTON, RONALD L	ASSISTANT DIRECTOR, FIRE & AVIATION	ES	0340	00
OFFICE OF THE STATE DIRECTOR	MURPHY, TIMOTHY M.	STATE DIRECTOR	ES	0340	00
OFFICE OF STATE DIRECTOR	LUEDERS, AMY L.	STATE DIRECTOR	ES	0340	00
OFFICE OF STATE DIRECTOR	RUHS, JOHN F	STATE DIRECTOR	ES	0340	00
OFFICE OF THE DIRECTOR	CANTOR, HOWARD M	DIRECTOR, NATIONAL OPERATIONS CENTER	ES	0340	00
OFFICE OF THE STATE DIRECTOR	CONNELL, JAMIE E.	STATE DIRECTOR	ES	0340	00
OFFICE OF STATE DIRECTOR	ROBERSON, EDWIN L	STATE DIRECTOR	ES	0340	00
OFFICE OF LAW ENFORCEMENT & SECURITY,	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	ES	1811	00
ASST DIR, RESOURCES AND PLANNING	BAIL, KRISTIN MARA	ASSISTANT DIRECTOR, RES & PLANNING	ES	0340	00
ASST DIR, ENERGY, MIN & REAL MGMT	NEDD, MICHAEL D.	AD, MINS, REAL, & RES PRO	ES	0340	00
ASST DIR COMMUNICATION	ALLEN, MATTHEW R	ASST DIRECTOR, COMMUNICATION & PR	ES	0340	00
ASST DIR HUMAN CAPITAL MGMT	HUDSON, JODY LEE	ASSISTANT DIRECTOR,	ES	0340	00
AD, BUSINESS, FISCAL & INFO RES MGMT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS	ES	0340	00
STATE DIRECTORS OFFICE	RUGWELL, MARY J.	STATE DIRECTOR	ES	0340	00
REGIONAL DIRECTOR,GREAT PLAINS	LAPOINTE, TIMOTHY L.	REGIONAL DIRECTOR GREAT PLAINS	ES	0340	00
REGIONAL DIRECTOR,SOUTHERN PLAINS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR	ES	0340	00

\$187,000	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	08/09/15	04/07/13
\$171,650	WASHINGTON,DC	50	CAREER (SES PERM)	11/29/15	11/29/15
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/27/11	02/27/11
\$178,734	ARLEE,MONTANA	50	CAREER (SES PERM)	01/08/17	05/03/15
\$180,062	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	01/13/13	12/02/12
\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12	02/22/04
\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/07/04	03/07/04
\$167,199	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	05/28/06
\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	11/03/02
\$144,767	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	08/07/16	08/07/16
\$175,641	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	05/24/04
\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12	11/10/96
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/10/10	06/01/08
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	08/21/16	02/09/03
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/06/15	01/20/08
\$173,269	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	12/13/15	12/13/15
\$172,815	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/17/16	04/17/16
\$176,068	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	02/09/14	02/09/14
\$187,000	KINGS,NEW YORK	50	CAREER (SES PERM)	11/27/16	04/26/09
\$184,811	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16	10/14/08
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/31/10	08/20/06
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/19/14	10/19/14
\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	09/04/16
\$177,161	HERNDON,VIRGINIA	50	CAREER (SES PERM)	08/12/12	08/12/12
\$165,435	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/07/10	11/07/10
\$155,278	PHOENIX,ARIZONA	50	CAREER (SES PERM)	01/01/12	01/01/12
\$187,000	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	01/10/16	09/23/12
\$165,993	DENVER,COLORADO	50	CAREER (SES PERM)	05/18/14	04/22/12
\$174,147	WASHINGTON,DC	50	CAREER (SES PERM)	05/29/16	05/29/16
\$175,673	BOISE,IDAHO	50	CAREER (SES PERM)	06/14/15	06/14/15
\$156,812	BOISE,IDAHO	50	CAREER (SES PERM)	09/07/14	04/29/07
\$170,157	SANTA FE,NEW MEXICO	50	CAREER (SES PERM)	11/29/15	07/31/11
\$167,174	RENO,NEVADA	50	CAREER (SES PERM)	11/29/15	09/07/14
\$156,105	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/08/17	01/08/17
\$180,994	PORTLAND,OREGON	50	CAREER (SES PERM)	02/10/17	11/07/10
\$173,219	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	10/02/16	08/05/07
\$173,204	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11	06/19/11
\$180,845	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16	09/06/15
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	09/14/08	06/02/02
\$157,971	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16	10/16/16
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17	01/15/17
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	12/15/13	09/24/06
\$152,291	CHEYENNE,WYOMING	50	CAREER (SES PERM)	04/17/16	04/17/16
\$149,246	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	11/02/14	11/02/14
\$184,754	ANADARKO,OKLAHOMA	50	CAREER (SES PERM)	06/26/05	06/26/05

IN	06	BUREAU OF INDIAN AFFAIRS	CC	ROCKY MOUNTAIN REGION	C00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00100
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00300
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00800
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00900
IN	06	BUREAU OF INDIAN AFFAIRS	GG	EASTERN OKLAHOMA REGION	G00101
IN	06	BUREAU OF INDIAN AFFAIRS	HH	WESTERN REGION	H00101
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	PACIFIC REGION	J00101
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00300
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00400
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K0L100
IN	06	BUREAU OF INDIAN AFFAIRS	MM	SOUTHWEST REGION	M00100
IN	06	BUREAU OF INDIAN AFFAIRS	NN	NAVAJO REGION	N00101
IN	06	BUREAU OF INDIAN AFFAIRS	PR	NORTHWEST REGION	P00101
IN	06	BUREAU OF INDIAN AFFAIRS	SS	EASTERN REGION	S00101
IN	07	BUREAU OF RECLAMATION	01	PACIFIC NORTHWEST REGIO	1010000
IN	07	BUREAU OF RECLAMATION	02	MID PACIFIC REGION	2010000
IN	07	BUREAU OF RECLAMATION	03	LOWER COLORADO REGION	3001000
IN	07	BUREAU OF RECLAMATION	04	UPPER COLORADO REGION	4010000
IN	07	BUREAU OF RECLAMATION	06	GREAT PLAINS REGION	6010000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8421000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8427000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8440000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8450000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8668000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9400000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9430000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9600000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA1000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA2000
IN	08	GEOLOGICAL SURVEY	AC	ADMINISTRATION	GGHAAE0000
IN	08	GEOLOGICAL SURVEY	AD	ECOSYSTEMS	GGHEBA0000
IN	08	GEOLOGICAL SURVEY	AE	WATER	GGHWCA0000
IN	08	GEOLOGICAL SURVEY	AF	NATURAL HAZARDS	GGHHGA0000
IN	08	GEOLOGICAL SURVEY	AG	ENERGY & MINERALS	GGHMGS0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCED0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCGR0000
IN	08	GEOLOGICAL SURVEY	AI	CORE SCIENCE SYSTEMS	GGHIFS0000

REGIONAL DIRECTOR,ROCKY MTN REGION	LA COUNTE, DARRYL D. II	REGIONAL DIRECTOR	ES	0340	00
DIRECTOR, BUREAU OF INDIAN EDUCATION	DEARMAN, TONY L.	DIRECTOR, BUREAU OF INDIAN EDUCATION	ES	1710	00
DEPUTY DIRECTOR SCHOOL OPERATIONS	STEVENS, BARTHOLOMEW S.	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	ES	0340	00
DIVISION OF PERFORMANCE AND ACCOUNTAB	HAMLEY, JEFFREY L.	ASSOC DEP DIR PERFORMANCE & ACCTBY	ES	1720	00
ADD NAVAJO	PFEIFFER, TAMARAH NMN	ASSOC DEPUTY DIRECTOR NAVAJO	ES	1701	00
ADD TRIBALLY CONTROLLED SCHOOLS	DAVIS, ROSE MARIE	ADD TRIBALLY CONTROLLED SCHOOLS	ES	1701	00
REGIONAL DIRECTOR,EASTERN OKLA REGION	STREATER, EDDIE R.	REGIONAL DIRECTOR	ES	0340	00
REGIONAL DIRECTOR,WESTERN REGION	BOWKER, BRYAN L.	REGIONAL DIRECTOR	ES	0340	00
REGIONAL DIRECTOR, PACIFIC REGION	DUTSCHKE, AMY L.	REGIONAL DIRECTOR PACIFIC	ES	0340	00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR BIA	ES	0301	00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR BIA	ES	0301	00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	ES	0340	00
DEPUTY DIRECTOR, INDIAN SERVICES	ORTIZ, HANKIE P.	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	ES	0340	00
DEPUTY DIRECTOR, TRUST SERVICES	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR TRUST SVS.	ES	0340	00
OFFICE OF JUSTICE SERVICES	CRUZAN, DARREN A.	SENIOR ADVISOR LE, SECUR, SCHOOL SAFE	ES	0340	00
SOUTHWEST REGIONAL DIRECTOR'S OFFICE	WALKER, WILLIAM T.	REGIONAL DIRECTOR	ES	0340	00
REGIONAL DIRECTOR,NAVAJO REGION	PINTO, SHARON ANN	REGIONAL DIRECTOR	ES	0340	00
REGIONAL DIRECTOR,NORTHWEST REGION	SPEAKS, STANLEY M.	REGIONAL DIRECTOR	ES	0340	00
OFC OF REGIONAL DIRECTOR, EASTERN REG	MAYTUBBY, BRUCE W.	REGIONAL DIRECTOR	ES	0340	00
OFFICE OF REGIONAL DIRECTOR	LEE, LORRI J	REGIONAL DIRECTOR	ES	0340	00
OFFICE OF REGIONAL DIRECTOR	MURILLO, DAVID G.	REGIONAL DIRECTOR, MID PACIFIC REGION	ES	0340	00
OFFICE OF THE REGIONAL DIRECTOR	FULP, TERRANCE J	REGIONAL DIRECTOR	ES	0340	00
OFFICE OF REGIONAL DIRECTOR	RHEES, BRENT B.	REGIONAL DIRECTOR	ES	0340	00
REGIONAL DIRECTOR'S OFFICE	RYAN, MICHAEL J.	REGIONAL DIRECTOR	ES	0340	00
INFORMATION RESOURCES OFFICE	SMILEY, KARLA J.	ASSOCIATE CHIEF INFORMATION OFFICER	ES	2210	00
MANAGEMENT SERVICES OFFICE	CORDOVA HARRISON, ELIZABE	DIR,MANAGEMENT SERVICES OFFICE	ES	0340	00
SECURITY SAFETY & LAW ENFORCEMENT	MULLER, BRUCE C JR	DIR,SECURITY,SAFETY&LAW ENFORCEMENT	ES	0340	00
POLICY AND ADMINISTRATION	GONZALES SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	ES	0340	00
TECHNICAL SERVICE CENTER	LUEBKE, THOMAS A	DIRECTOR, TECHNICAL SERVICE CENTER	ES	0340	00
POLICY, ADMINISTRATION & BUDGET	PAYNE, GRAYFORD F.	DEPUTY COMMISSIONER, PAB	ES	0340	00
PROGRAM & BUDGET OFFICE	WOLF, ROBERT W	DIR, PROGRAM & BUDGET	ES	0340	00
OPERATIONS	PALUMBO, DAVID M.	DEPUTY COMMISSIONER OPERATIONS	ES	0340	00
OFFICE OF THE DIRECTOR	NOWAKOWSKI, JUDY JENNIFER	SENIOR ADVISOR TO THE DIRECTOR	ES	0301	00
OFFICE OF THE DIRECTOR	WERKHEISER, WILLIAM H.	DEPUTY DIRECTOR	ES	1301	00
OFFC OF COMM & PUBLISHING	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR	ES	0340	00
OFFC OF BUDGET, PLAN & INTEGR	LODGE, CYNTHIA LOUISE	ASSOCIATE DIRECTOR FOR BUDGET,	ES	0501	00
OFFC OF ADMINISTRATION	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ES	0340	00
OFFC OF ASSOC DIR FOR ECOSYSTEMS	KINSINGER, ANNE E.	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	ES	0401	00
OFFC OF ASSOC DIR FOR WATER	CLINE, DONALD WALTER	ASSOCIATE DIRECTOR FOR WATER	ES	1301	00
OFFC OF ASSOC DIR FOR NATURAL HAZ	APPLEGATE, JAMES D. R.	ASSOCIATE DIR FOR NATURAL HAZARDS	ES	1301	00
OFFC OF ASSOC DIR FOR ENG&MIN	HITZMAN, MURRAY WALTER	ASSOC DIRECTOR FOR ENERGY & MINERALS	ES	1350	00
EROS CENTER OFFIC OF THE DIR	KELLY, FRANCIS P.	DIR (EROS) CENTER & POLICY ADVISOR	ES	1301	00
OFFC OF ASSOC DIR FOR CLIMATE	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	ES	0401	00
OFFC OF ASSOC DIR FOR CORE SCI SYS	GALLAGHER, KEVIN T	ASSOCIATE DIRECTOR FOR CORE SCI SYS	ES	0340	00

\$181,702	BILLINGS,MONTANA	50	CAREER (SES PERM)	03/08/15	03/08/15
\$180,097	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16	11/01/15
\$161,900	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17	01/22/17
\$159,254	WASHINGTON,DC	50	CAREER (SES PERM)	04/26/09	04/26/09
\$130,189	WINDOW ROCK,ARIZONA	50	CAREER (SES PERM)	06/29/15	06/29/15
\$155,520	BLOOMINGTON,MINNESOTA	50	CAREER (SES PERM)	02/21/16	02/21/16
\$157,634	MUSKOGEE,OKLAHOMA	50	CAREER (SES PERM)	07/12/15	07/12/15
\$157,242	PHOENIX,ARIZONA	50	CAREER (SES PERM)	07/04/10	07/04/10
\$176,923	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	10/10/10	10/10/10
\$183,751	BILLINGS,MONTANA	50	CAREER (SES PERM)	11/02/16	07/20/08
\$185,163	WASHINGTON,DC	50	CAREER (SES PERM)	07/13/14	07/03/01
\$184,588	WASHINGTON,DC	50	CAREER (SES PERM)	11/02/16	06/13/10
\$185,207	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12	09/30/07
\$177,795	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	12/14/14
\$184,350	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	09/26/10
\$150,303	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/20/09	12/20/09
\$159,191	GALLUP,NEW MEXICO	50	CAREER (SES PERM)	10/09/11	10/09/11
\$184,487	PORTLAND,OREGON	50	CAREER (SES PERM)	02/22/04	07/13/79
\$172,670	NASHVILLE,TENNESSEE	50	CAREER (SES PERM)	09/06/15	09/06/15
\$184,130	BOISE,IDAHO	50	CAREER (SES PERM)	01/01/12	09/02/07
\$187,000	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	12/16/12	11/21/10
\$183,479	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	09/23/12	09/23/12
\$166,322	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	04/05/15	04/05/15
\$187,000	BILLINGS,MONTANA	50	CAREER (SES PERM)	06/26/05	06/26/05
\$181,604	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/13/16	01/27/13
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/16/06	01/30/00
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/21/14	07/17/11
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/27/09	11/02/03
\$178,467	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	06/01/14	06/01/14
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/10/10	04/03/05
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/27/02	10/24/99
\$181,107	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15	10/04/15
\$171,614	RESTON,VIRGINIA	60	LIMITED TERM (SES NONPERM)	01/08/17	01/08/17
\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/27/15	01/18/09
\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/03/12	03/21/04
\$177,202	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/05/15	04/01/07
\$162,710	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/28/14	04/21/13
\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/19/11	07/15/01
\$170,964	RESTON,VIRGINIA	50	CAREER (SES PERM)	01/10/16	01/10/16
\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	05/22/11	05/22/11
\$180,087	RESTON,VIRGINIA	50	CAREER (SES PERM)	09/11/16	09/11/16
\$187,000	SIoux FALLS,SOUTH DAKOTA	50	CAREER (SES PERM)	12/04/11	03/11/02
\$164,676	MANY,LOUISIANA	50	CAREER (SES PERM)	09/17/15	09/17/15
\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/21/11	08/31/08

IN	08	GEOLOGICAL SURVEY	AJ	MIDWEST REGION	GGEMNA0000
IN	08	GEOLOGICAL SURVEY	AK	NORTHEAST REGION	GGENLA0000
IN	08	GEOLOGICAL SURVEY	AL	SOUTHEAST REGION	GGESMA0000
IN	08	GEOLOGICAL SURVEY	AM	SOUTHWEST REGION	GGCMRA0000
IN	08	GEOLOGICAL SURVEY	AO	PACIFIC REGION	GGWSZA0000
IN	08	GEOLOGICAL SURVEY	AP	NORTHWEST REGION	GGWNYA0000
IN	08	GEOLOGICAL SURVEY	AQ	ALASKA REGION	GGWAWA0000
IN	10	NATIONAL PARK SERVICE	AK	NATL PK SVC, ALASKA FIE	9911
IN	10	NATIONAL PARK SERVICE	DS	NAT PK SVC,DENVR SVC CN	2001
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1212
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1461
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1571
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	8211
IN	10	NATIONAL PARK SERVICE	MW	NATL PK SVC, MIDWEST RE	6022
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3060
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3401
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	1765
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	4501
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8001
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8361
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5011
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5281
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5461
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2151
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2201
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2301
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2400
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2500
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2550
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2601
IN	15	FISH AND WILDLIFE SERVICE	01	FISH & W/L SVC REGION 1	FF01G00000
IN	15	FISH AND WILDLIFE SERVICE	02	FISH & W/L SVC REGION 2	FF02G00000
IN	15	FISH AND WILDLIFE SERVICE	03	FISH & W/L SVC REGION 3	FF03G00000
IN	15	FISH AND WILDLIFE SERVICE	04	FISH & W/L SVC REGION 4	FF04G00000
IN	15	FISH AND WILDLIFE SERVICE	05	FISH & W/L SVC REGION 5	FF05G00000
IN	15	FISH AND WILDLIFE SERVICE	06	FISH & W/L SVC REGION 6	FF06G00000
IN	15	FISH AND WILDLIFE SERVICE	07	FISH & W/L SVC REGION 7	FF07G00000
IN	15	FISH AND WILDLIFE SERVICE	08	FISH & W/L SVC REGION 8	FF08G00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09A00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09B00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09E00000

OFFC OF REG DIR, MIDWEST REGION	CARL, LEON M.	REGIONAL EXECUTIVE EASTERN REGION	ES	0401	00
OFFC OF REG DIR, NORTHEAST REGION	TUPPER, MICHAEL H.	REGIONAL DIRECTOR NORTHEAST	ES	0340	00
OFFC OF REG DIR, SOUTHEAST REGION	WEYERS, HOLLY S.	REGIONAL DIRECTOR SOUTHEAST	ES	0401	00
OFFC OF REG DIR, SOUTHWEST REGION	ETHRIDGE, MAX M.	REGIONAL DIRECTOR SOUTHWEST REGION	ES	1301	00
OFFC OF REG DIR, PACIFIC REGION	SOGGE, MARK K.	REGIONAL EXECUTIVE PACIFIC REGION	ES	0401	00
OFFC OF REG DIR, NORTHWEST REGION	FERRERO, RICHARD C.	REGIONAL DIRECTOR NORTHWEST REGION	ES	0401	00
OFFC OF REG DIR, ALASKA REGION	DEVARIS, AIMEE MARIE	REGIONAL DIRECTOR ALASKA	ES	1301	00
IMMEDIATE OFFICE, AK RD	FROST, HERBERT C.	REGIONAL DIRECTOR, ALASKA	ES	0340	00
DSC DIRECTOR	TODD, RAYMOND K.	DIRECTOR, DENVER SERVICE CENTER	ES	0340	00
REGIONAL DIRECTOR	MASICA, SUE E.	REGIONAL DIRECTOR, INTERMTN. REGION	ES	0340	00
OFFICE OF THE SUPERINTENDENT	VELA, RAYMOND DAVID	PARK MANAGER (SUPERINTENDENT)	ES	0025	00
OFFICE OF THE SUPERINTENDENT	WENK, DANIEL N.	PARK MANAGER (SUPERINTENDENT)	ES	0025	00
OFFICE OF THE SUPERINTENDENT	LEHNERTZ, CHRISTINE S.	PARK MANAGER	ES	0340	00
REGIONAL DIRECTOR'S OFFICE	SHOLLY, CAMERON H	REGIONAL DIRECTOR, MIDWEST REGION	ES	0340	00
IMMEDIATE OFFICE, NC RD	VOGEL, ROBERT A.	REGIONAL DIR, NATL CAPITOL REGION	ES	0340	00
OFFICE OF THE SUPERINTENDENT	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	ES	0340	00
NATIONAL PARKS OF NEW YORK HARBOR	LAIRD, JOSHUA RADBILL	EXECUTIVE DIRECTOR	ES	0301	00
OFC OF THE REGIONAL DIRECTOR, NER	CALDWELL, MICHAEL A.	REGIONAL DIRECTOR	ES	0340	00
IMMED OFFICE,PW, RD	JOSS, LAURA	REGIONAL DIRECTOR, PACIFIC WEST REG	ES	0340	00
OFFICE OF THE SUPERINTENDENT	RICHARDSON, LIZETTE	PARK MANAGER (SUPERINTENDENT)	ES	0340	00
REGIONAL DIRECTOR'S OFFICE	AUSTIN, STANLEY J.	REGIONAL DIRECTOR	ES	0340	00
OFFICE OF THE SUPERINTENDENT	RAMOS, PEDRO M	PARK MANAGER (SUPERINTENDENT)	ES	0025	00
OFFICE OF THE SUPERINTENDENT	CASH, CASSIUS M	PARK MANAGER (SUPERINTENDENT)	ES	0025	00
OFFICE OF THE COMPTROLLER	BOWRON, JESSICA L.	COMPTROLLER	ES	0501	00
OFFICE OF THE COMPTROLLER	MCDOWALL, LENA E	CHIEF FINANCIAL OFFICER	ES	0340	00
DEPUTY DIRECTOR FOR OPERATIONS	REYNOLDS, MICHAEL T.	DEPUTY DIRECTOR, OPERATIONS	ES	0340	00
AD, CULTURAL RESOURCES (IMMED OFFICE)	TOOTHMAN, STEPHANIE S.	ASSOC DIRECTOR, CULTURAL RESOURCES	ES	0340	00
IMM OFC, AD, NATURAL RES S & S	SAUVAJOT, RAYMOND MARC	AD,NATURAL RESOURCE STEWARD & SCIENCE	ES	0401	00
AD, VISITOR & RESOURCE PROTECTION	OBERNESSER, RICHARD	ASSOCIATE DIRECTOR	ES	0340	00
AD, PARK PLANNING,FACILITIES & LANDS	BENGE, SHAWN T.	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	ES	0340	00
INFORMATION RESOURCES MANAGEMENT(IRM)	COMPTON, JEFFREY S.	ASSOC CHIEF INFORMATION OFFICER	ES	2210	00
IMMED OFFICE,BUSINESS SERVICES	AUSTIN, TERESA MADEYA	ASSOCIATE DIRECTOR, BUSINESS SERVICES	ES	0340	00
OFFICE OF THE REGIONAL DIRECTOR	THORSON, ROBYN	REGIONAL DIRECTOR PORTLAND	ES	0480	00
REGION 2, ALBUQUERQUE, NM	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ES	0480	00
REGIONAL DIRECTOR, REGION 3	MELIUS, THOMAS O	REGIONAL DIRECTOR TWIN CITIES	ES	0480	00
OFC REG DIRECTOR ATLANTA GA	DOHNER, CYNTHIA	REGIONAL DIRECTOR ATLANTA	ES	0480	00
OFC REC DIR HADLEY MA	WEBER, WENDI	FISH & WILDLIFE ADMINISTRATOR	ES	0480	00
OFC REG DIRECTOR DENVER CO	WALSH, NOREEN E.	REGIONAL DIRECTOR DENVER, CO.	ES	0480	00
OFC OF REGIONAL DIRECTOR AK	SIEKANIEC, GREGORY EUGENE	REGIONAL DIRECTOR ANCHORAGE	ES	0480	00
REGIONAL DIRECTOR REGION 8	SOUZA, PAUL	REGIONAL DIRECTOR, SACRAMENTO, CA	ES	0480	00
ASST DIR INTERNATIONAL AFFAIRS	ARROYO, BRYAN	ASST DIRECTOR INTERNATIONAL AFFAIRS	ES	0480	00
ASST DIR BUDGET, PLAN & HUMAN CAPITAL	SHEEHAN, DENISE E.	ASST DIR BUDGET, PLNG & HR	ES	0341	00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	GUERTIN, STEPHEN D.	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ES	0480	00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	KURTH, JAMES W.	DEPUTY DIRECTOR (OPERATIONS)	ES	0480	00
ASST DIRECTOR ECOLOGICAL SERVICES	FRAZER, GARY D.	ASST DIRECTOR ENDANGERED SPECIES	ES	0480	00

\$166,613	ANN ARBOR,MICHIGAN	50	CAREER (SES PERM)	03/13/11	09/28/08
\$159,551	RESTON,VIRGINIA	50	CAREER (SES PERM)	03/06/16	03/06/16
\$153,993	NORCROSS,GEORGIA	50	CAREER (SES PERM)	10/16/16	10/16/16
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/30/14	05/23/95
\$171,315	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	06/30/13	06/30/13
\$175,001	SEATTLE,WASHINGTON	50	CAREER (SES PERM)	05/31/15	05/31/15
\$167,638	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/29/15	11/29/15
\$185,100	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	04/20/14	06/22/08
\$166,928	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	03/06/16	03/06/16
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/14	07/19/98
\$164,210	MOOSE,WYOMING	50	CAREER (SES PERM)	03/09/14	05/11/08
\$187,000	YELLOWSTONE PARK,WYOMING	50	CAREER (SES PERM)	02/27/11	12/02/01
\$187,000	GRAND CANYON,ARIZONA	50	CAREER (SES PERM)	08/21/16	08/01/10
\$185,100	OMAHA,NEBRASKA	50	CAREER (SES PERM)	03/08/15	08/12/12
\$180,079	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	07/17/11
\$157,662	WASHINGTON,DC	50	CAREER (SES PERM)	09/20/15	09/20/15
\$161,628	NEW YORK, NEW YORK	50	CAREER (SES PERM)	06/16/13	06/16/13
\$171,912	PHILADELPHIA,PENNSYLVANI	50	CAREER (SES PERM)	02/09/14	02/09/14
\$174,682	OAKLAND,CALIFORNIA	50	CAREER (SES PERM)	03/06/16	03/06/16
\$163,140	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	10/04/15	10/04/15
\$185,100	ATLANTA,GEORGIA	50	CAREER (SES PERM)	07/14/13	07/14/13
\$153,488	MIAMI DADE,FLORIDA	50	CAREER (SES PERM)	01/25/15	01/25/15
\$163,176	GATLINBURG,TENNESSEE	50	CAREER (SES PERM)	02/08/15	02/08/15
\$162,777	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	01/08/17
\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15	02/12/12
\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	07/31/16	04/24/11
\$162,888	WASHINGTON,DC	50	CAREER (SES PERM)	07/04/10	07/04/10
\$148,411	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	12/14/14
\$179,636	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15	10/04/15
\$160,553	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16	10/02/16
\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	09/18/16	09/18/16
\$145,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16	10/30/16
\$187,000	PORTLAND,OREGON	50	CAREER (SES PERM)	03/23/14	08/13/00
\$179,909	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/09/15	09/17/06
\$187,000	MINNEAPOLIS,MINNESOTA	50	CAREER (SES PERM)	09/23/12	12/08/98
\$187,000	ATLANTA,GEORGIA	50	CAREER (SES PERM)	10/21/12	11/08/09
\$187,000	HADLEY,MASSACHUSETTS	50	CAREER (SES PERM)	09/23/12	10/05/11
\$181,539	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/29/12	11/29/12
\$185,100	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	08/01/16	01/04/09
\$180,251	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	08/07/16	08/24/14
\$185,376	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	01/07/07
\$187,000	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	06/21/98
\$187,000	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	11/04/12	02/03/08
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15	10/20/11
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	06/15/99

IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09F00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09L00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09M00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09R00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09W00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X30000
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90120
IN	21	OFFICE OF THE SOLICITOR	02	DIV OF INDIAN AFFAIRS	90200
IN	21	OFFICE OF THE SOLICITOR	03	DIVISION OF GENERAL LAW	90300
IN	21	OFFICE OF THE SOLICITOR	05	DIV OF WATER RESOURCES	90500
IN	21	OFFICE OF THE SOLICITOR	06	DIV LAND RESOURCES	90600
IN	21	OFFICE OF THE SOLICITOR	07	DIV MINERAL RESOURCES	90700
IN	21	OFFICE OF THE SOLICITOR	08	DIV OF ADMINISTRATION	90800
IN	21	OFFICE OF THE SOLICITOR	11	INTERMOUNTAIN REGION	90911
IN	21	OFFICE OF THE SOLICITOR	12	ROCKY MOUNTAIN REGION	90921
IN	21	OFFICE OF THE SOLICITOR	13	NORTHEAST REGION	90930
IN	21	OFFICE OF THE SOLICITOR	14	PACIFIC NORTHWEST REG	90940
IN	21	OFFICE OF THE SOLICITOR	15	PACIFIC SOUTHWEST REG	90950
IN	21	OFFICE OF THE SOLICITOR	17	ALASKA REGION	90970
IN	21	OFFICE OF THE SOLICITOR	18	SOUTHEAST REGION	90980
IN	21	OFFICE OF THE SOLICITOR	19	SOUTHWEST REGION	90990
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	1000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	2000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	3000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	4000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	6000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	EEAA1000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	ASSOC DIR FOR ADMIN	EECC0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	OFFSHORE REG PROG	EEEE0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	BSEE GOM REG DIR	EENN0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1030
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	OFC OF STRATEGIC RES	MMCC0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	OFC OF ENVIRON PROG	MMGG0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	BOEM AOCs REG DIR	MMJJ0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	BOEM GOM REG DIR	MMLL0000

ASST DIR FISH & AQUATIC CONSERVA	HOSKINS, DAVID WILLIAM	AD FISHERIES & HABITAT CONSERVATION	ES	0480	00
CHIEF OFFICE OF LAW ENFORCEMENT	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	ES	1811	00
ASST DIR MIGRATORY BIRDS & STATE PROG	FORD, JEROME E.	FISH & WILDLIFE ADMINISTRATOR	ES	0480	00
AD NATIONAL WILDLIFE REFUGE SYSTEM	MARTINEZ, CYNTHIA T	AD NATIONAL WLDLFE REFUGE MANAGER	ES	0480	00
ASST DIR FED ASST PRM FOR ST WL & SPT	RAUCH, PAUL A.	AD WLDLFE & SPORT FISH RESTOR PROGRAM	ES	0340	00
ASST DIR EXTERNAL AFFAIRS	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR EXTERNAL AFFAIRS	ES	0340	00
NCTC OFFICE OF THE DIRECTOR	SLACK, JAMES J.	DIRECTOR, NCTC	ES	0340	00
IMMEDIATE OFC OF THE SOLICITOR	BERRIGAN, MICHAEL J.	COUSELOR TO THE SOLICITOR	ES	0905	00
IMMEDIATE OFC OF THE SOLICITOR	HAUGRUD, KEVIN JACK	DEPUTY SOLICITOR	ES	0905	00
IMMEDIATE OFC OF THE SOLICITOR	KEABLE, EDWARD T.	DEPUTY SOLICITOR	ES	0905	00
OFFICE OF ETHICS	LOFTIN, MELINDA J.	DESIG. AGENCY ETHICS OFFICIAL	ES	0905	00
OFC OF THE ASSOCIATE SOLICITOR IA	SHEPARD, ERIC N.	ASSOCIATE SOLICITOR INDIAN AFFAIRS	ES	0905	00
OFC OF THE ASSOCIATE SOLICITOR GL	HARRIS, KAPRICE LYNCH	ASSOC SOL FOR GEN LAW	ES	0905	00
OFC OF THE ASSOCIATE SOLICITOR WR	SAXE, KEITH E	ASSOCIATE SOLICITOR WATER RESOURCES	ES	0905	00
OFC OF THE ASSOCIATE SOLICITOR DLR	BROWN, LAURA B.	ASSOCIATE SOLICITOR	ES	0905	00
OFC OF ASSOCIATE SOLICITOR MR	HAWBECKER, KAREN S.	ASSOCIATE SOLICITOR	ES	0905	00
OFC OF ASSOCIATE SOLICITOR ADMIN	SMITH, MARC ALAN	ASSOCIATE SOLICITOR FOR	ES	0905	00
SALT LAKE CITY REGIONAL OFFICE	STEIGER, JOHN W.	REGIONAL SOLICITOR INTERMOUNTAIN	ES	0905	00
DENVER REGIONAL OFFICE	MCKEOWN, MATTHEW J.	REGIONAL SOLICITOR	ES	0905	00
BOSTON REGIONAL OFFICE	ROMANIK, PEG A.	REGIONAL SOLICITOR NORTHEAST	ES	0905	00
PORTLAND REGIONAL OFFICE	PETERSON, PENNY LYNN	REGIONAL SOLICITOR	ES	0905	00
SACRAMENTO REGIONAL OFFICE	JOSEPHSON, CLEMENTINE	REGIONAL SOLICITOR	ES	0905	00
ANCHORAGE REGIONAL OFFICE	DARNELL, JOSEPH D.	REGIONAL SOLICITOR	ES	0905	00
ATLANTA REGIONAL OFFICE	CLARK, HORACE G.	REGIONAL SOLICITOR	ES	0905	00
ALBUQUERQUE REGIONAL OFFICE	WENGER, LANCE C.	REGIONAL SOLICITOR SOUTHWEST	ES	0905	00
OFFC OF THE DIRECTOR/DEPTY DIR	OWENS, GLENDA HUDSON	DEPUTY DIRECTOR OSM	ES	0340	00
FINANCE & ADMIN DIRECTORATE	WORONKA, THEODORE	ASST DIR FOR FINANCE & ADMIN.	ES	0340	00
PROGRAM SUPPORT DIRECTORATE	RIDEOUT, STERLING J. JR	ASST DIRECTOR PROGRAM SUPPORT	ES	0340	00
APPALACHIAN REGIONAL OFFICE	SHOPE, THOMAS D.	REGIONAL DIRECTOR	ES	0340	00
WESTERN REGIONAL OFFICE	BERRY, DAVID A	REGIONAL DIRECTOR	ES	0340	00
BSEE DEPUTY DIRECTOR/CFO	SCHNEIDER, MARGARET N.	DEPUTY DIRECTOR	ES	0340	00
ASSOC DIRECTOR FOR ADMINISTRATION	MABRY, SCOTT L.	ASSOC DIR FOR ADMINISTRATION	ES	0340	00
OFFC OF OFFSHORE REGULATORY PROGRAMS	MORRIS, DOUGLAS W.	REGULATORY PROGRAMS CHIEF	ES	0340	00
BSEE GULF OF MEXICO OCS REGIONAL DIR	HERBST, LARS T.	GULF OF MEXICO REGIONAL DIRECTOR	ES	0340	00
BOEM DEPUTY DIRECTOR/CFO	CRUICKSHANK, WALTER D.	DEPUTY DIRECTOR	ES	0340	00
BOEM OFFC OF BUDGET & PROGRAM COOR	ANDERSON, JAMES G.	PROGRAM MANAGER, OFFICE OF BUDGET AND	ES	0340	00
OFC OF STRATEGIC RESOURCES PROGRAMS	ORR, L. RENEE	STRATEGIC RESOURCES CHIEF	ES	0340	00
OFFICE OF ENVIRONMENTAL PROGRAMS	BROWN, WILLIAM Y	CHIEF ENVIRONMENTAL OFFICER	ES	0340	00
BOEM ALASKA OCS REGIONAL DIRECTOR	KENDALL, JAMES J. JR.	ALASKA REGIONAL DIRECTOR	ES	0340	00
BOEM GULF OF MEXICO OCS REGIONAL DIR	CELATA, MICHAEL A.	GULF OF MEXICO REGIONAL DIRECTOR	ES	0340	00

\$185,888	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	06/16/13
\$187,000	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	09/08/03
\$155,736	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	06/29/11
\$183,499	WASHINGTON,DC	50	CAREER (SES PERM)	05/11/15	05/11/15
\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	04/26/13
\$177,137	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13	11/17/13
\$169,502	SHEPHERDSTOWN,WEST VIRGI	50	CAREER (SES PERM)	11/17/13	09/21/08
\$179,559	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	06/06/10
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/07/10	11/07/10
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12	11/16/03
\$181,226	WASHINGTON,DC	50	CAREER (SES PERM)	10/01/06	10/01/06
\$169,999	WASHINGTON,DC	50	CAREER (SES PERM)	08/30/15	08/30/15
\$174,155	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17	12/28/14
\$171,681	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16	03/06/16
\$177,484	WASHINGTON,DC	50	CAREER (SES PERM)	01/04/09	10/28/07
\$172,241	WASHINGTON,DC	50	CAREER (SES PERM)	01/16/11	01/16/11
\$171,681	WASHINGTON,DC	50	CAREER (SES PERM)	01/24/16	01/24/16
\$160,797	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	02/21/16	02/21/16
\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/09	07/22/07
\$168,395	WASHINGTON,DC	50	CAREER (SES PERM)	12/13/15	12/13/15
\$187,000	PORTLAND,OREGON	50	CAREER (SES PERM)	07/06/97	10/30/94
\$170,972	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	12/28/14	12/28/14
\$166,914	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	02/10/13	02/10/13
\$175,073	ATLANTA,GEORGIA	50	CAREER (SES PERM)		03/28/02
\$150,115	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	02/24/16	02/24/16
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/14/01	01/14/01
\$170,335	WASHINGTON,DC	50	CAREER (SES PERM)	04/04/04	11/05/89
\$159,551	WASHINGTON,DC	50	CAREER (SES PERM)	10/03/04	10/03/04
\$171,494	GREEN TREE,PENNSYLVANIA	50	CAREER (SES PERM)	10/14/07	12/10/06
\$161,344	DENVER,COLORADO	50	CAREER (SES PERM)	03/08/15	03/08/15
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/01/12	01/01/12
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/04/12	07/17/11
\$183,664	WASHINGTON,DC	50	CAREER (SES PERM)	11/06/11	11/06/11
\$187,000	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	10/09/11	09/30/07
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11	10/28/97
\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17	02/10/17
\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11	09/25/11
\$184,454	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13	11/17/13
\$184,609	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	10/09/11	09/11/11
\$162,725	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	11/15/15	11/15/15

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-02-28T11:14:49-05:00
Importance: Normal
Subject: SES Report take 2
Received: 2017-02-28T11:38:32-05:00
[SES Report 022817.xlsx](#)

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

Org Desc	Name Compressed	Position Title Opm	Pay Plan	Occ Ser
EXEC SEC & OFFC OF REG AFFAIRS	LILLIE, JULIETTE ANNE FAL	DIRECTOR, OFFICE OF THE EXECUTIVE	ES	0301
OFFC OF LEGISLATIVE COUNSEL	SALOTTI, CHRISTOPHER P.	LEGISLATIVE COUNSEL	ES	0905
OFFICE OF THE DIR (OF INSULAR AFFAIRS	PULA, NIKOLAO IULI	DIRECTOR, OFFICE OF INSULAR AFFAIRS	ES	0301
ASST SECY LAND & MINERALS	CARDINALE, RICHARD T.	SENIOR POLICY PROGRAM MANAGER	ES	0301
ASST SECY FISH & WILDLIFE & PARKS	ESTENOZ, SHANNON A.	DIRECTOR, EVERGLADES RESTORATION	ES	0340
OFFICE OF SELF GOVERNANCE	FREEMAN, SHAREE M.	DIRECTOR, OFC OF SELF GOV	ES	0340
OFFICE OF INDIAN GAMING	HART, PAULA L.	DIR, OFF OF INDIAN GAMING MGT	ES	0301
OFFICE OF CHIEF FINANCIAL OFFICER	SCHOCK, JAMES H.	CHIEF FINANCIAL OFFICER	ES	0501
OFFICE OF BUDGET MANAGEMENT	BEARPAW, GEORGE WATIE	BUDGET OFFICER	ES	0560
OFF OF HUMAN CAPITAL MANAGEMENT	BURCKMAN, JAMES N.	DIRECTOR OF HUMAN CAPITAL MGMT	ES	0301
OFF OF FAC, ENVRMTL & CULT RES	LAROCHE, DARRELL WILLIAM	DIR, FACILITIES, SAFETY & PROP MGMT	ES	0340
ASST SECY POLICY, MGMT & BUDGET/CFO	PLETCHER, MARY F.	DAS, HUMAN CAPITAL AND DIVERSITY	ES	0340
OFFC OF ENVRNMTL POLICY & CMLPNC	BLANCHARD, MARY JOSIE	DEPUTY DIRECTOR	ES	0340
OFFC OF ENVRNMTL POLICY & CMLPNC	NOBLE, MICHAELA E	DIRECTOR, OFFICE OF ENVIRONMENTAL	ES	0340
OFFICE OF POLICY ANALYSIS	BUCKNER, SHAWN M	DEPUTY DIRECTOR OFFICE OF	ES	0340
OFFICE OF POLICY ANALYSIS	CLEMENT, JOEL P.	DIRECTOR, OFFICE OF POLICY ANALYSIS	ES	0340
PROGRAM COORDINATION STAFF	GOKLANY, INDUR M.	SENIOR ADVISOR	ES	0301
OFFC OF NATURAL RESOURCE RESTORATION	GLOMB, STEPHEN J.	DIRECTOR, OFFICE OF RESTORATION AND	ES	0340
DEP ASST SECY BUDGT, FIN, PERF & ACQN	FERRITER, OLIVIA B.	DEP ASST SECY BUDGT,FIN,PERF&AC	ES	0501
DIR OFFICE, OFFICE OF BUDGET	FLANAGAN, DENISE A.	DIRECTOR, OFFICE OF BUDGET	ES	0560
DIR OFFICE, OFFICE OF BUDGET	MOSS, ADRIANNE L.	DEPUTY DIRECTOR, OFFICE OF BUDGET	ES	0560
DIVISION OF BUDGET ADMIN & DEPT MGMT	WAYSON, THOMAS C.	CHIEF, BUDGET ADMINISTRATION AND	ES	0560
DIVISION OF BUDGET & PROGRAM REVIEW	FREIHAGE, JASON E.	CHIEF, DIV OF BUDGET & PROG REVIEW	ES	0560
DIR OFC, OFFICE OF FINANCIAL MGT	GLENN, DOUGLAS A	DIRECTOR, OFFICE OF FINANCIAL MNGT &	ES	0505
DIR OFC, OFFICE OF FINANCIAL MGT	HUNTER, TERESA R	DEPUTY DIRECTOR, OFFICE OF FINANCIAL	ES	0505
BUSINESS INTEGRATION OFFICE	QUINLAN, MARTIN J.	DIRECTOR, BUSINESS INTEGRATION	ES	0340
OFFC OF ACQUISITION & PROP MGT	BAGLEY, TAMMY L.	ASSOCIATE DIRECTOR	ES	0340
OFFC OF ACQUISITION & PROP MGT	SONDERMAN, DEBRA E.	DIR/ACQUISITION & PROP. MGMT.	ES	1102
OFFC OF SMALL & DISADV BUS UTL	OLSEN, MEGAN C.	DIRECTOR, OFFICE OF SMALL &	ES	0340
OFC OF PLANNING & PERFORMANCE MGMNT	BECK, RICHARD T.	DIRECTOR, OFFICE OF PLANNING &	ES	0340
OFFICE OF HUMAN RESOURCES	LIMON, RAYMOND A	DEPUTY CHIEF HUMAN CAP. OFFICER	ES	0201
OFFICE OF CIVIL RIGHTS	BURDEN, JOHN W.	CHIEF DIVERSITY OFFICER/DIRECTOR,	ES	0340
OFF OF STRATEGIC EMP DEVELOPMENT	PIERRE LOUIS, ALESIA J.	CHIEF LEARNING OFFICER/DIR.OSEOD	ES	0340
DEP ASST SEC PUB SAF, RES PRO & EM SV	ANDREW, JONATHAN M.	INTERAGENCY BORDERLAND COORDINATOR	ES	0301
DEP ASST SEC PUB SAF, RES PRO & EM SV	HUMBERT, HARRY L	DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	ES	0340
OFFICE OF LAW ENFORCEMENT & SECURITY	LYNN, TIM K	DIRECTOR, OFFICE OF LAW ENFORCEMENT	ES	1811
OFFICE OF EMERGENCY MANAGEMENT	BRANUM, LISA A.	DIRECTOR, OFFICE OF EMERGENCY MGMT	ES	0089
OFFICE OF WILDLAND FIRE	RICE, BRYAN C	DIRECTOR,OFFICE OF WILDLAND FIRE	ES	0340
OFFICE OF AVIATION SERVICES	BATHRICK, MARK L.	DIRECTOR, OFFICE OF AVIATION SERVICES	ES	0340
OFFICE OF THE CIO	BURNS, SYLVIA W.	CHIEF INFORMATION OFFICER	ES	2210
OFFICE OF THE DEPUTY CIO	DOWNES, BRUCE M	DEPUTY CHIEF INFORMATION OFFICER	ES	2210
BUSINESS OPERATIONS DIVISION	DAVIS, MARK H	DIRECTOR, BUSINESS SERVICES	ES	0340
DEP ASST SECY TECHN, INFO & BUS SERVS	GONZALEZ, MARIA E	DEPUTY ASSISTANT SECRETARY TECHNOLOGY	ES	0340

Grade Or Level	Adjusted Basic Pay	Location	Type Of Appt	Type Of Appointment Desc	Date Entered Current Position	Date Entered Ses Position	Position Tenure	Tenure Group
00	\$160,000	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16	07/04/99	P	0
00	\$185,936	WASHINGTON,DC	50	CAREER (SES PERM)	01/18/09	01/18/09	P	0
00	\$178,459	WASHINGTON,DC	50	CAREER (SES PERM)	03/28/10	02/04/07	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/18/15	10/18/15	P	0
00	\$157,858	MIAMI,FLORIDA	50	CAREER (SES PERM)	08/24/14	12/14/10	P	0
00	\$179,412	WASHINGTON,DC	50	CAREER (SES PERM)	01/21/07	01/21/07	P	0
00	\$178,764	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10	01/31/10	P	0
00	\$165,419	WASHINGTON,DC	50	CAREER (SES PERM)	12/29/13	12/29/13	P	0
00	\$168,489	WASHINGTON,DC	50	CAREER (SES PERM)	02/09/14	02/09/14	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09	02/01/09	P	0
00	\$175,336	RESTON,VIRGINIA	50	CAREER (SES PERM)	06/01/14	06/01/14	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	12/15/13	05/29/09	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/06/02	03/06/94	P	0
00	\$162,925	WASHINGTON,DC	50	CAREER (SES PERM)	07/24/16	07/24/16	P	0
00	\$167,395	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	09/04/16	P	0
00	\$180,078	WASHINGTON,DC	50	CAREER (SES PERM)	01/02/11	01/02/11	P	0
00	\$183,294	WASHINGTON,DC	50	CAREER (SES PERM)	07/29/12	12/29/92	P	0
00	\$183,959	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11	06/19/11	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/30/14	08/06/06	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10	01/31/10	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09	11/25/07	P	0
00	\$178,627	WASHINGTON,DC	50	CAREER (SES PERM)	07/26/15	10/21/12	P	0
00	\$157,593	WASHINGTON,DC	50	CAREER (SES PERM)	10/05/14	10/05/14	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	05/08/11	06/27/04	P	0
00	\$168,171	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	11/03/13	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	05/01/16	10/19/14	P	0
00	\$171,614	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17	01/22/17	P	0
00	\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	10/11/98	12/25/94	P	0
00	\$168,630	WASHINGTON,DC	50	CAREER (SES PERM)	07/12/15	07/12/15	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/17/10	08/08/04	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	08/09/15	10/07/12	P	0
00	\$177,290	WASHINGTON,DC	50	CAREER (SES PERM)	06/15/14	08/01/10	P	0
00	\$180,200	WASHINGTON,DC	50	CAREER (SES PERM)	05/31/15	05/31/15	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	07/17/11	08/29/10	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/10/16	08/25/13	P	0
00	\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	07/10/16	07/10/16	P	0
00	\$170,609	WASHINGTON,DC	50	CAREER (SES PERM)	08/09/15	08/09/15	P	0
00	\$169,316	WASHINGTON,DC	50	CAREER (SES PERM)	05/01/16	01/10/16	P	0
00	\$187,000	BOISE,IDAHO	50	CAREER (SES PERM)	02/24/13	11/01/05	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	08/24/14	08/24/14	P	0
00	\$180,757	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16	11/30/15	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16	04/15/07	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/28/16	02/28/16	P	0

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60820000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60840000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60880000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	70000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	76000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78400000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78500000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78700000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	79000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60600000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	61000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	62000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	63000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	64000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866120
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866400
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866900
IN	05	BUREAU OF LAND MANAGEMENT	AK	ALASKA STATE OFFICE	LLAK910000
IN	05	BUREAU OF LAND MANAGEMENT	AZ	ARIZONA STATE OFFICE	LLAZ910000
IN	05	BUREAU OF LAND MANAGEMENT	CA	CALIFORNIA STATE OFFICE	LLCA910000
IN	05	BUREAU OF LAND MANAGEMENT	CO	COLORADO STATE OFFICE	LLCO000000
IN	05	BUREAU OF LAND MANAGEMENT	ES	EASTERN STATES OFFICE	LLES910000
IN	05	BUREAU OF LAND MANAGEMENT	FA	BLM OFFICE OF FIRE &	LLFA100000
IN	05	BUREAU OF LAND MANAGEMENT	ID	IDAHO STATE OFFICE	LLID910000
IN	05	BUREAU OF LAND MANAGEMENT	NM	NEW MEXICO STATE OFFICE	LLNM910000
IN	05	BUREAU OF LAND MANAGEMENT	NV	NEVADA STATE OFFICE	LLNV910000
IN	05	BUREAU OF LAND MANAGEMENT	OC	NOC	LLOC100000
IN	05	BUREAU OF LAND MANAGEMENT	OR	OREGON STATE OFFICE	LLOR910000
IN	05	BUREAU OF LAND MANAGEMENT	UT	UTAH STATE OFFICE	LLUT910000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO120000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO200000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO300000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO600000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO700000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO800000
IN	05	BUREAU OF LAND MANAGEMENT	WY	WYOMING STATE OFFICE	LLWY910000
IN	06	BUREAU OF INDIAN AFFAIRS	AA	GREAT PLAINS REGION	A00101
IN	06	BUREAU OF INDIAN AFFAIRS	BB	SOUTHERN PLAINS REGION	B00101

DIRECTOR'S OFFICE, OHA	SIMMONS, SHAYLA F.	DIRECTOR, OFFICE OF HEARINGS	ES	0905
OFFICE OF FACILITIES & ADMINISTRATIVE	NASSAR, JOSEPH W	DIRECTOR, OFFICE OF FACILITIES	ES	0340
OFFICE OF VALUATION SERVICES	ROSS, JOHN W	DIRECTOR, OFFICE OF VALUATION	ES	0340
OFFICE OF THE SPECIAL TRUSTEE	DUMONTIER, DEBRA L.	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ES	0340
DEP SPEC TRUSTEE PROGRAM MANAGEMENT	WHITE, JOHN ETHAN	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ES	0340
DEP SPECIAL TRUSTEE FIELD OPERATIONS	JAMES, JAMES D. JR.	DEP SPEC TRUSTEE FIELD OPS	ES	0340
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	BURCH, MELVIN E.	REGIONAL FIDUCIARY TRUST	ES	0340
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	CRAFF, ROBERT C.	REG FIDUCIARY TRUST ADMINISTRATOR	ES	0340
NAVAJO/SOUTHWEST	WILLIAMS, MARGARET C.	REG FIDUCIARY TRUST ADMINISTRATOR	ES	0340
GREAT PLAINS/ALASKA	LAKE, TIMOTHY CHARLES	REGIONAL FIDUCIARY	ES	0340
ROCKY MOUNTAIN/MIDWEST/PACIFIC	REYNOLDS, THOMAS G.	REGIONAL FIDUCIARY TRUST ADMIN	ES	0340
DEPUTY SPECIAL TRUSTEE TRUST SERVICES	LORDS, DOUGLAS A.	DEP SPEC TRUSTEE TRUST SVS	ES	0340
DIRECTOR ONRR	GOULD, GREGORY J.	DIR, OFC OF NATURAL RESOURCES REVENUE	ES	0340
DIRECTORATE SUPPORT OFFICE	GIDNER, JEROLD L.	SENIOR PROGRAM ADVISOR	ES	0301
DEPUTY DIR ONRR	STEWART, JAMES D.	DEP DIR, OFC OF NATURAL RESOURCES REV	ES	0340
AUDIT AND COMPLIANCE MANAGEMENT	TYLER, PAUL GRAHAM	PRGM DIR FOR AUDIT & COMPLIANCE MGMT	ES	0340
FINANCIAL & PRODUCTION MANAGEMENT	DAVIS, KIMBRA G	PRGM DIR FOR FIN & PRODUCTION MGMT	ES	0340
COORD., ENF., VALUATION & APPEALS	MEHLHOFF, JOHN J.	PROGRAM DIRECTOR (CEVA)	ES	0340
OFC OF THE DIRECTOR, INTERIOR BUSINES	SINGER, MICHELE F.	DIRECTOR, INTERIOR BUSINESS CENTER	ES	0340
ENTERPRISE MANAGEMENT	BEALL, JAMES W	ASSOCIATE DIRECTOR,	ES	0340
HUMAN RESOURCES DIRECTORATE	WILLIAMS, LC	ASSOCIATE DIRECTOR, HRD	ES	0340
FINANCIAL MANAGEMENT DIRECTORATE	EDSALL, DONNA LYNN	ASSOCIATE DIRECTOR, FMD	ES	0505
FINANCIAL MANAGEMENT DIRECTORATE	HOLMES, TROY EDWARD	PROGRAM MANAGER FOR DHS	ES	0340
ACQUISITION SERVICES DIRECTORATE	ONEILL, KEITH JAMES	ASSOCIATE DIRECTOR FOR ACQ SERVICES	ES	1102
OFFICE OF STATE DIRECTOR	CRIBLEY, BUD C	STATE DIRECTOR	ES	0340
OFFICE OF THE STATE DIRECTOR	SUAZO, RAYMOND	STATE DIRECTOR	ES	0340
OFFICE OF THE STATE DIRECTOR	PEREZ, JEROME E	STATE DIRECTOR	ES	0340
COLORADO STATE OFFICE	WELCH, RUTH L.	STATE DIRECTOR	ES	0340
OFFICE OF STATE DIRECTOR	MOURITSEN, KAREN E.	STATE DIRECTOR	ES	0340
FIRE & AVIATION DIRECTORATE NIFC	DUNTON, RONALD L	ASSISTANT DIRECTOR, FIRE & AVIATION	ES	0340
OFFICE OF THE STATE DIRECTOR	MURPHY, TIMOTHY M.	STATE DIRECTOR	ES	0340
OFFICE OF STATE DIRECTOR	LUEDERS, AMY L.	STATE DIRECTOR	ES	0340
OFFICE OF STATE DIRECTOR	RUHS, JOHN F	STATE DIRECTOR	ES	0340
OFFICE OF THE DIRECTOR	CANTOR, HOWARD M	DIRECTOR, NATIONAL OPERATIONS CENTER	ES	0340
OFFICE OF THE STATE DIRECTOR	CONNELL, JAMIE E.	STATE DIRECTOR	ES	0340
OFFICE OF STATE DIRECTOR	ROBERSON, EDWIN L	STATE DIRECTOR	ES	0340
OFFICE OF LAW ENFORCEMENT & SECURITY,	LAURO, SALVATORE R.	DIRECTOR, LAW ENFORCEMENT	ES	1811
ASST DIR, RESOURCES AND PLANNING	BAIL, KRISTIN MARA	ASSISTANT DIRECTOR, RES & PLANNING	ES	0340
ASST DIR, ENERGY, MIN & REAL MGMT	NEDD, MICHAEL D.	AD, MINS, REAL, & RES PRO	ES	0340
ASST DIR COMMUNICATION	ALLEN, MATTHEW R	ASST DIRECTOR, COMMUNICATION & PR	ES	0340
ASST DIR HUMAN CAPITAL MGMT	HUDSON, JODY LEE	ASSISTANT DIRECTOR,	ES	0340
AD, BUSINESS, FISCAL & INFO RES MGMT	VELASCO, JANINE M.	ASSISTANT DIRECTOR, BUSINESS	ES	0340
STATE DIRECTORS OFFICE	RUGWELL, MARY J.	STATE DIRECTOR	ES	0340
REGIONAL DIRECTOR,GREAT PLAINS	LAPOINTE, TIMOTHY L.	REGIONAL DIRECTOR GREAT PLAINS	ES	0340
REGIONAL DIRECTOR,SOUTHERN PLAINS	DEERINWATER, DANIEL J.	REGIONAL DIRECTOR	ES	0340

00	\$187,000	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	08/09/15	04/07/13	P	0
00	\$171,650	WASHINGTON,DC	50	CAREER (SES PERM)	11/29/15	11/29/15	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	02/27/11	02/27/11	P	0
00	\$178,734	ARLEE,MONTANA	50	CAREER (SES PERM)	01/08/17	05/03/15	P	0
00	\$180,062	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	01/13/13	12/02/12	P	0
00	\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12	02/22/04	P	0
00	\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/07/04	03/07/04	P	0
00	\$167,199	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	05/28/06	P	0
00	\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	11/03/02	P	0
00	\$144,767	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	08/07/16	08/07/16	P	0
00	\$175,641	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13	05/24/04	P	0
00	\$187,000	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12	11/10/96	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/10/10	06/01/08	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	08/21/16	02/09/03	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/06/15	01/20/08	P	0
00	\$173,269	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	12/13/15	12/13/15	P	0
00	\$172,815	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/17/16	04/17/16	P	0
00	\$176,068	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	02/09/14	02/09/14	P	0
00	\$187,000	KINGS,NEW YORK	50	CAREER (SES PERM)	11/27/16	04/26/09	P	0
00	\$184,811	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16	10/14/08	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/31/10	08/20/06	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/19/14	10/19/14	P	0
00	\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	09/04/16	P	0
00	\$177,161	HERNDON,VIRGINIA	50	CAREER (SES PERM)	08/12/12	08/12/12	P	0
00	\$165,435	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/07/10	11/07/10	P	0
00	\$155,278	PHOENIX,ARIZONA	50	CAREER (SES PERM)	01/01/12	01/01/12	P	0
00	\$187,000	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	01/10/16	09/23/12	P	0
00	\$165,993	DENVER,COLORADO	50	CAREER (SES PERM)	05/18/14	04/22/12	P	0
00	\$174,147	WASHINGTON,DC	50	CAREER (SES PERM)	05/29/16	05/29/16	P	0
00	\$175,673	BOISE,IDAHO	50	CAREER (SES PERM)	06/14/15	06/14/15	P	0
00	\$156,812	BOISE,IDAHO	50	CAREER (SES PERM)	09/07/14	04/29/07	P	0
00	\$170,157	SANTA FE,NEW MEXICO	50	CAREER (SES PERM)	11/29/15	07/31/11	P	0
00	\$167,174	RENO,NEVADA	50	CAREER (SES PERM)	11/29/15	09/07/14	P	0
00	\$156,105	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/08/17	01/08/17	P	0
00	\$180,994	PORTLAND,OREGON	50	CAREER (SES PERM)	02/10/17	11/07/10	P	0
00	\$173,219	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	10/02/16	08/05/07	P	0
00	\$173,204	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11	06/19/11	P	0
00	\$180,845	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16	09/06/15	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	09/14/08	06/02/02	P	0
00	\$157,971	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16	10/16/16	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17	01/15/17	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	12/15/13	09/24/06	P	0
00	\$152,291	CHEYENNE,WYOMING	50	CAREER (SES PERM)	04/17/16	04/17/16	P	0
00	\$149,246	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	11/02/14	11/02/14	P	0
00	\$184,754	ANADARKO,OKLAHOMA	50	CAREER (SES PERM)	06/26/05	06/26/05	P	0

IN	06	BUREAU OF INDIAN AFFAIRS	CC	ROCKY MOUNTAIN REGION	C00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00100
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00300
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00800
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00900
IN	06	BUREAU OF INDIAN AFFAIRS	GG	EASTERN OKLAHOMA REGION	G00101
IN	06	BUREAU OF INDIAN AFFAIRS	HH	WESTERN REGION	H00101
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	PACIFIC REGION	J00101
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00300
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00400
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K0L100
IN	06	BUREAU OF INDIAN AFFAIRS	MM	SOUTHWEST REGION	M00100
IN	06	BUREAU OF INDIAN AFFAIRS	NN	NAVAJO REGION	N00101
IN	06	BUREAU OF INDIAN AFFAIRS	PR	NORTHWEST REGION	P00101
IN	06	BUREAU OF INDIAN AFFAIRS	SS	EASTERN REGION	S00101
IN	07	BUREAU OF RECLAMATION	01	PACIFIC NORTHWEST REGIO	1010000
IN	07	BUREAU OF RECLAMATION	02	MID PACIFIC REGION	2010000
IN	07	BUREAU OF RECLAMATION	03	LOWER COLORADO REGION	3001000
IN	07	BUREAU OF RECLAMATION	04	UPPER COLORADO REGION	4010000
IN	07	BUREAU OF RECLAMATION	06	GREAT PLAINS REGION	6010000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8421000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8427000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8440000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8450000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8668000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9400000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9430000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9600000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA1000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA2000
IN	08	GEOLOGICAL SURVEY	AC	ADMINISTRATION	GGHAAE0000
IN	08	GEOLOGICAL SURVEY	AD	ECOSYSTEMS	GGHEBA0000
IN	08	GEOLOGICAL SURVEY	AE	WATER	GGHWCA0000
IN	08	GEOLOGICAL SURVEY	AF	NATURAL HAZARDS	GGHHGA0000
IN	08	GEOLOGICAL SURVEY	AG	ENERGY & MINERALS	GGHMGS0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCED0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCGR0000
IN	08	GEOLOGICAL SURVEY	AI	CORE SCIENCE SYSTEMS	GGHIFS0000

REGIONAL DIRECTOR,ROCKY MTN REGION	LA COUNTE, DARRYL D. II	REGIONAL DIRECTOR	ES	0340
DIRECTOR, BUREAU OF INDIAN EDUCATION	DEARMAN, TONY L.	DIRECTOR, BUREAU OF INDIAN EDUCATION	ES	1710
DEPUTY DIRECTOR SCHOOL OPERATIONS	STEVENS, BARTHOLOMEW S.	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	ES	0340
DIVISION OF PERFORMANCE AND ACCOUNTAB	HAMLEY, JEFFREY L.	ASSOC DEP DIR PERFORMANCE & ACCTBY	ES	1720
ADD NAVAJO	PFEIFFER, TAMARAH NMN	ASSOC DEPUTY DIRECTOR NAVAJO	ES	1701
ADD TRIBALLY CONTROLLED SCHOOLS	DAVIS, ROSE MARIE	ADD TRIBALLY CONTROLLED SCHOOLS	ES	1701
REGIONAL DIRECTOR,EASTERN OKLA REGION	STREATER, EDDIE R.	REGIONAL DIRECTOR	ES	0340
REGIONAL DIRECTOR,WESTERN REGION	BOWKER, BRYAN L.	REGIONAL DIRECTOR	ES	0340
REGIONAL DIRECTOR, PACIFIC REGION	DUTSCHKE, AMY L.	REGIONAL DIRECTOR PACIFIC	ES	0340
DIRECTOR, BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	SENIOR ADVISOR TO THE DIRECTOR BIA	ES	0301
DIRECTOR, BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	SPECIAL ASST TO THE DIRECTOR BIA	ES	0301
DIRECTOR, BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	DIRECTOR, BUREAU OF INDIAN AFFAIRS	ES	0340
DEPUTY DIRECTOR, INDIAN SERVICES	ORTIZ, HANKIE P.	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	ES	0340
DEPUTY DIRECTOR, TRUST SERVICES	RIGGS, HELEN	DEPUTY BUREAU DIRECTOR TRUST SVS.	ES	0340
OFFICE OF JUSTICE SERVICES	CRUZAN, DARREN A.	SENIOR ADVISOR LE, SECUR, SCHOOL SAFE	ES	0340
SOUTHWEST REGIONAL DIRECTOR'S OFFICE	WALKER, WILLIAM T.	REGIONAL DIRECTOR	ES	0340
REGIONAL DIRECTOR,NAVAJO REGION	PINTO, SHARON ANN	REGIONAL DIRECTOR	ES	0340
REGIONAL DIRECTOR,NORTHWEST REGION	SPEAKS, STANLEY M.	REGIONAL DIRECTOR	ES	0340
OFC OF REGIONAL DIRECTOR, EASTERN REG	MAYTUBBY, BRUCE W.	REGIONAL DIRECTOR	ES	0340
OFFICE OF REGIONAL DIRECTOR	LEE, LORRI J	REGIONAL DIRECTOR	ES	0340
OFFICE OF REGIONAL DIRECTOR	MURILLO, DAVID G.	REGIONAL DIRECTOR, MID PACIFIC REGION	ES	0340
OFFICE OF THE REGIONAL DIRECTOR	FULP, TERRANCE J	REGIONAL DIRECTOR	ES	0340
OFFICE OF REGIONAL DIRECTOR	RHEES, BRENT B.	REGIONAL DIRECTOR	ES	0340
REGIONAL DIRECTOR'S OFFICE	RYAN, MICHAEL J.	REGIONAL DIRECTOR	ES	0340
INFORMATION RESOURCES OFFICE	SMILEY, KARLA J.	ASSOCIATE CHIEF INFORMATION OFFICER	ES	2210
MANAGEMENT SERVICES OFFICE	CORDOVA HARRISON, ELIZABE	DIR,MANAGEMENT SERVICES OFFICE	ES	0340
SECURITY SAFETY & LAW ENFORCEMENT	MULLER, BRUCE C JR	DIR,SECURITY,SAFETY&LAW ENFORCEMENT	ES	0340
POLICY AND ADMINISTRATION	GONZALES SCHREINER, ROSEA	DIRECTOR,POLICY AND ADMINISTRATION	ES	0340
TECHNICAL SERVICE CENTER	LUEBKE, THOMAS A	DIRECTOR, TECHNICAL SERVICE CENTER	ES	0340
POLICY, ADMINISTRATION & BUDGET	PAYNE, GRAYFORD F.	DEPUTY COMMISSIONER, PAB	ES	0340
PROGRAM & BUDGET OFFICE	WOLF, ROBERT W	DIR, PROGRAM & BUDGET	ES	0340
OPERATIONS	PALUMBO, DAVID M.	DEPUTY COMMISSIONER OPERATIONS	ES	0340
OFFICE OF THE DIRECTOR	NOWAKOWSKI, JUDY JENNIFER	SENIOR ADVISOR TO THE DIRECTOR	ES	0301
OFFICE OF THE DIRECTOR	WERKHEISER, WILLIAM H.	DEPUTY DIRECTOR	ES	1301
OFFC OF COMM & PUBLISHING	WAINMAN, BARBARA W.	ASSOCIATE DIRECTOR FOR	ES	0340
OFFC OF BUDGET, PLAN & INTEGR	LODGE, CYNTHIA LOUISE	ASSOCIATE DIRECTOR FOR BUDGET,	ES	0501
OFFC OF ADMINISTRATION	ARAGON, JOSE RAMON	ASSOCIATE DIRECTOR FOR ADMINISTRATION	ES	0340
OFFC OF ASSOC DIR FOR ECOSYSTEMS	KINSINGER, ANNE E.	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	ES	0401
OFFC OF ASSOC DIR FOR WATER	CLINE, DONALD WALTER	ASSOCIATE DIRECTOR FOR WATER	ES	1301
OFFC OF ASSOC DIR FOR NATURAL HAZ	APPLEGATE, JAMES D. R.	ASSOCIATE DIR FOR NATURAL HAZARDS	ES	1301
OFFC OF ASSOC DIR FOR ENG&MIN	HITZMAN, MURRAY WALTER	ASSOC DIRECTOR FOR ENERGY & MINERALS	ES	1350
EROS CENTER OFFIC OF THE DIR	KELLY, FRANCIS P.	DIR (EROS) CENTER & POLICY ADVISOR	ES	1301
OFFC OF ASSOC DIR FOR CLIMATE	BURKETT, VIRGINIA	ASSOCIATE DIRECTOR FOR CLIMATE	ES	0401
OFFC OF ASSOC DIR FOR CORE SCI SYS	GALLAGHER, KEVIN T	ASSOCIATE DIRECTOR FOR CORE SCI SYS	ES	0340

00	\$181,702	BILLINGS,MONTANA	50	CAREER (SES PERM)	03/08/15	03/08/15	P	0
00	\$180,097	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16	11/01/15	P	0
00	\$161,900	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17	01/22/17	P	0
00	\$159,254	WASHINGTON,DC	50	CAREER (SES PERM)	04/26/09	04/26/09	P	0
00	\$130,189	WINDOW ROCK,ARIZONA	50	CAREER (SES PERM)	06/29/15	06/29/15	P	0
00	\$155,520	BLOOMINGTON,MINNESOTA	50	CAREER (SES PERM)	02/21/16	02/21/16	P	0
00	\$157,634	MUSKOGEE,OKLAHOMA	50	CAREER (SES PERM)	07/12/15	07/12/15	P	0
00	\$157,242	PHOENIX,ARIZONA	50	CAREER (SES PERM)	07/04/10	07/04/10	P	0
00	\$176,923	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	10/10/10	10/10/10	P	0
00	\$183,751	BILLINGS,MONTANA	50	CAREER (SES PERM)	11/02/16	07/20/08	P	0
00	\$185,163	WASHINGTON,DC	50	CAREER (SES PERM)	07/13/14	07/03/01	P	0
00	\$184,588	WASHINGTON,DC	50	CAREER (SES PERM)	11/02/16	06/13/10	P	0
00	\$185,207	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12	09/30/07	P	0
00	\$177,795	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	12/14/14	P	0
00	\$184,350	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	09/26/10	P	0
00	\$150,303	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/20/09	12/20/09	P	0
00	\$159,191	GALLUP,NEW MEXICO	50	CAREER (SES PERM)	10/09/11	10/09/11	P	0
00	\$184,487	PORTLAND,OREGON	50	CAREER (SES PERM)	02/22/04	07/13/79	P	0
00	\$172,670	NASHVILLE,TENNESSEE	50	CAREER (SES PERM)	09/06/15	09/06/15	P	0
00	\$184,130	BOISE,IDAHO	50	CAREER (SES PERM)	01/01/12	09/02/07	P	0
00	\$187,000	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	12/16/12	11/21/10	P	0
00	\$183,479	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	09/23/12	09/23/12	P	0
00	\$166,322	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	04/05/15	04/05/15	P	0
00	\$187,000	BILLINGS,MONTANA	50	CAREER (SES PERM)	06/26/05	06/26/05	P	0
00	\$181,604	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/13/16	01/27/13	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/16/06	01/30/00	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/21/14	07/17/11	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/27/09	11/02/03	P	0
00	\$178,467	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	06/01/14	06/01/14	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/10/10	04/03/05	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/27/02	10/24/99	P	0
00	\$181,107	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15	10/04/15	P	0
00	\$171,614	RESTON,VIRGINIA	60	LIMITED TERM (SES NONPERM)	01/08/17	01/08/17	P	0
00	\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/27/15	01/18/09	P	0
00	\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/03/12	03/21/04	P	0
00	\$177,202	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/05/15	04/01/07	P	0
00	\$162,710	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/28/14	04/21/13	P	0
00	\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/19/11	07/15/01	P	0
00	\$170,964	RESTON,VIRGINIA	50	CAREER (SES PERM)	01/10/16	01/10/16	P	0
00	\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	05/22/11	05/22/11	P	0
00	\$180,087	RESTON,VIRGINIA	50	CAREER (SES PERM)	09/11/16	09/11/16	P	0
00	\$187,000	SIoux FALLS,SOUTH DAKOTA	50	CAREER (SES PERM)	12/04/11	03/11/02	P	0
00	\$164,676	MANY,LOUISIANA	50	CAREER (SES PERM)	09/17/15	09/17/15	P	0
00	\$187,000	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/21/11	08/31/08	P	0

IN	08	GEOLOGICAL SURVEY	AJ	MIDWEST REGION	GGEMNA0000
IN	08	GEOLOGICAL SURVEY	AK	NORTHEAST REGION	GGENLA0000
IN	08	GEOLOGICAL SURVEY	AL	SOUTHEAST REGION	GGESMA0000
IN	08	GEOLOGICAL SURVEY	AM	SOUTHWEST REGION	GGCMRA0000
IN	08	GEOLOGICAL SURVEY	AO	PACIFIC REGION	GGWSZA0000
IN	08	GEOLOGICAL SURVEY	AP	NORTHWEST REGION	GGWNYA0000
IN	08	GEOLOGICAL SURVEY	AQ	ALASKA REGION	GGWAWA0000
IN	10	NATIONAL PARK SERVICE	AK	NATL PK SVC, ALASKA FIE	9911
IN	10	NATIONAL PARK SERVICE	DS	NAT PK SVC,DENVR SVC CN	2001
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1212
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1461
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1571
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	8211
IN	10	NATIONAL PARK SERVICE	MW	NATL PK SVC, MIDWEST RE	6022
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3060
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3401
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	1765
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	4501
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8001
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8361
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5011
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5281
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5461
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2151
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2201
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2301
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2400
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2500
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2550
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2601
IN	15	FISH AND WILDLIFE SERVICE	01	FISH & W/L SVC REGION 1	FF01G00000
IN	15	FISH AND WILDLIFE SERVICE	02	FISH & W/L SVC REGION 2	FF02G00000
IN	15	FISH AND WILDLIFE SERVICE	03	FISH & W/L SVC REGION 3	FF03G00000
IN	15	FISH AND WILDLIFE SERVICE	04	FISH & W/L SVC REGION 4	FF04G00000
IN	15	FISH AND WILDLIFE SERVICE	05	FISH & W/L SVC REGION 5	FF05G00000
IN	15	FISH AND WILDLIFE SERVICE	06	FISH & W/L SVC REGION 6	FF06G00000
IN	15	FISH AND WILDLIFE SERVICE	07	FISH & W/L SVC REGION 7	FF07G00000
IN	15	FISH AND WILDLIFE SERVICE	08	FISH & W/L SVC REGION 8	FF08G00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09A00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09B00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09E00000

OFFC OF REG DIR, MIDWEST REGION	CARL, LEON M.	REGIONAL EXECUTIVE EASTERN REGION	ES	0401
OFFC OF REG DIR, NORTHEAST REGION	TUPPER, MICHAEL H.	REGIONAL DIRECTOR NORTHEAST	ES	0340
OFFC OF REG DIR, SOUTHEAST REGION	WEYERS, HOLLY S.	REGIONAL DIRECTOR SOUTHEAST	ES	0401
OFFC OF REG DIR, SOUTHWEST REGION	ETHRIDGE, MAX M.	REGIONAL DIRECTOR SOUTHWEST REGION	ES	1301
OFFC OF REG DIR, PACIFIC REGION	SOGGE, MARK K.	REGIONAL EXECUTIVE PACIFIC REGION	ES	0401
OFFC OF REG DIR, NORTHWEST REGION	FERRERO, RICHARD C.	REGIONAL DIRECTOR NORTHWEST REGION	ES	0401
OFFC OF REG DIR, ALASKA REGION	DEVARIS, AIMEE MARIE	REGIONAL DIRECTOR ALASKA	ES	1301
IMMEDIATE OFFICE, AK RD	FROST, HERBERT C.	REGIONAL DIRECTOR, ALASKA	ES	0340
DSC DIRECTOR	TODD, RAYMOND K.	DIRECTOR, DENVER SERVICE CENTER	ES	0340
REGIONAL DIRECTOR	MASICA, SUE E.	REGIONAL DIRECTOR, INTERMTN. REGION	ES	0340
OFFICE OF THE SUPERINTENDENT	VELA, RAYMOND DAVID	PARK MANAGER (SUPERINTENDENT)	ES	0025
OFFICE OF THE SUPERINTENDENT	WENK, DANIEL N.	PARK MANAGER (SUPERINTENDENT)	ES	0025
OFFICE OF THE SUPERINTENDENT	LEHNERTZ, CHRISTINE S.	PARK MANAGER	ES	0340
REGIONAL DIRECTOR'S OFFICE	SHOLLY, CAMERON H	REGIONAL DIRECTOR, MIDWEST REGION	ES	0340
IMMEDIATE OFFICE, NC RD	VOGEL, ROBERT A.	REGIONAL DIR, NATL CAPITOL REGION	ES	0340
OFFICE OF THE SUPERINTENDENT	VIETZKE, GAY E.	PARK MANAGER (SUPERINTENDENT)	ES	0340
NATIONAL PARKS OF NEW YORK HARBOR	LAIRD, JOSHUA RADBILL	EXECUTIVE DIRECTOR	ES	0301
OFC OF THE REGIONAL DIRECTOR, NER	CALDWELL, MICHAEL A.	REGIONAL DIRECTOR	ES	0340
IMMED OFFICE,PW, RD	JOSS, LAURA	REGIONAL DIRECTOR, PACIFIC WEST REG	ES	0340
OFFICE OF THE SUPERINTENDENT	RICHARDSON, LIZETTE	PARK MANAGER (SUPERINTENDENT)	ES	0340
REGIONAL DIRECTOR'S OFFICE	AUSTIN, STANLEY J.	REGIONAL DIRECTOR	ES	0340
OFFICE OF THE SUPERINTENDENT	RAMOS, PEDRO M	PARK MANAGER (SUPERINTENDENT)	ES	0025
OFFICE OF THE SUPERINTENDENT	CASH, CASSIUS M	PARK MANAGER (SUPERINTENDENT)	ES	0025
OFFICE OF THE COMPTROLLER	BOWRON, JESSICA L.	COMPTROLLER	ES	0501
OFFICE OF THE COMPTROLLER	MCDOWALL, LENA E	CHIEF FINANCIAL OFFICER	ES	0340
DEPUTY DIRECTOR FOR OPERATIONS	REYNOLDS, MICHAEL T.	DEPUTY DIRECTOR, OPERATIONS	ES	0340
AD, CULTURAL RESOURCES (IMMED OFFICE)	TOOTHMAN, STEPHANIE S.	ASSOC DIRECTOR, CULTURAL RESOURCES	ES	0340
IMM OFC, AD, NATURAL RES S & S	SAUVAJOT, RAYMOND MARC	AD,NATURAL RESOURCE STEWARD & SCIENCE	ES	0401
AD, VISITOR & RESOURCE PROTECTION	OBERNESSER, RICHARD	ASSOCIATE DIRECTOR	ES	0340
AD, PARK PLANNING,FACILITIES & LANDS	BENGE, SHAWN T.	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	ES	0340
INFORMATION RESOURCES MANAGEMENT(IRM)	COMPTON, JEFFREY S.	ASSOC CHIEF INFORMATION OFFICER	ES	2210
IMMED OFFICE,BUSINESS SERVICES	AUSTIN, TERESA MADEYA	ASSOCIATE DIRECTOR, BUSINESS SERVICES	ES	0340
OFFICE OF THE REGIONAL DIRECTOR	THORSON, ROBYN	REGIONAL DIRECTOR PORTLAND	ES	0480
REGION 2, ALBUQUERQUE, NM	TUGGLE, BENJAMIN N.	REGIONAL DIRECTOR, ALBUQUERQUE	ES	0480
REGIONAL DIRECTOR, REGION 3	MELIUS, THOMAS O	REGIONAL DIRECTOR TWIN CITIES	ES	0480
OFC REG DIRECTOR ATLANTA GA	DOHNER, CYNTHIA	REGIONAL DIRECTOR ATLANTA	ES	0480
OFC REC DIR HADLEY MA	WEBER, WENDI	FISH & WILDLIFE ADMINISTRATOR	ES	0480
OFC REG DIRECTOR DENVER CO	WALSH, NOREEN E.	REGIONAL DIRECTOR DENVER, CO.	ES	0480
OFC OF REGIONAL DIRECTOR AK	SIEKANIEC, GREGORY EUGENE	REGIONAL DIRECTOR ANCHORAGE	ES	0480
REGIONAL DIRECTOR REGION 8	SOUZA, PAUL	REGIONAL DIRECTOR, SACRAMENTO, CA	ES	0480
ASST DIR INTERNATIONAL AFFAIRS	ARROYO, BRYAN	ASST DIRECTOR INTERNATIONAL AFFAIRS	ES	0480
ASST DIR BUDGET, PLAN & HUMAN CAPITAL	SHEEHAN, DENISE E.	ASST DIR BUDGET, PLNG & HR	ES	0341
DIRECTOR U.S. FISH & WILDLIFE SERVICE	GUERTIN, STEPHEN D.	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ES	0480
DIRECTOR U.S. FISH & WILDLIFE SERVICE	KURTH, JAMES W.	DEPUTY DIRECTOR (OPERATIONS)	ES	0480
ASST DIRECTOR ECOLOGICAL SERVICES	FRAZER, GARY D.	ASST DIRECTOR ENDANGERED SPECIES	ES	0480

00	\$166,613	ANN ARBOR,MICHIGAN	50	CAREER (SES PERM)	03/13/11	09/28/08	P	0
00	\$159,551	RESTON,VIRGINIA	50	CAREER (SES PERM)	03/06/16	03/06/16	P	0
00	\$153,993	NORCROSS,GEORGIA	50	CAREER (SES PERM)	10/16/16	10/16/16	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/30/14	05/23/95	P	0
00	\$171,315	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	06/30/13	06/30/13	P	0
00	\$175,001	SEATTLE,WASHINGTON	50	CAREER (SES PERM)	05/31/15	05/31/15	P	0
00	\$167,638	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/29/15	11/29/15	P	0
00	\$185,100	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	04/20/14	06/22/08	P	0
00	\$166,928	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	03/06/16	03/06/16	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/14	07/19/98	P	0
00	\$164,210	MOOSE,WYOMING	50	CAREER (SES PERM)	03/09/14	05/11/08	P	0
00	\$187,000	YELLOWSTONE PARK,WYOMING	50	CAREER (SES PERM)	02/27/11	12/02/01	P	0
00	\$187,000	GRAND CANYON,ARIZONA	50	CAREER (SES PERM)	08/21/16	08/01/10	P	0
00	\$185,100	OMAHA,NEBRASKA	50	CAREER (SES PERM)	03/08/15	08/12/12	P	0
00	\$180,079	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	07/17/11	P	0
00	\$157,662	WASHINGTON,DC	50	CAREER (SES PERM)	09/20/15	09/20/15	P	0
00	\$161,628	NEW YORK, NEW YORK	50	CAREER (SES PERM)	06/16/13	06/16/13	P	0
00	\$171,912	PHILADELPHIA,PENNSYLVANI	50	CAREER (SES PERM)	02/09/14	02/09/14	P	0
00	\$174,682	OAKLAND,CALIFORNIA	50	CAREER (SES PERM)	03/06/16	03/06/16	P	0
00	\$163,140	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	10/04/15	10/04/15	P	0
00	\$185,100	ATLANTA,GEORGIA	50	CAREER (SES PERM)	07/14/13	07/14/13	P	0
00	\$153,488	MIAMI DADE,FLORIDA	50	CAREER (SES PERM)	01/25/15	01/25/15	P	0
00	\$163,176	GATLINBURG,TENNESSEE	50	CAREER (SES PERM)	02/08/15	02/08/15	P	0
00	\$162,777	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	01/08/17	P	0
00	\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15	02/12/12	P	0
00	\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	07/31/16	04/24/11	P	0
00	\$162,888	WASHINGTON,DC	50	CAREER (SES PERM)	07/04/10	07/04/10	P	0
00	\$148,411	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14	12/14/14	P	0
00	\$179,636	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15	10/04/15	P	0
00	\$160,553	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16	10/02/16	P	0
00	\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	09/18/16	09/18/16	P	0
00	\$145,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16	10/30/16	P	0
00	\$187,000	PORTLAND,OREGON	50	CAREER (SES PERM)	03/23/14	08/13/00	P	0
00	\$179,909	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/09/15	09/17/06	P	0
00	\$187,000	MINNEAPOLIS,MINNESOTA	50	CAREER (SES PERM)	09/23/12	12/08/98	P	0
00	\$187,000	ATLANTA,GEORGIA	50	CAREER (SES PERM)	10/21/12	11/08/09	P	0
00	\$187,000	HADLEY,MASSACHUSETTS	50	CAREER (SES PERM)	09/23/12	10/05/11	P	0
00	\$181,539	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/29/12	11/29/12	P	0
00	\$185,100	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	08/01/16	01/04/09	P	0
00	\$180,251	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	08/07/16	08/24/14	P	0
00	\$185,376	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	01/07/07	P	0
00	\$187,000	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	06/21/98	P	0
00	\$187,000	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	11/04/12	02/03/08	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15	10/20/11	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	06/15/99	P	0

IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09F00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09L00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09M00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09R00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09W00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X30000
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90120
IN	21	OFFICE OF THE SOLICITOR	02	DIV OF INDIAN AFFAIRS	90200
IN	21	OFFICE OF THE SOLICITOR	03	DIVISION OF GENERAL LAW	90300
IN	21	OFFICE OF THE SOLICITOR	05	DIV OF WATER RESOURCES	90500
IN	21	OFFICE OF THE SOLICITOR	06	DIV LAND RESOURCES	90600
IN	21	OFFICE OF THE SOLICITOR	07	DIV MINERAL RESOURCES	90700
IN	21	OFFICE OF THE SOLICITOR	08	DIV OF ADMINISTRATION	90800
IN	21	OFFICE OF THE SOLICITOR	11	INTERMOUNTAIN REGION	90911
IN	21	OFFICE OF THE SOLICITOR	12	ROCKY MOUNTAIN REGION	90921
IN	21	OFFICE OF THE SOLICITOR	13	NORTHEAST REGION	90930
IN	21	OFFICE OF THE SOLICITOR	14	PACIFIC NORTHWEST REG	90940
IN	21	OFFICE OF THE SOLICITOR	15	PACIFIC SOUTHWEST REG	90950
IN	21	OFFICE OF THE SOLICITOR	17	ALASKA REGION	90970
IN	21	OFFICE OF THE SOLICITOR	18	SOUTHEAST REGION	90980
IN	21	OFFICE OF THE SOLICITOR	19	SOUTHWEST REGION	90990
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	1000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	2000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	3000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	4000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	6000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	EEAA1000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	ASSOC DIR FOR ADMIN	EECC0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	OFFSHORE REG PROG	EEEE0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	BSEE GOM REG DIR	EENN0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1030
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	OFC OF STRATEGIC RES	MMCC0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	OFC OF ENVIRON PROG	MMGG0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	BOEM AOCS REG DIR	MMJJ0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	BOEM GOM REG DIR	MMLL0000

ASST DIR FISH & AQUATIC CONSERVA	HOSKINS, DAVID WILLIAM	AD FISHERIES & HABITAT CONSERVATION	ES	0480
CHIEF OFFICE OF LAW ENFORCEMENT	WOODY, WILLIAM C.	CHIEF, OFFICE OF LAW ENFORCEMENT	ES	1811
ASST DIR MIGRATORY BIRDS & STATE PROG	FORD, JEROME E.	FISH & WILDLIFE ADMINISTRATOR	ES	0480
AD NATIONAL WILDLIFE REFUGE SYSTEM	MARTINEZ, CYNTHIA T	AD NATIONAL WLDLFE REFUGE MANAGER	ES	0480
ASST DIR FED ASST PRM FOR ST WL & SPT	RAUCH, PAUL A.	AD WLDLFE & SPORT FISH RESTOR PROGRAM	ES	0340
ASST DIR EXTERNAL AFFAIRS	HILDEBRANDT, BETSY J.	ASSISTANT DIRECTOR EXTERNAL AFFAIRS	ES	0340
NCTC OFFICE OF THE DIRECTOR	SLACK, JAMES J.	DIRECTOR, NCTC	ES	0340
IMMEDIATE OFC OF THE SOLICITOR	BERRIGAN, MICHAEL J.	COUSELOR TO THE SOLICITOR	ES	0905
IMMEDIATE OFC OF THE SOLICITOR	HAUGRUD, KEVIN JACK	DEPUTY SOLICITOR	ES	0905
IMMEDIATE OFC OF THE SOLICITOR	KEABLE, EDWARD T.	DEPUTY SOLICITOR	ES	0905
OFFICE OF ETHICS	LOFTIN, MELINDA J.	DESIG. AGENCY ETHICS OFFICIAL	ES	0905
OFC OF THE ASSOCIATE SOLICITOR IA	SHEPARD, ERIC N.	ASSOCIATE SOLICITOR INDIAN AFFAIRS	ES	0905
OFC OF THE ASSOCIATE SOLICITOR GL	HARRIS, KAPRICE LYNCH	ASSOC SOL FOR GEN LAW	ES	0905
OFC OF THE ASSOCIATE SOLICITOR WR	SAXE, KEITH E	ASSOCIATE SOLICITOR WATER RESOURCES	ES	0905
OFC OF THE ASSOCIATE SOLICITOR DLR	BROWN, LAURA B.	ASSOCIATE SOLICITOR	ES	0905
OFC OF ASSOCIATE SOLICITOR MR	HAWBECKER, KAREN S.	ASSOCIATE SOLICITOR	ES	0905
OFC OF ASSOCIATE SOLICITOR ADMIN	SMITH, MARC ALAN	ASSOCIATE SOLICITOR FOR	ES	0905
SALT LAKE CITY REGIONAL OFFICE	STEIGER, JOHN W.	REGIONAL SOLICITOR INTERMOUNTAIN	ES	0905
DENVER REGIONAL OFFICE	MCKEOWN, MATTHEW J.	REGIONAL SOLICITOR	ES	0905
BOSTON REGIONAL OFFICE	ROMANIK, PEG A.	REGIONAL SOLICITOR NORTHEAST	ES	0905
PORTLAND REGIONAL OFFICE	PETERSON, PENNY LYNN	REGIONAL SOLICITOR	ES	0905
SACRAMENTO REGIONAL OFFICE	JOSEPHSON, CLEMENTINE	REGIONAL SOLICITOR	ES	0905
ANCHORAGE REGIONAL OFFICE	DARNELL, JOSEPH D.	REGIONAL SOLICITOR	ES	0905
ATLANTA REGIONAL OFFICE	CLARK, HORACE G.	REGIONAL SOLICITOR	ES	0905
ALBUQUERQUE REGIONAL OFFICE	WENGER, LANCE C.	REGIONAL SOLICITOR SOUTHWEST	ES	0905
OFFC OF THE DIRECTOR/DEPTY DIR	OWENS, GLENDA HUDSON	DEPUTY DIRECTOR OSM	ES	0340
FINANCE & ADMIN DIRECTORATE	WORONKA, THEODORE	ASST DIR FOR FINANCE & ADMIN.	ES	0340
PROGRAM SUPPORT DIRECTORATE	RIDEOUT, STERLING J. JR	ASST DIRECTOR PROGRAM SUPPORT	ES	0340
APPALACHIAN REGIONAL OFFICE	SHOPE, THOMAS D.	REGIONAL DIRECTOR	ES	0340
WESTERN REGIONAL OFFICE	BERRY, DAVID A	REGIONAL DIRECTOR	ES	0340
BSEE DEPUTY DIRECTOR/CFO	SCHNEIDER, MARGARET N.	DEPUTY DIRECTOR	ES	0340
ASSOC DIRECTOR FOR ADMINISTRATION	MABRY, SCOTT L.	ASSOC DIR FOR ADMINISTRATION	ES	0340
OFFC OF OFFSHORE REGULATORY PROGRAMS	MORRIS, DOUGLAS W.	REGULATORY PROGRAMS CHIEF	ES	0340
BSEE GULF OF MEXICO OCS REGIONAL DIR	HERBST, LARS T.	GULF OF MEXICO REGIONAL DIRECTOR	ES	0340
BOEM DEPUTY DIRECTOR/CFO	CRUICKSHANK, WALTER D.	DEPUTY DIRECTOR	ES	0340
BOEM OFFC OF BUDGET & PROGRAM COOR	ANDERSON, JAMES G.	PROGRAM MANAGER, OFFICE OF BUDGET AND	ES	0340
OFC OF STRATEGIC RESOURCES PROGRAMS	ORR, L. RENEE	STRATEGIC RESOURCES CHIEF	ES	0340
OFFICE OF ENVIRONMENTAL PROGRAMS	BROWN, WILLIAM Y	CHIEF ENVIRONMENTAL OFFICER	ES	0340
BOEM ALASKA OCS REGIONAL DIRECTOR	KENDALL, JAMES J. JR.	ALASKA REGIONAL DIRECTOR	ES	0340
BOEM GULF OF MEXICO OCS REGIONAL DIR	CELATA, MICHAEL A.	GULF OF MEXICO REGIONAL DIRECTOR	ES	0340

00	\$185,888	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13	06/16/13	P	0
00	\$187,000	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	09/08/03	P	0
00	\$155,736	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13	06/29/11	P	0
00	\$183,499	WASHINGTON,DC	50	CAREER (SES PERM)	05/11/15	05/11/15	P	0
00	\$185,100	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16	04/26/13	P	0
00	\$177,137	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13	11/17/13	P	0
00	\$169,502	SHEPHERDSTOWN,WEST VIRGI	50	CAREER (SES PERM)	11/17/13	09/21/08	P	0
00	\$179,559	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17	06/06/10	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/07/10	11/07/10	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12	11/16/03	P	0
00	\$181,226	WASHINGTON,DC	50	CAREER (SES PERM)	10/01/06	10/01/06	P	0
00	\$169,999	WASHINGTON,DC	50	CAREER (SES PERM)	08/30/15	08/30/15	P	0
00	\$174,155	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17	12/28/14	P	0
00	\$171,681	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16	03/06/16	P	0
00	\$177,484	WASHINGTON,DC	50	CAREER (SES PERM)	01/04/09	10/28/07	P	0
00	\$172,241	WASHINGTON,DC	50	CAREER (SES PERM)	01/16/11	01/16/11	P	0
00	\$171,681	WASHINGTON,DC	50	CAREER (SES PERM)	01/24/16	01/24/16	P	0
00	\$160,797	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	02/21/16	02/21/16	P	0
00	\$187,000	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/09	07/22/07	P	0
00	\$168,395	WASHINGTON,DC	50	CAREER (SES PERM)	12/13/15	12/13/15	P	0
00	\$187,000	PORTLAND,OREGON	50	CAREER (SES PERM)	07/06/97	10/30/94	P	0
00	\$170,972	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	12/28/14	12/28/14	P	0
00	\$166,914	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	02/10/13	02/10/13	P	0
00	\$175,073	ATLANTA,GEORGIA	50	CAREER (SES PERM)		03/28/02	P	0
00	\$150,115	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	02/24/16	02/24/16	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/14/01	01/14/01	P	0
00	\$170,335	WASHINGTON,DC	50	CAREER (SES PERM)	04/04/04	11/05/89	P	0
00	\$159,551	WASHINGTON,DC	50	CAREER (SES PERM)	10/03/04	10/03/04	P	0
00	\$171,494	GREEN TREE,PENNSYLVANIA	50	CAREER (SES PERM)	10/14/07	12/10/06	P	0
00	\$161,344	DENVER,COLORADO	50	CAREER (SES PERM)	03/08/15	03/08/15	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	01/01/12	01/01/12	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	11/04/12	07/17/11	P	0
00	\$183,664	WASHINGTON,DC	50	CAREER (SES PERM)	11/06/11	11/06/11	P	0
00	\$187,000	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	10/09/11	09/30/07	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11	10/28/97	P	0
00	\$169,918	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17	02/10/17	P	0
00	\$187,000	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11	09/25/11	P	0
00	\$184,454	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13	11/17/13	P	0
00	\$184,609	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	10/09/11	09/11/11	P	0
00	\$162,725	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	11/15/15	11/15/15	P	0

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-03-14T14:56:57-04:00
Importance: Normal
Subject: Re: Can you get me current list of SES on probationary period
Received: 2017-03-14T14:57:04-04:00
[SES Probationary Period 031417.xlsx](#)

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
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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

Org Desc	Name Compressed	Pay Plan	Occ Ser	Grade Or Level	Adjusted Basic Pay
OFFICE OF THE DEPUTY SECRETARY	BELIN, ALLETTA D.	ES	0301	00	160,300.00
EXEC SEC & OFFC OF REG AFFAIRS	LILLIE, JULIETTE ANNE FAL	ES	0301	00	160,000.00
OFFC OF LEGISLATIVE COUNSEL	SALOTTI, CHRISTOPHER P.	ES	0905	00	185,936.00
OFFICE OF THE DIR (OF INSULAR AFFAIRS	PULA, NIKOLAO IULI	ES	0301	00	178,459.00
ASST SECY LAND & MINERALS	CARDINALE, RICHARD T.	ES	0301	00	187,000.00
ASST SECY FISH & WILDLIFE & PARKS	ESTENOZ, SHANNON A.	ES	0340	00	157,858.00
OFFICE OF SELF GOVERNANCE	FREEMAN, SHAREE M.	ES	0340	00	179,412.00
OFFICE OF INDIAN GAMING	HART, PAULA L.	ES	0301	00	178,764.00
OFFICE OF CHIEF FINANCIAL OFFICER	SCHOCK, JAMES H.	ES	0501	00	165,419.00
OFFICE OF BUDGET MANAGEMENT	BEARPAW, GEORGE WATIE	ES	0560	00	168,489.00
OFF OF HUMAN CAPITAL MANAGEMENT	BURCKMAN, JAMES N.	ES	0301	00	187,000.00
OFF OF FAC, ENVRMTL & CULT RES	LAROCHE, DARRELL WILLIAM	ES	0340	00	175,336.00
ASST SECY POLICY, MGMT & BUDGET/CFO	PLETCHER, MARY F.	ES	0340	00	187,000.00
OFFC OF ENVRNMTL POLICY & CMPLNC	BLANCHARD, MARY JOSIE	ES	0340	00	187,000.00
OFFC OF ENVRNMTL POLICY & CMPLNC	NOBLE, MICHAELA E	ES	0340	00	162,925.00
OFFICE OF POLICY ANALYSIS	BUCKNER, SHAWN M	ES	0340	00	167,395.00
OFFICE OF POLICY ANALYSIS	CLEMENT, JOEL P.	ES	0340	00	180,078.00
PROGRAM COORDINATION STAFF	GOKLANY, INDUR M.	ES	0301	00	183,294.00
OFFC OF NATURAL RESOURCE RESTORATION	GLOMB, STEPHEN J.	ES	0340	00	183,959.00
DEP ASST SECY BUDGT, FIN, PERF & ACQN	FERRITER, OLIVIA B.	ES	0501	00	187,000.00
DIR OFFICE, OFFICE OF BUDGET	FLANAGAN, DENISE A.	ES	0560	00	187,000.00
DIR OFFICE, OFFICE OF BUDGET	MOSS, ADRIANNE L.	ES	0560	00	187,000.00
DIVISION OF BUDGET ADMIN & DEPT MGMT	WAYSON, THOMAS C.	ES	0560	00	178,627.00
DIVISION OF BUDGET & PROGRAM REVIEW	FREIHAGE, JASON E.	ES	0560	00	157,593.00
DIR OFC, OFFICE OF FINANCIAL MGT	GLENN, DOUGLAS A	ES	0505	00	187,000.00
DIR OFC, OFFICE OF FINANCIAL MGT	HUNTER, TERESA R	ES	0505	00	168,171.00
BUSINESS INTEGRATION OFFICE	QUINLAN, MARTIN J.	ES	0340	00	187,000.00
OFFC OF ACQUISITION & PROP MGT	BAGLEY, TAMMY L.	ES	0340	00	171,614.00
OFFC OF ACQUISITION & PROP MGT	SONDERMAN, DEBRA E.	ES	1102	00	185,100.00
OFFC OF SMALL & DISADV BUS UTL	OLSEN, MEGAN C.	ES	0340	00	168,630.00
OFC OF PLANNING & PERFORMANCE MGMNT	BECK, RICHARD T.	ES	0340	00	187,000.00
OFFICE OF HUMAN RESOURCES	LIMON, RAYMOND A	ES	0201	00	187,000.00
OFFICE OF CIVIL RIGHTS	BURDEN, JOHN W.	ES	0340	00	177,290.00
OFF OF STRATEGIC EMP DEVELOPMENT	PIERRE LOUIS, ALESIA J.	ES	0340	00	180,200.00
DEP ASST SEC PUB SAF, RES PRO & EM SV	ANDREW, JONATHAN M.	ES	0301	00	187,000.00
DEP ASST SEC PUB SAF, RES PRO & EM SV	HUMBERT, HARRY L	ES	0340	00	187,000.00
OFFICE OF LAW ENFORCEMENT & SECURITY	LYNN, TIM K	ES	1811	00	169,918.00
OFFICE OF EMERGENCY MANAGEMENT	BRANUM, LISA A.	ES	0089	00	170,609.00
OFFICE OF WILDLAND FIRE	RICE, BRYAN C	ES	0340	00	169,316.00
OFFICE OF AVIATION SERVICES	BATHRICK, MARK L.	ES	0340	00	187,000.00
OFFICE OF THE CIO	BURNS, SYLVIA W.	ES	2210	00	187,000.00
OFFICE OF THE DEPUTY CIO	DOWNS, BRUCE M	ES	2210	00	180,757.00
BUSINESS OPERATIONS DIVISION	DAVIS, MARK H	ES	0340	00	187,000.00

Position Title Opm	Location	Type Of Appt	Type Of Appointment Desc	Date Probation Period Begins
SENIOR COUNSELOR TO THE DEPUTY	WASHINGTON,DC	55	NONCAREER (SES PERM)	
DIRECTOR, OFFICE OF THE EXECUTIVE	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16
LEGISLATIVE COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	
SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, EVERGLADES RESTORATION	MIAMI,FLORIDA	50	CAREER (SES PERM)	
DIRECTOR, OFC OF SELF GOV	WASHINGTON,DC	50	CAREER (SES PERM)	
DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10
CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	12/29/13
BUDGET OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	50	CAREER (SES PERM)	
DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	50	CAREER (SES PERM)	
DAS, HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF ENVIRONMENTAL	WASHINGTON,DC	50	CAREER (SES PERM)	07/24/16
DEPUTY DIRECTOR OFFICE OF	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16
DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	50	CAREER (SES PERM)	
SENIOR ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF RESTORATION AND	WASHINGTON,DC	50	CAREER (SES PERM)	
DEP ASST SECY BUDGT,FIN,PERF&AC	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	
CHIEF, BUDGET ADMINISTRATION AND	WASHINGTON,DC	50	CAREER (SES PERM)	
CHIEF, DIV OF BUDGET & PROG REVIEW	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY DIRECTOR, OFFICE OF FINANCIAL	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, BUSINESS INTEGRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DIR/ACQUISITION & PROP. MGMT.	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF SMALL &	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF PLANNING &	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY CHIEF HUMAN CAP. OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	
CHIEF DIVERSITY OFFICER/DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)	
CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	50	CAREER (SES PERM)	
INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/10/16
DIRECTOR, OFFICE OF EMERGENCY MGMT	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO	50	CAREER (SES PERM)	
CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60800000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60820000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60840000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60880000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	70000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	76000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78400000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78500000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78700000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	79000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60600000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	61000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	62000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	63000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	64000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866120
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866400
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866900
IN	05	BUREAU OF LAND MANAGEMENT	AK	ALASKA STATE OFFICE	LLAK910000
IN	05	BUREAU OF LAND MANAGEMENT	AZ	ARIZONA STATE OFFICE	LLAZ910000
IN	05	BUREAU OF LAND MANAGEMENT	CA	CALIFORNIA STATE OFFICE	LLCA910000
IN	05	BUREAU OF LAND MANAGEMENT	CO	COLORADO STATE OFFICE	LLCO000000
IN	05	BUREAU OF LAND MANAGEMENT	ES	EASTERN STATES OFFICE	LLES910000
IN	05	BUREAU OF LAND MANAGEMENT	FA	BLM OFFICE OF FIRE &	LLFA100000
IN	05	BUREAU OF LAND MANAGEMENT	ID	IDAHO STATE OFFICE	LLID910000
IN	05	BUREAU OF LAND MANAGEMENT	NM	NEW MEXICO STATE OFFICE	LLNM910000
IN	05	BUREAU OF LAND MANAGEMENT	NV	NEVADA STATE OFFICE	LLNV910000
IN	05	BUREAU OF LAND MANAGEMENT	OC	NOC	LLOC100000
IN	05	BUREAU OF LAND MANAGEMENT	OR	OREGON STATE OFFICE	LLOR910000
IN	05	BUREAU OF LAND MANAGEMENT	UT	UTAH STATE OFFICE	LLUT910000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO120000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO200000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO300000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO400000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO600000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO700000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO800000
IN	05	BUREAU OF LAND MANAGEMENT	WY	WYOMING STATE OFFICE	LLWY910000

DEP ASST SECY TECHN, INFO & BUS SERV	GONZALEZ, MARIA E	ES	0340	00	187,000.00
DIRECTOR'S OFFICE, OHA	SIMMONS, SHAYLA F.	ES	0905	00	187,000.00
OFFICE OF FACILITIES & ADMINISTRATIVE	NASSAR, JOSEPH W	ES	0340	00	171,650.00
OFFICE OF VALUATION SERVICES	ROSS, JOHN W	ES	0340	00	187,000.00
OFFICE OF THE SPECIAL TRUSTEE	DUMONTIER, DEBRA L.	ES	0340	00	178,734.00
DEP SPEC TRUSTEE PROGRAM MANAGEMENT	WHITE, JOHN ETHAN	ES	0340	00	180,062.00
DEP SPECIAL TRUSTEE FIELD OPERATIONS	JAMES, JAMES D. JR.	ES	0340	00	187,000.00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	BURCH, MELVIN E.	ES	0340	00	187,000.00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	CRAFF, ROBERT C.	ES	0340	00	167,199.00
NAVAJO/SOUTHWEST	WILLIAMS, MARGARET C.	ES	0340	00	187,000.00
GREAT PLAINS/ALASKA	LAKE, TIMOTHY CHARLES	ES	0340	00	144,767.00
ROCKY MOUNTAIN/MIDWEST/PACIFIC	REYNOLDS, THOMAS G.	ES	0340	00	175,641.00
DEPUTY SPECIAL TRUSTEE TRUST SERVICES	LORDS, DOUGLAS A.	ES	0340	00	187,000.00
DIRECTOR ONRR	GOULD, GREGORY J.	ES	0340	00	187,000.00
DIRECTORATE SUPPORT OFFICE	GIDNER, JEROLD L.	ES	0301	00	187,000.00
DEPUTY DIR ONRR	STEWART, JAMES D.	ES	0340	00	187,000.00
AUDIT AND COMPLIANCE MANAGEMENT	TYLER, PAUL GRAHAM	ES	0340	00	173,269.00
FINANCIAL & PRODUCTION MANAGEMENT	DAVIS, KIMBRA G	ES	0340	00	172,815.00
COORD., ENF., VALUATION & APPEALS	MEHLHOFF, JOHN J.	ES	0340	00	176,068.00
OFC OF THE DIRECTOR, INTERIOR BUSINES	SINGER, MICHELE F.	ES	0340	00	187,000.00
ENTERPRISE MANAGEMENT	BEALL, JAMES W	ES	0340	00	184,811.00
HUMAN RESOURCES DIRECTORATE	WILLIAMS, LC	ES	0340	00	187,000.00
FINANCIAL MANAGEMENT DIRECTORATE	EDSALL, DONNA LYNN	ES	0505	00	187,000.00
FINANCIAL MANAGEMENT DIRECTORATE	HOLMES, TROY EDWARD	ES	0340	00	169,918.00
ACQUISITION SERVICES DIRECTORATE	ONEILL, KEITH JAMES	ES	1102	00	177,161.00
OFFICE OF STATE DIRECTOR	CRIBLEY, BUD C	ES	0340	00	165,435.00
OFFICE OF THE STATE DIRECTOR	SUAZO, RAYMOND	ES	0340	00	155,278.00
OFFICE OF THE STATE DIRECTOR	PEREZ, JEROME E	ES	0340	00	187,000.00
COLORADO STATE OFFICE	WELCH, RUTH L.	ES	0340	00	165,993.00
OFFICE OF STATE DIRECTOR	MOURITSEN, KAREN E.	ES	0340	00	174,147.00
FIRE & AVIATION DIRECTORATE NIFC	DUNTON, RONALD L	ES	0340	00	175,673.00
OFFICE OF THE STATE DIRECTOR	MURPHY, TIMOTHY M.	ES	0340	00	156,812.00
OFFICE OF STATE DIRECTOR	LUEDERS, AMY L.	ES	0340	00	170,157.00
OFFICE OF STATE DIRECTOR	RUHS, JOHN F	ES	0340	00	167,174.00
OFFICE OF THE DIRECTOR	CANTOR, HOWARD M	ES	0340	00	156,105.00
OFFICE OF THE STATE DIRECTOR	CONNELL, JAMIE E.	ES	0340	00	180,994.00
OFFICE OF STATE DIRECTOR	ROBERSON, EDWIN L	ES	0340	00	173,219.00
OFFICE OF LAW ENFORCEMENT & SECURITY,	LAURO, SALVATORE R.	ES	1811	00	173,204.00
ASST DIR, RESOURCES AND PLANNING	BAIL, KRISTIN MARA	ES	0340	00	180,845.00
ASST DIR, ENERGY, MIN & REAL MGMT	NEDD, MICHAEL D.	ES	0340	00	187,000.00
NAT'L LANDSCAPE CONSER SYS & COMM PAR	MCLEAR, CHRISTOPHER J	ES	0340	00	157,971.00
ASST DIR COMMUNICATION	ALLEN, MATTHEW R	ES	0340	00	157,971.00
ASST DIR HUMAN CAPITAL MGMT	HUDSON, JODY LEE	ES	0340	00	187,000.00
AD, BUSINESS, FISCAL & INFO RES MGMT	VELASCO, JANINE M.	ES	0340	00	187,000.00
STATE DIRECTORS OFFICE	RUGWELL, MARY J.	ES	0340	00	152,291.00

DEPUTY ASSISTANT SECRETARY TECHNOLOGY	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF HEARINGS	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF FACILITIES	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	50	CAREER (SES PERM)	01/08/17
DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
DEP SPEC TRUSTEE FIELD OPS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	08/07/16
REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
SENIOR PROGRAM ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DEP DIR, OFC OF NATURAL RESOURCES REV	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
PRGM DIR FOR AUDIT & COMPLIANCE MGMT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	12/13/15
PRGM DIR FOR FIN & PRODUCTION MGMT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/17/16
PROGRAM DIRECTOR (CEVA)	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	02/09/14
DIRECTOR, INTERIOR BUSINESS CENTER	KINGS,NEW YORK	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR, FMD	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
PROGRAM MANAGER FOR DHS	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16
ASSOCIATE DIRECTOR FOR ACQ SERVICES	HERNDON,VIRGINIA	50	CAREER (SES PERM)	
STATE DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/07/10
STATE DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)	01/01/12
STATE DIRECTOR	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	09/23/12
STATE DIRECTOR	DENVER,COLORADO	50	CAREER (SES PERM)	04/22/12
STATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	05/29/16
ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	50	CAREER (SES PERM)	06/14/15
STATE DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)	
STATE DIRECTOR	SANTA FE,NEW MEXICO	50	CAREER (SES PERM)	
STATE DIRECTOR	RENO,NEVADA	50	CAREER (SES PERM)	09/07/14
DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
STATE DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)	11/07/10
STATE DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	
DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11
ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	50	CAREER (SES PERM)	09/06/15
AD, MINS, REAL, & RES PRO	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17
ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16
ASSISTANT DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSISTANT DIRECTOR, BUSINESS	WASHINGTON,DC	50	CAREER (SES PERM)	
STATE DIRECTOR	CHEYENNE,WYOMING	50	CAREER (SES PERM)	04/17/16

IN	06	BUREAU OF INDIAN AFFAIRS	AA	GREAT PLAINS REGION	A00101
IN	06	BUREAU OF INDIAN AFFAIRS	BB	SOUTHERN PLAINS REGION	B00101
IN	06	BUREAU OF INDIAN AFFAIRS	CC	ROCKY MOUNTAIN REGION	C00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00100
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00300
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00800
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00900
IN	06	BUREAU OF INDIAN AFFAIRS	GG	EASTERN OKLAHOMA REGION	G00101
IN	06	BUREAU OF INDIAN AFFAIRS	HH	WESTERN REGION	H00101
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	PACIFIC REGION	J00101
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00300
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00400
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K0L100
IN	06	BUREAU OF INDIAN AFFAIRS	MM	SOUTHWEST REGION	M00100
IN	06	BUREAU OF INDIAN AFFAIRS	NN	NAVAJO REGION	N00101
IN	06	BUREAU OF INDIAN AFFAIRS	PR	NORTHWEST REGION	P00101
IN	06	BUREAU OF INDIAN AFFAIRS	SS	EASTERN REGION	S00101
IN	07	BUREAU OF RECLAMATION	01	PACIFIC NORTHWEST REGIO	1010000
IN	07	BUREAU OF RECLAMATION	02	MID PACIFIC REGION	2010000
IN	07	BUREAU OF RECLAMATION	03	LOWER COLORADO REGION	3001000
IN	07	BUREAU OF RECLAMATION	04	UPPER COLORADO REGION	4010000
IN	07	BUREAU OF RECLAMATION	06	GREAT PLAINS REGION	6010000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8421000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8427000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8440000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8450000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8668000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9400000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9430000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9600000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA1000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA2000
IN	08	GEOLOGICAL SURVEY	AC	ADMINISTRATION	GGHAAE0000
IN	08	GEOLOGICAL SURVEY	AD	ECOSYSTEMS	GGHEBA0000
IN	08	GEOLOGICAL SURVEY	AE	WATER	GGHWCA0000
IN	08	GEOLOGICAL SURVEY	AF	NATURAL HAZARDS	GGHHGA0000
IN	08	GEOLOGICAL SURVEY	AG	ENERGY & MINERALS	GGHMGS0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCED0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCGR0000

REGIONAL DIRECTOR,GREAT PLAINS	LAPOINTE, TIMOTHY L.	ES	0340	00	149,246.00
REGIONAL DIRECTOR,SOUTHERN PLAINS	DEERINWATER, DANIEL J.	ES	0340	00	184,754.00
REGIONAL DIRECTOR,ROCKY MTN REGION	LA COUNTE, DARRYL D. II	ES	0340	00	181,702.00
DIRECTOR, BUREAU OF INDIAN EDUCATION	DEARMAN, TONY L.	ES	1710	00	180,097.00
DEPUTY DIRECTOR SCHOOL OPERATIONS	STEVENS, BARTHOLOMEW S.	ES	0340	00	161,900.00
DIVISION OF PERFORMANCE AND ACCOUNTAB	HAMLEY, JEFFREY L.	ES	1720	00	159,254.00
ADD NAVAJO	PFEIFFER, TAMARAH NMN	ES	1701	00	130,189.00
ADD TRIBALLY CONTROLLED SCHOOLS	DAVIS, ROSE MARIE	ES	1701	00	155,520.00
REGIONAL DIRECTOR,EASTERN OKLA REGION	STREATER, EDDIE R.	ES	0340	00	157,634.00
REGIONAL DIRECTOR,WESTERN REGION	BOWKER, BRYAN L.	ES	0340	00	157,242.00
REGIONAL DIRECTOR, PACIFIC REGION	DUTSCHKE, AMY L.	ES	0340	00	176,923.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	ES	0301	00	183,751.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	ES	0301	00	185,163.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	ES	0340	00	184,588.00
DEPUTY DIRECTOR, INDIAN SERVICES	ORTIZ, HANKIE P.	ES	0340	00	185,207.00
DEPUTY DIRECTOR, TRUST SERVICES	RIGGS, HELEN	ES	0340	00	177,795.00
OFFICE OF JUSTICE SERVICES	CRUZAN, DARREN A.	ES	0340	00	184,350.00
SOUTHWEST REGIONAL DIRECTOR'S OFFICE	WALKER, WILLIAM T.	ES	0340	00	150,303.00
REGIONAL DIRECTOR,NAVAJO REGION	PINTO, SHARON ANN	ES	0340	00	159,191.00
REGIONAL DIRECTOR,NORTHWEST REGION	SPEAKS, STANLEY M.	ES	0340	00	184,487.00
OFC OF REGIONAL DIRECTOR, EASTERN REG	MAYTUBBY, BRUCE W.	ES	0340	00	172,670.00
OFFICE OF REGIONAL DIRECTOR	LEE, LORRI J	ES	0340	00	184,130.00
OFFICE OF REGIONAL DIRECTOR	MURILLO, DAVID G.	ES	0340	00	187,000.00
OFFICE OF THE REGIONAL DIRECTOR	FULP, TERRANCE J	ES	0340	00	183,479.00
OFFICE OF REGIONAL DIRECTOR	RHEES, BRENT B.	ES	0340	00	166,322.00
REGIONAL DIRECTOR'S OFFICE	RYAN, MICHAEL J.	ES	0340	00	187,000.00
INFORMATION RESOURCES OFFICE	SMILEY, KARLA J.	ES	2210	00	181,604.00
MANAGEMENT SERVICES OFFICE	CORDOVA HARRISON, ELIZABE	ES	0340	00	187,000.00
SECURITY SAFETY & LAW ENFORCEMENT	MULLER, BRUCE C JR	ES	0340	00	187,000.00
POLICY AND ADMINISTRATION	GONZALES SCHREINER, ROSEA	ES	0340	00	187,000.00
TECHNICAL SERVICE CENTER	LUEBKE, THOMAS A	ES	0340	00	178,467.00
POLICY, ADMINISTRATION & BUDGET	PAYNE, GRAYFORD F.	ES	0340	00	187,000.00
PROGRAM & BUDGET OFFICE	WOLF, ROBERT W	ES	0340	00	187,000.00
OPERATIONS	PALUMBO, DAVID M.	ES	0340	00	181,107.00
OFFICE OF THE DIRECTOR	NOWAKOWSKI, JUDY JENNIFER	ES	0301	00	171,614.00
OFFICE OF THE DIRECTOR	WERKHEISER, WILLIAM H.	ES	1301	00	187,000.00
OFFC OF COMM & PUBLISHING	WAINMAN, BARBARA W.	ES	0340	00	187,000.00
OFFC OF BUDGET, PLAN & INTEGR	LODGE, CYNTHIA LOUISE	ES	0501	00	177,202.48
OFFC OF ADMINISTRATION	ARAGON, JOSE RAMON	ES	0340	00	162,710.00
OFFC OF ASSOC DIR FOR ECOSYSTEMS	KINSINGER, ANNE E.	ES	0401	00	187,000.00
OFFC OF ASSOC DIR FOR WATER	CLINE, DONALD WALTER	ES	1301	00	170,964.00
OFFC OF ASSOC DIR FOR NATURAL HAZ	APPLEGATE, JAMES D. R.	ES	1301	00	187,000.00
OFFC OF ASSOC DIR FOR ENG&MIN	HITZMAN, MURRAY WALTER	ES	1350	00	180,087.00
EROS CENTER OFFIC OF THE DIR	KELLY, FRANCIS P.	ES	1301	00	187,000.00
OFFC OF ASSOC DIR FOR CLIMATE	BURKETT, VIRGINIA	ES	0401	00	164,676.00

REGIONAL DIRECTOR GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	11/02/14
REGIONAL DIRECTOR	ANADARKO,OKLAHOMA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)	03/08/15
DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOC DEP DIR PERFORMANCE & ACCTBY	WASHINGTON,DC	50	CAREER (SES PERM)	04/26/09
ASSOC DEPUTY DIRECTOR NAVAJO	WINDOW ROCK,ARIZONA	50	CAREER (SES PERM)	
ADD TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	MUSKOGEE,OKLAHOMA	50	CAREER (SES PERM)	07/12/15
REGIONAL DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR PACIFIC	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	10/10/10
SENIOR ADVISOR TO THE DIRECTOR BIA	BILLINGS,MONTANA	50	CAREER (SES PERM)	
SPECIAL ASST TO THE DIRECTOR BIA	WASHINGTON,DC	50	CAREER (SES PERM)	
DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	06/13/10
DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY BUREAU DIRECTOR TRUST SVS.	WASHINGTON,DC	50	CAREER (SES PERM)	
SENIOR ADVISOR LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/20/09
REGIONAL DIRECTOR	GALLUP,NEW MEXICO	50	CAREER (SES PERM)	10/09/11
REGIONAL DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	NASHVILLE,TENNESSEE	50	CAREER (SES PERM)	09/06/15
REGIONAL DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)	
REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	11/21/10
REGIONAL DIRECTOR	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	09/23/12
REGIONAL DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)	
ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
DIR,MANAGEMENT SERVICES OFFICE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
DIR,SECURITY,SAFETY&LAW ENFORCEMENT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	06/01/14
DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	50	CAREER (SES PERM)	
DIR, PROGRAM & BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY COMMISSIONER OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15
SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	60	LIMITED TERM (SES NONPERM)	
DEPUTY DIRECTOR	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR FOR	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR FOR BUDGET,	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR FOR ADMINISTRATION	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	50	CAREER (SES PERM)	
ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	50	CAREER (SES PERM)	09/11/16
DIR (EROS) CENTER & POLICY ADVISOR	SIoux FALLS,SOUTH DAKOTA	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	50	CAREER (SES PERM)	

IN	08	GEOLOGICAL SURVEY	AI	CORE SCIENCE SYSTEMS	GGHIFS0000
IN	08	GEOLOGICAL SURVEY	AJ	MIDWEST REGION	GGEMNA0000
IN	08	GEOLOGICAL SURVEY	AK	NORTHEAST REGION	GGENLA0000
IN	08	GEOLOGICAL SURVEY	AL	SOUTHEAST REGION	GGESMA0000
IN	08	GEOLOGICAL SURVEY	AM	SOUTHWEST REGION	GGCMRA0000
IN	08	GEOLOGICAL SURVEY	AO	PACIFIC REGION	GGWSZA0000
IN	08	GEOLOGICAL SURVEY	AP	NORTHWEST REGION	GGWNYA0000
IN	08	GEOLOGICAL SURVEY	AQ	ALASKA REGION	GGWAWA0000
IN	10	NATIONAL PARK SERVICE	AK	NATL PK SVC, ALASKA FIE	9911
IN	10	NATIONAL PARK SERVICE	DS	NAT PK SVC,DENVR SVC CN	2001
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1212
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1461
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1571
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	8211
IN	10	NATIONAL PARK SERVICE	MW	NATL PK SVC, MIDWEST RE	6022
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3060
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3401
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	1765
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	4501
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8001
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8361
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5011
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5281
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5461
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2151
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2201
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2301
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2400
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2500
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2550
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2601
IN	15	FISH AND WILDLIFE SERVICE	01	FISH & W/L SVC REGION 1	FF01G00000
IN	15	FISH AND WILDLIFE SERVICE	02	FISH & W/L SVC REGION 2	FF02G00000
IN	15	FISH AND WILDLIFE SERVICE	03	FISH & W/L SVC REGION 3	FF03G00000
IN	15	FISH AND WILDLIFE SERVICE	04	FISH & W/L SVC REGION 4	FF04G00000
IN	15	FISH AND WILDLIFE SERVICE	05	FISH & W/L SVC REGION 5	FF05G00000
IN	15	FISH AND WILDLIFE SERVICE	06	FISH & W/L SVC REGION 6	FF06G00000
IN	15	FISH AND WILDLIFE SERVICE	07	FISH & W/L SVC REGION 7	FF07G00000
IN	15	FISH AND WILDLIFE SERVICE	08	FISH & W/L SVC REGION 8	FF08G00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09A00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09B00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000

OFFC OF ASSOC DIR FOR CORE SCI SYS	GALLAGHER, KEVIN T	ES	0340	00	187,000.00
OFFC OF REG DIR, MIDWEST REGION	CARL, LEON M.	ES	0401	00	166,613.00
OFFC OF REG DIR, NORTHEAST REGION	TUPPER, MICHAEL H.	ES	0340	00	159,551.00
OFFC OF REG DIR, SOUTHEAST REGION	WEYERS, HOLLY S.	ES	0401	00	153,993.00
OFFC OF REG DIR, SOUTHWEST REGION	ETHRIDGE, MAX M.	ES	1301	00	187,000.00
OFFC OF REG DIR, PACIFIC REGION	SOGGE, MARK K.	ES	0401	00	171,315.00
OFFC OF REG DIR, NORTHWEST REGION	FERRERO, RICHARD C.	ES	0401	00	175,001.00
OFFC OF REG DIR, ALASKA REGION	DEVARIS, AIMEE MARIE	ES	1301	00	167,638.00
IMMEDIATE OFFICE, AK RD	FROST, HERBERT C.	ES	0340	00	185,100.00
DSC DIRECTOR	TODD, RAYMOND K.	ES	0340	00	166,928.00
REGIONAL DIRECTOR	MASICA, SUE E.	ES	0340	00	187,000.00
OFFICE OF THE SUPERINTENDENT	VELA, RAYMOND DAVID	ES	0025	00	164,210.00
OFFICE OF THE SUPERINTENDENT	WENK, DANIEL N.	ES	0025	00	187,000.00
OFFICE OF THE SUPERINTENDENT	LEHNERTZ, CHRISTINE S.	ES	0340	00	187,000.00
REGIONAL DIRECTOR'S OFFICE	SHOLLY, CAMERON H	ES	0340	00	185,100.00
IMMEDIATE OFFICE, NC RD	VOGEL, ROBERT A.	ES	0340	00	180,079.00
OFFICE OF THE SUPERINTENDENT	VIETZKE, GAY E.	ES	0340	00	157,662.00
NATIONAL PARKS OF NEW YORK HARBOR	LAIRD, JOSHUA RADBILL	ES	0301	00	161,628.00
OFC OF THE REGIONAL DIRECTOR, NER	CALDWELL, MICHAEL A.	ES	0340	00	171,912.00
IMMED OFFICE,PW, RD	JOSS, LAURA	ES	0340	00	174,682.00
OFFICE OF THE SUPERINTENDENT	RICHARDSON, LIZETTE	ES	0340	00	163,140.00
REGIONAL DIRECTOR'S OFFICE	AUSTIN, STANLEY J.	ES	0340	00	185,100.00
OFFICE OF THE SUPERINTENDENT	RAMOS, PEDRO M	ES	0025	00	153,488.00
OFFICE OF THE SUPERINTENDENT	CASH, CASSIUS M	ES	0025	00	163,176.00
OFFICE OF THE COMPTROLLER	BOWRON, JESSICA L.	ES	0501	00	162,777.00
OFFICE OF THE COMPTROLLER	MCDOWALL, LENA E	ES	0340	00	185,100.00
DEPUTY DIRECTOR FOR OPERATIONS	REYNOLDS, MICHAEL T.	ES	0340	00	185,100.00
AD, CULTURAL RESOURCES (IMMED OFFICE)	TOOTHMAN, STEPHANIE S.	ES	0340	00	162,888.00
IMM OFC, AD, NATURAL RES S & S	SAUVAJOT, RAYMOND MARC	ES	0401	00	148,411.00
AD, VISITOR & RESOURCE PROTECTION	OBERNESSE, RICHARD	ES	0340	00	179,636.00
AD, PARK PLANNING,FACILITIES & LANDS	BENGE, SHAWN T.	ES	0340	00	160,553.00
INFORMATION RESOURCES MANAGEMENT(IRM)	COMPTON, JEFFREY S.	ES	2210	00	169,918.00
IMMED OFFICE,BUSINESS SERVICES	AUSTIN, TERESA MADEYA	ES	0340	00	145,000.00
OFFICE OF THE REGIONAL DIRECTOR	THORSON, ROBYN	ES	0480	00	187,000.00
REGION 2, ALBUQUERQUE, NM	TUGGLE, BENJAMIN N.	ES	0480	00	179,909.00
REGIONAL DIRECTOR, REGION 3	MELIUS, THOMAS O	ES	0480	00	187,000.00
OFC REG DIRECTOR ATLANTA GA	DOHNER, CYNTHIA	ES	0480	00	187,000.00
OFC REC DIR HADLEY MA	WEBER, WENDI	ES	0480	00	187,000.00
OFC REG DIRECTOR DENVER CO	WALSH, NOREEN E.	ES	0480	00	181,539.00
OFC OF REGIONAL DIRECTOR AK	SIEKANIEC, GREGORY EUGENE	ES	0480	00	185,100.00
REGIONAL DIRECTOR REGION 8	SOUZA, PAUL	ES	0480	00	180,251.00
ASST DIR INTERNATIONAL AFFAIRS	ARROYO, BRYAN	ES	0480	00	185,376.00
ASST DIR BUDGET, PLAN & HUMAN CAPITAL	SHEEHAN, DENISE E.	ES	0341	00	187,000.00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	GUERTIN, STEPHEN D.	ES	0480	00	187,000.00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	KURTH, JAMES W.	ES	0480	00	187,000.00

ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	50	CAREER (SES PERM)	
REGIONAL EXECUTIVE EASTERN REGION	ANN ARBOR,MICHIGAN	50	CAREER (SES PERM)	
REGIONAL DIRECTOR NORTHEAST	RESTON,VIRGINIA	50	CAREER (SES PERM)	03/06/16
REGIONAL DIRECTOR SOUTHEAST	NORCROSS,GEORGIA	50	CAREER (SES PERM)	10/16/16
REGIONAL DIRECTOR SOUTHWEST REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
REGIONAL EXECUTIVE PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	06/30/13
REGIONAL DIRECTOR NORTHWEST REGION	SEATTLE,WASHINGTON	50	CAREER (SES PERM)	
REGIONAL DIRECTOR ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	
DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	03/06/16
REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	50	CAREER (SES PERM)	
PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	50	CAREER (SES PERM)	
PARK MANAGER	GRAND CANYON,ARIZONA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	50	CAREER (SES PERM)	
REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	50	CAREER (SES PERM)	
PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	50	CAREER (SES PERM)	
EXECUTIVE DIRECTOR	NEW YORK, NEW YORK	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	50	CAREER (SES PERM)	
REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	50	CAREER (SES PERM)	03/06/16
PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)	
PARK MANAGER (SUPERINTENDENT)	MIAMI DADE,FLORIDA	50	CAREER (SES PERM)	
PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	50	CAREER (SES PERM)	
COMPROLLER	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17
CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	
AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOCIATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16
ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	09/18/16
ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16
REGIONAL DIRECTOR PORTLAND	PORTLAND,OREGON	50	CAREER (SES PERM)	
REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	
REGIONAL DIRECTOR TWIN CITIES	MINNEAPOLIS,MINNESOTA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR ATLANTA	ATLANTA,GEORGIA	50	CAREER (SES PERM)	11/08/09
FISH & WILDLIFE ADMINISTRATOR	HADLEY,MASSACHUSETTS	50	CAREER (SES PERM)	10/05/11
REGIONAL DIRECTOR DENVER, CO.	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/29/12
REGIONAL DIRECTOR ANCHORAGE	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	08/24/14
ASST DIRECTOR INTERNATIONAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	
ASST DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	
DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	
DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	50	CAREER (SES PERM)	10/20/11

IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09E00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09F00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09L00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09M00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09R00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09W00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X30000
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90120
IN	21	OFFICE OF THE SOLICITOR	02	DIV OF INDIAN AFFAIRS	90200
IN	21	OFFICE OF THE SOLICITOR	03	DIVISION OF GENERAL LAW	90300
IN	21	OFFICE OF THE SOLICITOR	05	DIV OF WATER RESOURCES	90500
IN	21	OFFICE OF THE SOLICITOR	06	DIV LAND RESOURCES	90600
IN	21	OFFICE OF THE SOLICITOR	07	DIV MINERAL RESOURCES	90700
IN	21	OFFICE OF THE SOLICITOR	08	DIV OF ADMINISTRATION	90800
IN	21	OFFICE OF THE SOLICITOR	11	INTERMOUNTAIN REGION	90911
IN	21	OFFICE OF THE SOLICITOR	12	ROCKY MOUNTAIN REGION	90921
IN	21	OFFICE OF THE SOLICITOR	13	NORTHEAST REGION	90930
IN	21	OFFICE OF THE SOLICITOR	14	PACIFIC NORTHWEST REG	90940
IN	21	OFFICE OF THE SOLICITOR	15	PACIFIC SOUTHWEST REG	90950
IN	21	OFFICE OF THE SOLICITOR	17	ALASKA REGION	90970
IN	21	OFFICE OF THE SOLICITOR	18	SOUTHEAST REGION	90980
IN	21	OFFICE OF THE SOLICITOR	19	SOUTHWEST REGION	90990
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	1000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	2000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	3000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	4000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	5000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	6000
IN	24	OFFICE OF THE INSPECTOR GENERAL	IE	ASST IG FOR AUDITS, I&E	13800
IN	24	OFFICE OF THE INSPECTOR GENERAL	IG	OIG IMMEDIATE OFFICE	13000
IN	24	OFFICE OF THE INSPECTOR GENERAL	IG	OIG IMMEDIATE OFFICE	13000
IN	24	OFFICE OF THE INSPECTOR GENERAL	IG	OIG IMMEDIATE OFFICE	13010
IN	24	OFFICE OF THE INSPECTOR GENERAL	IN	ASST IG, INVES	13200
IN	24	OFFICE OF THE INSPECTOR GENERAL	OM	ASST. IG FOR MANAGEMENT	13500
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	EEAA1000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	ASSOC DIR FOR ADMIN	EECC0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	OFFSHORE REG PROG	EEEE0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	BSEE GOM REG DIR	EENN0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1030
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	OFC OF STRATEGIC RES	MMCC0000

ASST DIRECTOR ECOLOGICAL SERVICES	FRAZER, GARY D.	ES	0480	00	187,000.00
ASST DIR FISH & AQUATIC CONSERVA	HOSKINS, DAVID WILLIAM	ES	0480	00	185,888.00
CHIEF OFFICE OF LAW ENFORCEMENT	WOODY, WILLIAM C.	ES	1811	00	187,000.00
ASST DIR MIGRATORY BIRDS & STATE PROG	FORD, JEROME E.	ES	0480	00	155,736.00
AD NATIONAL WILDLIFE REFUGE SYSTEM	MARTINEZ, CYNTHIA T	ES	0480	00	183,499.00
ASST DIR FED ASST PRM FOR ST WL & SPT	RAUCH, PAUL A.	ES	0340	00	185,100.00
ASST DIR EXTERNAL AFFAIRS	HILDEBRANDT, BETSY J.	ES	0340	00	177,137.00
NCTC OFFICE OF THE DIRECTOR	SLACK, JAMES J.	ES	0340	00	169,502.00
IMMEDIATE OFC OF THE SOLICITOR	BERRIGAN, MICHAEL J.	ES	0905	00	179,558.58
IMMEDIATE OFC OF THE SOLICITOR	HAUGRUD, KEVIN JACK	ES	0905	00	187,000.00
IMMEDIATE OFC OF THE SOLICITOR	KEABLE, EDWARD T.	ES	0905	00	187,000.00
OFFICE OF ETHICS	LOFTIN, MELINDA J.	ES	0905	00	181,226.00
OFC OF THE ASSOCIATE SOLICITOR IA	SHEPARD, ERIC N.	ES	0905	00	169,999.00
OFC OF THE ASSOCIATE SOLICITOR GL	TUCKER, KAPRICE LYNCH	ES	0905	00	174,155.00
OFC OF THE ASSOCIATE SOLICITOR WR	SAXE, KEITH E	ES	0905	00	171,681.00
OFC OF THE ASSOCIATE SOLICITOR DLR	BROWN, LAURA B.	ES	0905	00	177,484.00
OFC OF ASSOCIATE SOLICITOR MR	HAWBECKER, KAREN S.	ES	0905	00	172,241.00
OFC OF ASSOCIATE SOLICITOR ADMIN	SMITH, MARC ALAN	ES	0905	00	171,681.00
SALT LAKE CITY REGIONAL OFFICE	STEIGER, JOHN W.	ES	0905	00	160,797.00
DENVER REGIONAL OFFICE	MCKEOWN, MATTHEW J.	ES	0905	00	187,000.00
BOSTON REGIONAL OFFICE	ROMANIK, PEG A.	ES	0905	00	168,395.00
PORTLAND REGIONAL OFFICE	PETERSON, PENNY LYNN	ES	0905	00	187,000.00
SACRAMENTO REGIONAL OFFICE	JOSEPHSON, CLEMENTINE	ES	0905	00	170,972.00
ANCHORAGE REGIONAL OFFICE	DARNELL, JOSEPH D.	ES	0905	00	166,914.00
ATLANTA REGIONAL OFFICE	CLARK, HORACE G.	ES	0905	00	175,073.00
ALBUQUERQUE REGIONAL OFFICE	WENGER, LANCE C.	ES	0905	00	150,115.00
OFFC OF THE DIRECTOR/DEPTY DIR	OWENS, GLENDA HUDSON	ES	0340	00	187,000.00
FINANCE & ADMIN DIRECTORATE	WORONKA, THEODORE	ES	0340	00	170,335.00
PROGRAM SUPPORT DIRECTORATE	RIDEOUT, STERLING J. JR	ES	0340	00	159,551.00
APPALACHIAN REGIONAL OFFICE	SHOPE, THOMAS D.	ES	0340	00	171,494.00
MID CONTINENT REGIONAL OFFICE	CLAYBORNE, ALFRED L	ES	0340	00	162,924.00
WESTERN REGIONAL OFFICE	BERRY, DAVID A	ES	0340	00	161,344.00
ASST IG FOR AUDITS INSPEC & EVAL	ELMORE, KIMBERLY	ES	0511	00	187,000.00
OFFICE OF INSPECTOR GENERAL	HARDGROVE, STEPHEN A.	ES	0301	00	187,000.00
OFFICE OF INSPECTOR GENERAL	KENDALL, MARY L.	ES	0905	00	179,700.00
OFFICE OF GENERAL COUNSEL	DELAPLAIN, L. BRUCE	ES	0905	00	184,383.00
ASST INSPECTOR GENERAL FOR INVESTIGAT	ELLIOTT, MATTHEW T	ES	1811	00	177,160.00
ASST INSP GEN FOR MANAGEMENT	ANDERSON, RODERICK M.	ES	0301	00	187,000.00
BSEE DEPUTY DIRECTOR/CFO	SCHNEIDER, MARGARET N.	ES	0340	00	187,000.00
ASSOC DIRECTOR FOR ADMINISTRATION	MABRY, SCOTT L.	ES	0340	00	187,000.00
OFFC OF OFFSHORE REGULATORY PROGRAMS	MORRIS, DOUGLAS W.	ES	0340	00	183,664.00
BSEE GULF OF MEXICO OCS REGIONAL DIR	HERBST, LARS T.	ES	0340	00	187,000.00
BOEM DEPUTY DIRECTOR/CFO	CRUICKSHANK, WALTER D.	ES	0340	00	187,000.00
BOEM OFFC OF BUDGET & PROGRAM COOR	ANDERSON, JAMES G.	ES	0340	00	169,918.00
OFC OF STRATEGIC RESOURCES PROGRAMS	ORR, L. RENEE	ES	0340	00	187,000.00

ASST DIRECTOR ENDANGERED SPECIES	WASHINGTON,DC	50	CAREER (SES PERM)	
AD FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	50	CAREER (SES PERM)	06/16/13
CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	
FISH & WILDLIFE ADMINISTRATOR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	06/29/11
AD NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)	05/11/15
AD WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	50	CAREER (SES PERM)	04/26/13
ASSISTANT DIRECTOR EXTERNAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13
DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI	50	CAREER (SES PERM)	
COUSELOR TO THE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	
DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOCIATE SOLICITOR INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	08/30/15
ASSOC SOL FOR GEN LAW	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOCIATE SOLICITOR WATER RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16
ASSOCIATE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOCIATE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOCIATE SOLICITOR FOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/24/16
REGIONAL SOLICITOR INTERMOUNTAIN	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	02/21/16
REGIONAL SOLICITOR	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	
REGIONAL SOLICITOR NORTHEAST	WASHINGTON,DC	50	CAREER (SES PERM)	12/13/15
REGIONAL SOLICITOR	PORTLAND,OREGON	50	CAREER (SES PERM)	
REGIONAL SOLICITOR	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	
REGIONAL SOLICITOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	
REGIONAL SOLICITOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)	
REGIONAL SOLICITOR SOUTHWEST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	02/24/16
DEPUTY DIRECTOR OSM	WASHINGTON,DC	50	CAREER (SES PERM)	
ASST DIR FOR FINANCE & ADMIN.	WASHINGTON,DC	50	CAREER (SES PERM)	
ASST DIRECTOR PROGRAM SUPPORT	WASHINGTON,DC	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	GREEN TREE,PENNSYLVANIA	50	CAREER (SES PERM)	
REGIONAL DIRECTOR MCRO	ALTON,ILLINOIS	50	CAREER (SES PERM)	
REGIONAL DIRECTOR	DENVER,COLORADO	50	CAREER (SES PERM)	03/08/15
ASST IG FOR AUDITS INSPEC. & EVAL.	WASHINGTON,DC	50	CAREER (SES PERM)	
CHIEF OF STAFF	WASHINGTON,DC	50	CAREER (SES PERM)	
DEPUTY INSPECTOR GENERAL	WASHINGTON,DC	50	CAREER (SES PERM)	
GENERAL COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSISTANT IG FOR INVESTIGATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSISTANT INSPECTOR GENERAL	HERNDON,VIRGINIA	50	CAREER (SES PERM)	
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	
ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC	50	CAREER (SES PERM)	
REGULATORY PROGRAMS CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)	
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	
PROGRAM MANAGER, OFFICE OF BUDGET AND	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17
STRATEGIC RESOURCES CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)	

IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	OFC OF ENVIRON PROG	MMGG0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	BOEM AOCS REG DIR	MMJJ0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	BOEM GOM REG DIR	MMLL0000

OFFICE OF ENVIRONMENTAL PROGRAMS	BROWN, WILLIAM Y	ES	0340	00	184,454.00
BOEM ALASKA OCS REGIONAL DIRECTOR	KENDALL, JAMES J. JR.	ES	0340	00	184,609.00
BOEM GULF OF MEXICO OCS REGIONAL DIR	CELATA, MICHAEL A.	ES	0340	00	162,725.00

CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	
ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	

To: Mabry, Scott[scott.mabry@bsee.gov]
From: Mary Pletcher
Sent: 2017-03-20T14:13:35-04:00
Importance: Normal
Subject: Re: Internal moves
Received: 2017-03-20T14:14:28-04:00

Can you just take a quick look at the financials?

Sent from my iPhone

On Mar 20, 2017, at 1:09 PM, Mabry, Scott <scott.mabry@bsee.gov> wrote:

There might be an incentive, I am not sure, but not full relo

On Mon, Mar 20, 2017 at 1:01 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Scott,
On Angelico, are you paying for relocation?

Mary

On Mon, Mar 20, 2017 at 11:03 AM, Mabry, Scott <scott.mabry@bsee.gov> wrote:

Hi Mary,
Following are the internal reassignments that we spoke about Friday. Let us know if you see problems with any of them?

Reassignments

1. Stephen Dessauer, Supervisory Petroleum Engineer GS-0881-14, New Orleans District Office to Deputy Regional Supervisor for Field Operations GS-0881-14 (currently vacant). Desired effective date April 2, 2017.
2. Nicholas Fraiche, Petroleum Engineer GS-0881-13, Lake Charles District Office reassigned same series and grade to the Office of Investigation Investigations EENN5000 in New Orleans (vacant position) Desired effective date to be determined
3. Ryan D. Parson, Student Trainee (Eng-Tech-PET) GS -0899-4 in Lake Jackson District Office to be reassigned to Elmwood Building,

position and desired effective date to be determined.

4. Elieen Angelico, Supv Public Affairs Specialist (Deputy Director for all Public Affairs), GS-1035-15, in Jefferson, LA to be reassigned to the Supv Public Affairs Specialist (Director for Public Affairs), GS-1035-15 in Washington DC. The Deputy Director position would then be permanently abolished.

Temporary Promotions

The New Orleans District Office is seeking to temporarily promote three inspectors, in rotation for three pay period, to a supervisory inspector position in the Production Ops unit B Section vice David Emilien who recently retired.

The rotation for the Acting Supervisor of the NOD Prod Ops Inspection Unit II will be as follows for three pay periods and repeated for a second time if needed. Acting supervisor candidates were selected through a notice of interest.

- ○ Eric Neal:
 - Lee Carter:
 - Pierre Lanoix

--

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Jonathan Mack[jonathan_mack@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-04-20T15:45:15-04:00
Importance: Normal
Subject: Draft ERB memo
Received: 2017-04-20T15:45:22-04:00
[permanent erb - 042017.docx](#)

Michelle Oxyer

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

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.

To: james_cason@ios.doi.gov[james_cason@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-04-27T15:09:09-04:00
Importance: Normal
Subject: SES reassignment rules
Received: 2017-04-27T15:09:25-04:00
[ATT00001.htm](#)
[Moratorium - Key Considerations Summary v2.docx](#)

Jim,

Attached are the SES moratorium/reassignment rules. Notice periods (the 15 days for within a geographic area and 60 days out of a geographic area) can run concurrently with the moratorium but reassignments cannot be effective before the moratorium ends. This means you can start the 15 and 60 day clock sooner than the end of June.

I asked Gareth to find some time to walk through the SES roster.

Thanks,
Mary

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.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-04-28T12:55:02-04:00
Importance: Normal
Subject: SES Report
Received: 2017-04-28T12:56:12-04:00
[SES Roster 042817.xlsx](#)

Michelle Oxyer

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

To: Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-05-01T10:40:21-04:00
Importance: Normal
Subject: SES report
Received: 2017-05-01T10:40:29-04:00
[SES Roster 042817.xlsx](#)

I highlighted the ones where the date entered job seems off - mostly FWS.

Thanks,
Mary

--

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

Dept	Bur Or Ofc	Bur Or Ofc Desc	Sub Bur	Sub Bur Desc	Org
IN	21	OFFICE OF THE SOLICITOR	14	PACIFIC NORTHWEST REG	90940
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60240000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	1000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9430000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60110000
IN	06	BUREAU OF INDIAN AFFAIRS	PR	NORTHWEST REGION	P00101
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	2000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	3000
IN	06	BUREAU OF INDIAN AFFAIRS	BB	SOUTHERN PLAINS REGION	800101
IN	07	BUREAU OF RECLAMATION	06	GREAT PLAINS REGION	6010000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8427000
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90120
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50120000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	4000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO300000
IN	21	OFFICE OF THE SOLICITOR	06	DIV LAND RESOURCES	90600
IN	21	OFFICE OF THE SOLICITOR	12	ROCKY MOUNTAIN REGION	90921
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	10410000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50240000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60210000
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00300
IN	07	BUREAU OF RECLAMATION	08	DENVER	8450000
IN	06	BUREAU OF INDIAN AFFAIRS	MM	SOUTHWEST REGION	M00100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60270000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50170000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60210000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866400
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	15	ASST SECY INSULAR AREAS	15010000
IN	06	BUREAU OF INDIAN AFFAIRS	HH	WESTERN REGION	H00101
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2201
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60000000
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	PACIFIC REGION	J00101
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9400000
IN	05	BUREAU OF LAND MANAGEMENT	AK	ALASKA STATE OFFICE	LLAK910000
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60120000
IN	21	OFFICE OF THE SOLICITOR	07	DIV MINERAL RESOURCES	90700
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60880000
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1571
IN	08	GEOLOGICAL SURVEY	AJ	MIDWEST REGION	GGEMNA0000
IN	08	GEOLOGICAL SURVEY	AD	ECOSYSTEMS	GGHEBA0000

Org Desc	Name Compressed	Pay Plan	Occ Ser	Grade Or Level	Adjusted Basic Pay
PORTLAND REGIONAL OFFICE	PETERSON, PENNY LYNN	ES	0905	00	187,000.00
OFFC OF ACQUISITION & PROP MGT	SONDERMAN, DEBRA E.	ES	1102	00	185,100.00
OFFC OF THE DIRECTOR/DEPTY DIR	OWENS, GLENDA HUDSON	ES	0340	00	187,000.00
PROGRAM & BUDGET OFFICE	WOLF, ROBERT W	ES	0340	00	187,000.00
OFFC OF ENVRNMTL POLICY & CMLNLC	BLANCHARD, MARY JOSIE	ES	0340	00	187,000.00
REGIONAL DIRECTOR,NORTHWEST REGION	SPEAKS, STANLEY M.	ES	0340	00	184,487.00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	BURCH, MELVIN E.	ES	0340	00	187,000.00
FINANCE & ADMIN DIRECTORATE	WORONKA, THEODORE	ES	0340	00	170,335.00
PROGRAM SUPPORT DIRECTORATE	RIDEOUT, STERLING J. JR	ES	0340	00	159,551.00
REGIONAL DIRECTOR,SOUTHERN PLAINS	DEERINWATER, DANIEL J.	ES	0340	00	184,754.00
REGIONAL DIRECTOR'S OFFICE	RYAN, MICHAEL J.	ES	0340	00	187,000.00
MISSION SUPPORT ORGANIZATION	CORDOVA HARRISON, ELIZABE	ES	0340	00	187,000.00
OFFICE OF ETHICS	LOFTIN, MELINDA J.	ES	0905	00	181,226.00
OFFICE OF SELF GOVERNANCE	FREEMAN, SHAREE M.	ES	0340	00	179,412.00
APPALACHIAN REGIONAL OFFICE	SHOPE, THOMAS D.	ES	0340	00	171,494.00
ASST DIR, ENERGY, MIN & REAL MGMT	NEDD, MICHAEL D.	ES	0340	00	187,000.00
OFC OF THE ASSOCIATE SOLICITOR DLR	BROWN, LAURA B.	ES	0905	00	177,484.00
DENVER REGIONAL OFFICE	MCKEOWN, MATTHEW J.	ES	0905	00	187,000.00
OFFC OF LEGISLATIVE COUNSEL	SALOTTI, CHRISTOPHER P.	ES	0905	00	185,936.00
OFF OF HUMAN CAPITAL MANAGEMENT	BURCKMAN, JAMES N.	ES	0301	00	187,000.00
DIR OFFICE, OFFICE OF BUDGET	MOSS, ADRIANNE L.	ES	0560	00	187,000.00
DIVISION OF PERFORMANCE AND ACCOUNTAB	HAMLEY, JEFFREY L.	ES	1720	00	159,254.00
POLICY AND ADMINISTRATION	GONZALES SCHREINER, ROSEA	ES	0340	00	187,000.00
SOUTHWEST REGIONAL DIRECTOR'S OFFICE	WALKER, WILLIAM T.	ES	0340	00	150,303.00
OFC OF PLANNING & PERFORMANCE MGMNT	BECK, RICHARD T.	ES	0340	00	187,000.00
OFFICE OF INDIAN GAMING	HART, PAULA L.	ES	0301	00	178,764.00
DIR OFFICE, OFFICE OF BUDGET	FLANAGAN, DENISE A.	ES	0560	00	187,000.00
HUMAN RESOURCES DIRECTORATE	WILLIAMS, LC	ES	0340	00	187,000.00
OFFICE OF THE DIR (OF INSULAR AFFAIRS	PULA, NIKOLAO IULI	ES	0301	00	178,459.00
REGIONAL DIRECTOR, WESTERN REGION	BOWKER, BRYAN L.	ES	0340	00	157,242.00
AD, CULTURAL RESOURCES (IMMED OFFICE)	TOOTHMAN, STEPHANIE S.	ES	0340	00	162,888.00
DIRECTOR ONRR	GOULD, GREGORY J.	ES	0340	00	187,000.00
REGIONAL DIRECTOR, PACIFIC REGION	DUTSCHKE, AMY L.	ES	0340	00	176,923.00
POLICY, ADMINISTRATION & BUDGET	PAYNE, GRAYFORD F.	ES	0340	00	187,000.00
OFFICE OF STATE DIRECTOR	CRIBLEY, BUD C	ES	0340	00	165,435.00
IMMEDIATE OFC OF THE SOLICITOR	HAUGRUD, KEVIN JACK	ES	0905	00	187,000.00
OFFICE OF POLICY ANALYSIS	CLEMENT, JOEL P.	ES	0340	00	180,078.00
OFC OF ASSOCIATE SOLICITOR MR	HAWBECKER, KAREN S.	ES	0905	00	172,241.00
OFFICE OF VALUATION SERVICES	ROSS, JOHN W	ES	0340	00	187,000.00
OFFICE OF THE SUPERINTENDENT	WENK, DANIEL N.	ES	0025	00	187,000.00
OFFC OF REG DIR, MIDWEST REGION	CARL, LEON M.	ES	0401	00	166,613.00
OFFC OF ASSOC DIR FOR ECOSYSTEMS	KINSINGER, ANNE E.	ES	0401	00	187,000.00

Position Title Opm	Location	Type Of Appt	Type Of Appointment Desc	Date Entered Current Position
REGIONAL SOLICITOR	PORTLAND,OREGON	50	CAREER (SES PERM)	07/06/97
DIR/ACQUISITION & PROP. MGMT.	WASHINGTON,DC	50	CAREER (SES PERM)	10/11/98
DEPUTY DIRECTOR OSM	WASHINGTON,DC	50	CAREER (SES PERM)	01/14/01
DIR, PROGRAM & BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	01/27/02
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	10/06/02
REGIONAL DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)	02/22/04
REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/07/04
ASST DIR FOR FINANCE & ADMIN.	WASHINGTON,DC	50	CAREER (SES PERM)	04/04/04
ASST DIRECTOR PROGRAM SUPPORT	WASHINGTON,DC	50	CAREER (SES PERM)	10/03/04
REGIONAL DIRECTOR	ANADARKO,OKLAHOMA	50	CAREER (SES PERM)	06/26/05
REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)	06/26/05
DIR,MISSION SUPPORT ORGANIZATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/16/06
DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON,DC	50	CAREER (SES PERM)	10/01/06
DIRECTOR, OFC OF SELF GOV	WASHINGTON,DC	50	CAREER (SES PERM)	01/21/07
REGIONAL DIRECTOR	GREEN TREE,PENNSYLVANIA	50	CAREER (SES PERM)	10/14/07
AD, MINS, REAL, & RES PRO	WASHINGTON,DC	50	CAREER (SES PERM)	09/14/08
ASSOCIATE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/04/09
REGIONAL SOLICITOR	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/09
LEGISLATIVE COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)	01/18/09
DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09
DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	02/01/09
ASSOC DEP DIR PERFORMANCE & ACCTBY	WASHINGTON,DC	50	CAREER (SES PERM)	04/26/09
DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/27/09
REGIONAL DIRECTOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/20/09
DIRECTOR, OFFICE OF PLANNING &	WASHINGTON,DC	50	CAREER (SES PERM)	01/17/10
DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10
DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)	01/31/10
ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/31/10
DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	03/28/10
REGIONAL DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)	07/04/10
ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	07/04/10
DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/10/10
REGIONAL DIRECTOR PACIFIC	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	10/10/10
DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	50	CAREER (SES PERM)	10/10/10
STATE DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/07/10
DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	11/07/10
DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	50	CAREER (SES PERM)	01/02/11
ASSOCIATE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/16/11
DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC	50	CAREER (SES PERM)	02/27/11
PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	50	CAREER (SES PERM)	02/27/11
REGIONAL EXECUTIVE EASTERN REGION	ANN ARBOR,MICHIGAN	50	CAREER (SES PERM)	03/13/11
ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/19/11

Date Entered Ses Position	Date Early Out	Date Retirement Eligibility	Indian Preference Indicator
10/30/94	05/16/05	09/30/14	N
12/25/94	03/11/03	07/27/08	N
01/14/01	01/29/02	08/27/09	N
10/24/99	05/28/06	08/01/11	N
03/06/94	06/18/98	08/28/07	N
07/13/79	06/12/83	11/02/88	Y
03/07/04	10/29/17	07/24/11	N
11/05/89	11/08/01	04/06/03	N
10/03/04	10/03/24	10/03/24	N
06/26/05	04/24/96	12/27/02	Y
06/26/05	09/22/07	12/05/16	N
01/30/00	04/24/10	03/14/19	N
10/01/06	08/04/05	01/25/11	N
01/21/07	03/03/05	12/24/12	N
12/10/06	04/01/14	04/01/20	N
06/02/02	09/29/04	03/16/15	N
10/28/07	12/15/11	07/11/16	N
07/22/07	08/06/21	03/30/27	N
01/18/09	01/18/18	11/30/24	N
02/01/09	11/11/02	11/16/07	N
11/25/07	01/01/12	07/12/18	N
04/26/09	07/23/26	11/29/13	Y
11/02/03	06/23/10	09/25/18	N
12/20/09	06/08/05	06/08/11	Y
08/08/04	07/06/06	01/20/12	N
01/31/10	03/23/12	06/28/21	Y
01/31/10	06/24/16	12/17/24	N
08/20/06	06/26/12	08/19/13	N
02/04/07	12/31/06	12/31/12	N
07/04/10	02/14/13	05/08/20	Y
07/04/10	11/13/99	01/03/08	N
06/01/08	10/25/07	01/19/17	N
10/10/10	12/13/99	06/25/10	Y
04/03/05	05/27/07	11/10/16	N
11/07/10	09/07/00	09/10/08	N
11/07/10	05/01/08	09/02/17	N
01/02/11	01/02/31	10/17/27	N
01/16/11	02/09/14	02/09/20	N
02/27/11	02/27/31	07/16/19	N
12/02/01	10/08/00	04/23/07	N
09/28/08	03/02/23	11/15/14	N
07/15/01	09/21/12	12/13/20	N

IN	08	GEOLOGICAL SURVEY	AI	CORE SCIENCE SYSTEMS	GGHIFS0000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60220000
IN	08	GEOLOGICAL SURVEY	AF	NATURAL HAZARDS	GGHHGA0000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60160000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO120000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60500000
IN	06	BUREAU OF INDIAN AFFAIRS	NN	NAVAJO REGION	N00101
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	BSEE GOM REG DIR	EENN0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	BOEM AOCS REG DIR	MMJJ0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	OFC OF STRATEGIC RES	MMCC0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	OFFSHORE REG PROG	EEEE0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCED0000
IN	05	BUREAU OF LAND MANAGEMENT	AZ	ARIZONA STATE OFFICE	LLAZ910000
IN	07	BUREAU OF RECLAMATION	01	PACIFIC NORTHWEST REGIO	1010000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	EEAA1000
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00300
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60121000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866900
IN	07	BUREAU OF RECLAMATION	03	LOWER COLORADO REGION	3001000
IN	15	FISH AND WILDLIFE SERVICE	03	FISH & W/L SVC REGION 3	FF03G00000
IN	15	FISH AND WILDLIFE SERVICE	05	FISH & W/L SVC REGION 5	FF05G00000
IN	15	FISH AND WILDLIFE SERVICE	04	FISH & W/L SVC REGION 4	FF04G00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	ASSOC DIR FOR ADMIN	EECC0000
IN	15	FISH AND WILDLIFE SERVICE	06	FISH & W/L SVC REGION 6	FF06G00000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	79000000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA1000
IN	07	BUREAU OF RECLAMATION	02	MID PACIFIC REGION	2010000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	76000000
IN	21	OFFICE OF THE SOLICITOR	17	ALASKA REGION	90970
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60540000
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	1765
IN	08	GEOLOGICAL SURVEY	AO	PACIFIC REGION	GGWSZA0000
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5011
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60220000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78700000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78400000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09A00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09M00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09E00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09F00000

OFFC OF ASSOC DIR FOR CORE SCI SYS	GALLAGHER, KEVIN T	ES	0340	00	187,000.00
DIR OFC, OFFICE OF FINANCIAL MGT	GLENN, DOUGLAS A	ES	0505	00	187,000.00
OFFC OF ASSOC DIR FOR NATURAL HAZ	APPLEGATE, JAMES D. R.	ES	1301	00	187,000.00
OFFC OF NATURAL RESOURCE RESTORATION	GLOMB, STEPHEN J.	ES	0340	00	183,959.00
OFFICE OF LAW ENFORCEMENT & SECURITY,	LAURO, SALVATORE R.	ES	1811	00	173,204.00
DEP ASST SEC PUB SAF, RES PRO & EM SV	ANDREW, JONATHAN M.	ES	0301	00	187,000.00
REGIONAL DIRECTOR,NAVAJO REGION	PINTO, SHARON ANN	ES	0340	00	159,191.00
BSEE GULF OF MEXICO OCS REGIONAL DIR	HERBST, LARS T.	ES	0340	00	187,000.00
BOEM DEPUTY DIRECTOR/CFO	CRUICKSHANK, WALTER D.	ES	0340	00	187,000.00
BOEM ALASKA OCS REGIONAL DIRECTOR	KENDALL, JAMES J. JR.	ES	0340	00	184,609.00
OFC OF STRATEGIC RESOURCES PROGRAMS	ORR, L. RENEE	ES	0340	00	187,000.00
OFFC OF OFFSHORE REGULATORY PROGRAMS	MORRIS, DOUGLAS W.	ES	0340	00	183,664.00
EROS CENTER OFFIC OF THE DIR	KELLY, FRANCIS P.	ES	1301	00	187,000.00
OFFICE OF THE STATE DIRECTOR	SUAZO, RAYMOND	ES	0340	00	155,278.00
OFFICE OF REGIONAL DIRECTOR	GRAY, LORRI J	ES	0340	00	184,130.00
BSEE DEPUTY DIRECTOR/CFO	SCHNEIDER, MARGARET N.	ES	0340	00	187,000.00
DEPUTY DIRECTOR, INDIAN SERVICES	ORTIZ, HANKIE P.	ES	0340	00	185,207.00
IMMEDIATE OFC OF THE SOLICITOR	KEABLE, EDWARD T.	ES	0905	00	187,000.00
PROGRAM COORDINATION STAFF	GOKLANY, INDUR M.	ES	0301	00	183,294.00
ACQUISITION SERVICES DIRECTORATE	ONEILL, KEITH JAMES	ES	1102	00	177,161.00
OFFICE OF THE REGIONAL DIRECTOR	FULP, TERRANCE J	ES	0340	00	183,479.00
REGIONAL DIRECTOR, REGION 3	MELIUS, THOMAS O	ES	0480	00	187,000.00
OFC REC DIR HADLEY MA	WEBER, WENDI	ES	0480	00	187,000.00
OFC REG DIRECTOR ATLANTA GA	DOHNER, CYNTHIA	ES	0480	00	187,000.00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	GUERTIN, STEPHEN D.	ES	0480	00	187,000.00
ASSOC DIRECTOR FOR ADMINISTRATION	MABRY, SCOTT L.	ES	0340	00	187,000.00
OFC REG DIRECTOR DENVER CO	WALSH, NOREEN E.	ES	0480	00	181,539.00
DEP SPECIAL TRUSTEE FIELD OPERATIONS	JAMES, JAMES D. JR.	ES	0340	00	187,000.00
DEPUTY SPECIAL TRUSTEE TRUST SERVICES	LORDS, DOUGLAS A.	ES	0340	00	187,000.00
OFFC OF COMM & PUBLISHING	WAINMAN, BARBARA W.	ES	0340	00	187,000.00
OFFICE OF REGIONAL DIRECTOR	MURILLO, DAVID G.	ES	0340	00	187,000.00
DEP SPEC TRUSTEE PROGRAM MANAGEMENT	WHITE, JOHN ETHAN	ES	0340	00	180,062.00
ANCHORAGE REGIONAL OFFICE	DARNELL, JOSEPH D.	ES	0905	00	166,914.00
OFFICE OF AVIATION SERVICES	BATHRICK, MARK L.	ES	0340	00	187,000.00
NATIONAL PARKS OF NEW YORK HARBOR	LAIRD, JOSHUA RADBILL	ES	0301	00	161,628.00
OFFC OF REG DIR, PACIFIC REGION	SOGGE, MARK K.	ES	0401	00	171,315.00
REGIONAL DIRECTOR'S OFFICE	AUSTIN, STANLEY J.	ES	0340	00	185,100.00
DIR OFC, OFFICE OF FINANCIAL MGT	HUNTER, TERESA R	ES	0505	00	168,171.00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	CRAFF, ROBERT C.	ES	0340	00	167,199.00
ROCKY MOUNTAIN/MIDWEST/PACIFIC	REYNOLDS, THOMAS G.	ES	0340	00	175,641.00
NAVAJO/SOUTHWEST	WILLIAMS, MARGARET C.	ES	0340	00	187,000.00
ASST DIR INTERNATIONAL AFFAIRS	ARROYO, BRYAN	ES	0480	00	185,376.00
ASST DIR MIGRATORY BIRDS & STATE PROG	FORD, JEROME E.	ES	0480	00	155,736.00
ASST DIRECTOR ECOLOGICAL SERVICES	FRAZER, GARY D.	ES	0480	00	187,000.00
ASST DIR FISH & AQUATIC CONSERVA	HOSKINS, DAVID WILLIAM	ES	0480	00	185,888.00

ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/21/11
DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC	50	CAREER (SES PERM)	05/08/11
ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	50	CAREER (SES PERM)	05/22/11
DIRECTOR, OFFICE OF RESTORATION AND	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11
DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	06/19/11
INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC	50	CAREER (SES PERM)	07/17/11
REGIONAL DIRECTOR	GALLUP,NEW MEXICO	50	CAREER (SES PERM)	10/09/11
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	10/09/11
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11
ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	10/09/11
STRATEGIC RESOURCES CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)	10/09/11
REGULATORY PROGRAMS CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)	11/06/11
DIR (EROS) CENTER & POLICY ADVISOR	SIOUX FALLS,SOUTH DAKOTA	50	CAREER (SES PERM)	12/04/11
STATE DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)	01/01/12
REGIONAL DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)	01/01/12
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/01/12
DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12
DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)	03/25/12
SENIOR ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)	07/29/12
ASSOCIATE DIRECTOR FOR ACQ SERVICES	HERNDON,VIRGINIA	50	CAREER (SES PERM)	08/12/12
REGIONAL DIRECTOR	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	09/23/12
REGIONAL DIRECTOR TWIN CITIES	MINNEAPOLIS,MINNESOTA	50	CAREER (SES PERM)	09/23/12
FISH & WILDLIFE ADMINISTRATOR	HADLEY,MASSACHUSETTS	50	CAREER (SES PERM)	09/23/12
REGIONAL DIRECTOR ATLANTA	ATLANTA,GEORGIA	50	CAREER (SES PERM)	10/21/12
DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	11/04/12
ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC	50	CAREER (SES PERM)	11/04/12
REGIONAL DIRECTOR DENVER, CO.	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/29/12
DEP SPEC TRUSTEE FIELD OPS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12
DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/02/12
ASSOCIATE DIRECTOR FOR	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/03/12
REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	12/16/12
DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	01/13/13
REGIONAL SOLICITOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	02/10/13
DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO	50	CAREER (SES PERM)	02/24/13
EXECUTIVE DIRECTOR	NEW YORK, NEW YORK	50	CAREER (SES PERM)	06/16/13
REGIONAL EXECUTIVE PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	06/30/13
REGIONAL DIRECTOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)	07/14/13
DEPUTY DIRECTOR, OFFICE OF FINANCIAL	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13
REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13
REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13
REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	11/03/13
ASST DIRECTOR INTERNATIONAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13
FISH & WILDLIFE ADMINISTRATOR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13
ASST DIRECTOR ENDANGERED SPECIES	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13
AD FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	50	CAREER (SES PERM)	11/03/13

08/31/08	09/02/11	01/20/18	N
06/27/04	12/31/21	05/05/28	N
05/22/11	02/08/24	09/24/27	N
06/19/11	10/05/06	01/04/13	N
06/19/11	11/14/24	11/14/24	N
08/29/10	05/10/05	06/05/12	N
10/09/11	10/29/21	09/16/24	Y
09/30/07	12/29/08	08/14/14	N
10/28/97	09/05/09	09/05/15	N
09/11/11	02/01/09	05/09/16	N
09/25/11	03/17/10	05/11/19	N
11/06/11	11/17/03	12/06/11	N
03/11/02	03/11/22	03/06/18	N
01/01/12	01/19/13	10/09/22	N
09/02/07	11/01/07	06/12/21	N
01/01/12	04/28/04	06/06/11	N
09/30/07	08/17/17	01/01/27	Y
11/16/03	11/09/17	03/05/21	N
12/29/92	05/22/00	11/26/05	N
08/12/12	01/26/17	09/13/28	N
09/23/12	08/27/09	05/19/13	N
12/08/98	06/11/06	03/01/11	N
10/05/11	06/13/20	04/26/28	N
11/08/09	02/16/13	07/31/19	N
02/03/08	09/30/06	09/30/12	N
07/17/11	08/04/11	04/14/19	N
11/29/12	05/02/15	07/02/21	N
02/22/04	11/22/18	11/28/17	Y
11/10/96	07/29/10	01/17/19	Y
03/21/04	01/11/04	05/16/11	N
11/21/10	09/09/08	07/06/18	N
12/02/12	11/10/14	05/23/22	Y
02/10/13	04/17/07	12/12/12	N
11/01/05	12/09/21	05/07/20	N
06/16/13	06/16/33	05/22/28	N
06/30/13	02/03/08	09/04/15	N
07/14/13	05/11/04	09/30/14	N
11/03/13	01/19/30	02/01/37	N
05/28/06	04/04/24	04/20/24	N
05/24/04	05/24/24	05/24/24	N
11/03/02	01/13/15	08/06/22	Y
01/07/07	04/28/14	09/09/20	N
06/29/11	12/21/12	10/23/20	N
06/15/99	04/25/05	01/22/14	N
06/16/13	03/01/27	07/02/21	N

IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09B00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09L00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X30000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	OFC OF ENVIRON PROG	MMGG0000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60000000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO800000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50210000
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1212
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50213000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	64000000
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	4501
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1461
IN	15	FISH AND WILDLIFE SERVICE	01	FISH & W/L SVC REGION 1	FF01G00000
IN	10	NATIONAL PARK SERVICE	AK	NATL PK SVC, ALASKA FIE	9911
IN	05	BUREAU OF LAND MANAGEMENT	CO	COLORADO STATE OFFICE	LLCO000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50260000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8668000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60470000
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	OS,ASST SECY FISH,WILDL	40000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60700000
IN	05	BUREAU OF LAND MANAGEMENT	ID	IDAHO STATE OFFICE	LLID910000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8440000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60212000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	06	BUREAU OF INDIAN AFFAIRS	AA	GREAT PLAINS REGION	A00101
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60200000
IN	08	GEOLOGICAL SURVEY	AM	SOUTHWEST REGION	GGCMRA0000
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00400
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2301
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3060
IN	08	GEOLOGICAL SURVEY	AC	ADMINISTRATION	GGHAAE0000
IN	21	OFFICE OF THE SOLICITOR	15	PACIFIC SOUTHWEST REG	90950
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5281
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5461
IN	06	BUREAU OF INDIAN AFFAIRS	CC	ROCKY MOUNTAIN REGION	C00101
IN	10	NATIONAL PARK SERVICE	MW	NATL PK SVC, MIDWEST RE	6022
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	6000
IN	15	FISH AND WILDLIFE SERVICE	02	FISH & W/L SVC REGION 2	FF02G00000
IN	07	BUREAU OF RECLAMATION	04	UPPER COLORADO REGION	4010000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA2000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09R00000

ASST DIR BUDGET, PLAN & HUMAN CAPITAL	SHEEHAN, DENISE E.	ES	0341	00	187,000.00
CHIEF OFFICE OF LAW ENFORCEMENT	WOODY, WILLIAM C.	ES	1811	00	187,000.00
ASST DIR EXTERNAL AFFAIRS	HILDEBRANDT, BETSY J.	ES	0340	00	177,137.00
NCTC OFFICE OF THE DIRECTOR	SLACK, JAMES J.	ES	0340	00	169,502.00
OFFICE OF ENVIRONMENTAL PROGRAMS	BROWN, WILLIAM Y	ES	0340	00	184,454.00
ASST SECY POLICY, MGMT & BUDGET/CFO	PLETCHER, MARY F.	ES	0340	00	187,000.00
AD, BUSINESS, FISCAL & INFO RES MGMT	VELASCO, JANINE M.	ES	0340	00	187,000.00
OFFICE OF CHIEF FINANCIAL OFFICER	SCHOCK, JAMES H.	ES	0501	00	165,419.00
REGIONAL DIRECTOR	MASICA, SUE E.	ES	0340	00	187,000.00
OFFICE OF BUDGET MANAGEMENT	BEARPAW, GEORGE WATIE	ES	0560	00	168,489.00
COORD., ENF., VALUATION & APPEALS	MEHLHOFF, JOHN J.	ES	0340	00	176,068.00
OFC OF THE REGIONAL DIRECTOR, NER	CALDWELL, MICHAEL A.	ES	0340	00	171,912.00
OFFICE OF THE SUPERINTENDENT	VELA, RAYMOND DAVID	ES	0025	00	164,210.00
OFFICE OF THE REGIONAL DIRECTOR	THORSON, ROBYN	ES	0480	00	187,000.00
IMMEDIATE OFFICE, AK RD	FROST, HERBERT C.	ES	0340	00	185,100.00
COLORADO STATE OFFICE	WELCH, RUTH L.	ES	0340	00	165,993.00
OFF OF FAC, ENVRMTL & CULT RES	LAROCHE, DARRELL WILLIAM	ES	0340	00	175,336.00
TECHNICAL SERVICE CENTER	LUEBKE, THOMAS A	ES	0340	00	178,467.00
OFFICE OF CIVIL RIGHTS	BURDEN, JOHN W.	ES	0340	00	177,290.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	ES	0301	00	185,163.00
ASST SECY FISH & WILDLIFE & PARKS	ESTENOZ, SHANNON A.	ES	0340	00	157,858.00
OFFICE OF THE CIO	BURNS, SYLVIA W.	ES	2210	00	187,000.00
OFFICE OF THE STATE DIRECTOR	MURPHY, TIMOTHY M.	ES	0340	00	156,812.00
SECURITY SAFETY & LAW ENFORCEMENT	MULLER, BRUCE C JR	ES	0340	00	187,000.00
DIVISION OF BUDGET & PROGRAM REVIEW	FREIHAGE, JASON E.	ES	0560	00	157,593.00
FINANCIAL MANAGEMENT DIRECTORATE	EDSALL, DONNA LYNN	ES	0505	00	187,000.00
REGIONAL DIRECTOR, GREAT PLAINS	LAPOINTE, TIMOTHY L.	ES	0340	00	149,246.00
DEP ASST SECY BUDGT, FIN, PERF & ACQN	FERRITER, OLIVIA B.	ES	0501	00	187,000.00
OFFC OF REG DIR, SOUTHWEST REGION	ETHRIDGE, MAX M.	ES	1301	00	187,000.00
DEPUTY DIRECTOR, TRUST SERVICES	RIGGS, HELEN	ES	0340	00	177,795.00
IMM OFC, AD, NATURAL RES S & S	SAUVAJOT, RAYMOND MARC	ES	0401	00	148,411.00
IMMEDIATE OFFICE, NC RD	VOGEL, ROBERT A.	ES	0340	00	180,079.00
OFFC OF ADMINISTRATION	ARAGON, JOSE RAMON	ES	0340	00	162,710.00
SACRAMENTO REGIONAL OFFICE	JOSEPHSON, CLEMENTINE	ES	0905	00	170,972.00
OFFICE OF THE COMPTROLLER	MCDOWALL, LENA E	ES	0340	00	185,100.00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	KURTH, JAMES W.	ES	0480	00	187,000.00
OFFICE OF THE SUPERINTENDENT	RAMOS, PEDRO M	ES	0025	00	153,488.00
OFFICE OF THE SUPERINTENDENT	CASH, CASSIUS M	ES	0025	00	163,176.00
REGIONAL DIRECTOR, ROCKY MTN REGION	LA COUNTE, DARRYL D. II	ES	0340	00	181,702.00
REGIONAL DIRECTOR'S OFFICE	SHOLLY, CAMERON H	ES	0340	00	185,100.00
WESTERN REGIONAL OFFICE	BERRY, DAVID A	ES	0340	00	161,344.00
REGION 2, ALBUQUERQUE, NM	TUGGLE, BENJAMIN N.	ES	0480	00	179,909.00
OFFICE OF REGIONAL DIRECTOR	RHEES, BRENT B.	ES	0340	00	166,322.00
OFFC OF BUDGET, PLAN & INTEGR	LODGE, CYNTHIA LOUISE	ES	0501	00	177,202.48
AD NATIONAL WILDLIFE REFUGE SYSTEM	MARTINEZ, CYNTHIA T	ES	0480	00	183,499.00

ASST DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13
CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)	11/03/13
ASSISTANT DIRECTOR EXTERNAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13
DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI	50	CAREER (SES PERM)	11/17/13
CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	11/17/13
DAS, HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC	50	CAREER (SES PERM)	12/15/13
ASSISTANT DIRECTOR, BUSINESS	WASHINGTON,DC	50	CAREER (SES PERM)	12/15/13
CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	12/29/13
REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/12/14
BUDGET OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	02/09/14
PROGRAM DIRECTOR (CEVA)	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	02/09/14
REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	50	CAREER (SES PERM)	02/09/14
PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	50	CAREER (SES PERM)	03/09/14
REGIONAL DIRECTOR PORTLAND	PORTLAND,OREGON	50	CAREER (SES PERM)	03/23/14
REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	04/20/14
STATE DIRECTOR	DENVER,COLORADO	50	CAREER (SES PERM)	05/18/14
DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	50	CAREER (SES PERM)	06/01/14
DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	06/01/14
CHIEF DIVERSITY OFFICER/DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)	06/15/14
SPECIAL ASST TO THE DIRECTOR BIA	WASHINGTON,DC	50	CAREER (SES PERM)	07/13/14
DIRECTOR, EVERGLADES RESTORATION	MIAMI,FLORIDA	50	CAREER (SES PERM)	08/24/14
CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	08/24/14
STATE DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)	09/07/14
DIR,SECURITY,SAFETY&LAW ENFORCEMENT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/21/14
CHIEF, DIV OF BUDGET & PROG REVIEW	WASHINGTON,DC	50	CAREER (SES PERM)	10/05/14
ASSOCIATE DIRECTOR, FMD	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	10/19/14
REGIONAL DIRECTOR GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	11/02/14
DEP ASST SECY BUDGT,FIN,PERF&AC	WASHINGTON,DC	50	CAREER (SES PERM)	11/30/14
REGIONAL DIRECTOR SOUTHWEST REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	11/30/14
DEPUTY BUREAU DIRECTOR TRUST SVS.	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14
AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14
REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	50	CAREER (SES PERM)	12/14/14
ASSOCIATE DIRECTOR FOR ADMINISTRATION	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	12/28/14
REGIONAL SOLICITOR	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	12/28/14
CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15
DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	50	CAREER (SES PERM)	01/11/15
PARK MANAGER (SUPERINTENDENT)	MIAMI DADE,FLORIDA	50	CAREER (SES PERM)	01/25/15
PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	50	CAREER (SES PERM)	02/08/15
REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)	03/08/15
REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	50	CAREER (SES PERM)	03/08/15
REGIONAL DIRECTOR	DENVER,COLORADO	50	CAREER (SES PERM)	03/08/15
REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	03/09/15
REGIONAL DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	04/05/15
ASSOCIATE DIRECTOR FOR BUDGET,	RESTON,VIRGINIA	50	CAREER (SES PERM)	04/05/15
AD NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)	05/11/15

06/21/98	12/23/06	08/18/16	N
09/08/03	09/07/23	10/16/18	N
11/17/13	12/23/26	05/30/26	N
09/21/08	12/18/13	06/09/21	N
11/17/13	08/25/24	08/13/10	N
05/29/09	12/07/26	04/16/36	N
09/24/06	09/11/17	03/11/24	N
12/29/13	08/18/11	06/05/18	Y
07/19/98	08/07/10	11/05/16	N
02/09/14	05/30/16	04/22/11	Y
02/09/14	03/25/09	03/25/15	N
02/09/14	05/19/16	07/30/25	N
05/11/08	11/26/10	07/25/20	N
08/13/00	04/14/05	08/24/12	N
06/22/08	12/25/14	12/01/17	N
04/22/12	03/23/14	03/23/20	N
06/01/14	06/01/34	10/16/30	Y
06/01/14	09/25/99	01/15/09	N
08/01/10	11/04/21	11/04/21	N
07/03/01	05/16/08	09/15/17	Y
12/14/10	12/14/30	01/15/30	N
08/24/14	06/13/14	10/01/23	N
04/29/07	08/20/05	08/21/10	N
07/17/11	12/09/03	09/17/12	N
10/05/14	10/31/23	10/31/30	N
10/19/14	01/03/20	01/03/20	N
11/02/14	09/13/16	01/13/23	Y
08/06/06	03/17/06	11/18/10	N
05/23/95	09/11/10	09/11/10	N
12/14/14	01/25/13	12/21/19	Y
12/14/14	09/06/15	09/16/22	N
07/17/11	03/01/05	08/02/12	N
04/21/13	02/20/27	05/07/13	N
12/28/14	03/01/07	01/17/14	N
02/12/12	04/18/24	01/04/34	N
10/20/11	05/07/03	10/18/10	N
01/25/15	03/06/15	04/09/24	N
02/08/15	05/18/16	08/10/25	N
03/08/15	09/11/10	07/18/18	Y
08/12/12	10/03/19	08/03/26	N
03/08/15	03/08/35	10/29/21	N
09/17/06	11/13/03	03/01/09	N
04/05/15	03/05/05	04/04/10	N
04/01/07	06/10/11	08/08/18	N
05/11/15	11/16/18	03/04/26	N

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60490000
IN	08	GEOLOGICAL SURVEY	AP	NORTHWEST REGION	GGWNYA0000
IN	05	BUREAU OF LAND MANAGEMENT	FA	BLM OFFICE OF FIRE &	LLFA100000
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00800
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60250000
IN	06	BUREAU OF INDIAN AFFAIRS	GG	EASTERN OKLAHOMA REGION	G00101
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60211000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60521000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60460000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60820000
IN	21	OFFICE OF THE SOLICITOR	02	DIV OF INDIAN AFFAIRS	90200
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	61000000
IN	06	BUREAU OF INDIAN AFFAIRS	SS	EASTERN REGION	S00101
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCGR0000
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3401
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9600000
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2400
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8361
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	20	ASST SECY LAND & MIN	20000000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	BOEM GOM REG DIR	MMLL0000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60840000
IN	05	BUREAU OF LAND MANAGEMENT	NM	NEW MEXICO STATE OFFICE	LLNM910000
IN	05	BUREAU OF LAND MANAGEMENT	NV	NEVADA STATE OFFICE	LLNV910000
IN	08	GEOLOGICAL SURVEY	AQ	ALASKA REGION	GGWAWA0000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	62000000
IN	21	OFFICE OF THE SOLICITOR	13	NORTHEAST REGION	90930
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60500000
IN	05	BUREAU OF LAND MANAGEMENT	CA	CALIFORNIA STATE OFFICE	LLCA910000
IN	08	GEOLOGICAL SURVEY	AE	WATER	GGHWCA0000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8421000
IN	21	OFFICE OF THE SOLICITOR	08	DIV OF ADMINISTRATION	90800
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00900
IN	21	OFFICE OF THE SOLICITOR	11	INTERMOUNTAIN REGION	90911
IN	21	OFFICE OF THE SOLICITOR	19	SOUTHWEST REGION	90990
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60800000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60700100
IN	08	GEOLOGICAL SURVEY	AK	NORTHEAST REGION	GGENLA0000
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8001
IN	10	NATIONAL PARK SERVICE	DS	NAT PK SVC,DENVR SVC CN	2001
IN	21	OFFICE OF THE SOLICITOR	05	DIV OF WATER RESOURCES	90500
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	63000000
IN	05	BUREAU OF LAND MANAGEMENT	WY	WYOMING STATE OFFICE	LLWY910000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60230000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60530000

OFF OF STRATEGIC EMP DEVELOPMENT	PIERRE LOUIS, ALESIA J.	ES	0340	00	180,200.00
OFFC OF REG DIR, NORTHWEST REGION	FERRERO, RICHARD C.	ES	0401	00	175,001.00
FIRE & AVIATION DIRECTORATE NIFC	DUNTON, RONALD L	ES	0340	00	175,673.00
ADD NAVAJO	PFEIFFER, TAMARAH NMN	ES	1701	00	130,189.00
OFFC OF SMALL & DISADV BUS UTL	OLSEN, MEGAN C.	ES	0340	00	168,630.00
REGIONAL DIRECTOR,EASTERN OKLA REGION	STREATER, EDDIE R.	ES	0340	00	157,634.00
DIVISION OF BUDGET ADMIN & DEPT MGMT	WAYSON, THOMAS C.	ES	0560	00	178,627.00
OFFICE OF EMERGENCY MANAGEMENT	BRANUM, LISA A.	ES	0089	00	170,609.00
OFFICE OF HUMAN RESOURCES	LIMON, RAYMOND A	ES	0201	00	187,000.00
DIRECTOR'S OFFICE, OHA	SIMMONS, SHAYLA F.	ES	0905	00	187,000.00
OFC OF THE ASSOCIATE SOLICITOR IA	SHEPARD, ERIC N.	ES	0905	00	169,999.00
DEPUTY DIR ONRR	STEWART, JAMES D.	ES	0340	00	187,000.00
OFC OF REGIONAL DIRECTOR, EASTERN REG	MAYTUBBY, BRUCE W.	ES	0340	00	172,670.00
OFFC OF ASSOC DIR FOR CLIMATE	BURKETT, VIRGINIA	ES	0401	00	164,676.00
OFFICE OF THE SUPERINTENDENT	VIETZKE, GAY E.	ES	0340	00	157,662.00
OPERATIONS	PALUMBO, DAVID M.	ES	0340	00	181,107.00
AD, VISITOR & RESOURCE PROTECTION	OBERNESSER, RICHARD	ES	0340	00	179,636.00
OFFICE OF THE SUPERINTENDENT	RICHARDSON, LIZETTE	ES	0340	00	163,140.00
ASST SECY LAND & MINERALS	CARDINALE, RICHARD T.	ES	0301	00	187,000.00
BOEM GULF OF MEXICO OCS REGIONAL DIR	CELATA, MICHAEL A.	ES	0340	00	162,725.00
OFFICE OF FACILITIES & ADMINISTRATIVE	NASSAR, JOSEPH W	ES	0340	00	171,650.00
OFFICE OF STATE DIRECTOR	LUEDERS, AMY L.	ES	0340	00	170,157.00
OFFICE OF STATE DIRECTOR	RUHS, JOHN F	ES	0340	00	167,174.00
OFFC OF REG DIR, ALASKA REGION	DEVARIS, AIMEE MARIE	ES	1301	00	167,638.00
AUDIT AND COMPLIANCE MANAGEMENT	TYLER, PAUL GRAHAM	ES	0340	00	173,269.00
BOSTON REGIONAL OFFICE	ROMANIK, PEG A.	ES	0905	00	168,395.00
OFFICE OF THE DIRECTOR	WERKHEISER, WILLIAM H.	ES	1301	00	187,000.00
DEP ASST SEC PUB SAF, RES PRO & EM SV	HUMBERT, HARRY L	ES	0340	00	187,000.00
OFFICE OF THE STATE DIRECTOR	PEREZ, JEROME E	ES	0340	00	187,000.00
OFFC OF ASSOC DIR FOR WATER	CLINE, DONALD WALTER	ES	1301	00	170,964.00
INFORMATION RESOURCES OFFICE	SMILEY, KARLA J.	ES	2210	00	181,604.00
OFC OF ASSOCIATE SOLICITOR ADMIN	SMITH, MARC ALAN	ES	0905	00	171,681.00
ADD TRIBALLY CONTROLLED SCHOOLS	DAVIS, ROSE MARIE	ES	1701	00	155,520.00
SALT LAKE CITY REGIONAL OFFICE	STEIGER, JOHN W.	ES	0905	00	160,797.00
ALBUQUERQUE REGIONAL OFFICE	WENGER, LANCE C.	ES	0905	00	150,115.00
DEP ASST SECY TECHN, INFO & BUS SERV	GONZALEZ, MARIA E	ES	0340	00	187,000.00
OFFICE OF THE DEPUTY CIO	DOWNS, BRUCE M	ES	2210	00	180,757.00
OFFC OF REG DIR, NORTHEAST REGION	TUPPER, MICHAEL H.	ES	0340	00	159,551.00
IMMED OFFICE,PW, RD	JOSS, LAURA	ES	0340	00	174,682.00
DSC DIRECTOR	TODD, RAYMOND K.	ES	0340	00	166,928.00
OFC OF THE ASSOCIATE SOLICITOR WR	SAXE, KEITH E	ES	0905	00	171,681.00
FINANCIAL & PRODUCTION MANAGEMENT	DAVIS, KIMBRA G	ES	0340	00	172,815.00
STATE DIRECTORS OFFICE	RUGWELL, MARY J.	ES	0340	00	152,291.00
BUSINESS INTEGRATION OFFICE	QUINLAN, MARTIN J.	ES	0340	00	187,000.00
OFFICE OF WILDLAND FIRE	RICE, BRYAN C	ES	0340	00	169,316.00

CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	50	CAREER (SES PERM)	05/31/15
REGIONAL DIRECTOR NORTHWEST REGION	SEATTLE,WASHINGTON	50	CAREER (SES PERM)	05/31/15
ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	50	CAREER (SES PERM)	06/14/15
ASSOC DEPUTY DIRECTOR NAVAJO	WINDOW ROCK,ARIZONA	50	CAREER (SES PERM)	06/29/15
DIRECTOR, OFFICE OF SMALL &	WASHINGTON,DC	50	CAREER (SES PERM)	07/12/15
REGIONAL DIRECTOR	MUSKOGEE,OKLAHOMA	50	CAREER (SES PERM)	07/12/15
CHIEF, BUDGET ADMINISTRATION AND	WASHINGTON,DC	50	CAREER (SES PERM)	07/26/15
DIRECTOR, OFFICE OF EMERGENCY MGMT	WASHINGTON,DC	50	CAREER (SES PERM)	08/09/15
DEPUTY CHIEF HUMAN CAP. OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	08/09/15
DIRECTOR, OFFICE OF HEARINGS	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)	08/09/15
ASSOCIATE SOLICITOR INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	08/30/15
DEP DIR, OFC OF NATURAL RESOURCES REV	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	09/06/15
REGIONAL DIRECTOR	NASHVILLE,TENNESSEE	50	CAREER (SES PERM)	09/06/15
ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	50	CAREER (SES PERM)	09/17/15
PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	50	CAREER (SES PERM)	09/20/15
DEPUTY COMMISSIONER OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15
ASSOCIATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	10/04/15
PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	50	CAREER (SES PERM)	10/04/15
SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)	10/18/15
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)	11/15/15
DIRECTOR, OFFICE OF FACILITIES	WASHINGTON,DC	50	CAREER (SES PERM)	11/29/15
STATE DIRECTOR	SANTA FE,NEW MEXICO	50	CAREER (SES PERM)	11/29/15
STATE DIRECTOR	RENO,NEVADA	50	CAREER (SES PERM)	11/29/15
REGIONAL DIRECTOR ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	11/29/15
PRGM DIR FOR AUDIT & COMPLIANCE MGMT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	12/13/15
REGIONAL SOLICITOR NORTHEAST	WASHINGTON,DC	50	CAREER (SES PERM)	12/13/15
DEPUTY DIRECTOR	RESTON,VIRGINIA	50	CAREER (SES PERM)	12/27/15
DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	WASHINGTON,DC	50	CAREER (SES PERM)	01/10/16
STATE DIRECTOR	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	01/10/16
ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA	50	CAREER (SES PERM)	01/10/16
ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/13/16
ASSOCIATE SOLICITOR FOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/24/16
ADD TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	50	CAREER (SES PERM)	02/21/16
REGIONAL SOLICITOR INTERMOUNTAIN	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	02/21/16
REGIONAL SOLICITOR SOUTHWEST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)	02/24/16
DEPUTY ASSISTANT SECRETARY TECHNOLOGY	WASHINGTON,DC	50	CAREER (SES PERM)	02/28/16
DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16
REGIONAL DIRECTOR NORTHEAST	RESTON,VIRGINIA	50	CAREER (SES PERM)	03/06/16
REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	50	CAREER (SES PERM)	03/06/16
DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	03/06/16
ASSOCIATE SOLICITOR WATER RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)	03/06/16
PRGM DIR FOR FIN & PRODUCTION MGMT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	04/17/16
STATE DIRECTOR	CHEYENNE,WYOMING	50	CAREER (SES PERM)	04/17/16
DIRECTOR, BUSINESS INTEGRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	05/01/16
DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC	50	CAREER (SES PERM)	05/01/16

05/31/15	01/09/09	01/14/16	N
05/31/15	11/22/06	12/10/14	N
06/14/15	06/20/99	02/28/05	N
06/29/15	08/01/17	11/06/21	Y
07/12/15	08/24/26	09/07/33	N
07/12/15	02/28/16	11/16/22	Y
10/21/12	09/03/17	12/07/26	N
08/09/15	01/31/28	06/02/36	N
10/07/12	01/14/15	11/19/23	N
04/07/13	06/26/14	06/01/17	N
08/30/15	04/22/32	04/22/32	N
01/20/08	06/22/11	09/29/17	N
09/06/15	04/15/01	11/21/09	Y
09/17/15	10/21/10	10/21/10	N
09/20/15	07/12/17	02/12/25	N
10/04/15	11/14/25	02/18/29	N
10/04/15	05/08/03	10/25/10	N
10/04/15	08/17/12	03/23/20	N
10/18/15	06/16/17	01/01/21	N
11/15/15	09/21/08	05/23/18	N
11/29/15	12/01/23	06/15/19	N
07/31/11	08/29/05	09/14/17	N
09/07/14	08/28/08	05/15/16	N
11/29/15	05/31/19	09/01/29	N
12/13/15	07/02/07	10/03/12	N
12/13/15	10/05/05	08/24/11	N
01/18/09	08/08/06	02/02/16	N
08/25/13	09/26/18	09/26/18	N
09/23/12	06/14/11	02/05/19	N
01/10/16	01/20/18	12/23/20	N
01/27/13	12/01/07	03/03/13	N
01/24/16	04/25/12	06/07/21	N
02/21/16	03/20/20	12/20/15	Y
02/21/16	10/03/13	11/30/16	N
02/24/16	06/11/19	03/30/27	N
02/28/16	05/11/09	05/11/15	N
11/30/15	11/24/17	11/12/22	N
03/06/16	07/06/09	10/29/15	N
03/06/16	10/31/10	01/11/20	N
03/06/16	01/09/07	09/29/14	N
03/06/16	07/23/08	12/18/15	N
04/17/16	02/09/23	12/03/26	N
04/17/16	04/14/99	03/06/08	N
10/19/14	12/19/08	05/28/19	N
01/10/16	05/26/22	05/26/29	Y

IN	05	BUREAU OF LAND MANAGEMENT	ES	EASTERN STATES OFFICE	LLES910000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60510000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60110000
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2151
IN	15	FISH AND WILDLIFE SERVICE	07	FISH & W/L SVC REGION 7	FF07G00000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	10200000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78500000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO200000
IN	15	FISH AND WILDLIFE SERVICE	08	FISH & W/L SVC REGION 8	FF08G00000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60600000
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	8211
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60120000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09W00000
IN	08	GEOLOGICAL SURVEY	AG	ENERGY & MINERALS	GGHMG00000
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2550
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60705000
IN	05	BUREAU OF LAND MANAGEMENT	UT	UTAH STATE OFFICE	LLUT910000
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2500
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866120
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO600000
IN	08	GEOLOGICAL SURVEY	AL	SOUTHEAST REGION	GGESMA0000
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00100
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2601
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	70000000
IN	05	BUREAU OF LAND MANAGEMENT	OC	NOC	LLOC100000
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K0L100
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO700000
IN	21	OFFICE OF THE SOLICITOR	03	DIVISION OF GENERAL LAW	90300
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60240000
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00101
IN	05	BUREAU OF LAND MANAGEMENT	OR	OREGON STATE OFFICE	LLOR910000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO400000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1030
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	5000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	10000000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9100000
IN	21	OFFICE OF THE SOLICITOR	18	SOUTHEAST REGION	90980

OFFICE OF STATE DIRECTOR	MOURITSEN, KAREN E.	ES	0340	00	174,147.00
OFFICE OF LAW ENFORCEMENT & SECURITY	LYNN, TIM K	ES	1811	00	169,918.00
OFFC OF ENVRNMTL POLICY & CMLPNC	NOBLE, MICHAELA E	ES	0340	00	162,925.00
DEPUTY DIRECTOR FOR OPERATIONS	REYNOLDS, MICHAEL T.	ES	0340	00	185,100.00
OFC OF REGIONAL DIRECTOR AK	SIEKANIEC, GREGORY EUGENE	ES	0480	00	185,100.00
EXEC SEC & OFFC OF REG AFFAIRS	LILLIE, JULIETTE ANNE FAL	ES	0301	00	160,000.00
GREAT PLAINS/ALASKA	LAKE, TIMOTHY CHARLES	ES	0340	00	144,767.00
ASST DIR, RESOURCES AND PLANNING	BAIL, KRISTIN MARA	ES	0340	00	180,845.00
REGIONAL DIRECTOR REGION 8	SOUZA, PAUL	ES	0480	00	180,251.00
DIRECTORATE SUPPORT OFFICE	GIDNER, JEROLD L.	ES	0301	00	187,000.00
OFFICE OF THE SUPERINTENDENT	LEHNERTZ, CHRISTINE S.	ES	0340	00	187,000.00
OFFICE OF POLICY ANALYSIS	BUCKNER, SHAWN M	ES	0340	00	167,395.00
FINANCIAL MANAGEMENT DIRECTORATE	HOLMES, TROY EDWARD	ES	0340	00	169,918.00
ASST DIR FED ASST PRM FOR ST WL & SPT	RAUCH, PAUL A.	ES	0340	00	185,100.00
OFFC OF ASSOC DIR FOR ENG&MIN	HITZMAN, MURRAY WALTER	ES	1350	00	180,087.00
INFORMATION RESOURCES MANAGEMENT(IRM)	COMPTON, JEFFREY S.	ES	2210	00	169,918.00
BUSINESS OPERATIONS DIVISION	DAVIS, MARK H	ES	0340	00	187,000.00
OFFICE OF STATE DIRECTOR	ROBERSON, EDWIN L	ES	0340	00	173,219.00
AD, PARK PLANNING,FACILITIES & LANDS	BENGE, SHAWN T.	ES	0340	00	160,553.00
ENTERPRISE MANAGEMENT	BEALL, JAMES W	ES	0340	00	184,811.00
ASST DIR COMMUNICATION	ALLEN, MATTHEW R	ES	0340	00	157,971.00
OFFC OF REG DIR, SOUTHEAST REGION	WEYERS, HOLLY S.	ES	0401	00	153,993.00
DIRECTOR, BUREAU OF INDIAN EDUCATION	DEARMAN, TONY L.	ES	1710	00	180,097.00
IMMED OFFICE,BUSINESS SERVICES	AUSTIN, TERESA MADEYA	ES	0340	00	145,000.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	ES	0301	00	183,751.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	ES	0340	00	184,588.00
OFC OF THE DIRECTOR, INTERIOR BUSINES	SINGER, MICHELE F.	ES	0340	00	187,000.00
OFFICE OF THE SPECIAL TRUSTEE	DUMONTIER, DEBRA L.	ES	0340	00	178,734.00
OFFICE OF THE DIRECTOR	CANTOR, HOWARD M	ES	0340	00	156,105.00
OFFICE OF JUSTICE SERVICES	CRUZAN, DARREN A.	ES	0340	00	184,350.00
OFFICE OF THE DIRECTOR	NOWAKOWSKI, JUDY JENNIFER	ES	0301	00	171,614.00
OFFICE OF THE COMPTROLLER	BOWRON, JESSICA L.	ES	0501	00	162,777.00
ASST DIR HUMAN CAPITAL MGMT	HUDSON, JODY LEE	ES	0340	00	187,000.00
OFC OF THE ASSOCIATE SOLICITOR GL	TUCKER, KAPRICE LYNCH	ES	0905	00	174,155.00
OFFC OF ACQUISITION & PROP MGT	BAGLEY, TAMMY L.	ES	0340	00	171,614.00
DEPUTY DIRECTOR SCHOOL OPERATIONS	STEVENS, BARTHOLOMEW S.	ES	0340	00	161,900.00
OFFICE OF THE STATE DIRECTOR	CONNELL, JAMIE E.	ES	0340	00	180,994.00
NAT'L LANDSCAPE CONSER SYS & COMM PAR	MCALEAR, CHRISTOPHER J	ES	0340	00	161,900.00
BOEM OFFC OF BUDGET & PROGRAM COOR	ANDERSON, JAMES G.	ES	0340	00	169,918.00
MID CONTINENT REGIONAL OFFICE	CLAYBORNE, ALFRED L	ES	0340	00	162,924.00
SECRETARY'S IMMEDIATE OFFICE	HOMMEL, SCOTT C	ES	0301	00	170,000.00
COMMISSIONER'S OFFICE	MIKKELSEN, ALAN WAYNE	ES	0301	00	162,000.00
ATLANTA REGIONAL OFFICE	CLARK, HORACE G.	ES	0905	00	175,073.00

STATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	05/29/16
DIRECTOR, OFFICE OF LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)	07/10/16
DIRECTOR, OFFICE OF ENVIRONMENTAL	WASHINGTON,DC	50	CAREER (SES PERM)	07/24/16
DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	07/31/16
REGIONAL DIRECTOR ANCHORAGE	ANCHORAGE,ALASKA	50	CAREER (SES PERM)	08/01/16
DIRECTOR, OFFICE OF THE EXECUTIVE	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16
REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)	08/07/16
ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	50	CAREER (SES PERM)	08/07/16
REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)	08/07/16
SENIOR PROGRAM ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)	08/21/16
PARK MANAGER	GRAND CANYON,ARIZONA	50	CAREER (SES PERM)	08/21/16
DEPUTY DIRECTOR OFFICE OF	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16
PROGRAM MANAGER FOR DHS	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16
AD WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	50	CAREER (SES PERM)	09/04/16
ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	50	CAREER (SES PERM)	09/11/16
ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)	09/18/16
DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16
STATE DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)	10/02/16
ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	50	CAREER (SES PERM)	10/02/16
ASSOCIATE DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16
ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	50	CAREER (SES PERM)	10/16/16
REGIONAL DIRECTOR SOUTHEAST	NORCROSS,GEORGIA	50	CAREER (SES PERM)	10/16/16
DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16
ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)	10/30/16
SENIOR ADVISOR TO THE DIRECTOR BIA	BILLINGS,MONTANA	50	CAREER (SES PERM)	11/02/16
DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)	11/02/16
DIRECTOR, INTERIOR BUSINESS CENTER	KINGS,NEW YORK	50	CAREER (SES PERM)	11/27/16
DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	50	CAREER (SES PERM)	01/08/17
DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)	01/08/17
SENIOR ADVISOR LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17
SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	60	LIMITED TERM (SES NONPERM)	01/08/17
COMPTROLLER	WASHINGTON,DC	50	CAREER (SES PERM)	01/08/17
ASSISTANT DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17
ASSOC SOL FOR GEN LAW	WASHINGTON,DC	50	CAREER (SES PERM)	01/15/17
ASSOCIATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17
DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)	01/22/17
STATE DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)	02/10/17
ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17
PROGRAM MANAGER, OFFICE OF BUDGET AND	WASHINGTON,DC	50	CAREER (SES PERM)	02/10/17
REGIONAL DIRECTOR MCRO	ALTON,ILLINOIS	50	CAREER (SES PERM)	02/19/17
CHIEF OF STAFF	WASHINGTON,DC	55	NONCAREER (SES PERM)	03/19/17
DEPUTY COMMISSIONER	WASHINGTON,DC	55	NONCAREER (SES PERM)	04/16/17
REGIONAL SOLICITOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)	

05/29/16	10/04/12	01/05/21	N
07/10/16	03/17/13	10/27/21	N
07/24/16	07/07/26	12/31/33	N
04/24/11	07/11/10	03/22/19	N
01/04/09	09/09/08	03/02/16	N
07/04/99	12/27/25	02/25/25	N
08/07/16	03/10/05	03/24/12	Y
09/06/15	02/15/10	01/14/22	N
08/24/14	02/01/22	02/01/29	N
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08/01/10	07/05/11	08/15/19	N
09/04/16	02/07/31	11/20/33	N
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10/30/16	06/09/25	06/09/25	N
07/20/08	01/21/12	01/31/20	Y
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11/07/10	06/09/10	12/26/18	N
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02/10/17	12/26/15	06/07/23	N
02/19/17	10/23/23	11/13/16	N
03/19/17	01/03/35	04/11/31	N
04/16/17	04/16/37	04/16/22	N
03/28/02	05/03/01	05/14/09	N

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-05-01T10:42:11-04:00
Importance: Normal
Subject: Updated SES Report
Received: 2017-05-01T10:42:19-04:00
[SES Roster 050117.xlsx](#)

Michelle Oxyer

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

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-05-01T15:06:19-04:00
Importance: Normal
Subject: Updated SES report
Received: 2017-05-01T15:06:30-04:00
[SES Roster 050117.xlsx](#)

Michelle Oxyer

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

To: William Werkheiser[whwerkhe@usgs.gov]
From: David Applegate
Sent: 2017-05-06T15:01:00-04:00
Importance: Normal
Subject: Fwd: For your awareness ... DOI GUIDANCE & ACTION: Boards and Commissions - review and meeting postponement
Received: 2017-05-06T15:01:08-04:00

Got same reaction from Joel Clement so SSG meeting is a go.

David Applegate, Ph.D.
Acting Deputy Director
U.S. Geological Survey
12201 Sunrise Valley Drive MS 111, Reston VA 20192
703 648 6600 voice, 703 648 7031 fax
applegate@usgs.gov

Begin forwarded message:

From: Judy Nowakowski <jnowakowski@usgs.gov>
Date: May 6, 2017 at 1:53:25 PM EDT
To: David Applegate <applegate@usgs.gov>
Subject: **Re: For your awareness ... DOI GUIDANCE & ACTION: Boards and Commissions - review and meeting postponement**

Have you heard (especially anything different) from Joel? Thanks!

On May 6, 2017, at 1:47 PM, David Applegate <applegate@usgs.gov> wrote:

Thanks!

David Applegate, Ph.D.
Acting Deputy Director
U.S. Geological Survey
12201 Sunrise Valley Drive MS 111, Reston VA 20192
703 648 6600 voice, 703 648 7031 fax
applegate@usgs.gov

On May 6, 2017, at 1:41 PM, Judy Nowakowski <jnowakowski@usgs.gov> wrote:

Begin forwarded message:

From: Kerry Rae <kerry_rae@ios.doi.gov>
Date: May 6, 2017 at 12:53:29 PM EDT
To: Judy Nowakowski <jnowakowski@usgs.gov>
Subject: Re: For your awareness ... DOI GUIDANCE & ACTION: Boards and Commissions - review and meeting postponement

I agree the SSC meeting should move forward. It's a DOI only group, and has a supporting DM.

I think you ultimately need to point out the DM and it's purpose, and describe both the SSG and SSC, but I would not cancel Monday's meeting.

Thanks!

Sent from my iPhone

On May 5, 2017, at 9:09 PM, Judy Nowakowski <jnowakowski@usgs.gov> wrote:

Hi Kerry, I hope I'm right on this? Otherwise it could bring us all to our knees... Thanks!

Begin forwarded message:

From: Judy Nowakowski <jnowakowski@usgs.gov>
Date: May 5, 2017 at 9:06:45 PM EDT
To: "Applegate, David" <applegate@usgs.gov>
Cc: "Taylor, Joanne" <jctaylor@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Pamela S Haverland <phaverland@usgs.gov>, William Lukas <wlukas@usgs.gov>
Subject: Re: For your awareness ... DOI GUIDANCE & ACTION: Boards and Commissions - review and meeting postponement

Hi Dave,

I hope the 'solicit input' piece is key. I think I remember the SSG solicited input from a range of people on something very specific awhile back, so in a situation like that DOI might want a pause, but it sounds like your upcoming meeting will be discussion just among the reps?

I'll go ahead and send the question to Kerry to be sure, though.

Thanks!

On May 5, 2017, at 7:14 PM, Applegate, David <applegate@usgs.gov>
wrote:

Joanne,

Holy smokes! The scope of this stand-down is much broader than I expected:

"The Department currently includes more than 200 boards, committees, subcommittees, commissions, and other internal and external advisory bodies (committees) that are authorized to meet periodically and solicit input."

I thought the focus was on bodies that fell under FACA rules. The inclusion of internal advisory bodies would seem to include a much wider range of entities.

An immediate potential consequence is that on Monday afternoon, Bill and I are convening a meeting of the DOI Strategic Sciences Group's advisory group, the Strategic Sciences Council, which is purely internal consisting of reps from other DOI bureaus and offices, not even any other federal entities. **Do I need to cancel that?** Is this a question we should put to Kerry and Scott? The council is established under the same DM chapter that established the SSG.

Otherwise, your proposed approach of pushing the data call down through the ELT seems reasonable. It would be good to provide the ELT with the list of FACA bodies that was provided to W&S earlier in this process. It might be good to copy the DFO's or forward the ELT note to them so that they have a heads-up to start collecting the necessary information to pass up their chain.

Thanks, Dave

David Applegate, Ph.D.
Acting Deputy Director
U.S. Geological Survey
12201 Sunrise Valley Drive MS 111, Reston VA 20192
703 648 6600 voice, 703 648 7031 fax
applegate@usgs.gov

On Fri, May 5, 2017 at 6:07 PM, Taylor, Joanne <jctaylor@usgs.gov>
wrote:

Bill and Dave -- This afternoon, we received the expected guidance from DOI re the postponement/review of all FACA committees, Boards, and Commissions (see attached). We're also being asked to answer some questions and provide information on the FACAs, etc. I'm drafting a note to the ELT that I plan to send out Monday. (I want to coordinate with James Sayer, USGS FACA Liaison, and Tim Quinn, first.) -- Any questions or thoughts, please let me know. -- Thanks, Joanne

Joanne C. Taylor, USGS
Deputy Chief of Staff, Reston, VA
703-648-6837; jctaylor@usgs.gov

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

From: **Nowakowski, Judy** <jnowakowski@usgs.gov>
Date: Fri, May 5, 2017 at 5:16 PM
Subject: Fwd: ACTION: Boards and Commissions - review and meeting postponement
To: Joanne Taylor <jctaylor@usgs.gov>

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

From: **Rae, Kerry** <kerry_rae@ios.doi.gov>
Date: Fri, May 5, 2017 at 5:11 PM
Subject: ACTION: Boards and Commissions - review and meeting postponement
To: Judy Nowakowski <jnowakowski@usgs.gov>, "Hess, James" <jhess@usbr.gov>, Jill Nagode <JNagode@usbr.gov>, James Sayer <jsayer@usgs.gov>, Reed Murray <RRMurray@usbr.gov>
Cc: Deborah Lawler <DLawler@usbr.gov>, William Lukas <wlukas@usgs.gov>

Hi all,
See attached.

We have received direction from the Department regarding the postponement of all meetings of Interior's FACA committees and subcommittees, and other advisory boards and bodies, pending a review of each.

Judy and James H:

Please share the attached memo and direction with your respective executive leadership teams.

They will need to determine what committees, boards or commissions exist beyond your FACA committees that meet the intent of the attached.

James S and Jill:

Please distribute the attached to your DFOs.

They will need to provide all of the information outlined in the memo.

The Department requested information outlined in the memo by May 22. In order to review our submittals in advance, I request that your packages **be submitted to ASWS by COB Wednesday, May 17.**

I'm not concerned about format as long as there is complete information available for each FACA committee and other relevant board, committee or commission.

Let me know if you have questions.

Thanks for your assistance, Kerry

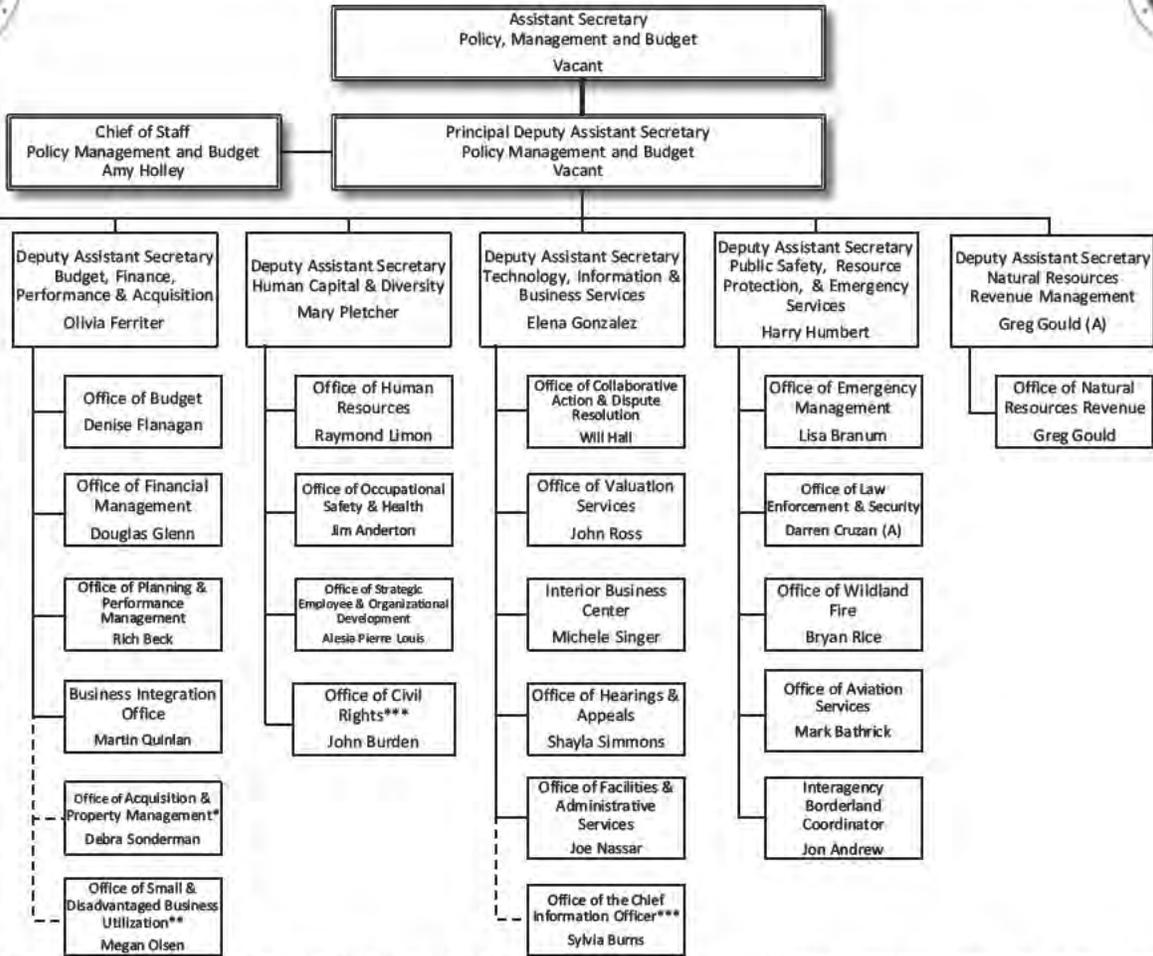
Kerry Rae

Chief of Staff for Water & Science
U.S. Department of the Interior
Phone: 202-513-0535
Mobile: 202-494-4101
Email: Kerry_Rae@ios.doi.gov

To: Mary Pletcher[Mary_Pletcher@ios.doi.gov]; Olivia Ferriter[Olivia_Ferriter@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]
From: Holley, Amy
Sent: 2017-05-11T14:40:07-04:00
Importance: Normal
Subject: Latest org chart
Received: 2017-05-11T14:40:35-04:00
[PMB Org Chart with names 5 5 17.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).

Notes Summary:

No speaker notes are contained in this presentation.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-06-01T10:33:11-04:00
Importance: Normal
Subject: Riggs
Received: 2017-06-01T10:33:28-04:00
[Riggs-Resume-ECQs.pdf](#)

Michelle Oxyer

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

(b)(6)

Citizenship: USA

(b)(6)

Helen Riggs

Vacancy ID # Deputy Bureau Director - Trust Services, ES-340, Vacancy ID 1094354

Announcement No. BIA-SES-2014-01-PQ1094354

**Education /
Certification**

1989 – 1992 Northern Arizona University Flagstaff, AZ
Bachelor of Science Business Administration - Emphasis in General Management

1995 - 1997 Cannon Financial Institute Atlanta, GA
Trust Operations School - Certified Securities Operations Professional (CSOP), Institute of Certified Bankers

2001 & 2003 Concepts in Management Denver, CO
Contracting Officer's Technical Representative (COTR) Certification

2003 – 2004 USDA Graduate School Washington, DC
Federal Executive Leadership Program

2004 – 2007 Cannon Financial Institute Atlanta, GA
Certified Indian Fiduciary Trust Specialist (CIFTS) - Indian fiduciary trust principles & asset management

2007 – 2008 George Washington University Washington, DC
Associates Certificate in Project Management

May 2008 New Mexico Federal Executive Board Albuquerque, NM
Public Service Recognition for Team Excellence

Proficient in Microsoft Office 2010 applications including Lync, Office Communicator and Webinar programs and proprietary fiduciary Indian Trust systems

**Professional
experience**

Feb. 2012 – Present: Office of the Special Trustee for American Indians, Principal Deputy Special Trustee Office, 1849 C Street NW, Washington, DC. Supervisor: Michele F. Singer, 202-208-3947. Contact Supervisor: Yes
Detail to Unspecified Duties, GS-340-15; Salary: \$136,483 annually

▪ Serving a 240-day detail to the office of the Acting Principal Deputy Special Trustee to work on the Secretarial Commission on Indian Trust Administration and Reform (ITC) and to develop and implement an organization strategic plan. Serving as a team member on ITC subcommittees as a subject matter expert; and assisting with research and report writing for the purpose of decision making by the ITC to provide recommendations to the Secretary of the Interior on the future of Indian Trust administration and reform efforts. Involved in the development of a communication and outreach plan including listening sessions and webinars to gather input from affected stakeholders from Indian Country and to build nation-to-nation relationships.

▪ In addition, leading a team to develop a strategic plan for the organization that will provide the vision and mission statement supported by goals and objectives for the operational programs

including financial and resource management information. The strategic plan will serve as a business plan and communication tool for the organization.

Sept. 2004 – Feb. 2012: Office of the Special Trustee for American Indians, Field Operations, 4400 Masthead Street NE, Albuquerque, NM 87109. Supervisor: Robert Craff, Regional Fiduciary Trust Administrator (RFTA), 505-816-1462. Contact Supervisor: Yes

Deputy Trust Administrator, GS-340-15; Salary: \$136,483 annually

- Serve as Deputy to three RFTAs (SES Appointments) for programmatic and administrative functions covering six geographical regions; Southern Plains, Eastern Oklahoma, Eastern, Pacific, Southwest and Northwest. In the absence of the RFTA, I provide leadership in the management of and decision making for human capital, financial and technological resources for trust operations. I represent them on the front line of activities involved in trust fund program matters including providing expert analysis of fiduciary trust activities to all stakeholders. Stakeholders include individual Indians, tribal government and entities, local municipalities, state governments or federal bureaus and agencies.

- Assist the RFTA to deliver exceptional customer service and provide an accurate accounting of trust assets to Indian beneficiaries as enumerated in the statutory mandates of the American Indian Trust Fund Management Reform Act of 1994. This is accomplished by providing executive leadership and coordination of fiduciary trust asset management activities with external and internal partners in the six geographic regions (and across organizational lines).

- In the Northwest and Pacific regions, I work with numerous Indian tribes that negotiate with the Department to contract or compact federal programs using the self determination/governance laws. I work closely with the BIA to support and promote the goals and intentions of tribes to control their own trust lands and resources.

- Provide technical assistance and guidance on fiduciary trust operations to 21 Fiduciary Trust Officers (GS 13/14) and 91 staff (GS 3 to 12). Trust operations are directly related to or affecting assets held in trust by the Department, beneficiary activities, and other trust matters. Operational activities also include the examination, verification, and maintenance of accounting data and trust systems. These activities include oversight for timely and accurately reporting receipts, disbursements and investment of trust income. Total trust accounts managed for all six regions number approximately 120,000 out of a total of approximately 384,000 or 32% of the accounts managed.

- Serve as a lead team member for the Trust Asset and Accounting Management System (TAAMS) post conversion data clean up and refining of business processes for all six regions. During the initial conversion, I worked closely with each Bureau of Indian Affairs (BIA) regional TAAMS Conversion Team to plan, develop and implement the conversion of critical and sensitive Indian trust data from antiquated computer systems to a Commercial Off-the-Shelf trust asset management system. Thousands of accounts, encumbrances, and real property interest for approximately 17 million acres in 18 states were converted.

- Serve as project leader on a special project to review, develop and implement a project plan to encode contracts and leases into TAAMS that were missed in the initial systems conversion for the Palm Springs Agency. This project involved the encoding of approximately 400 leases, data "scrubbing" of another 2,300 leases and recordation of title for approximately 3,000 encumbrances. These leases account for approximately \$25 million dollars annually in accounts receivable that are due to Indian trust beneficiaries. Palm Springs has the highest income producing leases in Indian trust.

- Provide leadership on outreach activities with beneficiaries and other stakeholders to engage, leverage and educate them on initiatives such as financial literacy training or regulations such as the American Indian Probate Reform Act. The primary goal is to improve delivery of beneficiary services by offering new methods like debit cards, ACH or electronic payments, account searches, and nationwide access to account information from any location using a toll free number.

- Monitor and provide guidance on administrative, budget, and procurement procedures to ensure staffs have equipment and tools to effectively perform their jobs. Assist the RFTA to manage funds of approximately \$10 million per annual budget year for six regions.

- Periodically conduct reviews of program operations to ensure activities are performed in accordance with regulations and established trust policies and procedures. Monitor the proper and

efficient management of assets to ensure quality of service is provided to the beneficiary and assets are appropriately protected and preserved, and funds are properly deposited and distributed. Perform oversight of risk management activities, annual assessments, and Corrective Action Plans.

- Review, analyze, and recommend regulatory, policy or operational changes to complex Indian trust fund problems and issues. Frequently work with Subject Matter Experts in the fields of Real Property, Forestry, Natural Resources, Minerals, Probate and Social Service Management to resolve complex problems and issues that affect the management of Indian trust assets.

- Review and comment on proposed Federal laws, regulations, legislation and Executive orders that have an impact on Indian Trust management.

- Served as project lead to secure office space for 52 Fiduciary Trust Officer and their clerical support positions during the reorganization of the OST in 2004 and 2005. Coordinated with the Bureau of Indian Affairs (BIA), General Services Administration (GSA) and the DOI National Business Center (NBC) to locate lease or build out office space. Collaborated with the BIA and OST Information Technology Services for phone and data line service, and other IT equipment installation for newly established offices.

- Served as COTR on contracts that assisted field offices with records management and preservation. Wrote the statement of work, developed the government cost estimate and the project budget for the contracts. Worked with the Contracting Officer from inception, through the acquisition process including selecting the contractor, and closing the contract. Served as Project Manager overseeing the contract including reviewing and approving invoices for payment, acceptance of deliverables, scheduling, ensuring compliance with contract specifications, coordinating contractor travel and serving as liaison between the OST, BIA and the contractor.

- Develop fiduciary trust accounting curriculum for three modules including account maintenance, cash management and fiduciary trust systems management. Simultaneously working with a professional curriculum developer to emulate the training in a computer based interactive environment. Curriculum incorporates uniform fiduciary trust principles; federal regulations and statutes; established trust policies and procedures; and extensive personal trust experience.

- Deliver trust training to staff on trust systems and business processes used in the daily operations and management of trust asset resources. Provide technical assistance on the business processes and implement new procedures as appropriate.

- Participate in national meetings and strategic planning involving Indian trust asset management. Serve as subject matter expert on panel discussions for trust accounting, trust asset management, real estate and probate business processes.

- Served as Field Operations representative on the OST Codes/Macro Committee. The Committee is responsible for decisions to add, delete, or modify codes or macro programs that interface with the TFAS that houses the 384,000 trust accounts.

- Serve as Field Operations representative to the BIA Probate Team. The Probate Team is responsible for oversight of Indian probate processes and implementation of the Protrac System, a probate case management and tracking system. This is an interagency team composed of government contractors and representatives from various federal agencies: Office of Hearing & Appeals, BIA, and OST.

- Served as Field Operations representative to the BIA Trust Asset & Accounting Management User Group. The team is responsible for testing and refining program applications before they are implemented in the production environment.

- Received a Public Service Recognition award in May 2008 from the New Mexico Federal Executive Board for Team Excellence - In recognition of my commitment to public service and dedication to the federal community.

- Received a recognition award for Cost Excellence from the General Services Administration in 2005. The award was in recognition for implementing a call center to efficiently manage beneficiary inquiries.

May 2004 – Sept. 2004 Office of the Special Trustee for American Indians, Field Operations, 4400 Masthead Street NE, Albuquerque, NM 87109. Supervisor: Douglas Lords, Deputy Special Trustee, 505-813-1051. Contact: Yes

Program Analyst, GS-0343-14/4

- Provided general and technical assistance to the Deputy Special Trustee and the RFTA on programmatic issues.
- Provided expert guidance to Trust Officers and field staff in the examination, verification, and maintenance of trust accounts, financial transactions, and use of trust systems.
- Provided guidance to Trust Offices and field staff in administrative, budget, and procurement procedures including preparation of documents, requisitions, purchase orders, or the use of government charge cards and convenience checks.
- Responsible for issuing convenience checks and reconciling transactions with bank statements monthly.
- Reviewed, analyzed, and recommended regulatory, policy or operational changes to complex Indian trust fund problems and issues.
- Reviewed and commented on proposed Federal laws, regulations and Executive orders that have an impact on Indian Trust management.
- Served as the initial Project Manager for the Trust Beneficiary Call Center (TBCC), a pilot project that evolved into a successful program for the organization. We worked with the contractor to develop a database to document and track incoming calls and serve as first level contacts for beneficiaries. We further developed management reports to monitor progress, measure performance metrics, and ensure compliance with established business rules, policies and regulations. The success rate in resolving inquiries is over 90%.
- Initial hiring of Fiduciary Trust Officers began in early 2004. I coordinated with the Bureau of Indian Affairs (BIA), General Services Administration (GSA) and the DOI National Business Center (NBC) to find and lease office space for our growing Field staff. I worked with the BIA's and OST's Information Technology Services to install phone and data line services, and procured other IT equipment for newly established offices. In addition, I worked with the NBC to procure office furniture, office equipment, and build-out space (if necessary) to secure safe working environments for our Field staff.

September 2003 – September 2004, Office of the Special Trustee for American Indians, Trust Program Management Center, 4400 Masthead Street NE, Albuquerque, NM 87109. Supervisor: John White, Supervisory Trust Reform Specialist, 505-816-1328. Contact: Yes

Executive Leadership Program, GS-501-14/4

- Accepted into the United States Department of Agriculture, Graduate School, Executive Leadership Program (ELP). The program was a year long commitment in addition to regular duties.
- The ELP is a leadership development program for candidates aspiring to become leaders in federal service. The ELP program requirements are fulfilled in addition to the candidate's job and developmental assignments.
- Results of participating in the ELP program included:
 - Three development assignments (30-day, 60-day and a 2 weeks Shadow assignment) away from the primary position of employment.
 - Minimum of three required reading assignments with written report for each.
 - Minimum of five executive interviews with managers at or above the GS-13 level. A written report for each interview. All of my interviews were with SES managers.
 - Final written impact paper summarizing the experience and development from participating in the ELP.
 - Classroom training including leadership seminar, developmental courses in

communication, team building, presentation skills, negotiating/leveraging, public speaking, diversity, dialogue, networking, and conflict resolution.

o Team member with seven other members from various federal agencies. The result of our year long efforts culminated in a team presentation on the topic "Flexibility from a leadership perspective".

April 19, 2004 – May 20, 2004 Bureau of Indian Affairs, Southwest Region, 1001 Indian School Road, Albuquerque, NM 87104, Host Supervisor: Larry Morrin, Regional Director, 505-816-1234. Contact: Yes

Executive Leadership Program – 30 day Development Assignment, GS-501-14/4

▪ Analyzed program activities impacting Indian trust asset management to identify areas of weaknesses and recommend improvements. Developed a written report of findings and presented to the Regional Director.

▪ Coordinated meetings and facilitated communication between the Office of Trust Records, OST, and BIA offices on issues concerning trust asset and records management.

Provided oversight and management of the daily operations of the local OST Field office. Provided technical assistance and information on the daily financial operations of the Office of Trust Funds Management for BIA program offices (Social Services, Realty, Forestry, and Tribal Government Operations).

March 17, 2004 – March 26, 2004 Office of the Special Trustee for American Indians, 1849 C Street, Washington, DC. Host Supervisor: Ross Swimmer, Special Trustee (Presidential Appointee), 202-208-4866. Contact: No. Term ended.

Executive Leadership Program – Shadow Assignment, GS-501-14/4

▪ Observed a Senior Executive Service (SES) employee's leadership style and skills in strategic thinking, vision, interpersonal communication, conflict management and resolution, problem solving, decision making, creativity and innovation, and flexibility.

▪ Observed SES managers in meetings while they discussed complex issues concerning Indian trust asset management. Also observed SES managers while they provided briefings to the Secretary and Deputy Secretary of Interior on various issues and initiatives of the Department.

▪ This brief experience resulted in my appreciation for the level of commitment, preparation and professionalism a SES manager dedicates to their job. The challenges and opportunities to achieve desired results may be more satisfying than the financial rewards that come with this high caliber of performance.

Jan. 1, 2004 – February 28, 2004 Office of the Special Trustee for American Indians, Field Operations, 4400 Masthead Street NE, Albuquerque, NM 87109. Host Supervisor: Douglas Lords, Deputy Special Trustee, 505-813-1051.

Executive Leadership Program – 60 day Development Assignment, GS-501-14/4

▪ Assisted with the development of templates for trust reform at three pilot locations. Worked with program staff to identify tasks and projects requiring corrective actions and developed work plans that identified resources needed to implement the plans.

▪ Recorded the Work Breakdown Structure (WBS) into Microsoft Project for monitoring, scheduling and reporting purposes. This information was the foundation for the template Microsoft Project plan for the remaining TAAMS conversion deployment.

▪ Worked with BIA and GSA managers to identify office space for Trust Officers. Coordinated and facilitated the lease process between all parties for secured space. In some cases, developed floor plans, specifications and statements of work for the renovation or build-out of office space. Procured office furniture and equipment for new offices.

▪ Provided administrative support for budget formulation, drafted policies and procedures, and

reviewed regulations and policies affecting Indian trust asset management.

March 2001 – Jan. 2004 Office of the Special Trustee for American Indians, Trust Program Management Center, 4400 Masthead Street NE, Albuquerque, NM 87109. Supervisor: John White, Supervisory Trust Reform Specialist, 505-816-1328. Contact: Yes

Supervisory Financial Specialist, GS-304, GS-14/2-3

- Served as Project Manager and Contracting Officers Technical Representative (COTR) on the Special Deposits Accounts (SDA) Clean Up Project.
- Provided direction and oversight to contractors tasked with developing and implementing work plan procedures for reconciling approximately 21,000 SDA containing approximately \$58 million dollars that belonged to individual Indian or tribal beneficiaries and/or other third parties.
- Initially focused on four sites for the pilot project to test and refine work plan procedures. Eventually the project became national in scope affecting approximately 90 field offices.
- Provided leadership and executive direction for program activities. Leveraged resources and formed partnerships with other subject matter experts from internal and external sources to meet goals and objectives. This project crossed organizational lines and involved federal and tribal government entities.
- Results of the pilot included:
 - Distributing approximately \$10 million dollars from 2,300 SDA from the pilot sites.
 - Issuing a standardized national policy and written procedures for managing SDA.
 - Developing two independent Microsoft SQL @™ databases to monitor and report financial activity on SDA. The databases passed the Department Of Interior's Certification and Accreditation process and are currently in use for daily financial operations.
- General and administrative duties included human resource management, training, contract management and compliance, budgeting and managing approximately \$3 million of program and project funds, and providing executive direction and keeping senior management apprised of activities and progress.
- Provided written *Status Reports to the Court* on project activities for DOI and Department of Justice managers, and the Judge presiding over the Cobell v. Salazar class action law suit on individual Indian trust funds.
- Accepted into the United States Department of Agriculture Graduate School Executive Leadership Program (ELP) for one year from September 2003 to September 2004. The ELP is a leadership development program for candidates aspiring to become leaders in their federal service career. The ELP program requirements are fulfilled in addition to the candidate's regular job and developmental assignments.

Oct. 1999 – March 2001 Office of Trust Funds Management, Division of Trust Services, 505 Marquette Avenue NW, Albuquerque, NM 87102. Supervisor: Robert Upton (retired)

Supervisory Trust Funds Investment Specialist, GS-501, GS-14/2-3

- Served as Branch Chief with supervisory responsibilities for secretarial and investment officers at the GS 13 level. This position included not only ensuring the daily operations of the office ran smoothly but also required networking and building a constituency with brokerage firms, custodial services, US Treasury, Government Sponsored Entities (FNMA, FHLCC, GNMA, etc.) and with Indian tribal governments to provide the most effective and efficient service for all stakeholders.
- Managed the investment of over \$3 billion dollars of Indian trust funds. Worked with the United States Treasury and approximately thirty brokerage dealers to purchase and sell securities. Worked with the custodian to settle and to ensure the safekeeping of assets. Worked with the OST Branch of Investments Accounting to ensure the timely and accurate posting of investment earnings and assets to the Trust Fund Accounting System (TFAS) and ultimately the tribal portfolio asset statements.
- Consulted with over 300 tribal representatives or their advisors in developing investment

strategies for approximately 1,400 portfolios/accounts and one large "pooled" individual Indian Monies account. Portfolio strategies included factoring in cash flow projections, budget constraints, market and economic conditions, and risk level tolerance of the affected tribes.

- Worked in partnership with the Branch of Tribal Accounts Management for outreach and training activities for tribal entities, BIA program staff and OST field staff. Worked with the Tribal Account Managers to ensure that beneficiary statement of assets and transactions reflected timely and accurate information.

- During my tenure, emphasis on complying with the internal investment policy and correcting "exception" securities resulted in reducing the number of exceptions from 46 to 2. Unfavorable market conditions prohibited the remaining two securities from being liquidated.

- Chaired monthly investment portfolio meetings to review assets holdings and ensure compliance with statutes and internal policies and procedures. Presented findings to the Investment Review Committee.

- Served as technical advisor for reviewing investment plans submitted by tribal entities to withdraw trust funds pursuant to Public Law 103-412, the American Indian Trust Fund Reform Act of 1994, from government management to private sector investment.

May 1998 – Oct. 1999 Office of Trust Funds Management, Division of Trust Services, 505 Marquette Avenue NW, Albuquerque, NM 87102. Supervisor: Robert Upton (retired)

Supervisory Tribal Accounts Manager, GS-1101-14

- Served as Branch Chief with supervisory responsibilities for secretarial and Tribal Account Managers at the GS 13 level.

- Responsible for the oversight and management of approximately 1,400 tribal portfolios belonging to approximately 300 tribal entities. These activities included account maintenance, receipts, disbursements, coordination of investment portfolios with Investment Officers and generating accurate monthly and annual statements.

- Reviewed disbursement packages for compliance with applicable policies, procedures, regulations, statutes and specific trust documents. Worked with accounting services to ensure the prompt processing of tribal receipts and disbursements.

- Established consistent internal procedures for account maintenance, account statement functions, synoptic information and tribal case files, in accordance with preservation of trust records management.

- Chaired the monthly Trust Acceptance Committee meeting. Provided briefing to senior managers on the status and issues affecting tribal portfolios.

- Served as a team member working with the BIA Forestry Program on a project to convert forestry accounts from an old general ledger system to the OmniTrust system (an industry trust accounting software). This project transferred over \$50 million dollars of assets between systems and culminated in the development of written standard procedures, the BIA/OST Forestry Collections and Distribution Handbook.

- Worked with BIA programs to research and collect administrative documents, public laws, legislative settlements, use and distribution plans and other trust instruments pertaining to each trust account. Gathered documents from libraries and Internet research to develop case files where none existed.

- Served as a team member on the Trust Fund Accounting System (TFAS) conversion team. Worked on the system structure for tribal account functions and account statement format and production with an assigned contractor/programmer.

- Fostered communication and partnerships with tribal entities and other Department of Interior offices with trust asset management responsibilities to ensure that tribal beneficiaries received prompt and courteous service. Attended or participated in meetings with tribes at their tribal headquarters. Provided system training and installed software applications for tribes to access their trust account information through the Internet.

- Provided written responses to Congressional inquiries and other external requests pertaining to trust funds. Provided verbal and/or written reports to senior managers on issues affecting tribal trust funds.

March 1997 – May 1998 Office of Trust Funds Management, Division of Trust Services, 505 Marquette Avenue NW, Albuquerque, NM 87102. Supervisor: John Driskill, 505-816-1317

Tribal Accounts Manager, GS-1101-13

- Served as trust administrator on tribal accounts in two geographic regions. Served as alternate trust administrator for two additional geographic regions. Forty two percent of the trust funds managed by OST were in my primary region.
- Served as the primary point of contact with tribal beneficiaries. Worked closely with tribal entities and their representatives, and BIA program managers to invest and manage trust assets.
- Duties ranged from providing technical assistance on policies and procedures to reviewing and processing financial transactions and account maintenance. Worked with all parties to ensure funds were properly receipted and/or disbursed.
- Monitored management reports for financial integrity and exceptions. Worked with applicable parties to correct any deficiencies.
- Worked closely with the Investment Officer to ensure funds were invested promptly and considered cash flow and budget constraints.
- Provided training on general trust fund information, trust accounting system usage, and internal policies and procedures.
- Presented portfolio review information to the Trust Acceptance and Investment Review Committees.
- Researched and collected trust documents to develop synoptic information and document trust case files. Actively participate in portfolio reviews.

June 1994 – March 1997 Office of Trust Funds Management, Division of Trust Funds Accounting, 505 Marquette Avenue NW, Albuquerque, NM 87102. Supervisor: Margaret Williams, 505-235-3207

Operating Accountant, GS-510, GS-11/12

- Served as Acting Branch Chief, Branch of Tribal Trust Funds from December 1994 to August 1995 and again from September 1996 to March 1997. Department of Interior organizational changes were occurring during this time with the passage of the American Indian Trust Fund Management Reform Act of 1994.
- During times of supervision in the above periods, performed administrative duties and managed the daily activities of the branch. Administrative duties included human resource management, training, budget, procurement and general administrative functions.
- Served as a professional accountant in the "backroom" operations of trust accounting including establishing and/or implementing internal control procedures to mitigate any risks. Primary responsibilities included ensuring the timely and accurate receipt, disbursements, and investment of trust funds including downloading or transmitting electronic data from the United States Treasury for daily cash reconciliation purposes.
- Coordinated daily activities with 85 to 90 field offices nationwide and with the local investment branch to process accounting transactions to ensure all receipts were included in the overnight short-term investments by the daily cut-off time. Before the "system" cash sweep vehicle was available, manually calculated the cash receipts for investment in the "overnighter."
- Worked on special projects ranging from account clean up projects to reconciling house or suspense accounts. Coordinated work with contractors, BIA program managers, or other federal agency offices to find solutions or develop alternative options.
- Served as a team member on the initial conversion of trust funds from an antiquated general ledger system to the commercial-off-the-shelf trust accounting system, OmiTrust, a SunGard Asset

Management System. Attended OmniTrust user group meetings on behalf of OTFM to keep abreast of industry fiduciary standards and to share information on Indian trust funds with private sector trust operations.

- Worked with Treasury, Government Accounting Office and BIA to establish procedures to expeditiously notify and transfer any new judgment or settlement money awards to OST for immediate investment of funds. The new process helped mitigate some lawsuits by tribal entities against the government for loss of investment earnings. During this time frame, the BIA annually received approximately \$75 million dollars for Land, Claims and Water Settlement issues on behalf of tribal beneficiaries.

January 1993 June 1994 Bureau of Indian Affairs, Juneau Area Office, Branch of Financial Management, Juneau, AK. Supervisor: Eugene Virden, Phone (907) 271-4088 Contact: Yes

Operating Accountant (Area Trust Accountant), GS-510, GS-57/9/11

- Also known as Area Trust Accountant for the Alaska Region. Served as the primary point of contact for individual beneficiaries and over 125 Alaska Native villages and corporations (tribal component) on trust asset management activities, issues and routine inquiries. Performed outreach and training activities for beneficiaries and BIA staff.

- Implemented prescribed accounting systems and records management for the purpose of administering a sound and adequate trust accounting system. Performed account reviews and implemented corrective actions to comply with regulatory requirements and policies and procedures.

- Worked with BIA Forestry and Realty offices for asset management and evaluating problematic situations to prevent potential liabilities. Worked with Tribal Government Operations to ensure tribal disbursements were in compliance with applicable laws and regulations.

- Established electronic spreadsheets and data base applications to monitor and report financial activities. Developed reports to monitor and administer trust accounts by category (i.e., estate, minor, supervised, etc.). Used spreadsheets to reconcile subsidiary ledgers to general ledger control accounts.

- Processed financial transactions and routine file maintenance transactions affecting trust accounts. Performed post-quality reviews to ensure data posted correctly to accounting system and to individual account transaction statements.

- Served as a team member on the Incentive Awards and the Alaska Quality Council Committees.

**Executive and
Technical
Qualifications**

- Served as a manager/supervisor for fifteen years with the OST Trust Funds Accounting, Tribal Accounts Management, Investments, Special Projects and Field Operations. Served as project manager or team leader on various committees and teams for daily operations, strategic planning and implementation of management initiatives, trust reform initiatives, special projects, and trust system conversions.
- Nineteen years of federal service in trust administration and asset management supplemented with fiduciary trust training provided by private sector financial institutions; Cannon Financial Institute, Institute of Certified Bankers and the American Bankers Association.
- Private sector experience as a principal in a multi-faceted general building construction and subcontracting business for single family housing and industrial projects. Served on the management team for business operations, joint-ventures, and marketing, sales and tribal government relations. Range of values for projects: \$10,000 to over \$2 million dollars.
- Public sector experience involved working for non-profit organizations advocating for Native Americans in the support of social, economic, education and health care services. Collaborated and coordinated services with other not-for-profit organizations, churches, and educational institutions.

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ECQ #1-Leading Change

For the past two years I worked with a multi-agency team in support of the Secretarial Commission on Indian Trust Administration and Reform (Commission) which was established in the fall of 2011 by Secretarial Order No. 3292. The Commission was established to conduct a comprehensive evaluation of the Department of the Interior's (Department) management and administration of American Indian trust assets and to provide recommendations on improvements in the future. I served as a subject matter expert; provided research support and report writing for subcommittees; and provided guidance in developing an outreach and communication plan to engage Indian Country in this important endeavor. Engaging youth in the dialogue was an important component and so we networked with tribal colleges and educational institutions across the nation. In addition to engaging youth we held webinars and public meetings at seven field locations around Indian Country with tribal leaders, individual Indians, federal government and state partners, and federal employees to solicit stakeholder input. I served as a technical evaluator to review proposals to hire an independent management consultant to perform the assessment and evaluation of trust functions across the Department and to offer recommendations to the Commission for improving trust administration systems and reforms. In December 2013, the Commission's work culminated in a findings and recommendation report for the Secretary of the Interior on improvements to the management of the Indian Trust Administration Systems.

Subsequent to the release of the Commission's report, as Chief of Staff at the Office of the Special Trustee for American Indians (OST) I worked with the senior leadership to assess and analyze the top twenty recommendations. I prepared briefing materials and led the discussion to develop a plan to review and determine the feasibility of implementing some of the recommendations taking into consideration the depth, scope, time and resources required and whether changes in policy or regulations would be necessary. Based on the planning sessions, I am working with the OST leadership to move forward to develop project plans and assemble teams and resources across the programs to implement strategies to address the recommendations. In some cases we will or have already engaged our colleagues from other bureaus in the Department.

I am currently serving in a 120-days development assignment as the Deputy Bureau Director – Trust Services as part of the Senior Executive Service Candidate Development Program. While in this position, I am reviewing the Commission's recommendations from Bureau of Indian Affairs (BIA) Office of Trust Services' perspective where I am responsible for the management and protection of trust and restricted lands; forestry and wildland fire management; real estate services; probate; land & title records services; water and power; natural resources; energy and minerals management; and environmental and cultural resource management. I am working with the Probate program to develop educational material that will be distributed to field offices and tribal communities on estate planning and other tools to mitigate fractionation of restricted and trust land. Finding alternatives to probating Indian assets using the current process has been ongoing for many years but was cited as a specific recommendation by the Commission. Therefore we are partnering with the Office of Hearing and Appeals, Land Buy Back Program for Tribal Nations, and OST Field Operations for outreach activities to leverage resources and keep costs to a minimum while empowering tribes to develop trust land resources for economic benefit and promote self-governance.

In FY2013, as Chief of Staff for the OST I led a team to develop and implement an organization strategic plan in nine months. This was the first organizational strategic plan in nineteen years after the office was established by the American Indian Trust Fund Reform Management Act of 1994. I assembled a team from throughout the organization representing viewpoints from all programmatic specialties including management. We gathered input via surveys, work force improvement teams, anonymous suggestion boxes and direct input with

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program units and teams to develop an organization vision statement and to revise the mission statement. I directed my team to use SWOT analysis and consensus building as drivers to developing SMART goals, objectives and strategies. We identified five strategic areas of focus and aligned it with the Department's Strategic Plan 2011-2016 and incorporated efficiency study recommendations provided by an independent management consultant. With an organization of six hundred employees spread over sixty five field offices nationwide, the strategic plan now serves as a road map and a communication tool to guide OST operations.

As Deputy Trust Administrator with the OST Field Operations, I immersed myself in the Department's effort to transform the trust asset management system from numerous diverse, non-integrated systems, to one universal, standardized, fiduciary trust system. The Department had set very ambitious goals with respect to the timelines for converting all regions to this system and I was critical in leading the effort at OST and the BIA to accomplish these goals in five regions; Northwest, Alaska, Great Plains, Eastern and Pacific. Each of these regions had different timelines for conversion, as well as unique issues that I encountered at each region.

Although I was an OST employee, not scheduled to know the inner workings of the Trust Asset and Accounting Management System (TAAMS), a system owned by the BIA, I knew I would have to understand all the capabilities of the system in order to train on it and explain to users how it worked and why it was a better system to manage trust assets than the ones Indian Affairs had before. The buy in and skill levels at the five regions varied tremendously yet I was able to recognize that and adjust my training at the different regions to address these different levels and in the end, successfully accomplish the goals of getting all users to adhere to standardized business rules and training requirements.

I was able to recognize the unique diversity of skill levels and training requirements at each of the five regions yet still accomplish the end result of having competent users which demonstrates my flexibility, creativity, innovation, vision, strategic thinking and leadership qualities in leading change in this critical Departmental effort.

The TAAMS conversion was one of the mandates for the Department to implement trust reform initiatives to correct the alleged mismanagement of Indian trust funds. The political environment for the past nineteen years over the alleged mismanagement of Indian trust funds by the United States Government had evolved into a contentious and litigious environment. As a result, the Department had a mandate to reform its management of Indian trust assets.

In the course of these system conversions, I worked with teams to establish nation-wide business rules and standardization of processes, and to address some of the critical audit deficiencies identified by auditors against the Department for the management of Indian trust assets. The primary objectives of the TAAMS conversion was to implement an efficient and automated posting and distribution system for millions of dollars in revenue belonging to Indian trust beneficiaries, and to provide accurate and timely asset statements to the beneficiaries as statutorily required by the American Indian Trust Fund Management Reform Act of 1994.

As a leader on the TAAMS conversion teams, I advocated for change and built a constituency with stakeholders to secure buy-in at all levels. In my regions I was responsible for planning and implementing the system conversion from the OST side and appointed to work with other DOI Departments. I developed a Microsoft Project plan for the conversion schedule, appointed team members, held regularly scheduled meetings and teleconferences to monitor progress, correct deficiencies, and worked closely with multiple contractors throughout the entire process. One of the contractors was the programmer of TAAMS and the other contractor provided resources to help the BIA with data "scrubbing" and data entry services. I worked with senior managers in both organizations, OST and BIA, to kick-off meetings to motivate, inspire and articulate the vision for a successful system conversion. These stakeholders included employees, beneficiaries, other federal agencies and tribal entities.

During the conversion, I traveled extensively to meet with the teams and to provide guidance and make decisions affecting conversion activities and kept the teams focused on

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meeting the objectives and timelines of the conversion schedule. The most resistant to change was the Great Plains Region because of their reliance on "home grown" systems. They had the most number of accounts, 70,000; the highest volume of transactions; as well as the most fractionated land ownership interest in BIA. Fractionation occurs as land passes from one generation to the next, as an increasing number of heirs or devisees acquire an undivided interest in Indian trust or restricted land. In the Great Plains region alone, there were 60,000 tracts of land that needed research to ensure accurate recordation of title and reconciliation of ownership interest, and encoding of approximately 10,000 encumbrances (leases, permits, and contracts) into TAAMS. As a result of our collective efforts, we established internal controls for data quality assurance; established or revised business processes; developed and implemented business rules; and developed or revised policies and procedures. With my leadership and collaborative efforts, we completed the conversion project in six months in the Great Plains Region and it is now processing lockbox receipts at a 90% or better success rate, which means that beneficiaries are receiving their funds in a timely manner.

In my tenure at OST, I have served as a team leader on three separate conversions for trust accounting systems which demonstrates my ability to adapt and change to a dynamic environment and to work with a diverse work force. I have been at the forefront in leading change for the OST and BIA in the area of Indian trust management. In addition to the TAAMS conversion, in 1999 I worked on the Trust Funds Accounting System conversion, and in 1995, I worked on the OMNI Trust conversion. On all conversions, I worked closely with contractors to examine every detail and scenario to implement successful conversions from one Information Technology system to another while maintaining data integrity. I have served on other teams in support of management and Departmental trust reform initiatives. I was selected to work on these teams based on my leadership and management skills, broad knowledge of various program functions, experience with trust funds management, and the ability to articulate the vision of the organization and lead by embracing change.

ECQ #2 – Leading People

In the various positions that I have held with OST, I have understood the mission of OST and the overall purpose of government involvement in Indian Affairs which has driven my efforts to develop partnerships to further the mission and goals of the organization. I have used my knowledge and experience in the political arena among federal agencies and Indian Country to develop a tremendous aptitude for the job resulting in improved beneficiary services and greater ability to achieve the Department's trust responsibility to Native Americans. I have worked with other federal agencies including Bureau of Land Management (BLM), Office of Natural Resources Revenue (ONRR), Office of Hearings and Appeals (OHA), General Services Administration (GSA), DOI Interior Business Center (IBC) and BIA to achieve common goals. My efforts to influence and negotiate with other federal partners have occurred in instances where we needed office space for newly hired staff and leveraging contractor resources to meet deadlines on various high level projects. The development of this network of key individuals in these other agencies characterizes my political savvy to achieve desired outcomes and common goals.

As Deputy RTA, I participated in national meetings and strategic planning sessions involving Indian trust asset management. I served on panel discussions or as presenter for topics including trust accounting, TAAMS Leasing and Accounts Receivable systems, TAAMS Title, Forestry and Probate. I have presented at the annual Northwest Region Realty Conference and the Alaska Providers conference sponsored by the BIA. I frequently worked with Subject Matter Experts in the fields of Real Estate, Forestry, Natural Resources, Minerals, Probate and Social Service Management to resolve complex problems and issues that affect

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the management of Indian trust assets. I was one of the trainers for the BIA/OST Interagency Handbook in 2003 shortly after the handbook was developed and presented across the country.

Prior to the reforms of Indian trust asset management, there was no mechanism to track and monitor the types of beneficiary inquiries with follow up to resolve issues. Each program office handled their telephone calls, walk-ins, correspondence and referrals in a stove-piped manner. There was no uniform process to capture information and even worse no tool to ensure these inquiries did not fall through the cracks. OST implemented as part of the trust reform initiatives a group to re-engineer trust business processes. As part of that effort, I was the first Project Manager for the now successful Trust Beneficiary Call Center (TBCC) that is now in use by OST and nationally by the 90 agency field offices. The TBCC was launched in December 2004. Since its inception there have been over one million calls logged into the Call Center with an impressive 95% first line resolution rate, which means that 95% of all calls received are resolved by the Call Center staff without having to escalate the call to agency staff, thereby freeing up their time to work on other substantive issues. I worked with contract staff and trust reform specialist to develop the framework for the TBCC software application and reporting mechanism. We brought in subject matter experts to help build the scripts for various topics including the American Indian Probate Reform Act, leasing processes, land sale transactions, TAAMS conversion, WhereABOUTS Unknown project, Oil and Gas questions, and questions about performance statements, debit cards, ACH or electronic payments. An additional challenge that surfaced involved the reluctance by some individuals to use the TBCC. It became apparent that some staff felt they were being replaced by computers and other automated processes which resulted in a hesitance to accept the new change. To help change this perception and gain the acceptance of these individuals, we took the approach to include some of them as subject matter experts to help develop the scripts that TBCC staff used to answer technical questions. We also provided training for staff so they could get hands-on experience using the TBCC and solicited their input for improvements. We made the environment inclusive with the objective of getting buy-in and ownership for the new system. To further this initiative we recently added the Social Services module to TBCC for the BIA and tribal social workers to use as a tracking tool to document and exchange information across organizational lines.

I served as project lead to secure office space for 52 Fiduciary Trust Officer and their clerical support staff during the reorganization of the OST in 2004 and 2005. I coordinated efforts with the BIA, General Services Administration and the DOI National Business Center to find, lease or build out office space which at times involved developing the floor plan and working with architects and general building contractors. I relied on my previous experience in general building construction in the private sector. Internally, I coordinated with the BIA and OST Information Technology Offices for phone and data line services and other IT equipment installation for the newly established offices. I continue to monitor and provide guidance on administrative, budget, and procurement procedures to ensure staffs have equipment and tools to effectively perform their jobs. I assist the RFTA to manage funds of approximately \$10 million per annual budget year for six regions.

I served as Contracting Officer's Technical Representative (COTR) on contracts that assisted field offices with records management and preservation. After writing the statement of work and developing the project budget for the contract, I worked with the Contracting Officer through the acquisition process. I then served as Project Manager overseeing the contract including reviewing and approving invoices for payment, accepting deliverables, scheduling, ensuring compliance with contract specifications, coordinating contractor travel and serving as liaison between the OST, BIA and the contractor. This effort took careful planning and orchestration by working with a diverse group of people that included contract personnel, tribal personnel and BIA and OST staff. Ultimately, under my leadership, we shipped 1,510 boxes of records to the American Indian Records Repository (AIRR) Center at Lenexa, Kansas, freeing

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up valuable office space at agency locations and more importantly preserving Indian trust records in a state-of-the-art facility.

As Project Manager and COTR for the Special Projects Office, I worked with a contractor to develop the work plan procedures and a national policy to implement the cleanup of 21,000 temporary holding accounts, known as special deposit accounts housing \$58 million dollars. As a result of this project we produced written procedures, a national policy, two Microsoft SQL tracking and monitoring databases, and the national roll-out of a project to distribute millions of dollars to Indian beneficiaries. From the pilot project to current operations, we have distributed over \$50 Million dollars and closed approximately 17,000 special deposit accounts. This project gained national attention as tribes and Individuals continued to advocate for an accounting of their trust funds through the Cobell v. Salazar trust fund litigation.

Working for OST I have actively participated as a leader on three different trust system conversions with a team of highly specialized technical people, program managers and contractor staff and with other Department organizations. The first conversion I worked on was in 1995 with the SunGard Asset Management Group to convert accounts from an antiquated general ledger system to the OmniTrust System, an industry standard trust accounting program. I served as the lead person for developing the frame work for tribal trust accounts including the asset statement formats. In 1998 to 2000, I worked on the conversion of tribal and Individual Indian Money accounts from the OmniTrust System to the SEI Trust Funds Accounting System (TFAS). TFAS is the current accounting system still in use by OST. Most recently I have worked on the TAAMS conversion. TAAMS is owned by the BIA and houses the real property assets and encumbrances associated with those trust assets.

From September 2003 to September 2004, I participated in the United States Department of Agriculture (USDA) Graduate School Federal Executive Leadership Program (FELP) and successfully completed the requirements to graduate. This was an opportunity to develop and refine the skills necessary to become a leader in public service. I worked with a diverse team from seven different government agencies all of whom had no experience with accounting and trust funds management. I had the privilege to share information about Indian trust funds and the Department's trust responsibility to Native Americans. Not only did I receive classroom instruction but had the opportunity to meet with best-practice companies to study their methods and also had the chance to negotiate developmental assignments for 30 and 60 days. For my 30 day assignment, I worked with the Regional Director of the BIA Southwest Region. He asked me to review and analyze program activities impacting Indian trust fund management under this jurisdiction. I developed a written report of my findings and recommendations and presented it to him. I coordinated meetings and facilitated communication between the OST Trust Records Office and the immediate BIA Office to resolve issues concerning records management. For my 60 day assignment, I worked with the newly formed OST Field Operations. It was during this assignment that I started developing the contacts to establish new offices in the Field for the hiring of Fiduciary Trust Officers and to develop the templates for trust reform at the three pilot locations. I initiated the Microsoft Project Plan for the TAAMS conversion and provided administrative support for other trust reform activities. After this development assignment ended, my host sponsor asked me to apply for positions in Field Operations to continue working on trust reform initiatives. Eventually I was selected as Program Analyst and later Deputy RFTA.

Through these efforts I have demonstrated that I am able to leverage resources, resolve conflicts, influence and negotiate with all parties to achieve a common goal. In addition to the work I have done in trust funds, I received a Public Service Recognition award in May 2008 from the New Mexico Federal Executive Board for Team Excellence - In recognition of my commitment to public service and dedication to the federal community. I also received a recognition award for Cost Excellence from the General Services Administration in 2005 for deploying the Trust Beneficiary Call Center.

ECQ #3-Results Driven

I have been responsible for highly specialized and complex projects that required successful resolution in order to promote the end organizational goal of converting numerous trust asset management systems to one integrated system thereby producing a comprehensive trust asset statement that meets and exceeds customer expectations. I was identified as the lead trainer for both BIA and OST in the five regions and also charged with coming up with an approach to addressing discrepancies discovered during and after conversion. I took the initiative in identifying training sites, developing training curriculum and methodologies for approaching the issues and created partnerships within the other trust programs in the BIA to produce high quality results in all regions. My ability to understand the issues, analyze the problems and technological tools and building strong partnerships resulted in successful conversion activities at all five regions and allowed the Department to issue comprehensive and accurate trust asset statements to beneficiaries pursuant to statutory requirements.

I was assigned a project to develop a plan to address the issue of trust records that were not being properly managed according to a record life cycle. With the spot light on OST and BIA for records mismanagement as part of the Cobell v. Salazar litigation, it was critical to get inactive records shipped to the newly established American Indian Records Repository and to develop procedures for proper records management. The plaintiffs in the Cobell v. Salazar litigation allege that Indian trust records were lost, stolen or destroyed therefore the high visibility of the care and maintenance of these trust records made it imperative that they are protected and preserved. This situation is complicated further with tribes who use Self-Governance Compacts or Self-Determination Contracts under Public Law 93-638, the Indian Self-Determination and Education Assistance Act of 1975, as amended, to manage their own programs. These tribes assume responsibilities for programs, functions, and services, or activities that would otherwise be carried out by the federal government. Some tribes were and are reluctant to give up their records to be shipped to any Federal Records Center. The tribes regard these records as belonging to the tribe and therefore not the property of the federal government. The fact that the Department's Solicitors Office determined that the records are federal records even though a tribe is operating a trust program under Public Law 93-638, was not easily accepted. Compounding matters, several BIA and OST offices are co-located with tribes in the same building, and it was normally these types of situations that posed a problem.

Despite the circumstances, there was a Departmental initiative to resolve the backlogged records problem and I was appointed the lead on this project for Field Operations. To accomplish this task, I developed the scope of work and the budget for a contract that assisted the OST Field offices with catching up their records management and sending outdated records to the American Indian Records Repository (AIRR), located in Lenexa, Kansas. This was a contract that included site visitations, assessments, and actual work to prepare and ship records in accordance with the National Archives and Records Administration (NARA) specifications. We discovered in some locations records were kept in good shape and stored properly. However, in other locations, the state of records ranged from loose documents stored in boxes or cabinets, not labeled, not filed, and often in fragile state. I had the contractors sort, label, and file documents according to established records series. The majority of the records were shipped to AIRR and the rest were kept at the locations as current records. I worked with the contractor's Project Manager to work out the logistics, scheduling, and personnel to deploy to the field offices. I negotiated real estate with the Superintendent (GS-13s – 15s) at the field offices to limit the impact on their daily operations. As a result of this project, field offices came into compliance with records management and gained office space for current record storage or other operations. The contractor shipped 1,510 boxes of records (1,510 cubic feet) to AIRR. In the big picture, the Department gained additional footing in trust

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reform by reducing the number of backlogged records that we shipped to the AIRR. After the project was complete, a Division Chief with the Office of Trust Records came to me and asked for a copy of the statement of work I developed for this contract so they could use it as a template to develop other contracts to help with records management for OST and BIA field offices.

I served as the primary subject matter expert on trust accounting and processing issues for three Regional Fiduciary Trust Administrators, 21 Fiduciary Trust Officers, and 91 Field staff. I ensured staff met performance standard metrics and beneficiary expectations by evaluating management reports and other tools. Both OST and BIA staff relied on me for guidance and decision making on complex issues that may not have regulation or statutory guidance or precedence. Closing out the books with minimal exceptions at fiscal year-end is a critical ordeal at OST. In previous years, it meant long hours, overtime, high stress levels, miscommunication, crisis management and overall chaos. Especially with 90 field offices all trying to get their accounting packages faxed into the Central Accounting Office to get them processed by established deadlines. Adding to the confusion was the heavy volume of documents, thousands, being faxed which created additional delays and system crashes. Being part of senior management, I saw this exercise as unnecessary and decided to implement procedures to eliminate this practice. Shortly after the fiscal year end, I worked with my field staff in all six regions to routinely perform certain functions to alleviate or correct exceptions on a daily basis; to be proactive and eliminate exceptions before they happened; and to routinely perform post-quality assurance for transactions. I provided one-on-one training, held teleconferences, ascertained the assistance of OST Trust Training, provided written instructions, and assigned a couple of senior staff from each region to work with other staff and perform "triage" for problem areas. Despite our efforts, because of the organizational structure and the separate lines of authority between OST and BIA for specific trust transactions, it was sometimes difficult for my staff to initiate action or make decisions on routine trust matters which may sometimes result in slowing down the resolution of these items. However, I used this challenge as an opportunity to work with my counterparts in the Department to continually improve processes, develop business rules to address issues and to resolve problems timely. As a result of my efforts to work with staff to improve the year-end close out process, the ordeal has become routine and basically another day at the office. With the FY2011 year end, there were no trust accounting exceptions in the six regions I managed and my staff was released to go home when their normal tour-of-duty ended.

ECQ #4–Business Acumen

In the capacity of Acting Regional Trust Administrator, I assumed responsibility for addressing financial and administrative functions including human resource management over six regions. I led the program in a manner that guaranteed uninterrupted service to our beneficiaries and agency customers. I served as subject matter expert when it came to risk management, technology management and was responsible for delivering training and advising on improvements to our trust asset and accounting management system. I served as a member on the Codes/Macro committee that required a thorough understanding of the trust fund management systems OST uses as well as the BIA management systems for trust and non-trust funds and internal controls in order to produce desired results for the BIA and beneficiaries. Being familiar with the regulatory requirements of tribal trust fund withdrawals, I assisted tribes with identifying their financial needs and consequently identifying investment strategies to address budget requirements for ongoing as well as planned development in Indian communities. My ability to communicate with all customers and beneficiaries in a comprehensible manner using existing technology and in a one-on-one environment was a bonus in a fast paced, complex business world.

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In my position as Chief Tribal Accounts Manager, I worked with the BIA Tribal Operations Office in Washington, D.C. to ensure that OST received and immediately invested any Land Claims and Water settlement funds. For example, the Lower Brule and Crow Creek Sioux tribes settled for \$39.3 million and \$25 million dollars respectively. The two tribes received compensation for the taking and building of dams by the United States Army Corps of Engineers that inundated their tribal ancestral lands in South Dakota along the Missouri River, similar to the Three Affiliated Tribes and the Standing Rock Sioux Tribes. Subsequently, when I became Branch Chief of Investments, I continued my involvement in the investment of the respective settlement funds, a combined total of \$65 million dollars, within an aggregate total of a \$3 billion dollar Indian trust funds portfolio. The Infrastructure Development funds of the Lower Brule and Crow Creek Sioux Tribes are two instances where I have served as an objective party to the decision of the tribes to issue general obligation bonds to raise capital for infrastructure development on their reservations. This was the first time that any tribe used this financial tool with trust funds, whereas municipal and private sector institutions routinely use this mechanism to raise capital. As the Branch Chief of Investments and the government's representative, I analyzed the proposals and provided guidance for the structure of the debt reserve fund to be managed by the OST. I worked with the tribes' financial advisors to develop pro forma cash flow projections to ensure the tribe was able to meet the annual bond obligations. Since the tribes cannot invade the corpus of the trust fund, they pledged the interest earnings on their trust funds as collateral for the bonds. Rather than wait 10 to 15 years for enough interest earnings to accumulate in their trust funds, the tribes needed immediate access to capital to build roads, health and education facilities and upgrade water and sewage infrastructure to be able to provide basic living standards for their tribal members that the rest of the American population enjoyed. I worked with the tribes financial advisors to ensure that the corpus of the trust funds was protected and preserved for future generations. I used my Business Administration degree and private sector experience to make sound business decisions that not only benefitted both tribes, but also the government by supporting the tribe's sovereign status as independent Nations to make creative use of their resources.

Over the years as a manager at OST, I have administered programs, supervised staff and managed human capital and technology to produce results and been accountable for the funds that were appropriated for programs under my direct responsibility. I am astute to my role as a trustee, being responsible and accountable for beneficiary funds as well as public funds. With budget limitations across federal programs and with increased technological capacity, I worked with the senior executive management of OST to find solutions to effectively manage the human capital and other resources. Given the economic environment to automate most business processes, the need to depend on manual intervention is reduced and the opportunity to find creative solutions to automate business processes is exciting. We looked at business processes that automatically integrated all trust systems data thereby reducing human intervention for data handling. This reduced errors and increased the efficiency of data processing. These processes will eliminate the need to fax hard copy documents and manually encode data into separate trust systems and enable the Department to increase its compliance with the "green" initiative as proposed by the President. We have implemented the use of electronic work tickets that interface with trust data systems using the Trust Beneficiary Call Center as the "front-end" processor for this program and have plans to do more automation. This will eliminate duplicative encoding, reduce paper work in conformance with the Paper Reduction Act, and conform to the President's initiative to go "green", and streamline business processes and increase the efficiency of our staff so they can concentrate on substantive issues and other trust matters.

Prior to working for the government, I was a business owner and manager in the extremely competitive construction business. We built single family homes, installed water and sewer infrastructure for housing developments, built and renovated commercial structures, built

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and repaired roads, installed heating, ventilation and air conditioning (HVAC) systems and installed plumbing and electrical units. I worked with banks for financing, building suppliers for parts and materials, equipment suppliers for heavy equipment and machinery, trade organizations for specialty trades (i.e., plumbers, electricians, carpenters), and various governments for permits, licenses, or leases to perform work. I was responsible for general business operations that included overseeing the office staff to ensure payroll was processed timely and accurately, equipment arrived at the job sites on time, supplies were ordered and delivered on time, and I handled the sensitive issues that came up during mobilization or while work was being performed. I worked with numerous Indian Tribes which required sensitivity to cultural artifacts and other highly political and sensitive issues. I understood that cultural diversity was a high priority in order to get work accomplished within the project deadlines. Often times we had several jobs in progress at the same time at different locations, therefore logistics to get equipment, personnel and supplies to the various sites was critical. It was during these projects that I learned to multitask, and make executive decisions while keeping the staff engaged in their work. I worked on projects that ranged in price from \$10,000 dollars to multimillion dollars projects in several states.

I received my associate's certificate for Project Management from the George Washington University. I have been certified as a Contracting Officer's Technical Representative for government contracts and served as Project Manager for several projects for the OST. I was the Project Manager for the projects dealing with Special Deposit Accounts, Records Management and Preservation, Trust Beneficiary Call Center, Palm Springs Agency Corrective Action Plan and numerous per capita reconciliation projects and distribution of millions of dollars to beneficiaries. Recently the Osage tribe received a \$380 million dollar settlement and 100% of that money was distributed to the beneficial owners within two weeks of receipting the funds. These projects were all high visibility trust reform initiatives impacting the operations of various trust programs. I developed teams and worked with contractual support and other Department agencies to collaborate and coordinate activities to resolve issues with limited resources.

ECQ #5 – Building Coalitions/Communication

I would not be able to create teams to get the job done and create a framework for continuous improvement, if I was not able to build coalitions with a diverse group of people from varying backgrounds and disciplines. I encourage people to take ownership of a process in a project to make a real commitment and set the example by doing the same. Specifically with the TAAMS conversion, the majority of the data to be converted had to be "scrubbed" before conversion and the data was under the proprietorship of the BIA. As an OST employee, I had no authority to hire or fire anybody in BIA from whom I had to draw results. I found creative ways to engage people to develop fresh approaches to various complex issues. From the beginning, I created allies out of people who could have so easily set up obstacles for the team and kept them from achieving their goals. I found ways for staff to realize their jobs are secure and still obtain results. I have found the following strategies do work; build diverse teams, build incentives, use political influence, draw every possible resource and apply it to the project, and make sure that the team remembers the vision and stays focused on the end results. The key for me is to make them understand why making this work will not only make them successful in their jobs but secure lively hoods for the beneficiaries.

There is another specific example in my work with OST where working with internal and other federal or private organizations required influencing/negotiating, partnering and political savvy to get results. When I was the Branch Chief of Investments, I worked closely with two internal branches of OST that had a direct impact on investment activities; the Branch of Investments Accounting and the Branch of Trust Accounts Management. The Branch of

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Investments Accounting had to ensure the timely and accurate posting of receipt and disbursement of investment income. And the Branch of Tribal Accounts Management staff served as the primary point-of-contact with tribal beneficiaries. Internally at OST, the three branches worked together to achieve common goals for the organization and our beneficiaries.

At the same time, I worked with approximately thirty brokerage houses in private industry to buy and sell securities for the Indian trust portfolios. I also worked directly with the United States Treasury and numerous Government Sponsored Entities (FNMA, GNMA, FHLB, etc). I managed the Individual Indian Monies (IIM) pool, a "common trust fund" account, valued at approximately \$400 million dollars, and had the oversight responsibility for approximately \$3 billion dollars that belonged to approximately 250 tribes. In addition to working with the external brokerage houses, custodians, and other federal agencies, I worked closely with 250 tribal entities on their individual tribal portfolios. As a result of these efforts, I brought accounts that were not in compliance with the investment policy into compliance. There were forty-six "exceptions" to the policy when I started and by the time I left the Branch, there remained only two "exceptions". The nature and circumstances of the two remaining exceptions were such that selling the securities would have created a worse situation. I took the lead in developing consistent policy and procedures for investment processes, established rapport with the tribes to get them directly involved in the decision making for investment objectives, and established rapport with BIA Tribal Government Operations to also become involved in the same process. I also provided training and education on trust systems and general investment information.

Outside of government work, I have worked with non-profit organizations, for profit companies, and tribal entities in various capacities from administrative to professional positions. The experience from these various jobs challenged me to be creative, flexible, resilient, and to expand my knowledge and continually learn something new in every job. While in Alaska, I worked for the Alaska Student Loan Program as a Customer Representative. This was a fast-paced, demanding, and stressful job dealing with human emotions and money. I negotiated loan terms with students pursuing post-secondary degrees, by telephone, using software designed to calculate terms and generate loan agreements online and instantaneously. I worked as a Client Representative with the Farmington Inter-Tribal Indian Organization, a non-profit organization that was developed as a result of litigation against the City of Farmington for racial prejudice and hiring practices not consistent with Title VII of the Civil Rights Act of 1964. I worked with officials from city government, state and federal offices, tribal entities and local churches and self-help groups to build coalitions to restore trust and advocate for the Native American population in the areas of social, economic, education, employment and health care services. I also worked as a Career Counselor for the Shiprock Community Health Center, an ambulatory health care service. My position was funded by the Kellogg Foundation through the University of New Mexico Health Care Sciences Center. I worked to recruit high school and college students into studies in the health care sciences. I worked with teachers, counselors, administrators, principals, deans and advisors to develop curriculum plans for students. I helped students complete their applications for college admissions and financial aid and provided stipends and grants to students for tuition and books. With the non-profit organizations that I worked for, I took the leadership role in the fund raising activities and grant writing to secure additional funding for these organizations. These activities allowed me to establish networks, build coalitions, and leverage resources to improve delivery of services. Finally, I have worked in the private sector in general building construction and subcontracting for single family homes and commercial industrial projects. I served as an executive for business operations.

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- 1. Demonstrated ability to forge productive partnerships with Federal, State and local governments and agencies to ensure policies or programs which effect American Indian tribes are consistent with the Federal trust responsibility, the government-to-government policy, and/or satisfy and protect treaty obligations and rights.**

I started my federal career as the Area Trust Accountant for the Alaska Region twenty one years ago giving me the unique opportunity to learn and understand the differences between the Alaska natives and the rest of the American Indian Tribes in the lower forty-eight states. Although I was an accountant primarily working with trust fund receipts, disbursements and investments, I worked closely with managers of natural resources, forestry, realty services, probates, social services and tribal government services serving over 200 tribes in Alaska alone. While direct service was a part of service delivery by the Bureau of Indian Affairs (BIA), I worked with many tribes or "providers" as the tribes refer to themselves that contracted or compacted federal programs. I learned quickly the necessity to forge partnerships with other federal, state and local governments to leverage resources to provide coverage for trust services and meet the many obligations of our fiduciary trust responsibilities.

More recently I worked with the Agua Caliente Tribe of Cahuilla Indians and multiple offices including the BIA Pacific Region, Palm Springs Agency, Office of Trust Services in Washington, D.C., the Office of the Special Trustee for American Indians' (OST) Office of Trust Review and Audit, and staff in Albuquerque and at the Palm Springs agency to address issues raised by an audit and an Inspector General report related to the administration of commercial leases at Palm Springs agency. As the project leader I worked with a team of subject matter experts, contractors and program managers to implement an ambitious but comprehensive corrective action plan. The plan and its execution were designed to bring the agency back into compliance with regulatory requirements and find solutions to the fulfillment of our trust responsibility with limited resources. This effort involved the development of a project plan with strict timelines that required system modifications, changes in resource management practices and improved communication among all stakeholders, most importantly the tribe and individual landowners. I conducted conference calls to stay on task and ahead of schedule and successfully completed the project.

Currently the Division of Water and Power which is within my purview as the Deputy Bureau Director – Trust Services is leading negotiations with Solicitors, BIA, and the Confederated Salish & Kootenai Tribes (CSKT) in the return of the Flathead Indian Irrigation Project to the BIA. This is a complex and volatile situation with many stakeholders including federal, tribal, non-government entities and private individual interests surrounding irrigation and water rights. In the process at least two dozen employees had to be transitioned into federal government service from the private sector. Union and other Human Resource issues were a major conflict that were resolved while keeping the water running for irrigation to private and tribal land. The rights of the CSKT and multiple stakeholders are at issue in this conflict. The issues are ongoing and being addressed.

- 2. Demonstrated knowledge of trust resource management and rights protection programs and associated mandates and governing regulations to assist tribes with developing regulatory and trust management development and environmental protection.**

As the Deputy Bureau Director - Trust Services I am responsible for the oversight and management of trust resources and the associated protection of rights including the development of trust regulations and environmental protection. My realty staff is working with the attorney advisors and the Narragansett tribe to negotiate a land exchange with the Depart of the Navy using the Defense Base Realignment and Closure (BRAC) process. The land in question contains five parcels for approximately five acres. Two of the parcels are contaminated and must be remediated before the BIA will agree to the land transfer due to liability concerns by the federal government. The Narragansett tribe is located in the state of Rhode Island and is proposing to develop the land after it is taken into trust for economic and community development. The economic benefit to the tribe could be enormous. The BIA is working with tribal and Navy representatives and the Solicitors so the Assistant Secretary – Indian Affairs can take land in fee status and potentially transfer to trust status. However the complexity of issues associated with land transactions of this nature highlight the legal ramifications of environmental protection to liability and the rights of self-governance and right protection.

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The Division of Realty Services staffs are working with the Office of the Solicitor Attorney Advisors to assess and determine the status of requests for applications submitted by tribes seeking approval for leasing authority under the Helping Expedite and Advance Responsible Tribal Homeownership (HEARTH) Act. In the short time that I have served as the Deputy Bureau Director – Trust Services, we have developed a standardized process to review the HEARTH) Act submissions and streamlined the process for better management and efficiency. There have been applications approved and tribes now have the ability to process leasing activities on their reservations leading to greater self-governance.

In my position as the Deputy Bureau Director – Trust Services, I represent BIA on the Department's Fire Executive Committee (FEC) and the Executive Aviation Committee (EAC) along with senior leaders from other Bureaus. BIA is an active participant with the FEC as they set national policy and guidance for the Department. Recently I participated in the National Wildland Fire Management conference with partners from federal, state, and tribal leaders to deploy the National Action Plan (NAP). The Secretary of the Interior and the Secretary of Agriculture endorsed the NAP and publicly released it via web broadcast nation-wide during the conference. The NAP and the Departments Emergency Incident Management plan provide guidance for the operations of the Division of Wildland Fire Management and Forestry.

Working with the Secretarial Commission on Indian Trust Administration and Reform for two years, we took field trips to Indian reservations to see for ourselves and hear the stories, struggles and triumphs that reinforced the federal governments trust responsibilities to protect the treaty rights, statutes, and regulations reserved for American Indians and Alaska Natives based on their unique status as sovereigns and government-to-government relationship with the federal government. We visited the tribal delegation from the Nisqually tribe who showcased their community and economic development achievements with the assistance from the BIA and other federal partners to uphold the treaty rights for fishing subsistence. Working on special projects like this reinforces the ideals of the collective trust responsibilities that we hold as public servants performing trust duties.

3. Demonstrated experience and leadership in the management of Natural Resources Programs at all levels of an organization, including agency, region and headquarters levels of the Federal government or comparable level experience within a non-Federal setting.

As the Deputy Bureau Director - Trust Services, at the headquarters level, I am responsible to provide assistance, advice, policy, direction, coordination, management, planning, oversight, and monitoring for the development and protection and preservation of Indian trust natural resources. I provide national leadership for the Division responsible for agricultural uses of trust lands, the management of fish wildlife and parks, rangeland management and invasive species on trust lands and waters and endangered species. In the short time that I have been at the BIA I have authorized over \$30 million to be allocated to the regional offices and tribes across the country to operate and perform the functions necessary to manage the natural resources of Indian beneficiaries or to allocate to projects for the special projects. I am responsible for approximately \$600 for the Office of Trust Services including an allocation from the Department's Wildland Fire Management budget for Indian trust land. The \$600 million is for the management of human capital and technological resources and operation of trust programs and natural resource management.

Under my leadership as the Deputy Bureau Director – Trust Services, the activities currently under development are:

- Renewing the statement of work and Request for Proposals to negotiate a contract for the Data Quality and Integrity services to support trust operations programs with continuance of the post-quality reviews of title and realty data to identify variance for correction, encoding of conveyances, probate, realty, range, forestry

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and other legal documents; scanning records to the TAAMS system; records management assistance with oil & gas activities; chain of title work and research on unrecorded tracts.

- Reviewing and analyzing twelve applications submitted for the Helping Expedite and Advance Responsible Tribal Home Ownership (HEARTH) Act regulations which are in various stages. The Realty staff and Solicitors are collaborating to review and prepare recommendations to the Assistant Secretary – Indian Affairs for approving submissions. The HEARTH act changes the way the BIA works with tribes on leasing Indian trust land by giving tribes the authority to approve leases on their tribal land once their leasing regulations have been approved by the Secretary.
- Review and analysis of the Navajo Nation General leasing regulations. The Realty staff and Solicitors and representatives from the Navajo Nation are working on revisions and development of a Memorandum of Agreement to assist the Navajo Nation with the implementation of their pending leasing regulations.
- Fire management preseason training is taking place at any BIA/tribal units which includes the annual fire line refresher and pack test for firefighters. In FY13 alone there are 449 fires that have burned 15,340 acres
- Land Buy Back Program continues to work with Pine Ridge agency and the Oglala Sioux tribe to process sale offers and work with the Office of the Special Trustee for American Indians to send payments to individual allottees.
- Division of Water and Power is working with universities to develop Water Resources Technician training. Also they are part of the Department's working group on drought management to develop a national federal policy.
- Water right settlement negotiations are ongoing with the Shoshone-Paiute Duck Valley tribe and the Tule River Tribe.
- The Climate Change Coordinator is coordinating and facilitating an upcoming climate change self-governance conference on climate preparedness and resilience.

In various positions I've held with the OST for twenty one years, I worked with my colleagues in the BIA that manage natural resources to provide technical and educational assistance to explore options for the management of trust assets. Consistent throughout this process, whether it was the OST or the BIA, is the shared mission to protect the trust assets and interests of the Indian beneficiaries.

4. Demonstrated experience in managing Indian trust programs that includes water rights, water resources, probate and leasing of Indian land holdings.

During my first week in my detail as the Deputy Bureau Director – Trust Services I made it my priority to work with the Contracting Officer's Technical Representative (COTR) assigned to the TAAMS contract to assess the status of renewing the contract for trust services. TAAMS is the BIA's system of record for Land Title & Records (ownership interests), and leasing activities on Indian trust or restricted land. It houses the accounts receivables for trust revenue from leasing activity including oil & gas, agricultural, farm, grazing, forestry, minerals, and rights-of-way. After five years the contract was due to expire at the end of May 2014. If the contract was not renewed, there existed the potential for all trust receipt and disbursement processing to cease and Indian beneficiaries would not get their payments. With the litigious environment created by the Cobell class action lawsuit that spanned fifteen years and the subsequent settlement over the alleged mismanagement of Indian trust funds, it was imperative that the contract be renewed quickly. As a result of continued pressure to complete the Statement of Work, Request for Proposal and contract negotiations, the contract was signed the week of May 5, 2014 with enough time to ensure that TAAMS continues to operate without delays or interruptions. TAAMS processes approximately one billion dollars of trust funds annually for individual allottees and tribes.

As Deputy Trust Administrator with the Office of the Special Trustee for American Indians (OST) I worked with BIA agency and regional realty and range staff to administer leasing activity and to answer inquiries

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from individual beneficiaries on leasing activities on their trust or restricted land. During the TAAMS conversion I worked closely with the realty programs at numerous agencies to review lease contracts for compliance and encoding to the realty module. I introduced the business process templates that we developed in the Great Plains Region and applied them to the business rules for the Northwest and Pacific Regions for consistency and to standardize operating procedures.

Throughout my career in trust administration I have worked with the Probate program staff for processing and managing estate accounts. I served as the OST representative on a working group with representatives from the Office of Hearing Appeals (OHA) and the BIA Division of Probate to establish policy, procedures and guidelines. As the Deputy Bureau Director – Trust Services I am working with the Probate program to develop educational material that will be distributed to approximately 85 field offices and tribal communities on estate planning and other tools to mitigate fractionation of restricted and trust land. Finding alternatives to probating Indian assets using the current process has been ongoing for many years but was cited as a specific recommendation by the Secretarial Commission on Indian Trust Administration and Reform. Therefore we are partnering with the Office of Hearing and Appeals, Land Buy Back Program for Tribal Nations, and OST Field Operations for outreach activities to leverage resources and keep costs to a minimum while empowering tribes to develop trust land resources for economic benefit and promote self-governance.

As Deputy Bureau Director – Trust Services I am working with the Secretary's Indian Water Rights Office, the Solicitors, Office of Performance Management, Office of Management and Budget (OMB), and Deputy Assistant Secretary – Management, to develop policy and procedures for indexing Indian Water Right settlement funds. Indexing funds is a new requirement for Indian water right funds although the Bureau of Reclamation has been indexing funds for years. Specifically we are in the process of developing strategies for the Taos and three other Pueblo Indian water settlements that were recently finalized. The economic benefit to be leveraged from this paradigm shift to fund and manage water right activities is enormous. The settlement language is ambiguous and the Solicitor's opinion is complex making the project a challenge. However, once we establish the policy and procedures of the process it can be applied to future settlement funds thereby increasing the efficiency and effectiveness of establishing a precedent for the budget execution process and for managing the investment of the funds.

Demonstrated knowledge and experience in the fields of oil and gas, and extractive industries.

As Deputy Trust Administrator for OST Field Operations I worked with the Fort Berthold Agency and the BIA Great Plains Region in helping to form a Federal Indian Energy and Minerals Office involving other federal agencies for supporting the oil and gas development on the Fort Berthold Indian reservation. I am also familiar with the current set up of the Farmington Indian Minerals office that incorporates BIA, Bureau of Land Management (BLM), and Office of Natural Resource Revenue (ONRR) at one location for the benefit of Navajo allottees. With the Bakkan oil play in active deployment I worked closely with the Fiduciary Trust Officer, Regional Trust Administrator and BIA Realty staff to streamline business processes to expeditiously collect and disburse oil revenues. With the deployment of the Trust Asset and Accounting Management System (TAAMS) and the lockbox services nationwide, the push to disburse funds timely and accurately to Indian beneficiaries was elevated to the highest level and with more transparency. As a result leasing of tribal and individual Indian allotments on the Ft. Berthold reservation resulted in the approval of over 2,800 leases impacting almost 600,000 acres and resulting in the collection and distribution of over \$150 million to the Three Affiliated Tribes and individual Indian trust land and mineral interest holders. Likewise I worked with the Osage agency in Eastern Oklahoma to process their oil and gas revenues more timely and accurately. I worked with the Superintendent to eventually encode all the mineral leases into the TAAMS Minerals Royalty and Distribution System. I also worked with the Southern Plains Regional Office in Anadarko, Oklahoma to process their oil and gas revenues and assist with fielding inquiries. In addition to

Job Announcement #: BIA-SES-2014-01-PQ1094354

Job Title: Deputy Bureau Director, Trust Services

Candidate: Helen Riggs

receiving, disbursing and investment of oil and gas revenues, I have worked with individual Indians and tribes to explain the contents of the Explanation of Payments (EOPs) for oil and gas activities that is issued by the ONRR.

Currently I am serving as an Executive Sponsor to a team tasked with developing a proposal for establishing a Service Center that will work with multiple federal and state agencies to assist BIA agencies that handle oil and gas activities on Indian trust or restricted land. The federal agencies involved are BIA, OST, ONRR and BLM. The idea in a nutshell is to alleviate some of the workload and/or help expedite the leasing and approval processes for oil & gas leases. Expertise from various disciplines including seismic engineers, geologist, hydrologist, environmental sciences, and real estate services will supplement the experience at the local level to bridge gaps that inhibit progress. I am working with senior leaders at these various agencies to get buy in from the leadership and to keep the Indian and Energy Minerals Steering Committee informed.

Although most of the revenues collected by OST involve oil and gas, I have worked with other tribes that have coal resources, namely the Navajo Nation and Crow Tribe. As the Deputy Bureau Director – Trust Services, I am now involved in the oversight and management of natural resources for not only the oil and gas but other extractive industries. I am familiar with the Indian Mineral Development Act, Surface Mining and Reclamation Act, Federal Oil and Gas Regulatory Management Act and regulations relevant to lease administration for these purposes.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-06-13T14:02:12-04:00
Importance: Normal
Subject: Does this work??
Received: 2017-06-13T14:33:36-04:00
[Arrivals and Departures.xlsx](#)

Michelle Oxyer

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

Name	From Bureau/Office	From Duty Station	From Position
Blanchard, Mary Josie	PMB	Washington, DC	Deputy Director, Office of Environmental Policy and Compliance
Clement, Joel	PMB	Washington, DC	Director, Office of Policy Analysis
Olsen, Megan	PMB	Washington, DC	Director, Office of Small and Disadvantaged Business Utilization
Arroyo, Bryan	FWS	Washington, DC	Assistant Director - International Affairs Director, Office of Strategic Employee and Organizational Development/Chief Learning Officer
Pierre-Louis, Alesia	PMB	Washington, DC	Learning Officer
Davis, Mark	PMB	Washington, DC	Director, Business Services
Burckman, James	ASIA	Washington, DC	Director of Human Capital Management Director, Office of Acquisition and Property Management
Sonderman, Debra	PMB	Washington, DC	Senior Advisor - Law Enforcement, Security, and School Safety
Cruzan, Darren	BIA	Washington, DC	Associate Director for Administration
Aragon, Jose	USGS	Albuquerque, NM	

To Bureau/Office	To Position	To Duty Station
ASFWP	Director, Gulf of Mexico Restoration	Washington, DC
ONRR	Senior Program Advisor	Washington, DC
PMB	Director, Office of Acquisition and Property Management	Washington, DC
PMB	Deputy Director, Office of Environmental Policy and Compliance	Washington, DC
ASIA	Director of Human Capital Management	Washington, DC
ASIA	Budget Officer	Washington, DC
PMB	Director, Business Services	Washington, DC
BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
PMB	Director, Office of Law Enforcement and Security	Washington, DC
PMB	Senior Advisor	Albuquerque, NM

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-06-14T10:16:25-04:00
Importance: Normal
Subject: Revised Arrivals/Departures
Received: 2017-06-14T10:16:34-04:00
[Arrivals and Departures.xlsx](#)

How's this?

Michelle Oxyer

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

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Blanchard, Mary Josie	PMB	Deputy Director, Office of Environmental Policy and Compliance	Washington, DC
Clement, Joel	PMB	Director, Office of Policy Analysis	Washington, DC
Pierre-Louis, Alesia	PMB	Director, Office of Strategic Employee and Organizational Development/Chief Learning Officer	Washington, DC
Davis, Mark	PMB	Director, Business Services	Washington, DC
Sonderman, Debra	PMB	Director, Office of Acquisition and Property Management	Washington, DC
<i>Arrivals</i>			
Arroyo, Bryan	FWS		
Burckman, James	ASIA		
Cruzan, Darren	BIA		
Aragon, Jose	USGS		
<i>Internal Movement</i>			
Olsen, Megan	PMB	Director, Office of Small and Disadvantaged Business Utilization	Washington, DC

To Bureau/Office	To Position	To Duty Station
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ASFWP		
ONRR		

ASIA		
ASIA		

BLM		
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	Deputy Director, Office of Environmental	
PMB	Policy and Compliance	Washington, DC
PMB	Director, Business Services	Washington, DC
	Director, Office of Law Enforcement and	
PMB	Security	Washington, DC
PMB	Senior Advisor	Albuquerque, NM

	Director, Office of Acquisition and Property	
PMB	Management	Washington, DC

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Hanna, Jeanette	BIA	Special Assistant to the Director, BIA	Washington, DC
Riggs, Helen	BIA	Deputy Bureau Director-Trust Services	Washington, DC
Loudermilk, Weldon	BIA	Director, Bureau of Indian Affairs	Washington, DC
Burckman, James	ASIA	Director of Human Capital Management	Washington, DC
<i>Arrivals</i>			
Cruzan, Darren	BIA		
James, James	OST		
Pierre-Louis, Alesia	PMB		
Lords, Douglas	OST		
<i>Internal Movement</i>			
Speaks, Stanley	BIA	Regional Director, Northwest Region	Portland, OR
Deerinwater, Daniel	BIA	Regional Director, Southern Plains	Anadarko, OK
Black, Michael	BIA	Senior Advisor to the Director, BIA	Billings, MT
Bearpaw, George	ASIA	Budget Officer	Washington, DC

To Bureau/Office	To Position	To Duty Station
BLM		
OST		
OST		
PMB		
PMB	Director, Office of Law Enforcement and Security	Washington, DC
BIA	Deputy Bureau Director-Field Operations	Albuquerque, NM
ASIA	Director of Human Capital Management	Washington, DC
BIA	Deputy Bureau Director-Trust Services	Albuquerque, NM
BIA	Regional Director, Southern Plains	Anadarko, OK
BIA	Regional Director, Northwest Region	Portland, OR
BIA	Regional Director, Alaska	Anchorage, AK
BIA	Regional Director, Midwest Region	Minneapolis, MN

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Velasco , Janine	BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
Woody, William	FWS	Chief, Office of Law Enforcement	Baileys Crossroads, VA
<i>Arrivals</i>			
Sonderman, Debra	PMB		
Cribley, Bud	BLM		
Lauro, Salvatore	BLM		
Welch, Ruth	BLM		
Luders, Amy	BLM		
<i>Internal Movement</i>			
NONE			

To Bureau/Office	To Position	To Duty Station
FWS		
BLM		
BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
FWS	Senior Advisor for Energy	Washington, DC Baileys Crossroads,
FWS	Chief, Office of Law Enforcement	VA
BOR	Director, Policy and Administration	Lakewood, CO
FWS	Regional Director, Albuquerque	Albuquerque, NM

Name	From Bureau/Office	From Position
<i>Departures</i>		
Wainman, Barbara	USGS	Associate Director for Communications and Publications
Aragon, Jose	USGS	Associate Director for Administration
<i>Arrivals</i>		
Welch, Ruth	BLM	
Hildebrandt, Betsy	FWS	
<i>Internal Movement</i>		
Gonzales-Schreiner, Roseann	BOR	Director, Policy and Administration
Burkett, Virginia	USGS	Associate Director for Climate

From Duty Station	To Bureau/Office	To Position	To Duty Station
Reston, VA	FWS		
Albuquerque, NM	PMB		
	BOR	Director, Policy and Administration	Lakewood, CO
	USGS	Associate Director for Communications and Publications	Reston, VA
Lakewood, CO	USGS	Associate Director for Administration	Lakewood, CO
Many, LA	ASWS	Senior Advisor to the Assistant Secretary - Water and Science	Washington, DC

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Woody, William	FWS	Chief, Office of Law Enforcement	Baileys Crossroads, VA
Hildebrandt, Betsy	FWS	Assistant Director - External Affairs	Washington, DC
Arroyo, Bryan	FWS	Assistant Director - International Affairs	Washington, DC
<i>Arrivals</i>			
Luders, Amy	BLM		
Cribley, Bud	BLM		
Velasco , Janine	BLM		
Blanchard, Mary Josie	PMB		
<i>Internal Movement</i>			
Dohner, Cynthia	FWS	Regional Director - Atlanta	Atlanta, GA
Tuggle, Benjamin	FWS	Regional Director - Albuquerque	Albuquerque, NM
Vietzke, Gay	NPS	Superintendent, National Mall and Memorial Parks	Washington, DC

To Bureau/Office	To Position	To Duty Station
BLM		
USGS		
PMB		
FWS	Regional Director, Albuquerque	Albuquerque, NM
FWS	Senior Advisor for Energy	Washington, DC
FWS	Assistant Director - Business Management Operations	Washington, DC
ASFWP	Director, Gulf of Mexico Restoration	Washington, DC
FWS	Assistant Director - International Affairs	Washington, DC
FWS	Assistant Director - Science Applications	Washington, DC
NPS	Regional Director, Northeast Region	Philadelphia, PA

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Hanna, Jeanette	BIA	Special Assistant to the Director, BIA	Washington, DC
Riggs, Helen	BIA	Deputy Bureau Director-Trust Services	Washington, DC
Loudermilk, Weldon	BIA	Director, Bureau of Indian Affairs	Washington, DC
Cruzan, Darren	BIA	Senior Advisor - Law Enforcement, Security, and School Safety	Washington, DC
<i>Arrivals</i>			
Bearpaw, George	ASIA		
James, James	OST		
Lords, Douglas	OST		
<i>Internal Movement</i>			
Speaks, Stanley	BIA	Regional Director, Northwest Region	Portland, OR
Deerinwater, Daniel	BIA	Regional Director, Southern Plains	Anadarko, OK
Black, Michael	BIA	Senior Advisor to the Director, BIA	Billings, MT

To Bureau/Office	To Position	To Duty Station
BLM OST OST		
PMB		
BIA	Regional Director, Midwest Region	Minneapolis, MN
BIA	Deputy Bureau Director-Field Operations	Albuquerque, NM
BIA	Deputy Bureau Director-Trust Services	Washington, DC
BIA	Regional Director, Southern Plains	Anadarko, OK
BIA	Regional Director, Northwest Region	Portland, OR
BIA	Regional Director, Alaska	Anchorage, AK

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position	From Duty Station
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Departures

James, James	OST	Deputy Special Trustee-Field Operations	Albuquerque, NM
Lords, Douglas	OST	Deputy Special Trustee-Trust Services	Albuquerque, NM

Arrivals

Riggs, Helen	BIA		
Loudermilk, Weldon	BIA		

Internal Movement

NONE

To Bureau/Office	To Position	To Duty Station
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BIA		
BIA		

OST	Deputy Special Trustee-Trust Services	Washington, DC
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OST	Deputy Special Trustee-Field Operations	Washington, DC
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Name	From Bureau/Office	From Position	From Duty Station
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Departures

Sonderman, Debra	PMB		
Woody, William	FWS		

Arrivals

		Assistant Director, Business, Fiscal and	
Velasco , Janine	BLM	Information Resources Management	Washington, DC
Cribley, Bud	BLM	State Director, Alaska	Anchorage, AK
Lauro, Salvatore	BLM	Director, Law Enforcement	Washington, DC
Welch, Ruth	BLM	State Director, Colorado	Denver, CO
Luders, Amy	BLM	State Director, New Mexico	Santa Fe, NM

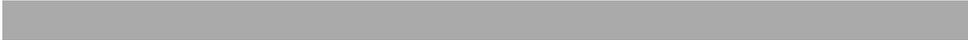
Internal Movement

NONE

To Bureau/Office	To Position	To Duty Station
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BLM	Assistant Director, Business, Fiscal and Information Resources Management	Washington, DC
BLM	Director, Law Enforcement	Washington, DC



FWS
FWS
FWS
BOR
FWS



Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

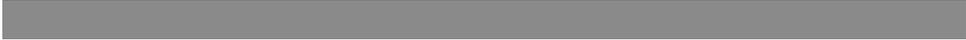
To Duty Station

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Wainman, Barbara	USGS	Associate Director for Communications and Publications	Reston, VA
Aragon, Jose	USGS	Associate Director for Administration	Albuquerque, NM
Burkett, Virginia	USGS	Associate Director for Climate	Many, LA
<i>Arrivals</i>			
Hildebrandt, Betsy	FWS		
<i>Internal Movement</i>			
NONE			

To Bureau/Office	To Position	To Duty Station
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FWS
PMB
ASWS



USGS	Associate Director for Communications and Publications	Reston, VA
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Name	From Bureau/Office	From Position
<i>Departures</i>		
Gonzales-Schreiner, Roseann	BOR	Director, Policy and Administration

<i>Arrivals</i>		
Welch, Ruth	BLM	

<i>Internal Movement</i>		
NONE		

From Duty Station	To Bureau/Office	To Position	To Duty Station
Lakewood, CO	USGS		
	BOR	Director, Policy and Administration	Lakewood, CO

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			

NONE

<i>Arrivals</i>			
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NONE

<i>Internal Movement</i>			
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Vietzke, Gay	NPS	Superintendent, National Mall and Memorial Parks	Washington, DC
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To
Bureau/Office **To Position** **To Duty Station**

[Redacted]

[Redacted]

[Redacted]

NPS Regional Director, Northeast Region Philadelphia, PA

Name	From Bureau/Office	From Position	From Duty Station
<i>Departures</i>			
Woody, William	FWS	Chief, Office of Law Enforcement	Baileys Crossroads, VA
Arroyo, Bryan	FWS	Assistant Director - International Affairs	Washington, DC
Hildebrandt, Betsy	FWS	Assistant Director - External Affairs	Washington, DC
<i>Arrivals</i>			
Luders, Amy	BLM		
Cribley, Bud	BLM		
Velasco , Janine	BLM		
<i>Internal Movement</i>			
Dohner, Cynthia	FWS	Regional Director - Atlanta	Atlanta, GA
Tuggle, Benjamin	FWS	Regional Director - Albuquerque	Albuquerque, NM

To Bureau/Office	To Position	To Duty Station
BLM		
PMB		
USGS		
FWS	Regional Director, Albuquerque	Albuquerque, NM
FWS	Senior Advisor for Energy Assistant Director - Business Management	Washington, DC
FWS	Operations	Washington, DC
FWS	Assistant Director - International Affairs	Washington, DC
FWS	Assistant Director - Science Applications	Washington, DC

Name	From Bureau/Office	From Position	From Duty Station	To Bureau/Office	To Position
NO MOVES					

To Duty Station

To: Daniel Deerinwater[daniel.deerinwater@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]; Weldon Loudermilk[weldon.loudermilk@bia.gov]
From: Pletcher, Mary
Sent: 2017-06-15T18:39:06-04:00
Importance: Normal
Subject: Deerinwater - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T18:39:16-04:00
[Deerinwater Preference Form.docx](#)

Dear Daniel Deerinwater,

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

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

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

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: Daniel Deerinwater

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Stanley Speaks[stanley.speaks@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Weldon Loudermilk[weldon.loudermilk@bia.gov]; Michael Black[mike.black@bia.gov]
From: Pletcher, Mary
Sent: 2017-06-15T18:41:36-04:00
Importance: Normal
Subject: Speaks - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T18:41:43-04:00
[Speaks Preference Form.docx](#)

Dear Stanley Speaks,

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

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

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

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: Stanley Speaks

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Helen Riggs[helen.riggs@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]; Weldon Loudermilk[weldon.loudermilk@bia.gov]
From: Pletcher, Mary
Sent: 2017-06-15T18:44:44-04:00
Importance: Normal
Subject: Riggs - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T18:44:51-04:00
[Riggs Preference Form.docx](#)

Dear Helen Riggs,

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

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

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

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: Helen Riggs

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Weldon Loudermilk[weldon.loudermilk@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]
From: Pletcher, Mary
Sent: 2017-06-15T18:55:01-04:00
Importance: Normal
Subject: Loudermilk - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T18:55:10-04:00
[Loudermilk Preference Form.docx](#)

Dear Weldon "Bruce" Loudermilk,

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

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

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

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

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

Best,
Mary

--

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

(202) 208-4505

To: Mary Pletcher

From: Weldon Loudermilk

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: George Bearpaw[george.bearpaw@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]
From: Pletcher, Mary
Sent: 2017-06-15T18:57:44-04:00
Importance: Normal
Subject: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T18:57:51-04:00
[Bearpaw Preference Form.docx](#)

Dear George Bearpaw,

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

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

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

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: George Bearpaw

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Bud Cribley[bcribley@blm.gov]
Cc: Katharine MacGregor[katharine_macgregor@ios.doi.gov]; James Cason[james_cason@ios.doi.gov]; Michael Nedd[mnedd@blm.gov]
From: Pletcher, Mary
Sent: 2017-06-15T19:25:03-04:00
Importance: Normal
Subject: Cribley - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:25:10-04:00
[Cribley Preference Form.docx](#)

Dear Bud Cribley,

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

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

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

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: Bud Cribley

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Virginia Burkett[virginia_burkett@usgs.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Cameron, Scott[scott_cameron@ios.doi.gov]; William Werkheiser[whwerkhe@usgs.gov]
From: Pletcher, Mary
Sent: 2017-06-15T19:35:09-04:00
Importance: Normal
Subject: Burkett - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:35:16-04:00
[Burkett Preference Form.docx](#)

Dear Virginia Burkett,

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

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

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

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

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

Best,
Mary

--

Mary Pletcher

Department of the Interior

Deputy Assistant Secretary for Human Capital and Diversity

Chief Human Capital Officer

(202) 208-4505

To: Mary Pletcher

From: Virginia Burkett

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Gay Vietzke[gay_vietzke@nps.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Virginia Johnson[virginia_johnson@ios.doi.gov]; Reynolds, Michael[michael_reynolds@nps.gov]
From: Pletcher, Mary
Sent: 2017-06-15T19:42:09-04:00
Importance: Normal
Subject: Vietzke - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:42:19-04:00
[Vietzke Preference Form.docx](#)

Dear Gay Vietzke,

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

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

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

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

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

Best,
Mary

--

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

(202) 208-4505

To: Mary Pletcher

From: Gay Vietzke

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Benjamin Tuggle[benjamin_tuggle@fws.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Virginia Johnson[virginia_johnson@ios.doi.gov]; Jim Kurth[jim_kurth@fws.gov]
From: Pletcher, Mary
Sent: 2017-06-15T19:43:42-04:00
Importance: Normal
Subject: Tuggle - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:43:49-04:00
[Tuggle Preference Form.docx](#)

Dear Benjamin Tuggle,

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

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

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

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: Benjamin Tuggle

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]; Weldon Loudermilk[weldon.loudermilk@bia.gov]
From: Riggs, Helen
Sent: 2017-06-15T19:44:25-04:00
Importance: Normal
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:45:12-04:00

Mary,
Does this mean that I will be moved to Albuquerque, NM?

Thanks,

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

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

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

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

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

Best,
Mary

--

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

To: Cynthia Dohner[Cynthia_Dohner@fws.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Virginia Johnson[virginia_johnson@ios.doi.gov]; Jim Kurth[jim_kurth@fws.gov]
From: Pletcher, Mary
Sent: 2017-06-15T19:45:25-04:00
Importance: Normal
Subject: Dohner - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:45:32-04:00
[Dohner Preference Form.docx](#)

Dear Cynthia Dohner,

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

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

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

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

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

Best,
Mary

--

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

Chief Human Capital Officer
(202) 208-4505

To: Mary Pletcher

From: Cynthia Dohner

I prefer to:

_____ Accept this reassignment

_____ Not to accept this reassignment for the following reasons:

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

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

Please transmit this form via email to Mary Pletcher.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: Katharine MacGregor[katharine_macgregor@ios.doi.gov]; James Cason[james_cason@ios.doi.gov]; Michael Nedd[mnedd@blm.gov]
From: Cribley, Bud
Sent: 2017-06-15T19:45:51-04:00
Importance: Normal
Subject: Re: Cribley - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:46:38-04:00

Mary,
Is there an opportunity to have a conversation about this reassignment?

Bud

Bud C Cribley
State Director BLM-Alaska
Cell # 907-717-5141
Office # 907-271-5080
email: bcribley@blm.gov

On Thu, Jun 15, 2017 at 3:25 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Bud Cribley,

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

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

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

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

Best,
Mary

--

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

To: Riggs, Helen[helen.riggs@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]; Weldon Loudermilk[weldon.loudermilk@bia.gov]
From: Pletcher, Mary
Sent: 2017-06-15T19:53:58-04:00
Importance: Normal
Subject: Re: Riggs - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-15T19:54:05-04:00

Helen,
That is correct. For this proposed directed reassignment, you would be relocated to Albuquerque, New Mexico.

Thanks,
Mary

On Thu, Jun 15, 2017 at 7:44 PM, Riggs, Helen <helen.riggs@bia.gov> wrote:

Mary,
Does this mean that I will be moved to Albuquerque, NM?

Thanks,

Helen Riggs
Deputy Bureau Director, Trust Services
Bureau of Indian affairs
1849 C Street NW
Washington, D.C. 20240
Office: (202) 208-5831

On Thu, Jun 15, 2017 at 6:44 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Helen Riggs,

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to

Deputy Special Trustee Trust Services with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

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

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

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

Best,
Mary

--

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

--

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

To: mary_pletcher@ios.doi.gov[mary_pletcher@ios.doi.gov]
From: Cason, James
Sent: 2017-06-17T13:59:57-04:00
Importance: Normal
Subject: Read: Arroyo - Senior Executive Service Directed Reassignment
Received: 2017-06-17T13:59:58-04:00

Your message

To: Cason, James
Subject: Arroyo - Senior Executive Service Directed Reassignment
Sent: 6/15/17, 7:47:02 PM EDT

was read on 6/17/17, 1:59:57 PM EDT

To: David Murillo[dmurillo@usbr.gov]
From: Souza, Paul
Sent: 2017-06-21T19:31:00-04:00
Importance: Normal
Subject: WIIN Act and ESA
Received: 2017-06-21T19:31:10-04:00
[WIIN Act-ESA Briefing 062117.docx](#)

David,

Please recall that Scott Cameron requested a briefing on the WIIN Act and ESA. Our folks pulled the attached briefing paper together. I have reviewed and approved it. If you feel the same, please forward it to Joel Clement with a cc to me. We promised to send it to him by COB tomorrow.

Many thanks,

Paul Souza
Regional Director
Pacific Southwest
U.S. Fish and Wildlife Service
2800 Cottage Way, Suite W 2606
Sacramento, CA 95825
916 414 6469
916 208 2457 Cell
<https://www.fws.gov/cno/>

INFORMATION/BRIEFING MEMORANDUM

DATE: June 21, 2017

FROM: David Murillo, Director, Mid-Pacific Region, U.S. Bureau of Reclamation
Paul Souza, Director, Pacific Southwest Region, U.S. Fish and Wildlife Service

SUBJECT: Water Infrastructure Improvements for the Nation (WIIN) Act

Background

The Central Valley Project (CVP) is operated by the Bureau of Reclamation (Reclamation) and serves as one of the world's largest water storage and transport systems. Its major reservoirs have a combined storage of 11 million acre-feet of water. The State Water Project (SWP), operated and maintained by the California Department of Water Resources (CDWR), can hold 5.8 million acre-feet of water. These operations affect seven aquatic species listed under the Endangered Species Act.

The CVP and SWP are currently operating under a Biological Opinion FWS issued on December 15, 2008, and a Biological Opinion NMFS issued on June 4, 2009. Both biological opinions included reasonable and prudent alternatives (RPAs) to prevent jeopardy and adverse modification of designated critical habitat for multiple species of listed fish. During the winter and spring the RPAs call for managing net negative flows in Old and Middle Rivers (OMR) in the Delta driven by CVP and SWP water exports. Net negative OMR flow occurs when water in the OMR channels moves upstream toward the export facilities rather than downstream toward the estuary. Net negative OMR flow can cause fish to become entrained in the South Delta, and can cause salvage at the export facilities. Both RPAs limit net negative OMR flow based on factors including fish salvage at the export facilities, fish presence in the area of influence of the export facilities, and real time hydrologic conditions. Reclamation reinitiated consultation on these opinions with both Services in August 2016.

Operations

The new Water Infrastructure Improvements for the Nation (WIIN) Act of 2016 confirms the considerations for the real time decision-making process and the flexibilities in operations used by the agencies during the 2013-2016 drought emergency. Section 4002 lists factors to be addressed in writing if reverse OMR flow rate is set at a less negative OMR flow rate than the most negative allowed in the applicable biological opinion. Section 4003 authorizes the Secretaries of the Interior and Commerce (Secretaries) to allow the CVP and SWP to operate at more negative OMR flow than are provided for in the biological opinions to capture peak flows during storm-related events and the factors that must be considered in evaluating whether to exercise the option or not. The provisions direct the agencies to consider pumping more water southward as long as doing so does not result in negative impacts to imperiled fish that are greater than those documented in the biological opinion.

Stakeholder Coordination

The WIIN Act provides for additional coordination with public water agencies that contract for water delivery from the CVP or SWP. The Act says that those agencies shall be able to provide information to the action agency (Reclamation) preparing a biological assessment on water

operations, and that the Services shall provide a copy of a draft biological opinion and consider any comments provided by the public water agencies. Additionally, in the event of a biological opinion concluding that the project jeopardizes listed species or adversely modifies or destroys listed habitat, the Services must inform the public water agencies how each component of a reasonable and prudent alternative will contribute to avoiding jeopardy or adverse modification and why other proposed alternative actions are inadequate to do so. While consultation is ongoing, the Services will regularly solicit input through the Collaborative Science and Adaptive Management Program (CSAMP), which includes representatives from water districts, environmental organizations, scientists, and State and Federal agencies.

Science and Monitoring

Additional drought funding over the last few years enabled the acceleration of implementing new methods and studies, and resulted in improved operational flexibility and protection of ESA species during the drought. Items in the WIIN Act that propose additional real-time operations monitoring, conservation hatchery programs, restoration, testing new technology, and improving infrastructure of CVP and SWP have been discussed and many of these actions are already underway. For example, the Service with the support of Reclamation has begun implementation of an Enhanced Delta Smelt Monitoring (EDSM) program, consistent with the requirements of Section 4010. The EDSM study design applies statistical methods to create a high frequency sampling regime that reduces uncertainty to support real-time water operations decisions and estimate Delta Smelt abundance and distribution. The Service began a limited EDSM in December, ramped up to implementing the full study design in February, and continues to seek stakeholder input to improve implementation.

Conservation Hatcheries

The WIIN Act also directs the Secretaries to develop and implement as necessary the expanded use of conservation hatchery programs (Section 4010). The Service propagates endangered winter-run Chinook salmon at Livingston Stone National Fish Hatchery to assist in the recovery of the species, including a long-standing program to supplement the existing wild population in the Sacramento River below Shasta dam. The Service recently expanded the effort to establish captive brood stocks for use in reintroducing winter-run Chinook salmon to the Sacramento River Watershed above Lake Shasta and to a restored Battle Creek.

The Service also continues to collaborate with the CDWR to plan for a Fish Technology Center (FTC). The FTC would be a research-oriented facility that would hold the Service's main refugial population of Delta smelt and would conduct research into captive propagation techniques necessary to facilitate augmenting wild populations. The Service expects to complete the Environmental Impact Statement and to secure the permits for the FTC this fall, although no funds have been identified for construction or operation of the facility. The Service is also drafting an Environmental Assessment for construction of a larger conservation hatchery facility to be located near the FTC. The hatchery would use the techniques developed at the FTC to produce the large numbers of fish necessary to augment wild populations, or to re-introduce extirpated species, should those actions be necessary for recovery.

To: tyonts@usbr.gov[tyonts@usbr.gov]
From: David Murillo
Sent: 2017-06-22T14:26:18-04:00
Importance: Normal
Subject: Fwd: WIIN Act and ESA
Received: 2017-06-22T15:18:49-04:00
[ATT00001.htm](#)
[WIIN Act-ESA Briefing 062117.docx](#)

Was this the one you were working on?

Sent from my iPhone

Begin forwarded message:

From: "Souza, Paul" <paul_souza@fws.gov>
Date: June 21, 2017 at 4:31:00 PM PDT
To: David Murillo <dmurillo@usbr.gov>
Subject: WIIN Act and ESA

David,
Please recall that Scott Cameron requested a briefing on the WIIN Act and ESA. Our folks pulled the attached briefing paper together. I have reviewed and approved it. If you feel the same, please forward it to Joel Clement with a cc to me. We promised to send it to him by COB tomorrow.

Many thanks,

Paul Souza
Regional Director
Pacific Southwest
U.S. Fish and Wildlife Service
2800 Cottage Way, Suite W 2606
Sacramento, CA 95825
916 414 6469
916 208 2457 Cell
<https://www.fws.gov/cno/>

INFORMATION/BRIEFING MEMORANDUM

DATE: June 21, 2017

FROM: David Murillo, Director, Mid-Pacific Region, U.S. Bureau of Reclamation
Paul Souza, Director, Pacific Southwest Region, U.S. Fish and Wildlife Service

SUBJECT: Water Infrastructure Improvements for the Nation (WIIN) Act

Background

The Central Valley Project (CVP) is operated by the Bureau of Reclamation (Reclamation) and serves as one of the world's largest water storage and transport systems. Its major reservoirs have a combined storage of 11 million acre-feet of water. The State Water Project (SWP), operated and maintained by the California Department of Water Resources (CDWR), can hold 5.8 million acre-feet of water. These operations affect seven aquatic species listed under the Endangered Species Act.

The CVP and SWP are currently operating under a Biological Opinion FWS issued on December 15, 2008, and a Biological Opinion NMFS issued on June 4, 2009. Both biological opinions included reasonable and prudent alternatives (RPAs) to prevent jeopardy and adverse modification of designated critical habitat for multiple species of listed fish. During the winter and spring the RPAs call for managing net negative flows in Old and Middle Rivers (OMR) in the Delta driven by CVP and SWP water exports. Net negative OMR flow occurs when water in the OMR channels moves upstream toward the export facilities rather than downstream toward the estuary. Net negative OMR flow can cause fish to become entrained in the South Delta, and can cause salvage at the export facilities. Both RPAs limit net negative OMR flow based on factors including fish salvage at the export facilities, fish presence in the area of influence of the export facilities, and real time hydrologic conditions. Reclamation reinitiated consultation on these opinions with both Services in August 2016.

Operations

The new Water Infrastructure Improvements for the Nation (WIIN) Act of 2016 confirms the considerations for the real time decision-making process and the flexibilities in operations used by the agencies during the 2013-2016 drought emergency. Section 4002 lists factors to be addressed in writing if reverse OMR flow rate is set at a less negative OMR flow rate than the most negative allowed in the applicable biological opinion. Section 4003 authorizes the Secretaries of the Interior and Commerce (Secretaries) to allow the CVP and SWP to operate at more negative OMR flow than are provided for in the biological opinions to capture peak flows during storm-related events and the factors that must be considered in evaluating whether to exercise the option or not. The provisions direct the agencies to consider pumping more water southward as long as doing so does not result in negative impacts to imperiled fish that are greater than those documented in the biological opinion.

Stakeholder Coordination

The WIIN Act provides for additional coordination with public water agencies that contract for water delivery from the CVP or SWP. The Act says that those agencies shall be able to provide information to the action agency (Reclamation) preparing a biological assessment on water

operations, and that the Services shall provide a copy of a draft biological opinion and consider any comments provided by the public water agencies. Additionally, in the event of a biological opinion concluding that the project jeopardizes listed species or adversely modifies or destroys listed habitat, the Services must inform the public water agencies how each component of a reasonable and prudent alternative will contribute to avoiding jeopardy or adverse modification and why other proposed alternative actions are inadequate to do so. While consultation is ongoing, the Services will regularly solicit input through the Collaborative Science and Adaptive Management Program (CSAMP), which includes representatives from water districts, environmental organizations, scientists, and State and Federal agencies.

Science and Monitoring

Additional drought funding over the last few years enabled the acceleration of implementing new methods and studies, and resulted in improved operational flexibility and protection of ESA species during the drought. Items in the WIIN Act that propose additional real-time operations monitoring, conservation hatchery programs, restoration, testing new technology, and improving infrastructure of CVP and SWP have been discussed and many of these actions are already underway. For example, the Service with the support of Reclamation has begun implementation of an Enhanced Delta Smelt Monitoring (EDSM) program, consistent with the requirements of Section 4010. The EDSM study design applies statistical methods to create a high frequency sampling regime that reduces uncertainty to support real-time water operations decisions and estimate Delta Smelt abundance and distribution. The Service began a limited EDSM in December, ramped up to implementing the full study design in February, and continues to seek stakeholder input to improve implementation.

Conservation Hatcheries

The WIIN Act also directs the Secretaries to develop and implement as necessary the expanded use of conservation hatchery programs (Section 4010). The Service propagates endangered winter-run Chinook salmon at Livingston Stone National Fish Hatchery to assist in the recovery of the species, including a long-standing program to supplement the existing wild population in the Sacramento River below Shasta dam. The Service recently expanded the effort to establish captive brood stocks for use in reintroducing winter-run Chinook salmon to the Sacramento River Watershed above Lake Shasta and to a restored Battle Creek.

The Service also continues to collaborate with the CDWR to plan for a Fish Technology Center (FTC). The FTC would be a research-oriented facility that would hold the Service's main refugial population of Delta smelt and would conduct research into captive propagation techniques necessary to facilitate augmenting wild populations. The Service expects to complete the Environmental Impact Statement and to secure the permits for the FTC this fall, although no funds have been identified for construction or operation of the facility. The Service is also drafting an Environmental Assessment for construction of a larger conservation hatchery facility to be located near the FTC. The hatchery would use the techniques developed at the FTC to produce the large numbers of fish necessary to augment wild populations, or to re-introduce extirpated species, should those actions be necessary for recovery.

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]
From: Loudermilk, Weldon
Sent: 2017-06-22T18:56:01-04:00
Importance: Normal
Subject: Re: Loudermilk - Proposed Senior Executive Service Directed Reassignment
Received: 2017-06-22T19:05:14-04:00
[Loudermilk Preference Form.docx](#)

As requested.

Weldon B. Loudermilk,
Director - Indian Affairs
1849 C Street NW, MS-4606-MIB
Washington, DC 20240

Warning: This e-mail may contain Privacy Act Data/Sensitive Data which is intended only for the use of the individual(s) to whom it is addressed. It may contain information that is privileged, confidential, or otherwise protected from disclosure under applicable laws. If you are not the intended recipient, you are hereby notified that any distribution or copy of this email is strictly prohibited.

On Thu, Jun 15, 2017 at 2:55 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear Weldon "Bruce" Loudermilk,

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

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

Throughout your career, you have served in a variety of leadership positions in Indian Country. You have served as a Regional Director in two Bureau of Indian Affairs Regions Great Plains and Alaska. For 10 years, you served as a Fiduciary Trust Officer in the Office of the Special Trustee for American Indians. You also have served multiple details including

as Chief of Staff to the Principal Deputy Special Trustee and as a Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Field Operations in the Office of the Special Trustee for American Indians.

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

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

Best,
Mary

--

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

To: Mary Pletcher

From: Weldon Loudermilk

I prefer to:

_____ Accept this reassignment

Not to accept this reassignment for the following reasons:

As a Career (non-political) SES Civil Servant I accepted the position as Director, Bureau of Indian Affairs less than eight months ago and thus began the process of relocating my family from Anchorage, Alaska to Washington, D.C. The Department paid for my relocation expenses for which my family and I are still in transition. My appointment as BIA Director is a culmination of over 27 years of dedicated service, during which I acquired necessary education and skillsets through various organizations and positions, always advancing and always contributing to the mission of the organization and those we serve. I believe that the proposed reassignment to the position in OST does not serve the Department's stated purpose in conducting these reassignments, which is to add new insights and ideas to the bureaus and regions. As I have served as the BIA Director less than eight months, I am still very new to the position. Further, I spent years in the Office of the Special Trustee, and therefore moving me back to OST would serve to revisit past programmatic oversight, roles and responsibilities.

If the requested action can not be granted then I request I be considered for the position of Deputy Bureau Director, Field Operations (BIA) located in Albuquerque, New Mexico.

Thank you for your consideration in this proposal.

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

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

Please transmit this form via email to Mary Pletcher.

To: Rotimi Abimbola[rotimi_abimbola@ios.doi.gov]; amy_holley@ios.doi.gov[amy_holley@ios.doi.gov]; maria_gonzalez@ios.doi.gov[maria_gonzalez@ios.doi.gov]
Cc: JONATHAN J. MACK[Jonathan_Mack@ios.doi.gov]
From: Mary Pletcher
Sent: 2017-07-06T21:11:39-04:00
Importance: Normal
Subject: Re: Draft Email
Received: 2017-07-06T21:11:48-04:00

I have read the draft email. A couple clarifying questions:

- 1) I'm not sure why Megan and Mary Josie would receive this email. Other SES transferring positions within bureaus would not receive it. I'm not sure why Megan and Mary Josie would be different.
- 2) Was there a decision that the onboarding/offboarding team would handle all career SES movements? We're going to have SES move jobs within bureaus - not sure why this comes up to a Department level team. Is the threshold whether it's a move between a bureau?
- 3) After reading the email, it seems more appropriate to have it go to the Bureau Chiefs of Staff and/or Executive Resource points of contacts as opposed to the SES themselves. I know most if not all of the Bureau Directors reached out to their incoming SES within the first week to 10 days of the notices going out. I think it's likely to cause confusion to have someone from the Department's OCIO team reaching out to an impacted SES unless it's specific IT related questions.

Mary

(b)(6) (cell)

Sent from my iPhone

On Jul 6, 2017, at 4:51 PM, Rotimi Abimbola <rotimi_abimbola@ios.doi.gov> wrote:

Hi Mary,
Elena shared the email with you. We recommend you send to the 13 (plus Megan Olsen and Mary Josie) that are moving bureau to bureau. I am happy to be copied on the email along with anyone else you suggest. The guidance doc is being firmed up and will be made available to their support staff and them tomorrow.

Thanks,
Rotimi

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
Cc: Rotimi Abimbola[rotimi_abimbola@ios.doi.gov]; amy_holley@ios.doi.gov[amy_holley@ios.doi.gov]; JONATHAN J. MACK[Jonathan_Mack@ios.doi.gov]
From: Elena Gonzalez
Sent: 2017-07-07T07:39:44-04:00
Importance: Normal
Subject: Re: Draft Email
Received: 2017-07-07T07:39:53-04:00

Hi Mary. From my perspective we are proposing to handle the onboarding and offboarding for all SES moves the same way, for consistency and security assurance and to help makes the changes as smooth as possible. I think what we see happening with this initial set of moves is a good reflection of why it would be beneficial for all to extend the way we are onboarding and off boarding political to how we handle SES. If others have a different take, please chime in. I think this is a logical next step in the work the ICAM ESC has been doing with the onboarding working group demonstrating how much better this common approach can work.

Thanks.
Elena

Elena Gonzalez
Deputy Assistant Secretary - Technology, Information and Business Services
US Department of the Interior
202-208-7966

On Jul 6, 2017, at 9:11 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

I have read the draft email. A couple clarifying questions:

- 1) I'm not sure why Megan and Mary Josie would receive this email. Other SES transferring positions within bureaus would not receive it. I'm not sure why Megan and Mary Josie would be different.
- 2) Was there a decision that the onboarding/offboarding team would handle all career SES movements? We're going to have SES move jobs within bureaus - not sure why this comes up to a Department level team. Is the threshold whether it's a move between a bureau?
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Mary

(b)(6) (cell)

Sent from my iPhone

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Thanks,
Rotimi

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Elena Gonzalez
Sent: 2017-07-07T08:13:00-04:00
Importance: Normal
Subject: Re: Draft Email
Received: 2017-07-07T08:13:09-04:00

Hi Mary. What are your concerns with sharing the same info with everyone involved in a move within PMB? Since these folks are all talking to each other and there is confusion about what a good offboard and onboard entails and why, I think sharing educational information with any impacted SES is helpful and I see no harm. I am wondering what I am missing since I know you are thoughtful about getting these moves accomplish listed as smoothly as possible and may know more than the work group does about why this is not a good idea. Thanks.

Elena Gonzalez
Deputy Assistant Secretary - Technology, Information and Business Services
US Department of the Interior
202-208-7966

On Jul 7, 2017, at 7:39 AM, Elena Gonzalez <maria_gonzalez@ios.doi.gov> wrote:

Hi Mary. From my perspective we are proposing to handle the onboarding and offboarding for all SES moves the same way, for consistency and security assurance and to help makes the changes as smooth as possible. I think what we see happening with this initial set of moves is a good reflection of why it would be beneficial for all to extend the way we are onboarding and off boarding political to how we handle SES. If others have a different take, please chime in. I think this is a logical next step in the work the ICAM ESC has been doing with the onboarding working group demonstrating how much better this common approach can work.

Thanks.
Elena

Elena Gonzalez
Deputy Assistant Secretary - Technology, Information and Business Services
US Department of the Interior
202-208-7966

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- 1) I'm not sure why Megan and Mary Josie would receive this email. Other SES transferring positions within bureaus would not receive it. I'm not sure why Megan and Mary Josie would be different.

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Mary

(b)(6) (cell)

Sent from my iPhone

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Thanks,
Rotimi

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]
From: Bearpaw, George
Sent: 2017-07-11T09:45:57-04:00
Importance: Normal
Subject: Re: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Received: 2017-07-11T09:46:04-04:00

Good morning Mary,

Per our discussion yesterday regarding the rescinding of my reassignment to the Midwest Region, please send me an email confirming our discussion. Thanks.

George W. Bearpaw
Director, Office of Budget and Performance Management
Office of the Assistant Secretary - Indian Affairs
1849 C Street, NW
Washington, DC 20240
(202) 219-3857
(202) 699-0554 cell
(202) 208-6635 fax
george.bearpaw@bia.gov

On Thu, Jun 15, 2017 at 6:57 PM, Pletcher, Mary <mary_pletcher@ios.doi.gov> wrote:

Dear George Bearpaw,

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

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

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

leadership experience serving Indian Country makes you well qualified to serve as the Regional Director, Midwest Region.

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

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

Best,
Mary

--

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

To: Bearpaw, George[george.bearpaw@bia.gov]
Cc: James Cason[james_cason@ios.doi.gov]; Michael Black[mike.black@bia.gov]
From: Pletcher, Mary
Sent: 2017-07-11T13:00:50-04:00
Importance: Normal
Subject: Re: Bearpaw - Proposed Senior Executive Service Directed Reassignment
Received: 2017-07-11T13:00:58-04:00

George,
Per our conversation, the ERB has decided not to move forward with your formal notice of reassignment to the BIA Midwest Regional Director. Please let me know if you have any additional questions.

Best,
Mary
202-208-4505

On Tue, Jul 11, 2017 at 9:45 AM, Bearpaw, George <george.bearpaw@bia.gov> wrote:

Good morning Mary,

Per our discussion yesterday regarding the rescinding of my reassignment to the Midwest Region, please send me an email confirming our discussion. Thanks.

George W. Bearpaw
Director, Office of Budget and Performance Management
Office of the Assistant Secretary - Indian Affairs
1849 C Street, NW
Washington, DC 20240
(202) 219-3857
(202) 699-0554 cell
(202) 208-6635 fax
george.bearpaw@bia.gov

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

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

Best,
Mary

--

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

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

To: Jorjani Daniel[daniel.jorjani@sol.doi.gov]
From: Herbert Frost
Sent: 2017-07-11T15:34:44-04:00
Importance: Normal
Subject: Do you have time for a call today?
Received: 2017-07-11T15:34:52-04:00

Sooner would be best if possible. Thanks.

Bert Frost
Regional Director, Alaska
National Park Service

907-644-3510

To: Gonzalez, Elena[maria_gonzalez@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-07-14T15:49:58-04:00
Importance: Normal
Subject: Fwd: Resume for Jim Anderton
Received: 2017-07-14T15:50:06-04:00
[Current Exec Resume-6-20-2017.pdf](#)

Here is the resume for Jim Anderton.

Mary

--

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

JAMES (JIM) BEATTY ANDERTON

Phone (O): 202-513-7684

(b)(6)

(b)(6)

Email: james.anderton@hq.dhs.gov

(OPM SES QRB Approved on 4/13/15)

PROFESSIONAL EXPERIENCE

01/2017 to Present: **Director of Office of Occupational Safety and Health & Deputy DASHO**, U.S. Department of the Interior, Washington, DC; Salary: \$162,000 USD per year (GS-15-0301); Hours/Week: 60+; Supervisor: Mary Pletcher (DAS), 202-208-4505; Okay to contact.

LEADERSHIP AND SENIOR-LEVEL ADVISING: Provide leadership, guidance and direction on the Department's Occupational Health and Safety portfolio that service more 70,000 geographically dispersed employees. As the Deputy Designated Agency Safety and Health Official (DASHO), I am responsible for representing the Department and providing national coordination with other departments, agencies, and organizations on all safety and occupational health matters. Advance the Department's mission and operations by assisting senior managers in recognizing where new programs and/or technology can add value while transforming or supporting program operations.

07/2015 to 01/2017: **Director of Policy & Workforce Management**, Office of Human Resource Management, National Protection & Programs Directorate (NPPD), Department of Homeland Security (DHS), Arlington, VA; Salary: \$158,000 USD per year (GS-15-0301); Hours/Week: 60+; Supervisor: Rick Driggers, 703-235-1910; Okay to contact.

STRATEGIC PLANNING & SENIOR-LEVEL ADVISING: Assisted the Director in determining policy, establishing priorities, and providing executive-level advice and guidance on human capital operations and support services. I was responsible for interpreting Human Resource policy and making recommendations for process change and organization design. I conducted short and long range strategic planning for a large Human Resource Office that supports almost 4000 geographically dispersed employees that protect the United States critical cyber and physical infrastructure. This includes developing policies and procedures to shape, maintain, or improve programs, position management, workforce modeling, and making recommendations that influence major changes in business practices and policies.

Selected Accomplishments:

- Developed and managed the Office of Human Resources 2106 and 2017 Operations Plan and provided the framework for the development of the office's first 5 year Strategic Plan. This included the establishing requirements process and development of the FY 18-22 RAP, first long-term budget, and new agency-wide staffing projection and salary and benefits models for the Office of Budget and Financial Administration.
- Developed Agency-wide Table of Organization and operational schemata for all operational business lines and over 4000 positions that enabled the agency to implement a new financial accounting system (CAS) and initiate a planned regionalization and business consolidation effort.
- Developed and instituted the first NPPD/OHC formal Service Level Agreements (SLs) for Hiring, Staffing and processing personnel actions that lead to a significant decrease (32%) in service response times.
- Developed and stood up a new Policy and Workforce Management Division and analytics/reporting capability within the Office of Human Resources.
- In collaboration with the OHC Director, I developed a new Cyber recruitment strategy that effectively utilizes existing hiring authorities, leverages external public service programs, and provides the framework for a new Presidential Cybersecurity Fellows Program and Hackers in Residency Program.

06/2013- 04/2014 (Acting), 04/2014 to 07/2015 (Permanent): **Director of Financial Management**, Infrastructure Protection (IP) National Protection & Programs Directorate (NPPD), Department of Homeland Security (DHS), Arlington, VA; Salary: \$158,000 USD per year (GS-15-0501); Hours/Week: 60+; Supervisor: Biff Brown, 301-706-8627 Okay to contact.

FINANCIAL & PROCURMENT MANAGEMENT: Manage and administer a \$270M annual budget, and direct all budget formulation/execution activities and procurement activities for a diverse and widely dispersed workforce of over 750 employees. I was responsible for developing and implementing performance management processes and balance scorecard efforts across the entire organization to ensure efficient allocation of IP resources.

Selected Accomplishments:

- Developed a strategy and led the transition to a new IT procurement management system (Webview), and managed the development of a new automated resource planning allocation and execution management system that enabled the organization to track all procurement activities, fund execution and budget formulation plans in synchronization over the entire 3-year budget cycle.
- Created a new Human Capital costing model and forecasting tool for annual salary and benefits costs that greatly increases the organizations ability to manage financial and human resources effectively throughout the fiscal year. NPPD was able to hire an additional 28 billets in support of the critical infrastructure security and resilience mission, an additional 13 protective security advisors in support of the critical infrastructure security and resilience mission, and the allocation of 10 additional Regional Directors positions to strengthen field operations.
- Lead an internal evaluation of the IP-wide Travel program to redesign the process and implement an organization-wide tracking mechanism to properly identify and resolve issues in a timely fashion. As a result, there was a reduction in the time to submit and approve vouchers by more than 35%, and a total elimination of backlog cases.
- Lead an effort to evaluate and change the way the Office of Infrastructure Protection (IP) processed and closed out Undelivered Orders (UDOs) that enabled IP to reduce the existing backlog balance over 58% (\$93.26M) in six months.

10/2012 – 04/2014: **Chief of Staff**, Infrastructure Security Compliance Division (ISCD), National Protection & Programs Directorate (NPPD), Department of Homeland Security (DHS), Arlington, VA; Salary: \$153,000 USD per year (GS-15-0301); Hours/Week: 60+; Supervisor: Dave Wulf, 703-603-4778; Okay to contact.

LEADERSHIP AND SENIOR-LEVEL ADVISING: Directed, guided, and prioritized the efforts of a very large and complex organization that manage a nation-wide workforce of more than 325 federal and contractor employees. I provided staff and executive leadership with expert guidance on providing policy interpretations and advisory services to management and staff.

HR PLANNING AND MANAGEMENT: Leveraged extensive HR background to play a key leadership role in planning and implementing a range of HR challenges and programs. I oversaw division-level functions, including the Executive Secretariat, all internal and external Communications, and Continuity of Operations (COOP).

Selected Accomplishments:

- Designed and developed a Human Capital Management framework that provides the structure and support for the development of a new Strategic Human Capital Plan, Succession Plan, core competency model, and the ability to link the organizations goals with employee development and performance. I authored a draft Core Competency model for ISCD staff positions.
- Led a major hiring initiative to recruit and hire 54 new positions within 6 months, including reclassification and functional analyses. More rapid and efficient development, processing, and advertising times for all recruitment packages led to a huge increase in the Division's ability to process new recruitment actions (61 packages in under 5 months compared to 10 in previous 5). Efforts led to the reclassification and establishment of standard recruitment packages for all of ISCD's existing positions (265).
- Conceived and implemented a new on-boarding process for new employees, including a new sponsorship program, employee handbook, streamlined check-in process, and orientation/training program.
- Developed a new executive correspondence process, significantly decreasing (36%) the time required to develop, review, and clear responses to congressional and other external requests.
- Initiated the development of ISCD's first-ever organization code structure, allowing for easy accounting of all nationwide staff positions which dramatically improved efficiency of budget execution tracking process.

07/2010-10/2012; **Deputy Chief of Staff**, National Oceanic Atmospheric Administration (NOAA), Washington, DC; Salary: \$150,000 USD per year (ZA-5-0343); Hours/Week: 40; Supervisor: Renee Stone, 202-482-3436; Okay to contact.

LEADERSHIP AND SENIOR-LEVEL ADVISING: Directed a 16-person staff that provided support and oversight to a diverse workforce of more than 17K employees. Managed and administered a \$32M annual budget and various contracts. I provided executive leadership and support to the Program Coordination Office (PCO), Executive Secretariat, Decision Control Office, and Military Affairs Office. I played a key leadership role in leading and coordinating activities for the Under Secretary (UNSEC) and other senior policy officials. I worked closely with the Under Secretary and NOAA's broader political leadership, and line and staff offices, to address NOAA-wide policy, management, and program issues. I regularly provided advice and support to the Chief Human Capital Officer in the development and implementation of human capital management initiatives.

HR MANAGEMENT, EMPLOYEE DEVELOPMENT, AND PERFORMANCE MANAGEMENT:

Provided leadership and management oversight for the effective operations of the Office of Decision Coordination, Executive Secretariat, and the Program Coordination Office, identifying critical and priority issues. Implemented systems and processes that facilitated the day-to-day functioning of the office and support for senior officials.

STRATEGIC PLANNING AND POLICY DEVELOPMENT: Supported the Under Secretary and Chief of Staff on numerous strategic planning budget formulation and staff workload balancing issues, leveraging technology to improve business processes. I shared leadership responsibility for business process reviews, and issued guidelines and standards to lines of business and staff offices. I developed department-wide employee communications strategies and plans to achieve a broad-based performance culture.

COMMUNICATION AND INTERAGENCY PARTNERSHIPS: Developed numerous briefings; controlled correspondence, leadership messages, and routine reports internal to NOAA and for the Department of Commerce and the White House. I served as a viable member of the NOAA Executive Panel, and advised and assisted the leadership of other NOAA organizations and other professional and occupational communities with meeting their specific Learning and Development (LDP) requirements.

Selected Accomplishments:

- Led financial management efforts for \$32M budget; resulted in UNSEC being within .1% efficiency, despite being under an unprecedented level of budget instability causing a continuing resolution and fear of government shutdown. Ultimately, the UNSEC met all of its operational commitments and hiring goals, to include the on boarding of the two assistant secretaries and their associated staffs.
- Led the development and institution of an agency-wide Information Request Process and establishment of the Congressional Response Group, also known as the Information Review and Response Team (IRRT); new process has already resulted in review and clearance of more than 5.6M documents.
- To improve performance throughout the Office of the UNSEC and associated offices, led development of new roles and responsibilities for the political leadership team; resulted in a quicker decision-making process, increased accountability, and improvement in the quality of work products.
- Received Bronze Star Award for directing NOAA's transition and implementation of the new concurrent correspondence control system (WebDocFlow); reduced the time spent on clearance and review of executive correspondence by 40%.
- Led the HQ Management Study and Leadership Change Initiative, which has led to numerous improvements in decision-making processes, leadership development, correspondence, and deliverable quality and control. This included the creation of a new risk based decision model and an executive development "Toolbox," providing coaching, assessment, and training opportunities for senior executives across the agency and increased professional development opportunities for senior leaders by providing structure for individual assessment, feedback, and development plan (360 assessment framework).

05/2008-07/2010; **Director, Program Services**, Center for Food Safety and Applied Nutrition (CFSAN), Office of Management Services (OMS), U.S. Food and Drug Administration (FDA), College Park, MD; Salary: \$129,000 USD per year (GS-0343-15); Hours/Week: 40; Supervisor: Chuck Sabatos, 202-586-8580; Okay to contact.

LEADERSHIP AND ADVISING: Directly managed a multifunctional group of 27 Human Resource and Facility Management professionals. Managed annual contracts in excess of \$10M while managing all CFSAN property, management analytics, and Human Resources. Provided senior leadership with the methods and information necessary to manage large and complex scientific portfolios and to make critical management decisions in a timely manner. Provided advice and support to the Chief Human Capital Officer (CHCO) in the development, implementation, and improvement of various human capital management initiatives. I managed all of CFSAN's geographically dispersed properties and over 1.8 million square feet of work and laboratory space throughout the United States. I led staff to new heights of professionalism by fostering an environment of continual learning and development.

HR PROGRAM MANAGEMENT, EVALUATION, AND OVERSIGHT: As the Acting Director of Program Services for two years, led staff in providing all HR and work-life programs to an organization of more than 1,500, the majority of which are scientific and research positions. Employed state-of-the-art HR principles and practices to drive improvements in individual and organizational performance. Utilized a variety of data-collection and analytical tools to evaluate center-wide management programs continually, key initiatives, and strategic objectives and to improve OMS and CFSAN program efficiency, effectiveness, and goal attainment. Evaluated key initiatives and strategic objectives, tracked outcomes, and then developed improvement strategies. Conducted management analysis studies that crossed organizational boundaries.

Selected Accomplishments:

- Led comprehensive analysis of the 2007 Human Capital Survey results, provided all analytics on the survey results for the entire agency, and led development of an action plan to create positive change, which directly affected the agency's ability to meet human capital goals. I developed new analytical methods and models for evaluating annual survey results that the department and several outside agencies use to this day.
- Established the structure and function for a new management analysis staff within OMS, enabling the agency to evaluate management performance and business processes.
- When CFSAN needed to hire 104 scientific and regulatory employees within 6 months in response to a congressional call to provide more support under the Food Protection Plan, I led efforts that exceeded the hiring goal by more than 10% enabling CFSAN to hire 115 highly skilled positions. The Division received the Team Spirit Award for providing the exceptional customer service and teamwork.
- Established a CFSAN-wide personnel archive for reporting HR activities in August 2008, enabling OMS to conduct benchmarking using historical data to support ongoing management efforts.
- Through effective human capital management strategies, reduced the average time to advertise, recruit, select, and on-board new employees by 37%.
- Coordinated and led the successful migration of OMS intranet information to the new FDA web portal within established timelines and developed an action/project plan for updating all web content.

12/2006-05/2008; **Director, Human Capital Management**, Office of Management Programs, FDA, Rockville, MD; Salary: \$120,000 USD per year (GS-0343-15); Hours/Week: 40; Supervisor: Irene Diehl, 410-544-5922; Okay to contact.

HR LEADERSHIP AND ADVISING: Directed a 14-member staff in managing a broad range of agency-wide HR program and services, work-life programs, and employee development services to a geographically dispersed population in excess of 13K. Personally managed a \$3M annual budget and \$50M in contacts budgets. Continually monitored investment of human capital, financial, and technology resources, making recommendations for improving allocations and Returns on Investment (ROIs). Served as the agency's principal advisor on matters concerning dozens of functional areas. Ensured alignment of Human Capital Development and Performance strategies and plans with overarching strategic HR goals and policies.

PROGRAM MANAGEMENT, EVALUATION, AND OVERSIGHT: Provided ongoing leadership and oversight to more than 31 agency-level programs, including program areas on the President's Management Agenda (PMA). Played an integral leadership role in achieving the agency's mission and performance goals by improving employee and organizational performance. HR programs included: performance management, workforce planning and analysis, succession planning, knowledge management, human capital planning and policy, compensation and awards, organizational development and training, peer review, employee assistance

JAMES BEATTY ANDERTON

programs, employee communications and engagement, goal alignment, accountability, results-oriented reporting and analysis systems, reorganization efforts, administrative delegations of authority,

EMPLOYEE DEVELOPMENT AND PERFORMANCE MANAGEMENT: Provided executive direction, policy development, planning, leadership, assessment, and oversight for the agency's corporate LDP activities. As the Agency Training Officer, managed an Electronic Learning Management System (ELMS). Managed the agency's competitive sourcing (A-76) and Federal Activities Inventory Reform (FAIR) Act Inventory efforts. Served as the principal advisor, ensuring the agency established, maintained, and evaluated employee training programs and associated training plans in accordance with 5 U.S.C. § 4103. Developed policies and procedures to support effective and efficient execution of LDP programs. Identified state-of-the-art technologies and developed plans, proposals, and budgets for updating and improving the LDP program.

COMMUNICATION AND INTERAGENCY PARTNERSHIPS: Maintained strong relationships with internal and external stakeholders and experts to identify and exploit opportunities for improvement of LDP policies, procedures, and programs. Chaired the FDA Learning and Development Council.

Selected Accomplishments:

- Led the implementation of the FDA's first agency-wide formal succession plan; resulted in development of "Supervisor 101" course, which has since become the fundamental leadership course offered by HHS to all bureaus and is highly regarded throughout the agencies.
- Reduced onsite contract costs (by over \$300K per year), lowered administrative/management costs by approximately \$2.6M per year, exceeded competitive sourcing study goal by 15%, and navigated the agency through 13 successful competitions. FDA won Presidential Merit Award for competitive sourcing in 2007.
- Planned, coordinated, and implemented the new Performance Plans Assessment Program (PPAP) that included the training for more than 9K employees and managers to assist in developing SMART critical elements and the development of a PMAP website.
- Led the implementation of the first Electronic Learning management System (ELMS) in all of HHS, centralizing and automating the learning management process; dramatically improved FDA's ability to capture, create, manage, and share knowledge to improve workforce productivity, accelerate critical business processes, and drive organizational performance.
- During a severe budget reduction, created an additional 400 training opportunities for aspiring leaders and mid-level managers by reducing costs by more than 25% and creating a new cost-share model with the other centers and offices, saving another 40%.
- During tenure, FDA exceeded all department goals concerning Human Capital and Competitive Sourcing initiatives; maintained "Green" status on the PMA scorecard in Human Capital areas.
- Led and directed 20 successful cost comparison competitions; resulted in annual savings of almost \$8M.

Additional Relevant Experience:

2005-2006; Program Manager for Competitive Sourcing, Div of Workforce Programs, FDA, Rockville, MD
2002-2005: Training & Development Officer, Division of Human Resource Development, FDA, Rockville, MD
2000-2002: Urban Division Supervisor, Virginia Department of Health (Loudoun County)
1996-1999: Head of Preventive Medicine, Naval Hospital, Sigonella, Italy, U.S. Navy
1995-1996: Head of Occupational Health and Preventive Medicine, Lemoore Naval Air Station, U.S. Navy
1984-1990: Field Communications, United States Marine Corps

EDUCATION: Master of Education, Adult Learning and Human Resource Development, University of Oklahoma, Norman, OK, 1999; Bachelor of Science, Environmental Health, East Tennessee State University, Johnson City, TN, 1994; Associate in Arts and Sciences, Science, *magna cum laude*, Germanna Community College, Locust Grove, VA, 1992

SELECTED PROFESSIONAL TRAINING & AFFILIATIONS: *Graduate of DOI SES CDP Class #17 (OPM QRB Approved on 4/13/15)*; OPM Senior Executive Fellows Program, Harvard Kennedy School, Oct-Nov 2011; DOI SES CDP Class #17 (January 2015), OPM FEI Executive Leaders course, organizational development, accounting, and financial management graduate work completed between 2005-2009. Numerous professional, management, and executive leadership courses.

JAMES BEATTY ANDERTON

SELECTED AWARDS AND RECOGNITION: Under Secretary Cornerstone Award, DHS/NPPD 2016; Assistant Secretary On the Spot Award, DHS/IP 2015; Special Act Award, DHS/IP 2014 & 2015; Bronze Star Award, NOAA, 2012; DOC Gold Medal Award for support of the Deep Water Horizon Event, 2011; Directors Award for the design and management of the construction of the Wiley Café (CFSAN), 2010; National Capital Area Environmental Health Association (NCAEHA) Distinguished Service Award, 2001/2002; (b)(6)

(b)(6)

To: Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-07-25T10:49:39-04:00
Importance: Normal
Subject: list of employees
Received: 2017-07-25T10:49:41-04:00
[SES Probationary Period 031417.xlsx](#)

Here's the list of SES probationary employees that I have. Anyone missing?

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

SES Employees in Probationary Period

Dept	Bur Or Ofc	Bureau/Office	Sub Bur	Sub Bur Desc	Org
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	10100000
IN	01	OFC OF SECY,SECY IMMED	10	OFC OF SECY,SECY IMMED	10200000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	10410000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	15	ASST SECY INSULAR AREAS	15010000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	20	ASST SECY LAND & MIN	20000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	OS,ASST SECY FISH,WILDL	40000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50120000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50170000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50210000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50213000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50240000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	50260000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60110000
IN	01	ASST SECY,POL MGT & BUD	60	ASST SECY,POL MGT & BUD	60110000
IN	01	ASST SECY,POL MGT & BUD	60	ASST SECY,POL MGT & BUD	60120000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60120000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60121000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60160000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60200000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60210000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60210000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60211000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60212000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60220000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60220000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60230000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60240000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60240000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60250000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60270000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60460000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60470000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60490000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60500000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60500000
IN	01	ASST SECY,POL MGT & BUD	60	ASST SECY,POL MGT & BUD	60510000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60521000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60530000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60540000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60700000

Org Desc	Name	Pay Plan	Occ Ser	Grade Or Level	Adjusted Basic Pay
OFFICE OF THE DEPUTY SECRETARY	BELIN, ALLETTA D.	ES	0301	00	160,300.00
EXEC SEC & OFFC OF REG AFFAIRS	LILLIE, JULIETTE ANNE FAL	ES	0301	00	160,000.00
OFFC OF LEGISLATIVE COUNSEL	SALOTTI, CHRISTOPHER P.	ES	0905	00	185,936.00
OFFICE OF THE DIR (OF INSULAR AFFAIRS	PULA, NIKOLAO IULI	ES	0301	00	178,459.00
ASST SECY LAND & MINERALS	CARDINALE, RICHARD T.	ES	0301	00	187,000.00
ASST SECY FISH & WILDLIFE & PARKS	ESTENOZ, SHANNON A.	ES	0340	00	157,858.00
OFFICE OF SELF GOVERNANCE	FREEMAN, SHAREE M.	ES	0340	00	179,412.00
OFFICE OF INDIAN GAMING	HART, PAULA L.	ES	0301	00	178,764.00
OFFICE OF CHIEF FINANCIAL OFFICER	SCHOCK, JAMES H.	ES	0501	00	165,419.00
OFFICE OF BUDGET MANAGEMENT	BEARPAW, GEORGE WATIE	ES	0560	00	168,489.00
OFF OF HUMAN CAPITAL MANAGEMENT	BURCKMAN, JAMES N.	ES	0301	00	187,000.00
OFF OF FAC, ENVRMTL & CULT RES	LAROCHE, DARRELL WILLIAM	ES	0340	00	175,336.00
ASST SECY POLICY, MGMT & BUDGET/CFO	PLETCHER, MARY F.	ES	0340	00	187,000.00
OFFC OF ENVRNMTL POLICY & CMLPNC	BLANCHARD, MARY JOSIE	ES	0340	00	187,000.00
OFFC OF ENVRNMTL POLICY & CMLPNC	NOBLE, MICHAELA E	ES	0340	00	162,925.00
OFFICE OF POLICY ANALYSIS	BUCKNER, SHAWN M	ES	0340	00	167,395.00
OFFICE OF POLICY ANALYSIS	CLEMENT, JOEL P.	ES	0340	00	180,078.00
PROGRAM COORDINATION STAFF	GOKLANY, INDUR M.	ES	0301	00	183,294.00
OFFC OF NATURAL RESOURCE RESTORATION	GLOMB, STEPHEN J.	ES	0340	00	183,959.00
DEP ASST SECY BUDGT, FIN, PERF & ACQN	FERRITER, OLIVIA B.	ES	0501	00	187,000.00
DIR OFFICE, OFFICE OF BUDGET	FLANAGAN, DENISE A.	ES	0560	00	187,000.00
DIR OFFICE, OFFICE OF BUDGET	MOSS, ADRIANNE L.	ES	0560	00	187,000.00
DIVISION OF BUDGET ADMIN & DEPT MGMT	WAYSON, THOMAS C.	ES	0560	00	178,627.00
DIVISION OF BUDGET & PROGRAM REVIEW	FREIHAGE, JASON E.	ES	0560	00	157,593.00
DIR OFC, OFFICE OF FINANCIAL MGT	GLENN, DOUGLAS A	ES	0505	00	187,000.00
DIR OFC, OFFICE OF FINANCIAL MGT	HUNTER, TERESA R	ES	0505	00	168,171.00
BUSINESS INTEGRATION OFFICE	QUINLAN, MARTIN J.	ES	0340	00	187,000.00
OFFC OF ACQUISITION & PROP MGT	BAGLEY, TAMMY L.	ES	0340	00	171,614.00
OFFC OF ACQUISITION & PROP MGT	SONDERMAN, DEBRA E.	ES	1102	00	185,100.00
OFFC OF SMALL & DISADV BUS UTL	OLSEN, MEGAN C.	ES	0340	00	168,630.00
OFC OF PLANNING & PERFORMANCE MGMNT	BECK, RICHARD T.	ES	0340	00	187,000.00
OFFICE OF HUMAN RESOURCES	LIMON, RAYMOND A	ES	0201	00	187,000.00
OFFICE OF CIVIL RIGHTS	BURDEN, JOHN W.	ES	0340	00	177,290.00
OFF OF STRATEGIC EMP DEVELOPMENT	PIERRE LOUIS, ALESIA J.	ES	0340	00	180,200.00
DEP ASST SEC PUB SAF, RES PRO & EM SV	ANDREW, JONATHAN M.	ES	0301	00	187,000.00
DEP ASST SEC PUB SAF, RES PRO & EM SV	HUMBERT, HARRY L	ES	0340	00	187,000.00
OFFICE OF LAW ENFORCEMENT & SECURITY	LYNN, TIM K	ES	1811	00	169,918.00
OFFICE OF EMERGENCY MANAGEMENT	BRANUM, LISA A.	ES	0089	00	170,609.00
OFFICE OF WILDLAND FIRE	RICE, BRYAN C	ES	0340	00	169,316.00
OFFICE OF AVIATION SERVICES	BATHRICK, MARK L.	ES	0340	00	187,000.00
OFFICE OF THE CIO	BURNS, SYLVIA W.	ES	2210	00	187,000.00

Position Title Opm	Location	Type Of Appt	Type Of Appointment Desc
SENIOR COUNSELOR TO THE DEPUTY	WASHINGTON,DC	55	NONCAREER (SES PERM)
DIRECTOR, OFFICE OF THE EXECUTIVE SEC	WASHINGTON,DC	50	CAREER (SES PERM)
LEGISLATIVE COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)
SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, EVERGLADES RESTORATION	MIAMI,FLORIDA	50	CAREER (SES PERM)
DIRECTOR, OFC OF SELF GOV	WASHINGTON,DC	50	CAREER (SES PERM)
DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
BUDGET OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	50	CAREER (SES PERM)
DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	50	CAREER (SES PERM)
DAS, HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF ENVIRONMENTAL POLICY AND COMPLIANCE	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY DIRECTOR OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF POLICY ANALYSIS	WASHINGTON,DC	50	CAREER (SES PERM)
SENIOR ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF RESTORATION AND	WASHINGTON,DC	50	CAREER (SES PERM)
DEP ASST SECY BUDGT,FIN,PERF&AC	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF, BUDGET ADMINISTRATION AND	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF, DIV OF BUDGET & PROG REVIEW	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY DIRECTOR, OFFICE OF FINANCIAL	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, BUSINESS INTEGRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)
DIR/ACQUISITION & PROP. MGMT.	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF SMALL &	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF PLANNING &	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY CHIEF HUMAN CAP. OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF DIVERSITY OFFICER/DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	50	CAREER (SES PERM)
INTERAGENCY BORDERLAND COORDINATOR	WASHINGTON,DC	50	CAREER (SES PERM)
DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF LAW ENFORCEMENT & SECURITY	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF EMERGENCY MGMT	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO	50	CAREER (SES PERM)
CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60700100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60705000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60800000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60820000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60840000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	60880000
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IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	76000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78300000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78400000
IN	01	OFC OF SPEC TRUSTEE	70	OFC OF SPEC TRUSTEE	78500000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	78700000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	79000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	60600000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	61000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	62000000
IN	01	OFF NATRL RES REVENUE	98	OFF NATRL RES REVENUE	63000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	64000000
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866100
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866120
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866400
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866600
IN	01	OFFC OF THE SEC, IBC	99	OFFC OF THE SEC, IBC	60866600
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	60866900
IN	05	BUREAU OF LAND MANAGEMENT	AK	ALASKA STATE OFFICE	LLAK910000
IN	05	BUREAU OF LAND MANAGEMENT	AZ	ARIZONA STATE OFFICE	LLAZ910000
IN	05	BUREAU OF LAND MANAGEMENT	CA	CALIFORNIA STATE OFFICE	LLCA910000
IN	05	BUREAU OF LAND MANAGEMENT	CO	COLORADO STATE OFFICE	LLCO000000
IN	05	BUREAU OF LAND MANAGEMENT	ES	EASTERN STATES OFFICE	LLES910000
IN	05	BUREAU OF LAND MANAGEMENT	FA	BLM OFFICE OF FIRE &	LLFA100000
IN	05	BUREAU OF LAND MANAGEMENT	ID	IDAHO STATE OFFICE	LLID910000
IN	05	BUREAU OF LAND MANAGEMENT	NM	NEW MEXICO STATE OFFICE	LLNM910000
IN	05	BUREAU OF LAND MANAGEMENT	NV	NEVADA STATE OFFICE	LLNV910000
IN	05	BUREAU OF LAND MANAGEMENT	OC	NOC	LLOC100000
IN	05	BUREAU OF LAND MANAGEMENT	OR	OREGON STATE OFFICE	LLOR910000
IN	05	BUREAU OF LAND MANAGEMENT	UT	UTAH STATE OFFICE	LLUT910000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO120000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO200000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO300000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO400000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO600000
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO700000

OFFICE OF THE DEPUTY CIO	DOWNS, BRUCE M	ES	2210	00	180,757.00
BUSINESS OPERATIONS DIVISION	DAVIS, MARK H	ES	0340	00	187,000.00
DEP ASST SECY TECHN, INFO & BUS SERV	GONZALEZ, MARIA E	ES	0340	00	187,000.00
DIRECTOR'S OFFICE, OHA	SIMMONS, SHAYLA F.	ES	0905	00	187,000.00
OFFICE OF FACILITIES & ADMINISTRATIVE	NASSAR, JOSEPH W	ES	0340	00	171,650.00
OFFICE OF VALUATION SERVICES	ROSS, JOHN W	ES	0340	00	187,000.00
OFFICE OF THE SPECIAL TRUSTEE	DUMONTIER, DEBRA L.	ES	0340	00	178,734.00
DEP SPEC TRUSTEE PROGRAM MANAGEMENT	WHITE, JOHN ETHAN	ES	0340	00	180,062.00
DEP SPECIAL TRUSTEE FIELD OPERATIONS	JAMES, JAMES D. JR.	ES	0340	00	187,000.00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	BURCH, MELVIN E.	ES	0340	00	187,000.00
STHRN PLAINS/EASTERN/EASTERN OKLAHOMA	CRAFF, ROBERT C.	ES	0340	00	167,199.00
NAVAJO/SOUTHWEST	WILLIAMS, MARGARET C.	ES	0340	00	187,000.00
GREAT PLAINS/ALASKA	LAKE, TIMOTHY CHARLES	ES	0340	00	144,767.00
ROCKY MOUNTAIN/MIDWEST/PACIFIC	REYNOLDS, THOMAS G.	ES	0340	00	175,641.00
DEPUTY SPECIAL TRUSTEE TRUST SERVICES	LORDS, DOUGLAS A.	ES	0340	00	187,000.00
DIRECTOR ONRR	GOULD, GREGORY J.	ES	0340	00	187,000.00
DIRECTORATE SUPPORT OFFICE	GIDNER, JEROLD L.	ES	0301	00	187,000.00
DEPUTY DIR ONRR	STEWART, JAMES D.	ES	0340	00	187,000.00
AUDIT AND COMPLIANCE MANAGEMENT	TYLER, PAUL GRAHAM	ES	0340	00	173,269.00
FINANCIAL & PRODUCTION MANAGEMENT	DAVIS, KIMBRA G	ES	0340	00	172,815.00
COORD., ENF., VALUATION & APPEALS	MEHLHOFF, JOHN J.	ES	0340	00	176,068.00
OFC OF THE DIRECTOR, INTERIOR BUSINES	SINGER, MICHELE F.	ES	0340	00	187,000.00
ENTERPRISE MANAGEMENT	BEALL, JAMES W	ES	0340	00	184,811.00
HUMAN RESOURCES DIRECTORATE	WILLIAMS, LC	ES	0340	00	187,000.00
FINANCIAL MANAGEMENT DIRECTORATE	EDSALL, DONNA LYNN	ES	0505	00	187,000.00
FINANCIAL MANAGEMENT DIRECTORATE	HOLMES, TROY EDWARD	ES	0340	00	169,918.00
ACQUISITION SERVICES DIRECTORATE	ONEILL, KEITH JAMES	ES	1102	00	177,161.00
OFFICE OF STATE DIRECTOR	CRIBLEY, BUD C	ES	0340	00	165,435.00
OFFICE OF THE STATE DIRECTOR	SUAZO, RAYMOND	ES	0340	00	155,278.00
OFFICE OF THE STATE DIRECTOR	PEREZ, JEROME E	ES	0340	00	187,000.00
COLORADO STATE OFFICE	WELCH, RUTH L.	ES	0340	00	165,993.00
OFFICE OF STATE DIRECTOR	MOURITSEN, KAREN E.	ES	0340	00	174,147.00
FIRE & AVIATION DIRECTORATE NIFC	DUNTON, RONALD L	ES	0340	00	175,673.00
OFFICE OF THE STATE DIRECTOR	MURPHY, TIMOTHY M.	ES	0340	00	156,812.00
OFFICE OF STATE DIRECTOR	LUEDERS, AMY L.	ES	0340	00	170,157.00
OFFICE OF STATE DIRECTOR	RUHS, JOHN F	ES	0340	00	167,174.00
OFFICE OF THE DIRECTOR	CANTOR, HOWARD M	ES	0340	00	156,105.00
OFFICE OF THE STATE DIRECTOR	CONNELL, JAMIE E.	ES	0340	00	180,994.00
OFFICE OF STATE DIRECTOR	ROBERSON, EDWIN L	ES	0340	00	173,219.00
OFFICE OF LAW ENFORCEMENT & SECURITY,	LAURO, SALVATORE R.	ES	1811	00	173,204.00
ASST DIR, RESOURCES AND PLANNING	BAIL, KRISTIN MARA	ES	0340	00	180,845.00
ASST DIR, ENERGY, MIN & REAL MGMT	NEDD, MICHAEL D.	ES	0340	00	187,000.00
NAT'L LANDSCAPE CONSER SYS & COMM PAR	MCALEAR, CHRISTOPHER J	ES	0340	00	157,971.00
ASST DIR COMMUNICATION	ALLEN, MATTHEW R	ES	0340	00	157,971.00
ASST DIR HUMAN CAPITAL MGMT	HUDSON, JODY LEE	ES	0340	00	187,000.00

DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY ASSISTANT SECRETARY TECHNOLOGY	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF HEARINGS	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF FACILITIES	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	50	CAREER (SES PERM)
DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
DEP SPEC TRUSTEE FIELD OPS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)
REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
SENIOR PROGRAM ADVISOR	WASHINGTON,DC	50	CAREER (SES PERM)
DEP DIR, OFC OF NATURAL RESOURCES REV	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
PRGM DIR FOR AUDIT & COMPLIANCE MGMT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
PRGM DIR FOR FIN & PRODUCTION MGMT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
PROGRAM DIRECTOR (CEVA)	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
DIRECTOR, INTERIOR BUSINESS CENTER	KINGS,NEW YORK	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR, FMD	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
PROGRAM MANAGER FOR DHS	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR ACQ SERVICES	HERNDON,VIRGINIA	50	CAREER (SES PERM)
STATE DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)
STATE DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)
STATE DIRECTOR	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)
STATE DIRECTOR	DENVER,COLORADO	50	CAREER (SES PERM)
STATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT DIRECTOR, FIRE & AVIATION	BOISE,IDAHO	50	CAREER (SES PERM)
STATE DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)
STATE DIRECTOR	SANTA FE,NEW MEXICO	50	CAREER (SES PERM)
STATE DIRECTOR	RENO,NEVADA	50	CAREER (SES PERM)
DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
STATE DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)
STATE DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)
DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	50	CAREER (SES PERM)
AD, MINS, REAL, & RES PRO	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	50	CAREER (SES PERM)
ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT DIRECTOR,	WASHINGTON,DC	50	CAREER (SES PERM)

01/08/17	01/08/18
08/07/16	08/07/17
12/13/15	
04/17/16	04/17/17
02/09/14	
09/04/16	09/04/17
11/07/10	
01/01/12	
09/23/12	
04/22/12	
05/29/16	05/29/17
06/14/15	
09/07/14	
11/07/10	
06/19/11	
09/06/15	
02/10/17	02/10/18
10/16/16	10/16/17

IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LLWO800000
IN	05	BUREAU OF LAND MANAGEMENT	WY	WYOMING STATE OFFICE	LLWY910000
IN	06	BUREAU OF INDIAN AFFAIRS	AA	GREAT PLAINS REGION	A00101
IN	06	BUREAU OF INDIAN AFFAIRS	BB	SOUTHERN PLAINS REGION	B00101
IN	06	BUREAU OF INDIAN AFFAIRS	CC	ROCKY MOUNTAIN REGION	C00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00100
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00101
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00300
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00800
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	D00900
IN	06	BUREAU OF INDIAN AFFAIRS	GG	EASTERN OKLAHOMA REGION	G00101
IN	06	BUREAU OF INDIAN AFFAIRS	HH	WESTERN REGION	H00101
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	PACIFIC REGION	J00101
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00100
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00300
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K00400
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	K0L100
IN	06	BUREAU OF INDIAN AFFAIRS	MM	SOUTHWEST REGION	M00100
IN	06	BUREAU OF INDIAN AFFAIRS	NN	NAVAJO REGION	N00101
IN	06	BUREAU OF INDIAN AFFAIRS	PR	NORTHWEST REGION	P00101
IN	06	BUREAU OF INDIAN AFFAIRS	SS	EASTERN REGION	S00101
IN	07	BUREAU OF RECLAMATION	01	PACIFIC NORTHWEST REGIO	1010000
IN	07	BUREAU OF RECLAMATION	02	MID PACIFIC REGION	2010000
IN	07	BUREAU OF RECLAMATION	03	LOWER COLORADO REGION	3001000
IN	07	BUREAU OF RECLAMATION	04	UPPER COLORADO REGION	4010000
IN	07	BUREAU OF RECLAMATION	06	GREAT PLAINS REGION	6010000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8421000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8427000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8440000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8450000
IN	07	BUREAU OF RECLAMATION	08	DENVER	8668000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9400000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9430000
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	9600000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA0000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA1000
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	GGHDAA2000
IN	08	GEOLOGICAL SURVEY	AC	ADMINISTRATION	GGHAAE0000
IN	08	GEOLOGICAL SURVEY	AD	ECOSYSTEMS	GGHEBA0000
IN	08	GEOLOGICAL SURVEY	AE	WATER	GGHWCA0000
IN	08	GEOLOGICAL SURVEY	AF	NATURAL HAZARDS	GGHHGA0000
IN	08	GEOLOGICAL SURVEY	AG	ENERGY & MINERALS	GGHMGS0000

AD, BUSINESS, FISCAL & INFO RES MGMT	VELASCO, JANINE M.	ES	0340	00	187,000.00
STATE DIRECTORS OFFICE	RUGWELL, MARY J.	ES	0340	00	152,291.00
REGIONAL DIRECTOR,GREAT PLAINS	LAPINTE, TIMOTHY L.	ES	0340	00	149,246.00
REGIONAL DIRECTOR,SOUTHERN PLAINS	DEERINWATER, DANIEL J.	ES	0340	00	184,754.00
REGIONAL DIRECTOR,ROCKY MTN REGION	LA COUNTE, DARRYL D. II	ES	0340	00	181,702.00
DIRECTOR, BUREAU OF INDIAN EDUCATION	DEARMAN, TONY L.	ES	1710	00	180,097.00
DEPUTY DIRECTOR SCHOOL OPERATIONS	STEVENS, BARTHOLOMEW S.	ES	0340	00	161,900.00
DIVISION OF PERFORMANCE AND ACCOUNTAB	HAMLEY, JEFFREY L.	ES	1720	00	159,254.00
ADD NAVAJO	PFEIFFER, TAMARAH NMN	ES	1701	00	130,189.00
ADD TRIBALLY CONTROLLED SCHOOLS	DAVIS, ROSE MARIE	ES	1701	00	155,520.00
REGIONAL DIRECTOR,EASTERN OKLA REGION	STREATER, EDDIE R.	ES	0340	00	157,634.00
REGIONAL DIRECTOR,WESTERN REGION	BOWKER, BRYAN L.	ES	0340	00	157,242.00
REGIONAL DIRECTOR, PACIFIC REGION	DUTSCHKE, AMY L.	ES	0340	00	176,923.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	BLACK, MICHAEL S.	ES	0301	00	183,751.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	HANNA, JEANETTE D.	ES	0301	00	185,163.00
DIRECTOR, BUREAU OF INDIAN AFFAIRS	LOUDERMILK, WELDON B.	ES	0340	00	184,588.00
DEPUTY DIRECTOR, INDIAN SERVICES	ORTIZ, HANKIE P.	ES	0340	00	185,207.00
DEPUTY DIRECTOR, TRUST SERVICES	RIGGS, HELEN	ES	0340	00	177,795.00
OFFICE OF JUSTICE SERVICES	CRUZAN, DARREN A.	ES	0340	00	184,350.00
SOUTHWEST REGIONAL DIRECTOR'S OFFICE	WALKER, WILLIAM T.	ES	0340	00	150,303.00
REGIONAL DIRECTOR,NAVAJO REGION	PINTO, SHARON ANN	ES	0340	00	159,191.00
REGIONAL DIRECTOR,NORTHWEST REGION	SPEAKS, STANLEY M.	ES	0340	00	184,487.00
OFC OF REGIONAL DIRECTOR, EASTERN REG	MAYTUBBY, BRUCE W.	ES	0340	00	172,670.00
OFFICE OF REGIONAL DIRECTOR	LEE, LORRI J	ES	0340	00	184,130.00
OFFICE OF REGIONAL DIRECTOR	MURILLO, DAVID G.	ES	0340	00	187,000.00
OFFICE OF THE REGIONAL DIRECTOR	FULP, TERRANCE J	ES	0340	00	183,479.00
OFFICE OF REGIONAL DIRECTOR	RHEES, BRENT B.	ES	0340	00	166,322.00
REGIONAL DIRECTOR'S OFFICE	RYAN, MICHAEL J.	ES	0340	00	187,000.00
INFORMATION RESOURCES OFFICE	SMILEY, KARLA J.	ES	2210	00	181,604.00
MANAGEMENT SERVICES OFFICE	CORDOVA HARRISON, ELIZABE	ES	0340	00	187,000.00
SECURITY SAFETY & LAW ENFORCEMENT	MULLER, BRUCE C JR	ES	0340	00	187,000.00
POLICY AND ADMINISTRATION	GONZALES SCHREINER, ROSEA	ES	0340	00	187,000.00
TECHNICAL SERVICE CENTER	LUEBKE, THOMAS A	ES	0340	00	178,467.00
POLICY, ADMINISTRATION & BUDGET	PAYNE, GRAYFORD F.	ES	0340	00	187,000.00
PROGRAM & BUDGET OFFICE	WOLF, ROBERT W	ES	0340	00	187,000.00
OPERATIONS	PALUMBO, DAVID M.	ES	0340	00	181,107.00
OFFICE OF THE DIRECTOR	NOWAKOWSKI, JUDY JENNIFER	ES	0301	00	171,614.00
OFFICE OF THE DIRECTOR	WERKHEISER, WILLIAM H.	ES	1301	00	187,000.00
OFFC OF COMM & PUBLISHING	WAINMAN, BARBARA W.	ES	0340	00	187,000.00
OFFC OF BUDGET, PLAN & INTEGR	LODGE, CYNTHIA LOUISE	ES	0501	00	177,202.48
OFFC OF ADMINISTRATION	ARAGON, JOSE RAMON	ES	0340	00	162,710.00
OFFC OF ASSOC DIR FOR ECOSYSTEMS	KINSINGER, ANNE E.	ES	0401	00	187,000.00
OFFC OF ASSOC DIR FOR WATER	CLINE, DONALD WALTER	ES	1301	00	170,964.00
OFFC OF ASSOC DIR FOR NATURAL HAZ	APPLEGATE, JAMES D. R.	ES	1301	00	187,000.00
OFFC OF ASSOC DIR FOR ENG&MIN	HITZMAN, MURRAY WALTER	ES	1350	00	180,087.00

ASSISTANT DIRECTOR, BUSINESS	WASHINGTON,DC	50	CAREER (SES PERM)
STATE DIRECTOR	CHEYENNE,WYOMING	50	CAREER (SES PERM)
REGIONAL DIRECTOR GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	ANADARKO,OKLAHOMA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)
DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC DEP DIR PERFORMANCE & ACCTBY	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC DEPUTY DIRECTOR NAVAJO	WINDOW ROCK,ARIZONA	50	CAREER (SES PERM)
ADD TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	MUSKOGEE,OKLAHOMA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	PHOENIX,ARIZONA	50	CAREER (SES PERM)
REGIONAL DIRECTOR PACIFIC	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)
SENIOR ADVISOR TO THE DIRECTOR BIA	BILLINGS,MONTANA	50	CAREER (SES PERM)
SPECIAL ASST TO THE DIRECTOR BIA	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY BUREAU DIRECTOR TRUST SVS.	WASHINGTON,DC	50	CAREER (SES PERM)
SENIOR ADVISOR LE, SECUR, SCHOOL SAFE	WASHINGTON,DC	50	CAREER (SES PERM)
REGIONAL DIRECTOR	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
REGIONAL DIRECTOR	GALLUP,NEW MEXICO	50	CAREER (SES PERM)
REGIONAL DIRECTOR	PORTLAND,OREGON	50	CAREER (SES PERM)
REGIONAL DIRECTOR	NASHVILLE,TENNESSEE	50	CAREER (SES PERM)
REGIONAL DIRECTOR	BOISE,IDAHO	50	CAREER (SES PERM)
REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	BOULDER CITY,NEVADA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)
REGIONAL DIRECTOR	BILLINGS,MONTANA	50	CAREER (SES PERM)
ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
DIR,MANAGEMENT SERVICES OFFICE	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
DIR,SECURITY,SAFETY&LAW ENFORCEMENT	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	50	CAREER (SES PERM)
DIR, PROGRAM & BUDGET	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY COMMISSIONER OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)
SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	60	LIMITED TERM (SES NONPERM)
DEPUTY DIRECTOR	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR BUDGET,	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR ADMINISTRATION	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	50	CAREER (SES PERM)
ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	50	CAREER (SES PERM)

IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHCED0000
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	GGHGR0000
IN	08	GEOLOGICAL SURVEY	AI	CORE SCIENCE SYSTEMS	GGHIFS0000
IN	08	GEOLOGICAL SURVEY	AJ	MIDWEST REGION	GGEMNA0000
IN	08	GEOLOGICAL SURVEY	AK	NORTHEAST REGION	GGENLA0000
IN	08	GEOLOGICAL SURVEY	AL	SOUTHEAST REGION	GGESMA0000
IN	08	GEOLOGICAL SURVEY	AM	SOUTHWEST REGION	GGCMRA0000
IN	08	GEOLOGICAL SURVEY	AO	PACIFIC REGION	GGWSZA0000
IN	08	GEOLOGICAL SURVEY	AP	NORTHWEST REGION	GGWNYA0000
IN	08	GEOLOGICAL SURVEY	AQ	ALASKA REGION	GGWAWA0000
IN	10	NATIONAL PARK SERVICE	AK	NATL PK SVC, ALASKA FIE	9911
IN	10	NATIONAL PARK SERVICE	DS	NAT PK SVC,DENVR SVC CN	2001
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1212
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1461
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	1571
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	8211
IN	10	NATIONAL PARK SERVICE	MW	NATL PK SVC, MIDWEST RE	6022
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3060
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	3401
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	1765
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	4501
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8001
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	8361
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5011
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5281
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	5461
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	0010
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2151
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2201
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2301
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2400
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2500
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2550
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	2601
IN	15	FISH AND WILDLIFE SERVICE	01	FISH & W/L SVC REGION 1	FF01G00000
IN	15	FISH AND WILDLIFE SERVICE	02	FISH & W/L SVC REGION 2	FF02G00000
IN	15	FISH AND WILDLIFE SERVICE	03	FISH & W/L SVC REGION 3	FF03G00000
IN	15	FISH AND WILDLIFE SERVICE	04	FISH & W/L SVC REGION 4	FF04G00000
IN	15	FISH AND WILDLIFE SERVICE	05	FISH & W/L SVC REGION 5	FF05G00000
IN	15	FISH AND WILDLIFE SERVICE	06	FISH & W/L SVC REGION 6	FF06G00000
IN	15	FISH AND WILDLIFE SERVICE	07	FISH & W/L SVC REGION 7	FF07G00000
IN	15	FISH AND WILDLIFE SERVICE	08	FISH & W/L SVC REGION 8	FF08G00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09A00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09B00000

EROS CENTER OFFIC OF THE DIR	KELLY, FRANCIS P.	ES	1301	00	187,000.00
OFFC OF ASSOC DIR FOR CLIMATE	BURKETT, VIRGINIA	ES	0401	00	164,676.00
OFFC OF ASSOC DIR FOR CORE SCI SYS	GALLAGHER, KEVIN T	ES	0340	00	187,000.00
OFFC OF REG DIR, MIDWEST REGION	CARL, LEON M.	ES	0401	00	166,613.00
OFFC OF REG DIR, NORTHEAST REGION	TUPPER, MICHAEL H.	ES	0340	00	159,551.00
OFFC OF REG DIR, SOUTHEAST REGION	WEYERS, HOLLY S.	ES	0401	00	153,993.00
OFFC OF REG DIR, SOUTHWEST REGION	ETHRIDGE, MAX M.	ES	1301	00	187,000.00
OFFC OF REG DIR, PACIFIC REGION	SOGGE, MARK K.	ES	0401	00	171,315.00
OFFC OF REG DIR, NORTHWEST REGION	FERRERO, RICHARD C.	ES	0401	00	175,001.00
OFFC OF REG DIR, ALASKA REGION	DEVARIS, AIMEE MARIE	ES	1301	00	167,638.00
IMMEDIATE OFFICE, AK RD	FROST, HERBERT C.	ES	0340	00	185,100.00
DSC DIRECTOR	TODD, RAYMOND K.	ES	0340	00	166,928.00
REGIONAL DIRECTOR	MASICA, SUE E.	ES	0340	00	187,000.00
OFFICE OF THE SUPERINTENDENT	VELA, RAYMOND DAVID	ES	0025	00	164,210.00
OFFICE OF THE SUPERINTENDENT	WENK, DANIEL N.	ES	0025	00	187,000.00
OFFICE OF THE SUPERINTENDENT	LEHNERTZ, CHRISTINE S.	ES	0340	00	187,000.00
REGIONAL DIRECTOR'S OFFICE	SHOLLY, CAMERON H	ES	0340	00	185,100.00
IMMEDIATE OFFICE, NC RD	VOGEL, ROBERT A.	ES	0340	00	180,079.00
OFFICE OF THE SUPERINTENDENT	VIETZKE, GAY E.	ES	0340	00	157,662.00
NATIONAL PARKS OF NEW YORK HARBOR	LAIRD, JOSHUA RADBILL	ES	0301	00	161,628.00
OFC OF THE REGIONAL DIRECTOR, NER	CALDWELL, MICHAEL A.	ES	0340	00	171,912.00
IMMED OFFICE,PW, RD	JOSS, LAURA	ES	0340	00	174,682.00
OFFICE OF THE SUPERINTENDENT	RICHARDSON, LIZETTE	ES	0340	00	163,140.00
REGIONAL DIRECTOR'S OFFICE	AUSTIN, STANLEY J.	ES	0340	00	185,100.00
OFFICE OF THE SUPERINTENDENT	RAMOS, PEDRO M	ES	0025	00	153,488.00
OFFICE OF THE SUPERINTENDENT	CASH, CASSIUS M	ES	0025	00	163,176.00
OFFICE OF THE COMPTROLLER	BOWRON, JESSICA L.	ES	0501	00	162,777.00
OFFICE OF THE COMPTROLLER	MCDOWALL, LENA E	ES	0340	00	185,100.00
DEPUTY DIRECTOR FOR OPERATIONS	REYNOLDS, MICHAEL T.	ES	0340	00	185,100.00
AD, CULTURAL RESOURCES (IMMED OFFICE)	TOOTHMAN, STEPHANIE S.	ES	0340	00	162,888.00
IMM OFC, AD, NATURAL RES S & S	SAUVAJOT, RAYMOND MARC	ES	0401	00	148,411.00
AD, VISITOR & RESOURCE PROTECTION	OBERNESSER, RICHARD	ES	0340	00	179,636.00
AD, PARK PLANNING,FACILITIES & LANDS	BENGE, SHAWN T.	ES	0340	00	160,553.00
INFORMATION RESOURCES MANAGEMENT(IRM)	COMPTON, JEFFREY S.	ES	2210	00	169,918.00
IMMED OFFICE,BUSINESS SERVICES	AUSTIN, TERESA MADEYA	ES	0340	00	145,000.00
OFFICE OF THE REGIONAL DIRECTOR	THORSON, ROBYN	ES	0480	00	187,000.00
REGION 2, ALBUQUERQUE, NM	TUGGLE, BENJAMIN N.	ES	0480	00	179,909.00
REGIONAL DIRECTOR, REGION 3	MELIUS, THOMAS O	ES	0480	00	187,000.00
OFC REG DIRECTOR ATLANTA GA	DOHNER, CYNTHIA	ES	0480	00	187,000.00
OFC REC DIR HADLEY MA	WEBER, WENDI	ES	0480	00	187,000.00
OFC REG DIRECTOR DENVER CO	WALSH, NOREEN E.	ES	0480	00	181,539.00
OFC OF REGIONAL DIRECTOR AK	SIEKANIEC, GREGORY EUGENE	ES	0480	00	185,100.00
REGIONAL DIRECTOR REGION 8	SOUZA, PAUL	ES	0480	00	180,251.00
ASST DIR INTERNATIONAL AFFAIRS	ARROYO, BRYAN	ES	0480	00	185,376.00
ASST DIR BUDGET, PLAN & HUMAN CAPITAL	SHEEHAN, DENISE E.	ES	0341	00	187,000.00

DIR (EROS) CENTER & POLICY ADVISOR	SIoux FALLS,SOUTH DAKOTA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR CLIMATE	MANY,LOUISIANA	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	50	CAREER (SES PERM)
REGIONAL EXECUTIVE EASTERN REGION	ANN ARBOR,MICHIGAN	50	CAREER (SES PERM)
REGIONAL DIRECTOR NORTHEAST	RESTON,VIRGINIA	50	CAREER (SES PERM)
REGIONAL DIRECTOR SOUTHEAST	NORCROSS,GEORGIA	50	CAREER (SES PERM)
REGIONAL DIRECTOR SOUTHWEST REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
REGIONAL EXECUTIVE PACIFIC REGION	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)
REGIONAL DIRECTOR NORTHWEST REGION	SEATTLE,WASHINGTON	50	CAREER (SES PERM)
REGIONAL DIRECTOR ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)
REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	50	CAREER (SES PERM)
DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	50	CAREER (SES PERM)
PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	50	CAREER (SES PERM)
PARK MANAGER	GRAND CANYON,ARIZONA	50	CAREER (SES PERM)
REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	50	CAREER (SES PERM)
REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	50	CAREER (SES PERM)
PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	50	CAREER (SES PERM)
EXECUTIVE DIRECTOR	NEW YORK, NEW YORK	50	CAREER (SES PERM)
REGIONAL DIRECTOR	PHILADELPHIA,PENNSYLVANI	50	CAREER (SES PERM)
REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	50	CAREER (SES PERM)
PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	50	CAREER (SES PERM)
REGIONAL DIRECTOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)
PARK MANAGER (SUPERINTENDENT)	MIAMI DADE,FLORIDA	50	CAREER (SES PERM)
PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	50	CAREER (SES PERM)
COMPROLLER	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC DIRECTOR, CULTURAL RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)
AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50	CAREER (SES PERM)
REGIONAL DIRECTOR PORTLAND	PORTLAND,OREGON	50	CAREER (SES PERM)
REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
REGIONAL DIRECTOR TWIN CITIES	MINNEAPOLIS,MINNESOTA	50	CAREER (SES PERM)
REGIONAL DIRECTOR ATLANTA	ATLANTA,GEORGIA	50	CAREER (SES PERM)
FISH & WILDLIFE ADMINISTRATOR	HADLEY,MASSACHUSETTS	50	CAREER (SES PERM)
REGIONAL DIRECTOR DENVER, CO.	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
REGIONAL DIRECTOR ANCHORAGE	ANCHORAGE,ALASKA	50	CAREER (SES PERM)
REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)
ASST DIRECTOR INTERNATIONAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)
ASST DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)

03/06/16	
10/16/16	10/16/17
06/30/13	
03/06/16	
03/06/16	
01/08/17	01/08/18
10/02/16	10/02/17
09/18/16	09/18/17
10/30/16	10/30/17
11/08/09	
10/05/11	
11/29/12	
08/24/14	

IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09D00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09E00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09F00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09L00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09M00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09R00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09W00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X00000
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FF09X30000
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90100
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	90120
IN	21	OFFICE OF THE SOLICITOR	02	DIV OF INDIAN AFFAIRS	90200
IN	21	OFFICE OF THE SOLICITOR	03	DIVISION OF GENERAL LAW	90300
IN	21	OFFICE OF THE SOLICITOR	05	DIV OF WATER RESOURCES	90500
IN	21	OFFICE OF THE SOLICITOR	06	DIV LAND RESOURCES	90600
IN	21	OFFICE OF THE SOLICITOR	07	DIV MINERAL RESOURCES	90700
IN	21	OFFICE OF THE SOLICITOR	08	DIV OF ADMINISTRATION	90800
IN	21	OFFICE OF THE SOLICITOR	11	INTERMOUNTAIN REGION	90911
IN	21	OFFICE OF THE SOLICITOR	12	ROCKY MOUNTAIN REGION	90921
IN	21	OFFICE OF THE SOLICITOR	13	NORTHEAST REGION	90930
IN	21	OFFICE OF THE SOLICITOR	14	PACIFIC NORTHWEST REG	90940
IN	21	OFFICE OF THE SOLICITOR	15	PACIFIC SOUTHWEST REG	90950
IN	21	OFFICE OF THE SOLICITOR	17	ALASKA REGION	90970
IN	21	OFFICE OF THE SOLICITOR	18	SOUTHEAST REGION	90980
IN	21	OFFICE OF THE SOLICITOR	19	SOUTHWEST REGION	90990
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	1000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	2000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	3000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	4000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	5000
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	6000
IN	24	OFFICE OF THE INSPECTOR GENERAL	IE	ASST IG FOR AUDITS, I&E	13800
IN	24	OFFICE OF THE INSPECTOR GENERAL	IG	OIG IMMEDIATE OFFICE	13000
IN	24	OFFICE OF THE INSPECTOR GENERAL	IG	OIG IMMEDIATE OFFICE	13000
IN	24	OFFICE OF THE INSPECTOR GENERAL	IG	OIG IMMEDIATE OFFICE	13010
IN	24	OFFICE OF THE INSPECTOR GENERAL	IN	ASST IG, INVES	13200
IN	24	OFFICE OF THE INSPECTOR GENERAL	OM	ASST. IG FOR MANAGEMENT	13500
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	EEAA1000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	ASSOC DIR FOR ADMIN	EECC0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	OFFSHORE REG PROG	EEEE0000
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	BSEE GOM REG DIR	EENN0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1000

DIRECTOR U.S. FISH & WILDLIFE SERVICE	GUERTIN, STEPHEN D.	ES	0480	00	187,000.00
DIRECTOR U.S. FISH & WILDLIFE SERVICE	KURTH, JAMES W.	ES	0480	00	187,000.00
ASST DIRECTOR ECOLOGICAL SERVICES	FRAZER, GARY D.	ES	0480	00	187,000.00
ASST DIR FISH & AQUATIC CONSERVA	HOSKINS, DAVID WILLIAM	ES	0480	00	185,888.00
CHIEF OFFICE OF LAW ENFORCEMENT	WOODY, WILLIAM C.	ES	1811	00	187,000.00
ASST DIR MIGRATORY BIRDS & STATE PROG	FORD, JEROME E.	ES	0480	00	155,736.00
AD NATIONAL WILDLIFE REFUGE SYSTEM	MARTINEZ, CYNTHIA T	ES	0480	00	183,499.00
ASST DIR FED ASST PRM FOR ST WL & SPT	RAUCH, PAUL A.	ES	0340	00	185,100.00
ASST DIR EXTERNAL AFFAIRS	HILDEBRANDT, BETSY J.	ES	0340	00	177,137.00
NCTC OFFICE OF THE DIRECTOR	SLACK, JAMES J.	ES	0340	00	169,502.00
IMMEDIATE OFC OF THE SOLICITOR	BERRIGAN, MICHAEL J.	ES	0905	00	179,558.58
IMMEDIATE OFC OF THE SOLICITOR	HAUGRUD, KEVIN JACK	ES	0905	00	187,000.00
IMMEDIATE OFC OF THE SOLICITOR	KEABLE, EDWARD T.	ES	0905	00	187,000.00
OFFICE OF ETHICS	LOFTIN, MELINDA J.	ES	0905	00	181,226.00
OFC OF THE ASSOCIATE SOLICITOR IA	SHEPARD, ERIC N.	ES	0905	00	169,999.00
OFC OF THE ASSOCIATE SOLICITOR GL	TUCKER, KAPRICE LYNCH	ES	0905	00	174,155.00
OFC OF THE ASSOCIATE SOLICITOR WR	SAXE, KEITH E	ES	0905	00	171,681.00
OFC OF THE ASSOCIATE SOLICITOR DLR	BROWN, LAURA B.	ES	0905	00	177,484.00
OFC OF ASSOCIATE SOLICITOR MR	HAWBECKER, KAREN S.	ES	0905	00	172,241.00
OFC OF ASSOCIATE SOLICITOR ADMIN	SMITH, MARC ALAN	ES	0905	00	171,681.00
SALT LAKE CITY REGIONAL OFFICE	STEIGER, JOHN W.	ES	0905	00	160,797.00
DENVER REGIONAL OFFICE	MCKEOWN, MATTHEW J.	ES	0905	00	187,000.00
BOSTON REGIONAL OFFICE	ROMANIK, PEG A.	ES	0905	00	168,395.00
PORTLAND REGIONAL OFFICE	PETERSON, PENNY LYNN	ES	0905	00	187,000.00
SACRAMENTO REGIONAL OFFICE	JOSEPHSON, CLEMENTINE	ES	0905	00	170,972.00
ANCHORAGE REGIONAL OFFICE	DARNELL, JOSEPH D.	ES	0905	00	166,914.00
ATLANTA REGIONAL OFFICE	CLARK, HORACE G.	ES	0905	00	175,073.00
ALBUQUERQUE REGIONAL OFFICE	WENGER, LANCE C.	ES	0905	00	150,115.00
OFFC OF THE DIRECTOR/DEPTY DIR	OWENS, GLENDA HUDSON	ES	0340	00	187,000.00
FINANCE & ADMIN DIRECTORATE	WORONKA, THEODORE	ES	0340	00	170,335.00
PROGRAM SUPPORT DIRECTORATE	RIDEOUT, STERLING J. JR	ES	0340	00	159,551.00
APPALACHIAN REGIONAL OFFICE	SHOPE, THOMAS D.	ES	0340	00	171,494.00
MID CONTINENT REGIONAL OFFICE	CLAYBORNE, ALFRED L	ES	0340	00	162,924.00
WESTERN REGIONAL OFFICE	BERRY, DAVID A	ES	0340	00	161,344.00
ASST IG FOR AUDITS INSPEC & EVAL	ELMORE, KIMBERLY	ES	0511	00	187,000.00
OFFICE OF INSPECTOR GENERAL	HARDGROVE, STEPHEN A.	ES	0301	00	187,000.00
OFFICE OF INSPECTOR GENERAL	KENDALL, MARY L.	ES	0905	00	179,700.00
OFFICE OF GENERAL COUNSEL	DELAPLAINE, L. BRUCE	ES	0905	00	184,383.00
ASST INSPECTOR GENERAL FOR INVESTIGAT	ELLIOTT, MATTHEW T	ES	1811	00	177,160.00
ASST INSP GEN FOR MANAGEMENT	ANDERSON, RODERICK M.	ES	0301	00	187,000.00
BSEE DEPUTY DIRECTOR/CFO	SCHNEIDER, MARGARET N.	ES	0340	00	187,000.00
ASSOC DIRECTOR FOR ADMINISTRATION	MABRY, SCOTT L.	ES	0340	00	187,000.00
OFFC OF OFFSHORE REGULATORY PROGRAMS	MORRIS, DOUGLAS W.	ES	0340	00	183,664.00
BSEE GULF OF MEXICO OCS REGIONAL DIR	HERBST, LARS T.	ES	0340	00	187,000.00
BOEM DEPUTY DIRECTOR/CFO	CRUICKSHANK, WALTER D.	ES	0340	00	187,000.00

DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	50	CAREER (SES PERM)
DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	50	CAREER (SES PERM)
ASST DIRECTOR ENDANGERED SPECIES	WASHINGTON,DC	50	CAREER (SES PERM)
AD FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF, OFFICE OF LAW ENFORCEMENT	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)
FISH & WILDLIFE ADMINISTRATOR	BAILEYS CROSSROADS,VIRGI	50	CAREER (SES PERM)
AD NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	50	CAREER (SES PERM)
AD WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT DIRECTOR EXTERNAL AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)
DIRECTOR, NCTC	SHEPHERDSTOWN, WEST VIRGI	50	CAREER (SES PERM)
COUSELOR TO THE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)
DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE SOLICITOR INDIAN AFFAIRS	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC SOL FOR GEN LAW	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE SOLICITOR WATER RESOURCES	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE SOLICITOR	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOCIATE SOLICITOR FOR	WASHINGTON,DC	50	CAREER (SES PERM)
REGIONAL SOLICITOR INTERMOUNTAIN	SALT LAKE CITY,UTAH	50	CAREER (SES PERM)
REGIONAL SOLICITOR	LAKEWOOD,COLORADO	50	CAREER (SES PERM)
REGIONAL SOLICITOR NORTHEAST	WASHINGTON,DC	50	CAREER (SES PERM)
REGIONAL SOLICITOR	PORTLAND,OREGON	50	CAREER (SES PERM)
REGIONAL SOLICITOR	SACRAMENTO,CALIFORNIA	50	CAREER (SES PERM)
REGIONAL SOLICITOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)
REGIONAL SOLICITOR	ATLANTA,GEORGIA	50	CAREER (SES PERM)
REGIONAL SOLICITOR SOUTHWEST	ALBUQUERQUE,NEW MEXICO	50	CAREER (SES PERM)
DEPUTY DIRECTOR OSM	WASHINGTON,DC	50	CAREER (SES PERM)
ASST DIR FOR FINANCE & ADMIN.	WASHINGTON,DC	50	CAREER (SES PERM)
ASST DIRECTOR PROGRAM SUPPORT	WASHINGTON,DC	50	CAREER (SES PERM)
REGIONAL DIRECTOR	GREEN TREE,PENNSYLVANIA	50	CAREER (SES PERM)
REGIONAL DIRECTOR MCRO	ALTON,ILLINOIS	50	CAREER (SES PERM)
REGIONAL DIRECTOR	DENVER,COLORADO	50	CAREER (SES PERM)
ASST IG FOR AUDITS INSPEC. & EVAL.	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF OF STAFF	WASHINGTON,DC	50	CAREER (SES PERM)
DEPUTY INSPECTOR GENERAL	WASHINGTON,DC	50	CAREER (SES PERM)
GENERAL COUNSEL	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT IG FOR INVESTIGATIONS	WASHINGTON,DC	50	CAREER (SES PERM)
ASSISTANT INSPECTOR GENERAL	HERNDON,VIRGINIA	50	CAREER (SES PERM)
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)
ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC	50	CAREER (SES PERM)
REGULATORY PROGRAMS CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)
DEPUTY DIRECTOR	WASHINGTON,DC	50	CAREER (SES PERM)

IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	MMAA1030
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	OFC OF STRATEGIC RES	MMCC0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	OFC OF ENVIRON PROG	MMGG0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	BOEM AOCS REG DIR	MMJJ0000
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	BOEM GOM REG DIR	MMLL0000

BOEM OFFC OF BUDGET & PROGRAM COOR	ANDERSON, JAMES G.	ES	0340	00	169,918.00
OFC OF STRATEGIC RESOURCES PROGRAMS	ORR, L. RENEE	ES	0340	00	187,000.00
OFFICE OF ENVIRONMENTAL PROGRAMS	BROWN, WILLIAM Y	ES	0340	00	184,454.00
BOEM ALASKA OCS REGIONAL DIRECTOR	KENDALL, JAMES J. JR.	ES	0340	00	184,609.00
BOEM GULF OF MEXICO OCS REGIONAL DIR	CELATA, MICHAEL A.	ES	0340	00	162,725.00

PROGRAM MANAGER, OFFICE OF BUDGET AND	WASHINGTON,DC	50	CAREER (SES PERM)
STRATEGIC RESOURCES CHIEF	WASHINGTON,DC	50	CAREER (SES PERM)
CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC	50	CAREER (SES PERM)
ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA	50	CAREER (SES PERM)
GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50	CAREER (SES PERM)

02/10/17	02/10/18

To: Michelle Oxyer[michelle_oxyer@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-07-27T16:11:46-04:00
Importance: Normal
Subject: spreadsheet
Received: 2017-07-27T16:12:04-04:00
DOI Employees on Probationary Period 02072017.xlsx

Here it is.

Mary

--

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

To: Travis Yonts[tyonts@usbr.gov]
From: athomas@usbr.gov
Sent: 2017-08-01T15:15:22-04:00
Importance: Normal
Subject: Fwd: WIIN Act Affects ESA
Received: 2017-08-01T15:15:33-04:00
Jun 22, 2017 WIIN Act Briefing MP Region (1).docx

On behalf of David Murillo,

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

From: Murillo, David <dmurillo@usbr.gov>
Date: Thu, Jun 22, 2017 at 1:36 PM
Subject: WIIN Act Affects ESA
To: "Clement, Joel" <joel_clement@ios.doi.gov>
Cc: Paul Souza <paul_souza@fws.gov>

Joel, attached is our write up.

Thanks

David G. Murillo
Bureau Of Reclamation
Mid Pacific Regional Director
Office # 916-978-5000

INFORMATION/BRIEFING MEMORANDUM

DATE: June 16, 2017

FROM: Paul Souza, Director, Pacific Southwest Region, U.S. Fish and Wildlife Service
David Murillo, Director, Mid-Pacific Region, U.S. Bureau of Reclamation

SUBJECT: Water Infrastructure Improvements for the Nation (WIIN) Act

Background

The Central Valley Project (CVP) is operated by the Bureau of Reclamation (Reclamation) and serves as one of the world's largest water storage and transport systems. Its major reservoirs have a combined storage of 11 million acre-feet of water. The State Water Project (SWP), operated and maintained by the California Department of Water Resources (DWR), can hold 5.8 million acre-feet of water. These operations affect seven federally listed aquatic species: Delta smelt, U.S. Fish and Wildlife Service (FWS) jurisdiction, and the remainder under National Marine Fisheries Service's (NMFS) jurisdiction.

The CVP and SWP are currently operating under a Biological Opinion FWS issued on December 15, 2008, and a Biological Opinion NMFS issued on June 4, 2009. Both biological opinions included reasonable and prudent alternatives (RPAs) to prevent jeopardy and adverse modification of designated critical habitat for multiple species of listed fish. During the winter and spring, the RPAs call for managing negative flows in Old and Middle Rivers (OMR) in the Delta driven by CVP and SWP water exports. Both RPAs include a range for the negative flow management based on factors including fish salvage at the export facilities, fish presence in the area of influence of the export facilities, and real time hydrologic conditions. Reclamation reinstituted consultation on these opinions with both Services on August 2, 2016.

Operations

The new Water Infrastructure Improvements for the Nation (WIIN) Act of 2016 confirms the considerations for the real time decision-making process and the flexibilities in operations utilized by the agencies during the 2013-2016 drought emergency. Section 4002 lists factors to be addressed in writing if reverse OMR flow rate less negative than the most negative reverse flow rate prescribed by the applicable biological opinion is deemed necessary by the Secretary of the Interior and the Secretary of Commerce (Secretaries). Section 4003 authorizes the Secretaries the option of allowing the CVP and SWP to operate at levels that result in OMR flows more negative than the most negative reverse flow rate prescribed by the applicable biological opinion to capture peak flows during storm-related events and the factors that must be considered in evaluating whether to exercise the option or not. The WIIN Act provides that it does not override, modify or amend the applicability of the Endangered Species Act (ESA) or relevant biological opinions for operations and that it should not be interpreted in a manner that causes additional adverse effects on listed species beyond the range of the effects anticipated to occur to the listed species in the biological opinions (Section 4012).

Stakeholder Coordination

The WIIN Act provides for additional coordination with public water agencies that contract for water delivery from the CVP or SWP. The Act provides that those agencies shall be able to provide information to the action agency (Reclamation) preparing a biological assessment for

consultation or reinitiation of consultation on the coordinated operations of the CVP and SWP. Reclamation shall also inform the public water agencies of the schedule for the biological assessment, while the Services shall provide a copy of a draft biological opinion and consider any comments provided by the public water agencies. Additionally, in the event of a biological opinion concluding that the project jeopardizes listed species or adversely modifies or destroys listed habitat, the public water agencies shall have the opportunity to confer with Reclamation and DWR about reasonable and prudent alternatives, prior to Reclamation and DWR identifying one or more reasonable and prudent alternatives for consideration by the Services. Moreover, the Services must inform the public water agencies how each component of a reasonable and prudent alternative will contribute to avoiding jeopardy or adverse modification and why other proposed alternative actions are inadequate to do so. While consultation is ongoing, the Secretaries of the Interior and Commerce will regularly solicit input through the Collaborative Science and Adaptive Management Program (CSAMP). CSAMP may provide recommendations to improve the effects analysis and Federal agency determinations for due consideration.

Science and Monitoring

Reclamation and the Service participate in various multi-agency and stakeholder involved programs which evaluate, develop, and implement monitoring and scientific studies to inform water operations, including CSAMP. These programs all have review and adaptive management processes that foster continual improvement in their effectiveness to inform water operations and assess the status (health, distribution and abundance) of ESA listed species. These collaborative forums will continue to be utilized while implementing activities in the WIIN Act. The WIIN Act's exemption of CSAMP from the Federal Advisory Committee Act (FACA) continues CSAMP not being subject to FACA requirements now that the Biological Opinions were upheld and the court imposed process ended.

Additional drought funding over the last few years enabled the acceleration of implementing new methods and studies and resulted in improved operational flexibility and protection of ESA species during the drought. Items in the WIIN Act that propose additional real time operations monitoring, conservation hatchery, restoration, testing new technology, and improving infrastructure of CVP and SWP have been discussed. These actions fall outside of existing Biological Opinion and other monitoring requirements and are not budgeted for by Reclamation. For example, the Service, with the support of Reclamation, has begun implementation of an Enhanced Delta Smelt Monitoring (EDSM) program, consistent with the requirements of Section 4010. The EDSM study design applies statistical methods to create a high frequency sampling regime that reduces uncertainty to support real-time water operations decisions and estimate Delta Smelt abundance and distribution. The Service began a limited EDSM in December, ramped up to implementing the full study design in February, and continue to seek stakeholder input to improve implementation. No funding has been identified for the final year of the existing agreement nor for future years.

Conservation Hatcheries

The WIIN Act also directs the Secretaries to develop and implement as necessary the expanded use of conservation hatchery programs (Section 4010). The Service propagates endangered winter-run Chinook salmon at Livingston Stone National Fish Hatchery to assist in the recovery of the species, including a long-standing program to supplement the existing wild population in

the Sacramento River below Shasta dam, as well as a recently expanded effort to establish captive brood stocks for use in reintroducing winter-run Chinook salmon to the Sacramento River watershed above Lake Shasta and to a restored Battle Creek.

The Service also continues to collaborate with the DWR to plan for a Fish Technology Center (FTC). The FTC would be a research-oriented facility that would hold the Service's main refugial population of Delta Smelt and conduct research into captive propagation techniques necessary to facilitate augmenting wild populations. The Service expects to complete the Environmental Impact Statement and to secure the permits for the FTC this fall, although no funds have been identified for construction or operation of the facility. The Service is also drafting an Environmental Assessment for construction of a larger conservation hatchery facility to be located near the FTC. The hatchery would use the techniques developed at the FTC to produce the large numbers of fish necessary to augment wild populations, or to re-introduce extirpated species, should those actions be necessary for recovery. Reclamation already funds U.C. Davis to maintain an existing Delta Smelt Culture Facility (hatchery) as a contingency against extinction of wild populations, and surplus fish are available to support research.

To: Mary Pletcher[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-08-02T13:57:48-04:00
Importance: Normal
Subject: Re: List of SES
Received: 2017-08-02T13:58:05-04:00
[SES Roster 080217.xlsx](#)

All the moves for July 9th were completed except for Lauro. We will check into that one.

Michelle Oxyer

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

On Wed, Aug 2, 2017 at 12:25 PM, Mary Pletcher <mary_pletcher@ios.doi.gov> wrote:

Can you run the list of SES now that most of the actions are effective?

Mary

Sent from my iPhone

Dept	Bur Or Ofc	Bur Or Ofc Desc	Sub Bur	Sub Bur Desc	Name Compressed	Pay Plan
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	CASON, JAMES E	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	DEVITO, VINCENT NMN	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	HOMMEL, SCOTT C	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	LILLIE, JULIETTE ANNE FAL	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	MAGALLANES, DOWNEY P	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	MIHALIC, DAVID A	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	RIGAS, LAURA C K	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	SALOTTI, CHRISTOPHER P.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	10	OFC OF SECY,SECY IMMED	WILLENS, TODD D	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	15	ASST SECY INSULAR AREAS	PULA, NIKOLAO IULI	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	20	ASST SECY LAND & MIN	CARDINALE, RICHARD T.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	30	ASST SECY WATER & SCI	TRAVNICEK, ANDREA J	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	OS,ASST SECY FISH,WILDL	BLANCHARD, MARY JOSIE	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	OS,ASST SECY FISH,WILDL	ESTENOZ, SHANNON A.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	40	OS,ASST SECY FISH,WILDL	SKIPWITH, AURELIA NMN	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	BEARPAW, GEORGE WATIE	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	BURCKMAN, JAMES N.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	CLARKSON, GAVIN S	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	FREEMAN, SHAREE M.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	HART, PAULA L.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	LAROCHE, DARRELL WILLIAM	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	50	OS,ASST SEC INDIAN AFFR	SCHOCK, JAMES H.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	ANDREW, JONATHAN M.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	ARAGON, JOSE RAMON	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	ARROYO, BRYAN	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BAGLEY, TAMMY L.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BATHRICK, MARK L.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BECK, RICHARD T.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BRANUM, LISA A.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BUCKNER, SHAWN M	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BURDEN, JOHN W.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	BURNS, SYLVIA W.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	CAMERON, SCOTT J	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	CRUZAN, DARREN A.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	DAVIS, MARK H	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	DOWNS, BRUCE M	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	FERRITER, OLIVIA B.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	FLANAGAN, DENISE A.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	FREIHAGE, JASON E.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	GLENN, DOUGLAS A	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	GLOMB, STEPHEN J.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	GOKLANY, INDUR M.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	GONZALEZ, MARIA E	ES

OccSeries	Grade Or Level	Adjusted Basic Pay	Position Title Opm	Location	Type Of Appt
0301	00	\$179,700	ASSOCIATE DEPUTY SECRETARY	WASHINGTON,DC	55
0301	00	\$179,700	COUNSELOR FOR ENERGY POLICY	WASHINGTON,DC	55
0301	00	\$170,000	CHIEF OF STAFF	WASHINGTON,DC	55
0301	00	\$160,000	DIRECTOR, OFFICE OF THE EXECUTIVE	WASHINGTON,DC	50
0301	00	\$135,000	SENIOR ADVISOR AND COUNSELOR	WASHINGTON,DC	55
0301	00	\$155,000	SENIOR ADVISOR TO THE SECRETARY	WASHINGTON,DC	55
0301	00	\$162,000	DIR, OFC OF COMMUNICATIONS	WASHINGTON,DC	55
0905	00	\$185,936	LEGISLATIVE COUNSEL	WASHINGTON,DC	50
0301	00	\$170,000	ASSISTANT DEPUTY SECRETARY	WASHINGTON,DC	55
0301	00	\$178,459	DIRECTOR, OFFICE OF INSULAR AFFAIRS	WASHINGTON,DC	50
0301	00	\$187,000	SENIOR POLICY PROGRAM MANAGER	WASHINGTON,DC	50
0301	00	\$162,000	DEPUTY ASSISTANT SECRETARY	WASHINGTON,DC	55
0340	00	\$187,000	DIRECTOR,	WASHINGTON,DC	50
0340	00	\$157,858	DIRECTOR, EVERGLADES RESTORATION	MIAMI,FLORIDA	50
0301	00	\$162,000	DEPUTY ASSISTANT SECRETARY	WASHINGTON,DC	55
0560	00	\$168,489	BUDGET OFFICER	WASHINGTON,DC	50
0301	00	\$187,000	DIRECTOR OF HUMAN CAPITAL MGMT	WASHINGTON,DC	50
0301	00	\$162,000	DEPUTY ASSISTANT SECRETARY	WASHINGTON,DC	55
0340	00	\$179,412	DIRECTOR, OFC OF SELF GOV	WASHINGTON,DC	50
0301	00	\$178,764	DIR, OFF OF INDIAN GAMING MGT	WASHINGTON,DC	50
0340	00	\$175,336	DIR, FACILITIES, SAFETY & PROP MGMT	RESTON,VIRGINIA	50
0501	00	\$165,419	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50
0301	00	\$187,000	INTERAGENCY BORDERLAND COORDINATOR	SARASOTA,FLORIDA	50
0301	00	\$162,710	SENIOR ADVISOR	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$185,376	DEPUTY DIRECTOR, OFFICE OF	WASHINGTON,DC	50
0340	00	\$171,614	ASSOCIATE DIRECTOR	WASHINGTON,DC	50
0340	00	\$187,000	DIRECTOR, OFFICE OF AVIATION SERVICES	BOISE,IDAHO	50
0340	00	\$187,000	DIRECTOR, OFFICE OF PLANNING &	WASHINGTON,DC	50
0089	00	\$170,609	DIRECTOR, OFFICE OF EMERGENCY MGMT	WASHINGTON,DC	50
0340	00	\$167,395	DEPUTY DIRECTOR OFFICE OF	WASHINGTON,DC	50
0340	00	\$177,290	CHIEF DIVERSITY OFFICER/DIRECTOR,	WASHINGTON,DC	50
2210	00	\$187,000	CHIEF INFORMATION OFFICER	WASHINGTON,DC	50
0301	00	\$170,000	PRINCIPAL DEPUTY ASSISTANT SECRETARY	WASHINGTON,DC	55
1811	00	\$184,350	DIRECTOR, OFFICE OF LAW ENFORCEMENT	WASHINGTON,DC	50
0340	00	\$187,000	DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50
2210	00	\$180,757	DEPUTY CHIEF INFORMATION OFFICER	WASHINGTON,DC	50
0501	00	\$187,000	DEP ASST SECY BUDGT,FIN,PERF&AC	WASHINGTON,DC	50
0560	00	\$187,000	DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50
0560	00	\$157,593	CHIEF, DIV OF BUDGET & PROG REVIEW	WASHINGTON,DC	50
0505	00	\$187,000	DIRECTOR, OFFICE OF FINANCIAL MNGT &	WASHINGTON,DC	50
0340	00	\$183,959	DIRECTOR, OFFICE OF RESTORATION AND	WASHINGTON,DC	50
0301	00	\$183,294	SENIOR ADVISOR	WASHINGTON,DC	50
0340	00	\$187,000	DEPUTY ASSISTANT SECRETARY TECHNOLOGY	WASHINGTON,DC	50

IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	HUMBERT, HARRY L	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	HUNTER, TERESA R	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	LIMON, RAYMOND A	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	MOSS, ADRIANNE L.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	NASSAR, JOSEPH W	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	NOBLE, MICHAELA E	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	OLSEN, MEGAN C.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	PIERRE LOUIS, ALESIA J.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	PLETCHER, MARY F.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	QUINLAN, MARTIN J.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	RICE, BRYAN C	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	ROSS, JOHN W	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	SIMMONS, SHAYLA F.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	60	ASST SECY,POL MGT & BUD	WAYSON, THOMAS C.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	BURCH, MELVIN E.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	CRAFF, ROBERT C.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	DUMONTIER, DEBRA L.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	GIDNER, JEROLD L.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	LAKE, TIMOTHY CHARLES	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	LORDS, DOUGLAS A.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	REYNOLDS, THOMAS G.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	WHITE, JOHN ETHAN	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	70	OFC OF SPEC TRUSTEE	WILLIAMS, MARGARET C.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	CLEMENT, JOEL P.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	DAVIS, KIMBRA G	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	GOULD, GREGORY J.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	MEHLHOFF, JOHN J.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	STEWART, JAMES D.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	98	OFF NATRL RES REVENUE	TYLER, PAUL GRAHAM	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	BEALL, JAMES W	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	EDSALL, DONNA LYNN	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	HOLMES, TROY EDWARD	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	ONEILL, KEITH JAMES	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	SINGER, MICHELE F.	ES
IN	01	OFFICE OF THE SECRETARY OF THE INTERIOR	99	OFFC OF THE SEC, IBC	WILLIAMS, LC	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	ALLEN, MATTHEW R	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	BAIL, KRISTIN MARA	ES
IN	05	BUREAU OF LAND MANAGEMENT	OC	NOC	CANTOR, HOWARD M	ES
IN	05	BUREAU OF LAND MANAGEMENT	OR	OREGON STATE OFFICE	CONNELL, JAMIE E.	ES
IN	05	BUREAU OF LAND MANAGEMENT	AK	ALASKA STATE OFFICE	CRIBLEY, BUD C	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	HANNA, JEANETTE D.	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	HUDSON, JODY LEE	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	LAURO, SALVATORE R.	ES
IN	05	BUREAU OF LAND MANAGEMENT	NM	NEW MEXICO STATE OFFICE	LUEDERS, AMY L.	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	MCALEAR, CHRISTOPHER J	ES

0340	00	\$187,000	DAS PUBLIC SAFETY,RESOURCE PROTEC.,&	WASHINGTON,DC	50
0505	00	\$168,171	DEPUTY DIRECTOR, OFFICE OF FINANCIAL	WASHINGTON,DC	50
0201	00	\$187,000	DEPUTY CHIEF HUMAN CAP. OFFICER	WASHINGTON,DC	50
0560	00	\$187,000	DEPUTY DIRECTOR, OFFICE OF BUDGET	WASHINGTON,DC	50
0340	00	\$171,650	DIRECTOR, OFFICE OF FACILITIES	WASHINGTON,DC	50
0340	00	\$162,925	DIRECTOR, OFFICE OF ENVIRONMENTAL	WASHINGTON,DC	50
1102	00	\$168,630	DIRECTOR, OFFICE OF ACQUISITION	WASHINGTON,DC	50
0340	00	\$180,200	CHIEF LEARNING OFFICER/DIR.OSEOD	WASHINGTON,DC	50
0340	00	\$187,000	DAS, HUMAN CAPITAL AND DIVERSITY	WASHINGTON,DC	50
0340	00	\$187,000	DIRECTOR, BUSINESS INTEGRATION	LAKEWOOD,COLORADO	50
0340	00	\$169,316	DIRECTOR,OFFICE OF WILDLAND FIRE	WASHINGTON,DC	50
0340	00	\$187,000	DIRECTOR, OFFICE OF VALUATION	WASHINGTON,DC	50
0905	00	\$187,000	DIRECTOR, OFFICE OF HEARINGS	ARLINGTON,VIRGINIA	50
0560	00	\$178,627	CHIEF, BUDGET ADMINISTRATION AND	WASHINGTON,DC	50
0340	00	\$187,000	REGIONAL FIDUCIARY TRUST	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$167,199	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$178,734	DEPUTY SPECIAL TRUSTEE FOR BUSINESS	ARLEE,MONTANA	50
0340	00	\$187,000	PRINCIPAL DEPUTY SPECIAL TRUSTEE	WASHINGTON,DC	50
0340	00	\$144,767	REGIONAL FIDUCIARY	ABERDEEN,SOUTH DAKOTA	50
0340	00	\$187,000	DEP SPEC TRUSTEE TRUST SVS	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$175,641	REGIONAL FIDUCIARY TRUST ADMIN	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$180,062	DEPUTY SPECIAL TRUSTEE FOR PROGRAM	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$187,000	REG FIDUCIARY TRUST ADMINISTRATOR	ALBUQUERQUE,NEW MEXICO	50
0301	00	\$180,078	SENIOR PROGRAM ADVISOR	WASHINGTON,DC	50
0340	00	\$172,815	PRGM DIR FOR FIN & PRODUCTION MGMT	LAKEWOOD,COLORADO	50
0340	00	\$187,000	DIR, OFC OF NATURAL RESOURCES REVENUE	LAKEWOOD,COLORADO	50
0340	00	\$176,068	PROGRAM DIRECTOR (CEVA)	LAKEWOOD,COLORADO	50
0340	00	\$187,000	DEP DIR, OFC OF NATURAL RESOURCES REV	LAKEWOOD,COLORADO	50
0340	00	\$173,269	PRGM DIR FOR AUDIT & COMPLIANCE MGMT	LAKEWOOD,COLORADO	50
0340	00	\$184,811	ASSOCIATE DIRECTOR,	WASHINGTON,DC	50
0505	00	\$187,000	ASSOCIATE DIRECTOR, FMD	LAKEWOOD,COLORADO	50
0340	00	\$169,918	PROGRAM MANAGER FOR DHS	WASHINGTON,DC	50
1102	00	\$177,161	ASSOCIATE DIRECTOR FOR ACQ SERVICES	HERNDON,VIRGINIA	50
0340	00	\$187,000	DIRECTOR, INTERIOR BUSINESS CENTER	KINGS,NEW YORK	50
0340	00	\$187,000	ASSOCIATE DIRECTOR, HRD	LAKEWOOD,COLORADO	50
0340	00	\$157,971	ASST DIRECTOR, COMMUNICATION & PR	WASHINGTON,DC	50
0340	00	\$180,845	ASSISTANT DIRECTOR, RES & PLANNING	WASHINGTON,DC	50
0340	00	\$156,105	DIRECTOR, NATIONAL OPERATIONS CENTER	LAKEWOOD,COLORADO	50
0340	00	\$180,994	STATE DIRECTOR	PORTLAND,OREGON	50
0340	00	\$165,435	STATE DIRECTOR	ANCHORAGE,ALASKA	50
0301	00	\$185,163	SEN ADVISOR FOR TRIBAL ENERGY DEV	WASHINGTON,DC	50
0340	00	\$187,000	ASSISTANT DIRECTOR,	WASHINGTON,DC	50
1811	00	\$173,204	DIRECTOR, LAW ENFORCEMENT	WASHINGTON,DC	50
0340	00	\$170,157	STATE DIRECTOR	SANTA FE,NEW MEXICO	50
0340	00	\$161,900	ASSISTANT DIRECTOR, NLCS & CP	WASHINGTON,DC	50

IN	05	BUREAU OF LAND MANAGEMENT	ES	EASTERN STATES OFFICE	MOURITSEN, KAREN E.	ES
IN	05	BUREAU OF LAND MANAGEMENT	ID	IDAHO STATE OFFICE	MURPHY, TIMOTHY M.	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	NEDD, MICHAEL D.	ES
IN	05	BUREAU OF LAND MANAGEMENT	CA	CALIFORNIA STATE OFFICE	PEREZ, JEROME E	ES
IN	05	BUREAU OF LAND MANAGEMENT	UT	UTAH STATE OFFICE	ROBERSON, EDWIN L	ES
IN	05	BUREAU OF LAND MANAGEMENT	WY	WYOMING STATE OFFICE	RUGWELL, MARY J.	ES
IN	05	BUREAU OF LAND MANAGEMENT	NV	NEVADA STATE OFFICE	RUHS, JOHN F	ES
IN	05	BUREAU OF LAND MANAGEMENT	AZ	ARIZONA STATE OFFICE	SUAZO, RAYMOND	ES
IN	05	BUREAU OF LAND MANAGEMENT	WO	WASHINGTON OFFICE BLM	WOODY, WILLIAM C.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	BLACK, MICHAEL S.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	HH	WESTERN REGION	BOWKER, BRYAN L.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	DAVIS, ROSE MARIE	ES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	DEARMAN, TONY L.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	BB	SOUTHERN PLAINS REGION	DEERINWATER, DANIEL J.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	JJ	PACIFIC REGION	DUTSCHKE, AMY L.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	HAMLEY, JEFFREY L.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	JAMES, JAMES D. JR.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	CC	ROCKY MOUNTAIN REGION	LA COUNTE, DARRYL D. II	ES
IN	06	BUREAU OF INDIAN AFFAIRS	AA	GREAT PLAINS REGION	LAPORTE, TIMOTHY L.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	LOUDERMILK, WELDON B.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	SS	EASTERN REGION	MAYTUBBY, BRUCE W.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	ORTIZ, HANKIE P.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	PFEIFFER, TAMARAH NMN	ES
IN	06	BUREAU OF INDIAN AFFAIRS	NN	NAVAJO REGION	PINTO, SHARON ANN	ES
IN	06	BUREAU OF INDIAN AFFAIRS	KK	CENTRAL OFFICE HDQTRS.	RIGGS, HELEN	ES
IN	06	BUREAU OF INDIAN AFFAIRS	PR	NORTHWEST REGION	SPEAKS, STANLEY M.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	DD	OFC OF INDIAN ED PROGMS	STEVENS, BARTHOLOMEW S.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	GG	EASTERN OKLAHOMA REGION	STREATER, EDDIE R.	ES
IN	06	BUREAU OF INDIAN AFFAIRS	MM	SOUTHWEST REGION	WALKER, WILLIAM T.	ES
IN	07	BUREAU OF RECLAMATION	08	DENVER	CORDOVA HARRISON, ELIZABE	ES
IN	07	BUREAU OF RECLAMATION	03	LOWER COLORADO REGION	FULP, TERRANCE J	ES
IN	07	BUREAU OF RECLAMATION	01	PACIFIC NORTHWEST REGIO	GRAY, LORRI J	ES
IN	07	BUREAU OF RECLAMATION	08	DENVER	LUEBKE, THOMAS A	ES
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	MIKKELSEN, ALAN WAYNE	ES
IN	07	BUREAU OF RECLAMATION	08	DENVER	MULLER, BRUCE C JR	ES
IN	07	BUREAU OF RECLAMATION	02	MID PACIFIC REGION	MURILLO, DAVID G.	ES
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	PALUMBO, DAVID M.	ES
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	PAYNE, GRAYFORD F.	ES
IN	07	BUREAU OF RECLAMATION	04	UPPER COLORADO REGION	RHEES, BRENT B.	ES
IN	07	BUREAU OF RECLAMATION	06	GREAT PLAINS REGION	RYAN, MICHAEL J.	ES
IN	07	BUREAU OF RECLAMATION	08	DENVER	SMILEY, KARLA J.	ES
IN	07	BUREAU OF RECLAMATION	08	DENVER	WELCH, RUTH L.	ES
IN	07	BUREAU OF RECLAMATION	09	WASHINGTON DC	WOLF, ROBERT W	ES
IN	08	GEOLOGICAL SURVEY	AF	NATURAL HAZARDS	APPEGATE, JAMES D. R.	ES
IN	08	GEOLOGICAL SURVEY	AJ	MIDWEST REGION	CARL, LEON M.	ES

0340	00	\$174,147	STATE DIRECTOR	WASHINGTON,DC	50
0340	00	\$156,812	STATE DIRECTOR	BOISE,IDAHO	50
0340	00	\$187,000	AD, MINS, REAL, & RES PRO	WASHINGTON,DC	50
0340	00	\$187,000	STATE DIRECTOR	SACRAMENTO,CALIFORNIA	50
0340	00	\$173,219	STATE DIRECTOR	SALT LAKE CITY,UTAH	50
0340	00	\$152,291	STATE DIRECTOR	CHEYENNE,WYOMING	50
0340	00	\$167,174	STATE DIRECTOR	RENO,NEVADA	50
0340	00	\$155,278	STATE DIRECTOR	PHOENIX,ARIZONA	50
1811	00	\$187,000	DIR, LAW ENFORCEMENT AND SECURITY	WASHINGTON,DC	50
0301	00	\$183,751	SENIOR ADVISOR TO THE DIRECTOR BIA	BILLINGS,MONTANA	50
0340	00	\$157,242	REGIONAL DIRECTOR	PHOENIX,ARIZONA	50
1701	00	\$155,520	ADD TRIBALLY CONTROLLED SCHOOLS	BLOOMINGTON,MINNESOTA	50
1710	00	\$180,097	DIRECTOR, BUREAU OF INDIAN EDUCATION	WASHINGTON,DC	50
0340	00	\$184,754	REGIONAL DIRECTOR	ANADARKO,OKLAHOMA	50
0340	00	\$176,923	REGIONAL DIRECTOR PACIFIC	SACRAMENTO,CALIFORNIA	50
1720	00	\$159,254	ASSOC DEP DIR PERFORMANCE & ACCTBY	WASHINGTON,DC	50
0340	00	\$187,000	DEPUTY DIRECTOR, FIELD OPS	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$181,702	REGIONAL DIRECTOR	BILLINGS,MONTANA	50
0340	00	\$149,246	REGIONAL DIRECTOR GREAT PLAINS	ABERDEEN,SOUTH DAKOTA	50
0340	00	\$184,588	DIRECTOR, BUREAU OF INDIAN AFFAIRS	WASHINGTON,DC	50
0340	00	\$172,670	REGIONAL DIRECTOR	NASHVILLE,TENNESSEE	50
0340	00	\$185,207	DEPUTY BUREAU DIRECTOR, INDIAN SVS.	WASHINGTON,DC	50
1701	00	\$130,189	ASSOC DEPUTY DIRECTOR NAVAJO	WINDOW ROCK,ARIZONA	50
0340	00	\$159,191	REGIONAL DIRECTOR	GALLUP,NEW MEXICO	50
0340	00	\$177,795	DEPUTY BUREAU DIRECTOR TRUST SVS.	WASHINGTON,DC	50
0340	00	\$184,487	REGIONAL DIRECTOR	PORTLAND,OREGON	50
0340	00	\$161,900	DEPUTY DIRECTOR FOR SCHOOL OPERATIONS	WASHINGTON,DC	50
0340	00	\$157,634	REGIONAL DIRECTOR	MUSKOGEE,OKLAHOMA	50
0340	00	\$150,303	REGIONAL DIRECTOR	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$187,000	DIR,MISSION SUPPORT ORGANIZATION	LAKEWOOD,COLORADO	50
0340	00	\$183,479	REGIONAL DIRECTOR	BOULDER CITY,NEVADA	50
0340	00	\$184,130	REGIONAL DIRECTOR	BOISE,IDAHO	50
0340	00	\$178,467	DIRECTOR, TECHNICAL SERVICE CENTER	LAKEWOOD,COLORADO	50
0301	00	\$162,000	DEPUTY COMMISSIONER	WASHINGTON,DC	55
0340	00	\$187,000	DIR,SECURITY,SAFETY&LAW ENFORCEMENT	LAKEWOOD,COLORADO	50
0340	00	\$187,000	REGIONAL DIRECTOR, MID PACIFIC REGION	SACRAMENTO,CALIFORNIA	50
0340	00	\$181,107	DEPUTY COMMISSIONER OPERATIONS	WASHINGTON,DC	50
0340	00	\$187,000	DEPUTY COMMISSIONER, PAB	WASHINGTON,DC	50
0340	00	\$166,322	REGIONAL DIRECTOR	SALT LAKE CITY,UTAH	50
0340	00	\$187,000	REGIONAL DIRECTOR	BILLINGS,MONTANA	50
2210	00	\$181,604	ASSOCIATE CHIEF INFORMATION OFFICER	LAKEWOOD,COLORADO	50
0340	00	\$165,993	DIRECTOR,POLICY AND ADMINISTRATION	LAKEWOOD,COLORADO	50
0340	00	\$187,000	DIR, PROGRAM & BUDGET	WASHINGTON,DC	50
1301	00	\$187,000	ASSOCIATE DIR FOR NATURAL HAZARDS	RESTON,VIRGINIA	50
0401	00	\$166,613	REGIONAL DIRECTOR MIDWEST	ANN ARBOR,MICHIGAN	50

IN	08	GEOLOGICAL SURVEY	AE	WATER	CLINE, DONALD WALTER	ES
IN	08	GEOLOGICAL SURVEY	AQ	ALASKA REGION	DEVARIS, AIMEE MARIE	ES
IN	08	GEOLOGICAL SURVEY	AM	SOUTHWEST REGION	ETHRIDGE, MAX M.	ES
IN	08	GEOLOGICAL SURVEY	AP	NORTHWEST REGION	FERRERO, RICHARD C.	ES
IN	08	GEOLOGICAL SURVEY	AI	CORE SCIENCE SYSTEMS	GALLAGHER, KEVIN T	ES
IN	08	GEOLOGICAL SURVEY	AC	ADMINISTRATION	GONZALES SCHREINER, ROSEA	ES
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	HILDEBRANDT, BETSY J.	ES
IN	08	GEOLOGICAL SURVEY	AG	ENERGY & MINERALS	HITZMAN, MURRAY WALTER	ES
IN	08	GEOLOGICAL SURVEY	AH	CLIMATE & LAND USE	KELLY, FRANCIS P.	ES
IN	08	GEOLOGICAL SURVEY	AD	ECOSYSTEMS	KINSINGER, ANNE E.	ES
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	LODGE, CYNTHIA LOUISE	ES
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	NOWAKOWSKI, JUDY JENNIFER	ES
IN	08	GEOLOGICAL SURVEY	AO	PACIFIC REGION	SOGGE, MARK K.	ES
IN	08	GEOLOGICAL SURVEY	AK	NORTHEAST REGION	TUPPER, MICHAEL H.	ES
IN	08	GEOLOGICAL SURVEY	AA	DIRECTORS OFFICE	WERKHEISER, WILLIAM H.	ES
IN	08	GEOLOGICAL SURVEY	AL	SOUTHEAST REGION	WEYERS, HOLLY S.	ES
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	AUSTIN, STANLEY J.	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	AUSTIN, TERESA MADEYA	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	BENGE, SHAWN T.	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	BOWRON, JESSICA L.	ES
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	CASH, CASSIUS M	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	COMPTON, JEFFREY S.	ES
IN	10	NATIONAL PARK SERVICE	AK	NATL PK SVC, ALASKA FIE	FROST, HERBERT C.	ES
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	JOSS, LAURA	ES
IN	10	NATIONAL PARK SERVICE	NE	NATL PK SVC, NORTH EAST	LAIRD, JOSHUA RADBILL	ES
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	LEHNERTZ, CHRISTINE S.	ES
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	MASICA, SUE E.	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	MCDOWALL, LENA E	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	NGUYEN, NHIE TONY	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	OBERNESSER, RICHARD	ES
IN	10	NATIONAL PARK SERVICE	SE	NATL PK SVC, SOUTHEAST	RAMOS, PEDRO M	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	REYNOLDS, MICHAEL T.	ES
IN	10	NATIONAL PARK SERVICE	PW	NATL PK SVC, PACIFIC WE	RICHARDSON, LIZETTE	ES
IN	10	NATIONAL PARK SERVICE	WO	NATL PK SVC, WASH OFFIC	SAUVAJOT, RAYMOND MARC	ES
IN	10	NATIONAL PARK SERVICE	MW	NATL PK SVC, MIDWEST RE	SHOLLY, CAMERON H	ES
IN	10	NATIONAL PARK SERVICE	DS	NAT PK SVC, DENVR SVC CN	TODD, RAYMOND K.	ES
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	VELA, RAYMOND DAVID	ES
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	VIETZKE, GAY E.	ES
IN	10	NATIONAL PARK SERVICE	NC	NATL PK SVC, NATL CAPIT	VOGEL, ROBERT A.	ES
IN	10	NATIONAL PARK SERVICE	IM	NATL PK SVC, INTERMOUNT	WENK, DANIEL N.	ES
IN	15	FISH AND WILDLIFE SERVICE	04	FISH & W/L SVC REGION 4	DOHNER, CYNTHIA	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FORD, JEROME E.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	FRAZER, GARY D.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	GUERTIN, STEPHEN D.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	HOSKINS, DAVID WILLIAM	ES

1301	00	\$170,964	ASSOCIATE DIRECTOR FOR WATER	RESTON,VIRGINIA	50
1301	00	\$167,638	REGIONAL DIRECTOR ALASKA	ANCHORAGE,ALASKA	50
1301	00	\$187,000	REGIONAL DIRECTOR SOUTHWEST REGION	LAKEWOOD,COLORADO	50
0401	00	\$175,001	REGIONAL DIRECTOR NORTHWEST REGION	SEATTLE,WASHINGTON	50
0340	00	\$187,000	ASSOCIATE DIRECTOR FOR CORE SCI SYS	RESTON,VIRGINIA	50
0340	00	\$187,000	ASSOCIATE DIRECTOR FOR ADMINISTRATION	LAKEWOOD,COLORADO	50
0340	00	\$177,137	ASSOCIATE DIRECTOR FOR	RESTON,VIRGINIA	50
1350	00	\$180,087	ASSOC DIRECTOR FOR ENERGY & MINERALS	RESTON,VIRGINIA	50
1301	00	\$187,000	DIR (EROS) CENTER & POLICY ADVISOR	SIoux FALLS,SOUTH DAKOTA	50
0401	00	\$187,000	ASSOCIATE DIRECTOR FOR ECOSYSTEMS	RESTON,VIRGINIA	50
0501	00	\$177,202	ASSOCIATE DIRECTOR FOR BUDGET,	RESTON,VIRGINIA	50
0301	00	\$171,614	SENIOR ADVISOR TO THE DIRECTOR	RESTON,VIRGINIA	60
0401	00	\$171,315	REGIONAL EXECUTIVE PACIFIC REGION	SACRAMENTO,CALIFORNIA	50
0340	00	\$159,551	REGIONAL DIRECTOR NORTHEAST	RESTON,VIRGINIA	50
1301	00	\$187,000	DEPUTY DIRECTOR	RESTON,VIRGINIA	50
0401	00	\$153,993	REGIONAL DIRECTOR SOUTHEAST	NORCROSS,GEORGIA	50
0340	00	\$185,100	REGIONAL DIRECTOR	ATLANTA,GEORGIA	50
0340	00	\$145,000	ASSOCIATE DIRECTOR, BUSINESS SERVICES	WASHINGTON,DC	50
0340	00	\$160,553	ASSOC DIR,PARK,PLAN,FACILIT & LANDS	WASHINGTON,DC	50
0501	00	\$162,777	COMPTROLLER	WASHINGTON,DC	50
0025	00	\$163,176	PARK MANAGER (SUPERINTENDENT)	GATLINBURG,TENNESSEE	50
2210	00	\$169,918	ASSOC CHIEF INFORMATION OFFICER	WASHINGTON,DC	50
0340	00	\$185,100	REGIONAL DIRECTOR, ALASKA	ANCHORAGE,ALASKA	50
0340	00	\$174,682	REGIONAL DIRECTOR, PACIFIC WEST REG	OAKLAND,CALIFORNIA	50
0301	00	\$161,628	EXECUTIVE DIRECTOR	NEW YORK, NEW YORK	50
0340	00	\$187,000	PARK MANAGER	GRAND CANYON,ARIZONA	50
0340	00	\$187,000	REGIONAL DIRECTOR, INTERMTN. REGION	LAKEWOOD,COLORADO	50
0340	00	\$185,100	CHIEF FINANCIAL OFFICER	WASHINGTON,DC	50
0340	00	\$172,962	ASSOC DIR., WORKFORCE MANAGEMENT	WASHINGTON,DC	50
0340	00	\$179,636	ASSOCIATE DIRECTOR	WASHINGTON,DC	50
0025	00	\$153,488	PARK MANAGER (SUPERINTENDENT)	HOMESTEAD,FLORIDA	50
0340	00	\$185,100	DEPUTY DIRECTOR, OPERATIONS	WASHINGTON,DC	50
0340	00	\$163,140	PARK MANAGER (SUPERINTENDENT)	BOULDER CITY,NEVADA	50
0401	00	\$148,411	AD,NATURAL RESOURCE STEWARD & SCIENCE	WASHINGTON,DC	50
0340	00	\$185,100	REGIONAL DIRECTOR, MIDWEST REGION	OMAHA,NEBRASKA	50
0340	00	\$166,928	DIRECTOR, DENVER SERVICE CENTER	LAKEWOOD,COLORADO	50
0025	00	\$164,210	PARK MANAGER (SUPERINTENDENT)	MOOSE,WYOMING	50
0340	00	\$157,662	PARK MANAGER (SUPERINTENDENT)	WASHINGTON,DC	50
0340	00	\$180,079	REGIONAL DIR, NATL CAPITOL REGION	WASHINGTON,DC	50
0025	00	\$187,000	PARK MANAGER (SUPERINTENDENT)	YELLOWSTONE PARK,WYOMING	50
0480	00	\$187,000	REGIONAL DIRECTOR ATLANTA	ATLANTA,GEORGIA	50
0480	00	\$155,736	FISH & WILDLIFE ADMINISTRATOR	BAILEYS CROSSROADS,VIRGI	50
0480	00	\$187,000	ASST DIRECTOR ENDANGERED SPECIES	WASHINGTON,DC	50
0480	00	\$187,000	DEPUTY DIRECTOR (PROG. MGMT. & PLCY)	ARLINGTON,VIRGINIA	50
0480	00	\$185,888	AD FISHERIES & HABITAT CONSERVATION	WASHINGTON,DC	50

IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	KURTH, JAMES W.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	MARTINEZ, CYNTHIA T	ES
IN	15	FISH AND WILDLIFE SERVICE	03	FISH & W/L SVC REGION 3	MELIUS, THOMAS O	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	RAUCH, PAUL A.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	SHEEHAN, DENISE E.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	SHEEHAN, GREGORY JOHN	ES
IN	15	FISH AND WILDLIFE SERVICE	07	FISH & W/L SVC REGION 7	SIEKANIEC, GREGORY EUGENE	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	SLACK, JAMES J.	ES
IN	15	FISH AND WILDLIFE SERVICE	08	FISH & W/L SVC REGION 8	SOUZA, PAUL	ES
IN	15	FISH AND WILDLIFE SERVICE	01	FISH & W/L SVC REGION 1	THORSON, ROBYN	ES
IN	15	FISH AND WILDLIFE SERVICE	02	FISH & W/L SVC REGION 2	TUGGLE, BENJAMIN N.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	VELASCO, JANINE M.	ES
IN	15	FISH AND WILDLIFE SERVICE	09	FISH & W/L SVC REGION 9	WAINMAN, BARBARA W.	ES
IN	15	FISH AND WILDLIFE SERVICE	06	FISH & W/L SVC REGION 6	WALSH, NOREEN E.	ES
IN	15	FISH AND WILDLIFE SERVICE	05	FISH & W/L SVC REGION 5	WEBER, WENDI	ES
IN	21	OFFICE OF THE SOLICITOR	06	DIV LAND RESOURCES	BROWN, LAURA B.	ES
IN	21	OFFICE OF THE SOLICITOR	18	SOUTHEAST REGION	CLARK, HORACE G.	ES
IN	21	OFFICE OF THE SOLICITOR	17	ALASKA REGION	DARNELL, JOSEPH D.	ES
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	HAUGRUD, KEVIN JACK	ES
IN	21	OFFICE OF THE SOLICITOR	07	DIV MINERAL RESOURCES	HAWBECKER, KAREN S.	ES
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	JORJANI, DANIEL H	ES
IN	21	OFFICE OF THE SOLICITOR	15	PACIFIC SOUTHWEST REG	JOSEPHSON, CLEMENTINE	ES
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	KEABLE, EDWARD T.	ES
IN	21	OFFICE OF THE SOLICITOR	01	IMMED OFC OF SOLICITOR	LOFTIN, MELINDA J.	ES
IN	21	OFFICE OF THE SOLICITOR	12	ROCKY MOUNTAIN REGION	MCKEOWN, MATTHEW J.	ES
IN	21	OFFICE OF THE SOLICITOR	14	PACIFIC NORTHWEST REG	PETERSON, PENNY LYNN	ES
IN	21	OFFICE OF THE SOLICITOR	04	DIV PARKS & WILDLIFE	ROMANIK, PEG A.	ES
IN	21	OFFICE OF THE SOLICITOR	05	DIV OF WATER RESOURCES	SAXE, KEITH E	ES
IN	21	OFFICE OF THE SOLICITOR	02	DIV OF INDIAN AFFAIRS	SHEPARD, ERIC N.	ES
IN	21	OFFICE OF THE SOLICITOR	08	DIV OF ADMINISTRATION	SMITH, MARC ALAN	ES
IN	21	OFFICE OF THE SOLICITOR	11	INTERMOUNTAIN REGION	STEIGER, JOHN W.	ES
IN	21	OFFICE OF THE SOLICITOR	03	DIVISION OF GENERAL LAW	TUCKER, KAPRICE LYNCH	ES
IN	21	OFFICE OF THE SOLICITOR	19	SOUTHWEST REGION	WENGER, LANCE C.	ES
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	BERRY, DAVID A	ES
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	CLAYBORNE, ALFRED L	ES
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	OWENS, GLENDA HUDSON	ES
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	RIDEOUT, STERLING J. JR	ES
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	SHOPE, THOMAS D.	ES
IN	22	OFC OF SURFACE MINING, RECLAMATION & ENF	27	OFFICE OF SURFACE MININ	WORONKA, THEODORE	ES
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	ANGELLE, SCOTT A	ES
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EN	BSEE GOM REG DIR	HERBST, LARS T.	ES
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EC	ASSOC DIR FOR ADMIN	MABRY, SCOTT L.	ES
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EE	OFFSHORE REG PROG	MORRIS, DOUGLAS W.	ES
IN	26	BUREAU OF SAFETY AND ENVIRONMENTAL ENFOR	EA	BSEE DIRECTOR	SCHNEIDER, MARGARET N.	ES
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	ANDERSON, JAMES G.	ES

0480	00	\$187,000	DEPUTY DIRECTOR (OPERATIONS)	WASHINGTON,DC	50
0480	00	\$183,499	AD NATIONAL WLDLFE REFUGE MANAGER	WASHINGTON,DC	50
0480	00	\$187,000	REGIONAL DIRECTOR TWIN CITIES	MINNEAPOLIS,MINNESOTA	50
0340	00	\$185,100	AD WLDLFE & SPORT FISH RESTOR PROGRAM	WASHINGTON,DC	50
0341	00	\$187,000	ASST DIR BUDGET, PLNG & HR	BAILEYS CROSSROADS,VIRGI	50
0301	00	\$162,000	PRINCIPAL DEPUTY DIRECTOR, USFWS	WASHINGTON,DC	55
0480	00	\$185,100	REGIONAL DIRECTOR ANCHORAGE	ANCHORAGE,ALASKA	50
0340	00	\$169,502	DIRECTOR, NCTC	SHEPHERDSTOWN,WEST VIRGI	50
0480	00	\$180,251	REGIONAL DIRECTOR, SACRAMENTO, CA	SACRAMENTO,CALIFORNIA	50
0480	00	\$187,000	REGIONAL DIRECTOR PORTLAND	PORTLAND,OREGON	50
0480	00	\$179,909	REGIONAL DIRECTOR, ALBUQUERQUE	ALBUQUERQUE,NEW MEXICO	50
0341	00	\$187,000	ASSISTANT DIRECTOR BUS MGMT & OPER	WASHINGTON,DC	50
0340	00	\$187,000	ASSISTANT DIRECTOR EXTERNAL AFFAIRS	WASHINGTON,DC	50
0480	00	\$181,539	REGIONAL DIRECTOR DENVER, CO.	LAKEWOOD,COLORADO	50
0480	00	\$187,000	FISH & WILDLIFE ADMINISTRATOR	HADLEY,MASSACHUSETTS	50
0905	00	\$177,484	ASSOCIATE SOLICITOR	WASHINGTON,DC	50
0905	00	\$175,073	REGIONAL SOLICITOR	ATLANTA,GEORGIA	50
0905	00	\$166,914	REGIONAL SOLICITOR	ANCHORAGE,ALASKA	50
0905	00	\$187,000	DEPUTY SOLICITOR	WASHINGTON,DC	50
0905	00	\$172,241	ASSOCIATE SOLICITOR	WASHINGTON,DC	50
0905	00	\$170,000	PRINCIPAL DEPUTY SOLICITOR	WASHINGTON,DC	55
0905	00	\$170,972	REGIONAL SOLICITOR	SACRAMENTO,CALIFORNIA	50
0905	00	\$187,000	DEPUTY SOLICITOR	WASHINGTON,DC	50
0905	00	\$181,226	DESIG. AGENCY ETHICS OFFICIAL	WASHINGTON,DC	50
0905	00	\$187,000	REGIONAL SOLICITOR	LAKEWOOD,COLORADO	50
0905	00	\$187,000	REGIONAL SOLICITOR	PORTLAND,OREGON	50
0905	00	\$168,395	ASSOC SOLICITOR PARKS & WILDLIFE	WASHINGTON,DC	50
0905	00	\$171,681	ASSOCIATE SOLICITOR WATER RESOURCES	WASHINGTON,DC	50
0905	00	\$169,999	ASSOCIATE SOLICITOR INDIAN AFFAIRS	WASHINGTON,DC	50
0905	00	\$171,681	ASSOCIATE SOLICITOR FOR	WASHINGTON,DC	50
0905	00	\$160,797	REGIONAL SOLICITOR INTERMOUNTAIN	SALT LAKE CITY,UTAH	50
0905	00	\$174,155	ASSOC SOL FOR GEN LAW	WASHINGTON,DC	50
0905	00	\$150,115	REGIONAL SOLICITOR SOUTHWEST	ALBUQUERQUE,NEW MEXICO	50
0340	00	\$161,344	REGIONAL DIRECTOR	DENVER,COLORADO	50
0340	00	\$162,924	REGIONAL DIRECTOR MCRO	ALTON,ILLINOIS	50
0340	00	\$187,000	DEPUTY DIRECTOR OSM	WASHINGTON,DC	50
0340	00	\$159,551	ASST DIRECTOR PROGRAM SUPPORT	WASHINGTON,DC	50
0340	00	\$171,494	REGIONAL DIRECTOR	GREEN TREE,PENNSYLVANIA	50
0340	00	\$170,335	ASST DIR FOR FINANCE & ADMIN.	WASHINGTON,DC	50
0301	00	\$170,000	DIRECTOR, BUREAU OF SAFETY &	WASHINGTON,DC	55
0340	00	\$187,000	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50
0340	00	\$187,000	ASSOC DIR FOR ADMINISTRATION	WASHINGTON,DC	50
0340	00	\$183,664	REGULATORY PROGRAMS CHIEF	WASHINGTON,DC	50
0340	00	\$187,000	DEPUTY DIRECTOR	WASHINGTON,DC	50
0340	00	\$169,918	PROGRAM MANAGER, OFFICE OF BUDGET AND	WASHINGTON,DC	50

IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MG	OFC OF ENVIRON PROG	BROWN, WILLIAM Y	ES
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	ML	BOEM GOM REG DIR	CELATA, MICHAEL A.	ES
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MA	BOEM DIRECTOR	CRUICKSHANK, WALTER D.	ES
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MJ	BOEM AOCS REG DIR	KENDALL, JAMES J. JR.	ES
IN	27	BUREAU OF OCEAN ENERGY MANAGEMENT	MC	OFC OF STRATEGIC RES	ORR, L. RENEE	ES

0340	00	\$184,454	CHIEF ENVIRONMENTAL OFFICER	WASHINGTON,DC	50
0340	00	\$162,725	GULF OF MEXICO REGIONAL DIRECTOR	JEFFERSON,LOUISIANA	50
0340	00	\$187,000	DEPUTY DIRECTOR	WASHINGTON,DC	50
0340	00	\$184,609	ALASKA REGIONAL DIRECTOR	ANCHORAGE,ALASKA	50
0340	00	\$187,000	STRATEGIC RESOURCES CHIEF	WASHINGTON,DC	50

CAREER (SES PERM)

To: Virginia Burkett[virginia_burkett@usgs.gov]
Cc: Douglas Beard[dbeard@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy Nowakowski[jnowakowski@usgs.gov]; Betsy Hildebrandt[bhildebrandt@usgs.gov]; Lukas, William[wlukas@usgs.gov]
From: Applegate, David
Sent: 2017-08-08T22:57:39-04:00
Importance: Normal
Subject: Re: White House statement on recent media coverage
Received: 2017-08-08T22:57:46-04:00

Virginia,

Thanks for passing that along. This afternoon, I sat in on the USGCRP overview briefing that Doug and David Reidmuller gave to Andrea Travnicek (our acting Asst. Sec.). They did a nice job and she seemed appreciative. They gave her a heads-up about the USGS final-round technical comments on the climate science special report that would be coming forward for submission from DOI shortly -- she did indicate that she would like to review and was going to look into other hallways involvement. The *NY Times* and *Wash Post* articles about the draft report never came up.

Doug will be following up on the history of what position at DOI served as USGCRP principal before Joel Clement to help inform who would be most appropriate going forward. Although as you know Ryan Nichols (who had just left for vacation so missed the briefing) attended the last GCRP principals meeting, Andrea did not indicate that he had been chosen as the formal DOI principal and seemed open to any suggestions we might make based on past practice.

On a related note, before Ryan left yesterday, he talked to both Bill Lukas and me about his concern on some [press coverage](#) from the Northeast CSC's invasive species workshop, specifically comments attributed to a university professor about the need to educate conservatives. He was quite aware that it wasn't a USGS person, so it seemed the issue was more about the CSC appearing to have an advocacy role.

We may hear about this again when he comes back from vacation in a week or so. It also appears that Andrea may be asked about it in a meeting with another political appointee in the Secretary's office on Friday. I'm thinking it might be worth it if you could send Bill Lukas some background on the NECSC, and the agenda for the symposium. The article -- in a local Amherst paper -- is not inflammatory, and the topic of the symposium itself, invasive species, is of high interest.

Thanks, Dave

David Applegate, Ph.D.
Acting Deputy Director
U.S. Geological Survey
12201 Sunrise Valley Drive MS 111, Reston VA 20192
703 648 6600 voice, 703 648 7031 fax
applegate@usgs.gov

On Tue, Aug 8, 2017 at 10:21 PM, Virginia Burkett <virginia_burkett@usgs.gov> wrote:

FYI below regarding the USGCRP climate science special report (CSSR), which is the basically the first installment of the Fourth National Climate Assessment. Several USGS scientists commented on the third order draft of this report, and now the same USGS scientists are looking at the final draft that has been circulated for agency review.

The NCA4 impacts report will come to us next week for the first round of agency technical review. USGS has about 20 lead authors contributing to that report.

Virginia

Sent from my iPhone

Begin forwarded message:

From: Michael Kuperberg <mkuperberg@usgcrp.gov>
Date: August 8, 2017 at 7:01:09 PM CDT
To: SGCR Principals and Plus Ones <sgcr-principals-plus-ones-group@usgcrp.gov>
Subject: Re: White House statement on recent media coverage

All,

In response to a question about distributing this statement, it is recommended that, instead of distributing the statement itself, you point to this Washington Examiner article which reprints the statement in full.

<http://www.washingtonexaminer.com/white-house-attacks-new-york-times-for-publishing-draft-government-report-on-climate-change/article/2630956>

Mike

On Aug 8, 2017, at 16:06 PM, Michael Kuperberg
<mkuperberg@usgcrp.gov> wrote:

All,

I received the following statement from OSTP Comms today in response to the recent media coverage of CSSR/NCA:

White House statement, attributable to Press Secretary Sarah Sanders:

“It’s very disappointing, yet entirely predictable to learn *The New York Times* would write off a draft report without first verifying its contents with the White House or any of the federal agencies directly involved with climate and environmental policy. As others have pointed out and *The New York Times* should have noticed drafts of this report have been published and made widely available

online months ago during the public comment period. The White House will withhold comment on any draft report before its scheduled release date.”

Thanks,

Mike

--

You received this message because you are subscribed to the Google Groups "SGCR Principals and Plus Ones" group.

To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-principals-plus-ones-group+unsubscribe@usgcrp.gov.

To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

To view this discussion on the web visit

<https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/A24610EC-E474-4E17-9665-6155A041615E%40usgcrp.gov>.

To: Applegate, David[applegate@usgs.gov]
Cc: Virginia Burkett[virginia_burkett@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy Nowakowski[jnowakowski@usgs.gov]; Betsy Hildebrandt[bhildebrandt@usgs.gov]; Lukas, William[wlukas@usgs.gov]
From: Beard, Douglas
Sent: 2017-08-09T07:58:02-04:00
Importance: Normal
Subject: Re: White House statement on recent media coverage
Received: 2017-08-09T07:58:33-04:00

Thanks David,

We will follow-up on the request. I looked at the press coverage, the statement of concern seems more tied to climate change skeptics, than conservatives, per se, but certainly looks to be advocacy. This is a tricky problem, i.e. we really can't control what the academic community says, however we truly value their scientific capabilities and partnership with the CSC network. I think we've tried to make it clear over the years, that we have no input/or reign over their advocacy positions, but that must be done in their role as a University Professor and can not be said on behalf of or in their role attached to the CSC. A point we can reiterate.

Doug.

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
Climate and Land Use Mission Area
MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

On Tue, Aug 8, 2017 at 10:57 PM, Applegate, David <applegate@usgs.gov> wrote:

Virginia,

Thanks for passing that along. This afternoon, I sat in on the USGCRP overview briefing that Doug and David Reidmuller gave to Andrea Travnicek (our acting Asst. Sec.). They did a nice job and she seemed appreciative. They gave her a heads-up about the USGS final-round technical comments on the climate science special report that would be coming forward for submission from DOI shortly -- she did indicate that she would like to review and was going to look into other hallways involvement. The *NY Times* and *Wash Post* articles about the draft report never came up.

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applegate@usgs.gov

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Sent from my iPhone

Begin forwarded message:

From: Michael Kuperberg <mkuperberg@usgcrp.gov>
Date: August 8, 2017 at 7:01:09 PM CDT
To: SGCR Principals and Plus Ones <sgcr-principals-plus-ones-group@usgcrp.gov>
Subject: Re: White House statement on recent media coverage

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Mike

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Thanks,

Mike

--

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To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

To view this discussion on the web visit

<https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/A24610EC-E474-4E17-9665-6155A041615E%40usgcrp.gov>.

To: Andrea Travnicek[andrea_travnicek@ios.doi.gov]
Cc: David Applegate[applegate@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]; William A Lukas[wlukas@usgs.gov]; David Reidmiller[dreidmiller@usgcrp.gov]; Virginia Burkett[virginia_burkett@usgs.gov]
From: Beard, Douglas
Sent: 2017-08-09T08:11:30-04:00
Importance: Normal
Subject: Follow up on representation for DOI on USGCRP
Received: 2017-08-09T08:12:00-04:00

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.

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
Climate and Land Use Mission Area
MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

To: Margo Harris[mrharris@usgs.gov]
From: mrharris@usgs.gov
Sent: 2017-08-09T08:19:50-04:00
Importance: Normal
Subject: Fwd: Follow up on representation for DOI on USGCRP
Received: 2017-08-09T08:19:57-04:00

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

From: **Beard, Douglas** <dbeard@usgs.gov>
Date: Wed, Aug 9, 2017 at 8:11 AM
Subject: Follow up on representation for DOI on USGCRP
To: Andrea Travnicek <andrea_travnicek@ios.doi.gov>
Cc: David Applegate <applegate@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>, William A Lukas <wlukas@usgs.gov>, David Reidmiller <dreidmiller@usgcrp.gov>, Virginia Burkett <virginia_burkett@usgs.gov>

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Hope this helps.

Doug.

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
Climate and Land Use Mission Area
MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

--

William H. Werkheiser
Acting Director, U.S. Geological Survey

12201 Sunrise Valley Drive, MS 100
Reston, VA 20192
703-648-7411

To: Pletcher, Mary[mary_pletcher@ios.doi.gov]
From: Oxyer, Michelle
Sent: 2017-08-14T16:06:12-04:00
Importance: Normal
Subject: Updated SES Roster
Received: 2017-08-14T16:06:20-04:00
[SES Roster 081417.xlsx](#)

I updated the date entered current position/date entered SES based on the other report as appropriate. If you need me to update/change this, let me know.

Michelle Oxyer

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

To: Beard, Douglas[dbeard@usgs.gov]
Cc: David Reidmiller[dreidmiller@usgcrp.gov]; Burkett, Virginia[virginia_burkett@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Travnicek, Andrea
Sent: 2017-08-17T08:38:04-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T08:38:31-04:00

Thanks for the further detail and for clarification. Who officially concurred on any last submittals? Virginia or USGS director or was it Joel Clement?

Thanks.

Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-987-7220

On Thu, Aug 17, 2017 at 7:31 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

All,

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U.S. Department of the Interior
work: [202-208-0969](tel:202-208-0969)
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Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

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To: David Bernhardt (b)(6) [REDACTED]@ios.doi.gov]
From: Travnicek, Andrea
Sent: 2017-08-17T08:57:00-04:00
Importance: Normal
Subject: Fwd: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T08:57:27-04:00

See below for an overview of options for the Global Change Research Team. A few different e-mails that explain the process.

Trying to find out still who officially gathered the comments the last few rounds...if it was the director of USGS, Virginia who is the co-chair of the committee and works for USGS, or another designee from Office and Policy Planning and Analysis (Joel Clement before). Will let you know what I find out.

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Cc: "Travnicek, Andrea" <andrea_travnicek@ios.doi.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

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Cc: David Reidmiller[dreidmiller@usgcrp.gov]; Burkett, Virginia[virginia_burkett@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Beard, Douglas
Sent: 2017-08-17T09:13:42-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T09:14:15-04:00

I believe during the previous administration would have come from the DOI principle (which was Joel Clement for most of the previous administration, proceeded by Alan Thornhill). Prior to the last administration, as best we can tell, the final approval came from the USGS director (acting in the role as DOI principle).

Virginia, Dave, again, please correct me if wrong.

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bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

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From: David Reidmiller
Sent: 2017-08-17T10:23:19-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T10:23:49-04:00

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To: David Bernhardt (b)(6) @ios.doi.gov]
From: Travnicek, Andrea
Sent: 2017-08-17T11:59:51-04:00
Importance: Normal
Subject: Fwd: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T12:00:18-04:00

Looks like Joel provided concurrence on the last two. I think you are traveling today but maybe we can circle up tomorrow.

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To: "Beard, Douglas" <dbeard@usgs.gov>
Cc: "Travnicek, Andrea" <andrea_travnicek@ios.doi.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

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Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

--

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To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-principals-plus-ones-group+unsubscribe@usgcrp.gov.

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David Reidmiller, PhD

Director, National Climate Assessment

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To: David Reidmiller[dreidmiller@usgcrp.gov]
Cc: Beard, Douglas[dbeard@usgs.gov]; Burkett, Virginia[virginia_burkett@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Travnicek, Andrea
Sent: 2017-08-17T12:01:33-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T12:02:00-04:00

Thanks for the information on this. And have you been working with anyone else from the Office of Policy Planning and Analysis the last few months?
Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-987-7220

On Thu, Aug 17, 2017 at 10:23 AM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

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Virginia, Dave, again, please correct me if wrong.

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And, yes, for IPCC reports, USGCRP will receive them since we maintain the Review and Comment site, but the State Department does the final comment compilation, approval, and transmission to the IPCC Secretariat.

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Sounds like the State Department takes all the comments for the IPCC reports.

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Generally speaking, the folks who would have access via the formal USG review would be those federal reviewers serving on the chapter review teams.

Alice Alpert (AlpertA@state.gov) and Farhan Akhtar (AkhtarFH@state.gov) are the staff-level folks at State who are charged with leading this work for the ongoing 6th Assessment Report cycle.

For more information about the IPCC schedule, you can check out: http://ipcc.ch/scripts/_calendar_template.php?wg_8

(b) USGCRP reports

There are 4 USGCRP products that are in various stages of development:

1. Climate Science Special Report (CSSR)
2. 2nd State of the Carbon Cycle Report (SOCCR-2)
3. 4th National Climate Assessment (NCA4)
4. Our Changing Planet (annual report to Congress on USGCRP highlights / budget cross-cut)

Items (1) through (3) undergo at least six rounds of review, including several rounds of inter-agency review, a public comment period, as well as an external, expert peer-review from the National Academies. Our Changing Planet is not a technical report and, as such, undergoes a round or two of inter-agency review and that's it.

The practice for inter-agency reviews can vary by agency, but generally speaking this is what happens:

- (a) USGCRP sends out an email to SGCR Principals announcing the commencement of an inter-agency review for a given product with a stated deadline. That email will direct them to the aforementioned Review and Comment (R&C) site, which can be accessed by each Principal (or his/her designee) through agency-specific credentials.
- (b) The SGCR Principal (or designee) will log-in to the R&C site, download the report and (in most instances) download an off-line comment form (which is a pre-formatted .xls file).
- (c) The SGCR Principal (or designee) shares the report and offline comment form with relevant subject matter experts within the agency.
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Specifically, for the CSSR - which is in final federal review and closes this Fri, Aug 18 - I believe Virginia is working with Adam Terando (DOI/USGS) to ensure the relevant technical experts are reviewing.

For NCA4 - which is undergoing its initial inter-agency review and closes Sept 1 - again, I believe Virginia is working with Adam to ensure the relevant technical experts are reviewing.

I realize this is a lot of detail. And yet it may leave some questions unanswered, so please don't hesitate to ask for clarification/expansion, or call [\(202-419-3470\)](tel:202-419-3470) if it'd be easier.

David

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Can you lay out the process for me again on how the submittals of the comments work for these reports, the climate science report and the upcoming one that looks like it is due the 1st? I am not looking at commenting personally at this time but want to know the past process for DOI as comments are submitted from our people that have been involved.

Looking for information on who exactly comments and then how they are officially submitted.

Also looking for who they are submitted too and where the report goes from there. Who officially gets the report?

If I can get that information today that would be great. Just trying to get the process and procedures down on this since this is new to me.

And then in the near future, I talked to Virginia this week and was looking for some sort of diagram too that lays out all of the reports being worked on and the processes they go through and the timelines of review to finalization.

Thanks for your time on this.
Andrea

Andrea Travnicek, Ph.D.
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Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

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To: Travnicek, Andrea[andrea_travnicek@ios.doi.gov]
From: David Bernhardt
Sent: 2017-08-17T12:01:58-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T12:02:07-04:00

Is There someone in Joel's role now?

Sent from my iPhone

On Aug 17, 2017, at 10:00 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Looks like Joel provided concurrence on the last two. I think you are traveling today but maybe we can circle up tomorrow.

Thanks.

Andrea

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

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Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
To: "Beard, Douglas" <dbeard@usgs.gov>
Cc: "Travnicek, Andrea" <andrea_travnicek@ios.doi.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

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Sent: 2017-08-17T12:04:40-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T12:05:03-04:00

I just e-mailed them and asked if they were working with someone else in the Office of Policy Planning and Analysis after I forwarded you the last e-mail. I don't know if there is someone in that role but will start asking.

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-987-7220

On Thu, Aug 17, 2017 at 12:01 PM, David Bernhardt (b)(6)@ios.doi.gov> wrote:

Is There someone in Joel's role now?

Sent from my iPhone

On Aug 17, 2017, at 10:00 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Looks like Joel provided concurrence on the last two. I think you are traveling today but maybe we can circle up tomorrow.

Thanks.

Andrea

Andrea Travnicek, Ph.D.
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----- Forwarded message -----

From: David Reidmiller <dreidmiller@usgcrp.gov>
Date: Thu, Aug 17, 2017 at 10:23 AM
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
To: "Beard, Douglas" <dbeard@usgs.gov>
Cc: "Travnicek, Andrea" <andrea_travnicek@ios.doi.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

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Virginia, Dave, again, please correct me if wrong.

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Sounds like the State Department takes all the comments for the IPCC reports.

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Alice Alpert (AlpertA@state.gov) and Farhan Akhtar (AkhtarFH@state.gov) are the staff-level folks at State who are charged with leading this work for the ongoing 6th Assessment Report cycle.

For more information about the IPCC schedule, you can check out: http://ipcc.ch/scripts/calendar_template.php?wg_8

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There are 4 USGCRP products that are in various stages of development:

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Items (1) through (3) undergo at least six rounds of review, including several rounds of inter-agency review, a public comment period, as well as an external, expert peer-review from the National Academies. Our Changing Planet is not a technical report and, as such, undergoes a round or two of inter-agency review and that's it.

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- (a) USGCRP sends out an email to SGCR Principals announcing the commencement of an inter-agency review for a given product with a stated deadline. That email will direct them to the aforementioned Review and Comment (R&C) site, which can be accessed by each Principal (or his/her designee) through agency-specific credentials.
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Specifically, for the CSSR - which is in final federal review and closes this Fri, Aug 18 - I believe Virginia is working with Adam Terando (DOI/USGS) to ensure the relevant technical experts are reviewing.

For NCA4 - which is undergoing its initial inter-agency review and closes Sept 1 - again, I believe Virginia is working with Adam to ensure the relevant technical experts are reviewing.

I realize this is a lot of detail. And yet it may leave some questions unanswered, so please don't hesitate to ask for clarification/expansion, or call (202-419-3470) if it'd be easier.

David

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Looking for information on who exactly comments and then how they are officially submitted.

Also looking for who they are submitted too and where the report goes from there. Who officially gets the report?

If I can get that information today that would be great. Just trying to get the process and procedures down on this since this is new to me.

And then in the near future, I talked to Virginia this week and was looking for some sort of diagram too that lays out all of the reports being worked on and the processes they go through and the timelines of review to finalization.

Thanks for your time on this.
Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
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On Mon, Aug 7, 2017 at 2:49 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

This message is being sent on behalf of the Department of State

Hello SGCR colleagues,

At the September 6 10 meeting of the Intergovernmental Panel on Climate Change (IPCC), government representatives will discuss and approve outlines for the contributions of Working Groups I (The Physical Science Basis), II (Impacts, Adaptation, and Vulnerability), and III (Mitigation of Climate Change).

Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

*

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You received this message because you are subscribed to the Google Groups "SGCR Principals and Plus Ones" group.
To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-

principals-plus-ones-group+unsubscribe@usgcrp.gov.

To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

To view this discussion on the web visit

https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

--

David Reidmiller, PhD

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To: David Reidmiller[dreidmiller@usgcrp.gov]
Cc: Travnicek, Andrea[andrea_travnicek@ios.doi.gov]; Burkett, Virginia[virginia_burkett@usgs.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Beard, Douglas
Sent: 2017-08-17T12:38:25-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-17T12:38:56-04:00

No, I don't believe USGS have worked with the Office of Policy Analysis on the recent calls for review.

Doug

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
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MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

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On Thu, Aug 17, 2017 at 12:12 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

From my perspective at USGCRP, I do not recall having worked closely with others in the Office of Policy Planning and Analysis in the last few months. I cannot speak to Doug or Virginia's engagement on USGCRP matters, though.

On Thu, Aug 17, 2017 at 12:01 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks for the information on this. And have you been working with anyone else from the Office of Policy Planning and Analysis the last few months?

Andrea

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All the best,

Alice Alpert

--

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To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-principals-plus-ones-group+unsubscribe@usgcrp.gov.

To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

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--

David Reidmiller, PhD
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To: Beard, Douglas[dbeard@usgs.gov]
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From: Travnicek, Andrea
Sent: 2017-08-18T08:42:32-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-18T08:42:58-04:00

Morning, thanks again for all the information yesterday. Just want to make sure I am understanding how the process has worked in the past and how it will work moving forward. For this report go ahead and submit your own comments from USGS since it looks like they are due today.

We will work to determine who the principal will be from DOI for the upcoming reports.

Virginia let's set up a meeting when you are back from vacation.

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Thanks for your time on this.
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This message is being sent on behalf of the Department of State

Hello SGCR colleagues,

At the September 6 10 meeting of the Intergovernmental Panel on Climate Change (IPCC), government representatives will discuss and approve outlines for the contributions of Working Groups I (The Physical Science Basis), II (Impacts, Adaptation, and Vulnerability), and III (Mitigation of Climate Change).

Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) *by COB Thursday, August 17*. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

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You received this message because you are subscribed to the Google Groups "SGCR Principals and Plus Ones" group.

To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-principals-plus-ones-group+unsubscribe@usgcrp.gov.

To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

To view this discussion on the web visit https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

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From: Beard, Douglas
Sent: 2017-08-18T09:22:03-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-18T09:22:32-04:00

Thanks Andrea,
Just to be clear, USGS will submit the comments and add our concurrence subject to successful incorporation of comments.

Thanks,

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Morning, thanks again for all the information yesterday. Just want to make sure I am understanding how the process has worked in the past and how it will work moving forward. For this report go ahead and submit your own comments from USGS since it looks like they are due today.

We will work to determine who the principal will be from DOI for the upcoming reports.

Virginia let's set up a meeting when you are back from vacation.

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Alice Alpert

--

You received this message because you are subscribed to the Google Groups "SGCR Principals and Plus Ones" group.

To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-principals-plus-ones-group+unsubscribe@usgcrp.gov.

To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

To view this discussion on the web visit https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

--

David Reidmiller, PhD

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To: William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov];
David Applegate[applegate@usgs.gov]
From: Beard, Douglas
Sent: 2017-08-18T09:45:28-04:00
Importance: Normal
Subject: Fwd: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-18T09:45:56-04:00

Bill

Process question on this, do you want me to add the concurrence, Virginia (difficult for her, she's on vacation) or do you want to do this? I will have Adam Terando submit the comments. We can also remain silent, which is interpreted as concurrence.

Doug

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
Climate and Land Use Mission Area
MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215

dbeard@usgs.gov

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

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Date: Fri, Aug 18, 2017 at 8:42 AM
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
To: "Beard, Douglas" <dbeard@usgs.gov>
Cc: David Reidmiller <dreidmiller@usgcrp.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

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2. Expert & Govt Review (formal govt role)
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Generally speaking, the folks who would have access via the formal USG review would be those federal reviewers serving on the chapter review teams.

Alice Alpert (AlpertA@state.gov) and Farhan Akhtar (AkhtarFH@state.gov) are the staff-level folks at State who are charged with leading this work for the ongoing 6th Assessment Report cycle.

For more information about the IPCC schedule, you can check out: http://ipcc.ch/scripts/_calendar_template.php?wg_8

(b) USGCRP reports

There are 4 USGCRP products that are in various stages of development:

1. Climate Science Special Report (CSSR)
2. 2nd State of the Carbon Cycle Report (SOCCR-2)
3. 4th National Climate Assessment (NCA4)
4. Our Changing Planet (annual report to Congress on USGCRP highlights / budget cross-cut)

Items (1) through (3) undergo at least six rounds of review, including several rounds of inter-agency review, a public comment period, as well as an external, expert peer-review from the National Academies. Our Changing Planet is not a technical report and, as such, undergoes a round or two of inter-agency review and that's it.

The practice for inter-agency reviews can vary by agency, but generally speaking this is what happens:

- (a) USGCRP sends out an email to SGCR Principals announcing the commencement of an inter-agency review for a given product with a stated deadline. That email will direct them to the aforementioned Review and Comment (R&C) site, which can be accessed by each Principal (or his/her designee) through agency-specific credentials.
- (b) The SGCR Principal (or designee) will log-in to the R&C site, download the report and (in most instances) download an off-line comment form (which is a pre-formatted .xls file).

- (c) The SGCR Principal (or designee) shares the report and offline comment form with relevant subject matter experts within the agency.
- (d) The SGCR Principal (or designee) compiles comments from all subject matter experts into a single .xls file and uploads it to the R&C system before the deadline stated in (a).
- (e) Authors then revise the report in light of the comments.

Specifically, for the CSSR - which is in final federal review and closes this Fri, Aug 18 - I believe Virginia is working with Adam Terando (DOI/USGS) to ensure the relevant technical experts are reviewing.

For NCA4 - which is undergoing its initial inter-agency review and closes Sept 1 - again, I believe Virginia is working with Adam to ensure the relevant technical experts are reviewing.

I realize this is a lot of detail. And yet it may leave some questions unanswered, so please don't hesitate to ask for clarification/expansion, or call [\(202-419-3470\)](tel:202-419-3470) if it'd be easier.

David

On Wed, Aug 16, 2017 at 10:53 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

David-

Can you lay out the process for me again on how the submittals of the comments work for these reports, the climate science report and the upcoming one that looks like it is due the 1st? I am not looking at commenting personally at this time but want to know the past process for DOI as comments are submitted from our people that have been involved.

Looking for information on who exactly comments and then how they are officially submitted.

Also looking for who they are submitted too and where the report goes from there. Who officially gets the report?

If I can get that information today that would be great. Just trying to get the process and procedures down on this since this is new to me.

And then in the near future, I talked to Virginia this week and was looking for some sort of diagram too that lays out all of the reports being worked on and the processes they go through and the timelines of review to finalization.

Thanks for your time on this.
Andrea

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On Mon, Aug 7, 2017 at 2:49 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

This message is being sent on behalf of the Department of State

Hello SGCR colleagues,

At the September 6 10 meeting of the Intergovernmental Panel on Climate Change (IPCC), government representatives will discuss and approve outlines for the contributions of Working Groups I (The Physical Science Basis), II (Impacts, Adaptation, and Vulnerability), and III (Mitigation of Climate Change).

Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

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To: Beard, Douglas[dbeard@usgs.gov]
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From: Andrea Travnicek
Sent: 2017-08-18T10:05:56-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-18T10:06:06-04:00

I think that makes sense at this time for USGS to submit comments and if USGS is satisfied once their comments are incorporated.

Thanks
Andrea

Sent from my iPhone

On Aug 18, 2017, at 9:22 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

Thanks Andrea,
Just to be clear, USGS will submit the comments and add our concurrence subject to successful incorporation of comments.

Thanks,

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The practice for inter-agency reviews can vary by agency, but generally speaking this is what happens:

- (a) USGCRP sends out an email to SGCR Principals announcing the commencement of an inter-agency review for a given product with a stated deadline. That email will direct them to the aforementioned Review and Comment (R&C) site, which can be accessed by each Principal (or his/her designee) through agency-specific credentials.
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For NCA4 - which is undergoing its initial inter-agency review and closes Sept 1 - again, I believe Virginia is working with Adam to ensure the relevant technical experts are reviewing.

I realize this is a lot of detail. And yet it may leave some questions unanswered, so please don't hesitate to ask for clarification/expansion, or call [\(202-419-3470\)](tel:202-419-3470) if it'd be easier.

David

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<andrea_travnicek@ios.doi.gov> wrote:

David-
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Looking for information on who exactly comments and then how they are officially submitted.

Also looking for who they are submitted too and where the report goes from there. Who officially gets the report?

If I can get that information today that would be great. Just trying to get the process and procedures down on this since this is new to me.

And then in the near future, I talked to Virginia this week and was looking for some sort of diagram too that lays out all of the reports being worked on and the processes they go through and the timelines of review to finalization.

Thanks for your time on this.
Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: [202-208-0969](tel:202-208-0969)
cell: [202-987-7220](tel:202-987-7220)

On Mon, Aug 7, 2017 at 2:49 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

This message is being sent on behalf of the Department of State

Hello SGCRC colleagues,

At the September 6 10 meeting of the Intergovernmental Panel on Climate Change (IPCC), government representatives will discuss and approve outlines for the contributions of Working Groups I (The Physical Science Basis), II (Impacts, Adaptation, and Vulnerability), and III (Mitigation of Climate Change).

Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

*

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You received this message because you are subscribed to the Google Groups "SGCR Principals and Plus Ones" group.

To unsubscribe from this group and stop receiving emails from it, send an email to sgcr-principals-plus-ones-group+unsubscribe@usgcrp.gov.

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To view this discussion on the web visit

https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

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David Reidmiller, PhD
Director, National Climate Assessment
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To: William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]; David Applegate[applegate@usgs.gov]
From: Beard, Douglas
Sent: 2017-08-18T10:24:29-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-18T10:25:01-04:00

Sorry,

Jumped the gun on this question. I clarified with GCRP the process, once the comments are submitted from USGS, which we will do this afternoon, GCRP will view this as concurrence from USGS (DOI). So we don't have to do anything, sorry about not sorting this out first.

Doug

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
Climate and Land Use Mission Area
MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

On Fri, Aug 18, 2017 at 9:45 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

Bill

Process question on this, do you want me to add the concurrence, Virginia (difficult for her, she's on vacation) or do you want to do this? I will have Adam Terando submit the comments. We can also remain silent, which is interpreted as concurrence.

Doug

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

From: **Travnicek, Andrea** <andrea_travnicek@ios.doi.gov>
Date: Fri, Aug 18, 2017 at 8:42 AM
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
To: "Beard, Douglas" <dbeard@usgs.gov>
Cc: David Reidmiller <dreidmiller@usgcrp.gov>, "Burkett, Virginia" <virginia_burkett@usgs.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J

Nowakowski <jnowakowski@usgs.gov>

Morning, thanks again for all the information yesterday. Just want to make sure I am understanding how the process has worked in the past and how it will work moving forward. For this report go ahead and submit your own comments from USGS since it looks like they are due today.

We will work to determine who the principal will be from DOI for the upcoming reports.

Virginia let's set up a meeting when you are back from vacation.

Thanks.
Andrea

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Wanted to make sure you had these contacts. Just found out this today. Still trying to figure out for tomorrow who will handle the comments and concurrence.
Shawn Buchner is the Acting Dir of Policy & Analysis, and is Joel Clement's replacement.

Steve Glomb is the Acting DAS of Policy & International Affairs; Buchner works for Glomb.

Thanks.
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From my perspective at USGCRP, I do not recall having worked closely with others in the Office of Policy Planning and Analysis in the last few months. I cannot speak to Doug or Virginia's engagement on USGCRP matters, though.

On Thu, Aug 17, 2017 at 12:01 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks for the information on this. And have you been working with anyone else from the Office of Policy Planning and Analysis the last few months?

Andrea

Andrea Travnicek, Ph.D.
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I know some of the SGCR Principals from other USGCRP agencies have provided or are providing their new politicals with briefings on the CSSR, but the ultimate concurrence lies with the SGCR Principal, per OSTP guidance.

Dave

On Thu, Aug 17, 2017 at 9:13 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

I believe during the previous administration would have come from the DOI principle (which was Joel Clement for most of the previous administration, proceeded by Alan

Thornhill). Prior to the last administration, as best we can tell, the final approval came from the USGS director (acting in the role as DOI principle).
Virginia, Dave, again, please correct me if wrong.

Doug

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On Thu, Aug 17, 2017 at 8:38 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks for the further detail and for clarification. Who officially concurred on any last submittals? Virginia or USGS director or was it Joel Clement?

Thanks.
Andrea

Andrea Travnicek, Ph.D.
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Office of the Secretary
U.S. Department of the Interior
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On Thu, Aug 17, 2017 at 7:31 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

All,
Virginia is the best places to answer, she's had the longest tenure with GCRP (but she's on leave this week, so may not hear from her). My best understanding is that the final submission of comments and concurrence comes from the GCRP principal. (I'm not 100% sure on the comments, those may come from the point of contact for each report). I do believe the concurrence (or non-concurrence) for the final approval rests with the GCRP principle. In early parts of the process, i.e. during the early scientific peer reviews, they comments have generally been submitted to GCRP by the DOI point of contact (because the reports are not at the approval point yet) for each report. For instance the first internal interagency peer review for the National Climate Assessment impact assessment coordination is ongoing now and coordinated by Virginia, the report(s) have been distributed widely across DOI and the comments will be collated and officially submitted through Virginia.

As for the Climate Science Special Report (due this Friday), the gist of the discussion yesterday

revolved around timing and how the concurrence process might occur. In theory if we say nothing, then that is viewed as concurrence with the report. However other Departments were still in various stages of clearance and some may ask for a deadline extension (we could do this also). I think our options are these (Dave please correct me if I'm off base here), 0) Say nothing, then we will be viewed as concurring, 1). Ask for more time, 2). Concur contingent on our comments being addressed, 3). Wait for concurrence after one more review to assure comments have been incorporated or 4). Don't Concur (but we'd need to outline a major scientific flaw, that had been overlooked in previous peer reviews. I suggest that is not the case from the comments I heard yesterday at the GCRP principles meetings and from our own internal review. There were some terminology concerns, some minor science issues, but nothing that appears to be a fatal flaw in the science).

Hope this helps and Virginia, Dave, please correct me if I'm off base on any of these comments.

Doug

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On Wed, Aug 16, 2017 at 5:26 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

Andrea,
I'm cc'ing Doug, as well as Virginia (who I think may be on leave this week), since they have a far longer tenure with DOI and can speak more accurately to how such matters have been handled by DOI in the past.

I can respond to the second part, though:
USGCRP (i.e., the National Coordination Office, where I sit / am detailed to) receives the comments made during the inter-agency review periods. Those comments are then given to the authors of the report under review, who - in turn - revise the report in light of those comments.

And, yes, for IPCC reports, USGCRP will receive them since we maintain the Review and Comment site, but the State Department does the final comment compilation, approval, and transmission to the IPCC Secretariat.

Dave

On Wed, Aug 16, 2017 at 5:06 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks David this is helpful

For previous report submittals...who officially from DOI submitted...thinking reports similar the SGCR Principal (or designee) described above for the Climate Science Special Report. And who officially does the submitted information go to? Who is the central receiver of all of the comments.

Sounds like the State Department takes all the comments for the IPCC reports.

Andrea Travnicek, Ph.D.
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U.S. Department of the Interior
work: 202-208-0969
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On Wed, Aug 16, 2017 at 3:36 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

Andrea,
Generally speaking, comments for all such reports are submitted through a password-protected Review and Comment site maintained by USGCRP (<https://review.globalchange.gov/>).

From there, however, there are two distinct elements:

(a) IPCC reports

This process is coordinated globally through the IPCC Secretariat (in Geneva). State Dept coordinates the USG's engagement in IPCC and USGCRP - in cooperation with State - works to submit a compiled USG collection of agency comments. IPCC reports undergo three rounds of review (each of which is 6-8 weeks long):

1. Expert Review (no formal govt role)
2. Expert & Govt Review (formal govt role)
3. Final Govt Review (formal govt role)

Historically, State and USGCRP have brought together federally-led (and staffed) chapter-specific review teams for steps (2) and (3). Ultimately, responsibility lies with the IPCC Focal Point for the U.S. (currently Trigg Talley at the State Dept) to submit the compilation of USG comments.

Generally speaking, the folks who would have access via the formal USG review would be those federal reviewers serving on the chapter review teams.

Alice Alpert (AlpertA@state.gov) and Farhan Akhtar (AkhtarFH@state.gov) are the staff-level folks at State who are charged with leading this work for the ongoing 6th Assessment Report cycle.

For more information about the IPCC schedule, you can check out: http://ipcc.ch/scripts/_calendar_template.php?wg_8

(b) USGCRP reports

There are 4 USGCRP products that are in various stages of development:

1. Climate Science Special Report (CSSR)
2. 2nd State of the Carbon Cycle Report (SOCCR-2)
3. 4th National Climate Assessment (NCA4)
4. Our Changing Planet (annual report to Congress on USGCRP highlights / budget cross-cut)

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All the best,

Alice Alpert

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David Reidmiller, PhD

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Cc: Travnicek, Andrea[andrea_travnicek@ios.doi.gov]; David Reidmiller[dreidmiller@usgcrp.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Burkett, Virginia
Sent: 2017-08-21T18:52:19-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-21T18:52:32-04:00

Dear Andrea and all,

I am back in my Louisiana office and going through mail and messages now. Doug is correct. Joel Clement (as the DOI Principal to the SGCR) was the main POC for approval of USGCRP reports. With help from USGS experts, I generally organize the reviews of USGCRP reports, most recently for the SOCCR-2 report and the CSSR. For the review of the NCA4 second-order draft that is now underway, I invited reviews by five DOI land management bureaus and they have all been quite responsive. We've also solicited reviews by USGS experts on the NCA4 draft.

Regarding IPCC reports, with support from many USGS scientists I generally organize the DOI expert reviews of select chapters in which we have capacity and interest. This spring we reviewed the outlines and subsequently nominated roughly a dozen scientists to serve as lead authors on three IPCC Special Reports (i.e., report on 1.5° C, report on Oceans and the Cryosphere, and the report on Land Use).

Adam Terando has been very helpful the past few months in soliciting and compiling comments from experts on SOCCR-2 and CSSR, and he was given the "credentials" to upload comments on behalf of DOI for those two USGCRP reports. I don't want to distract Adam further from his job as we start organizing the first round of review of NCA4, so I asked Susan Aragon-Long to pick up that role for NCA4. Last week the credentials for uploading DOI comments on NCA4 were transferred to Susan. I imagine we will have hundreds of technical comments on this early draft of NCA4. Susan and I will work together to ensure that comments do not conflict with one another and that they meet the following guidance: *comments should be written in complete sentences; should avoid the first person; should suggest a solution to the identified problem, and, whenever possible, provide a literature basis for the proposed correction; and should generally be written in a constructive tone.*

Dave R. and I will work together to develop the table with the timeline of USGCRP reports that you requested. We'll be in touch with you and Doug later this week to set up a meeting to answer any questions that you might have.

Virginia

On Fri, Aug 18, 2017 at 9:22 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

Thanks Andrea,
Just to be clear, USGS will submit the comments and add our concurrence subject to successful incorporation of comments.

Thanks,

Doug

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Virginia, Dave, again, please correct me if wrong.

Doug

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Sounds like the State Department takes all the comments for the IPCC reports.

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Alice Alpert (AlpertA@state.gov) and Farhan Akhtar (AkhtarFH@state.gov) are the staff-level folks at State who are charged with leading this work for the ongoing 6th Assessment Report cycle.

For more information about the IPCC schedule, you can check out: http://ipcc.ch/scripts/calendar_template.php?wg_8

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Looking for information on who exactly comments and then how they are officially submitted.

Also looking for who they are submitted too and where the report goes from there. Who officially gets the report?

If I can get that information today that would be great. Just trying to get the process and procedures down on this since this is new to me.

And then in the near future, I talked to Virginia this week and was looking for some sort of diagram too that lays out all of the reports being worked on and the processes they go through and the timelines of review to finalization.

Thanks for your time on this.
Andrea

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On Mon, Aug 7, 2017 at 2:49 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

This message is being sent on behalf of the Department of State

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Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

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To view this discussion on the web visit https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

--

David Reidmiller, PhD

Director, National Climate Assessment

U.S. Global Change Research Program

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To: Burkett, Virginia[virginia_burkett@usgs.gov]
Cc: Beard, Douglas[dbeard@usgs.gov]; David Reidmiller[dreidmiller@usgcrp.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Travnicek, Andrea
Sent: 2017-08-22T13:23:47-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-22T13:24:14-04:00

Thanks for the update Virginia. What five land management bureaus will be working on NCA4 draft?

Look forward to catching up and hope you had a great trip.

Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
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On Mon, Aug 21, 2017 at 6:52 PM, Burkett, Virginia <virginia_burkett@usgs.gov> wrote:

Dear Andrea and all,

I am back in my Louisiana office and going through mail and messages now. Doug is correct. Joel Clement (as the DOI Principal to the SGCR) was the main POC for approval of USGCRP reports. With help from USGS experts, I generally organize the reviews of USGCRP reports, most recently for the SOCCR-2 report and the CSSR. For the review of the NCA4 second-order draft that is now underway, I invited reviews by five DOI land management bureaus and they have all been quite responsive. We've also solicited reviews by USGS experts on the NCA4 draft.

Regarding IPCC reports, with support from many USGS scientists I generally organize the DOI expert reviews of select chapters in which we have capacity and interest. This spring we reviewed the outlines and subsequently nominated roughly a dozen scientists to serve as lead authors on three IPCC Special Reports (i.e., report on 1.5° C, report on Oceans and the Cryosphere, and the report on Land Use).

Adam Terando has been very helpful the past few months in soliciting and compiling comments from experts on SOCCR-2 and CSSR, and he was given the "credentials" to upload comments on behalf of DOI for those two USGCRP reports. I don't want to distract Adam further from his job as we start organizing the first round of review of NCA4, so I asked Susan Aragon-Long to pick up that role for NCA4. Last week the credentials for uploading DOI comments on NCA4 were transferred to Susan. I imagine we will have hundreds of technical comments on this early draft of NCA4.

Susan and I will work together to ensure that comments do not conflict with one another and that they meet the following guidance: *comments should be written in complete sentences; should avoid the first person; should suggest a solution to the identified problem, and, whenever possible, provide a literature basis for the proposed correction; and should generally be written in a constructive tone.*

Dave R. and I will work together to develop the table with the timeline of USGCRP reports that you requested. We'll be in touch with you and Doug later this week to set up a meeting to answer any questions that you might have.

Virginia

On Fri, Aug 18, 2017 at 9:22 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

Thanks Andrea,
Just to be clear, USGS will submit the comments and add our concurrence subject to successful incorporation of comments.

Thanks,

Doug

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On Fri, Aug 18, 2017 at 8:42 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Morning, thanks again for all the information yesterday. Just want to make sure I am understanding how the process has worked in the past and how it will work moving forward.

For this report go ahead and submit your own comments from USGS since it looks like they are due today.

We will work to determine who the principal will be from DOI for the upcoming reports.

Virginia let's set up a meeting when you are back from vacation.

Thanks.
Andrea

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On Thu, Aug 17, 2017 at 5:03 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Wanted to make sure you had these contacts. Just found out this today. Still trying to figure out for tomorrow who will handle the comments and concurrence.
Shawn Buchner is the Acting Dir of Policy & Analysis, and is Joel Clement's replacement.

Steve Glomb is the Acting DAS of Policy & International Affairs; Buchner works for Glomb.

Thanks.
Andrea

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On Thu, Aug 17, 2017 at 12:38 PM, Beard, Douglas <dbeard@usgs.gov> wrote:

No, I don't believe USGS have worked with the Office of Policy Analysis on the recent calls for review.
Doug

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On Thu, Aug 17, 2017 at 12:12 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

From my perspective at USGCRP, I do not recall having worked closely with others in

the Office of Policy Planning and Analysis in the last few months. I cannot speak to Doug or Virginia's engagement on USGCRP matters, though.

On Thu, Aug 17, 2017 at 12:01 PM, Travnicek, Andrea

<andrea_travnicek@ios.doi.gov> wrote:

Thanks for the information on this. And have you been working with anyone else from the Office of Policy Planning and Analysis the last few months?

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The last major product released by USGCRP was its Triennial update to the Strategic Plan in Jan 2017. Joel, in his role as SGCR Principal for DOI, provided final DOI concurrence.

The last major scientific assessment released by USGCRP was the Climate Change and Human Health Report in Spring 2016. Again, Joel provided final DOI concurrence.

I know some of the SGCR Principals from other USGCRP agencies have provided or are providing their new politicals with briefings on the CSSR, but the ultimate concurrence lies with the SGCR Principal, per OSTP guidance.

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To view this discussion on the web visit https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

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To: Travnicek, Andrea[andrea_travnicek@ios.doi.gov]
Cc: Beard, Douglas[dbeard@usgs.gov]; David Reidmiller[dreidmiller@usgcrp.gov]; William Werkheiser[whwerkhe@usgs.gov]; Judy J Nowakowski[jnowakowski@usgs.gov]
From: Burkett, Virginia
Sent: 2017-08-22T14:05:26-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-22T14:05:40-04:00

Hi Andrea, I sent a request to FWS, NPS, BoR, BLM and BIA and heard back (affirmatively) from each of them.

On Tue, Aug 22, 2017 at 1:23 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks for the update Virginia. What five land management bureaus will be working on NCA4 draft?

Look forward to catching up and hope you had a great trip.

Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-897-7220

On Mon, Aug 21, 2017 at 6:52 PM, Burkett, Virginia <virginia_burkett@usgs.gov> wrote:

Dear Andrea and all,

I am back in my Louisiana office and going through mail and messages now. Doug is correct. Joel Clement (as the DOI Principal to the SGCR) was the main POC for approval of USGCRP reports. With help from USGS experts, I generally organize the reviews of USGCRP reports, most recently for the SOCCR-2 report and the CSSR. For the review of the NCA4 second-order draft that is now underway, I invited reviews by five DOI land management bureaus and they have all been quite responsive. We've also solicited reviews by USGS experts on the NCA4 draft.

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Adam Terando has been very helpful the past few months in soliciting and compiling comments from experts on SOCCR-2 and CSSR, and he was given the "credentials" to upload comments on behalf of DOI for those two USGCRP reports. I don't want to distract Adam further from his job as we start organizing the first round of review of NCA4, so I asked Susan Aragon-Long to pick up that role for NCA4. Last week the credentials for uploading DOI comments on NCA4 were transferred to Susan. I imagine we will have hundreds of technical comments on this early draft of NCA4. Susan and I will work together to ensure that comments do not conflict with one another and that they meet the following guidance: *comments should be written in complete sentences; should avoid the first person; should suggest a solution to the identified problem, and, whenever possible, provide a literature basis for the proposed correction; and should generally be written in a constructive tone.*

Dave R. and I will work together to develop the table with the timeline of USGCRP reports that you requested. We'll be in touch with you and Doug later this week to set up a meeting to answer any questions that you might have.

Virginia

On Fri, Aug 18, 2017 at 9:22 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

Thanks Andrea,
Just to be clear, USGS will submit the comments and add our concurrence subject to successful incorporation of comments.

Thanks,

Doug

T. Douglas Beard, Jr., Ph.D.
Acting Associate Director
Climate and Land Use Mission Area
MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

On Fri, Aug 18, 2017 at 8:42 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Morning, thanks again for all the information yesterday. Just want to make sure I am understanding how the process has worked in the past and how it will work moving forward.

For this report go ahead and submit your own comments from USGS since it looks like they are due today.

We will work to determine who the principal will be from DOI for the upcoming reports.

Virginia let's set up a meeting when you are back from vacation.

Thanks.
Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
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work: 202-208-0969
cell: 202-987-7220

On Thu, Aug 17, 2017 at 5:03 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Wanted to make sure you had these contacts. Just found out this today. Still trying to figure out for tomorrow who will handle the comments and concurrence. Shawn Buchner is the Acting Dir of Policy & Analysis, and is Joel Clement's replacement.

Steve Glomb is the Acting DAS of Policy & International Affairs; Buchner works for Glomb.

Thanks.
Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-987-7220

On Thu, Aug 17, 2017 at 12:38 PM, Beard, Douglas <dbeard@usgs.gov> wrote:

No, I don't believe USGS have worked with the Office of Policy Analysis on the recent calls for review.
Doug

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Acting Associate Director
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MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

On Thu, Aug 17, 2017 at 12:12 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

From my perspective at USGCRP, I do not recall having worked closely with others in the Office of Policy Planning and Analysis in the last few months. I cannot speak to Doug or Virginia's engagement on USGCRP matters, though.

On Thu, Aug 17, 2017 at 12:01 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks for the information on this. And have you been working with anyone else from the Office of Policy Planning and Analysis the last few months?

Andrea

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On Thu, Aug 17, 2017 at 10:23 AM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

The last major product released by USGCRP was its Triennial update to the Strategic Plan in Jan 2017. Joel, in his role as SGCR Principal for DOI, provided final DOI concurrence.

The last major scientific assessment released by USGCRP was the Climate Change and Human Health Report in Spring 2016. Again, Joel provided final DOI concurrence.

I know some of the SGCR Principals from other USGCRP agencies have provided or are providing their new politicals with briefings on the CSSR, but the ultimate concurrence lies with the SGCR Principal, per OSTP guidance.

Dave

On Thu, Aug 17, 2017 at 9:13 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

I believe during the previous administration would have come from the DOI principle (which was Joel Clement for most of the previous administration, proceeded by Alan Thornhill). Prior to the last administration, as best we can tell, the final approval came from the USGS director (acting in the role as DOI principle).

Virginia, Dave, again, please correct me if wrong.

Doug

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Acting Associate Director
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MS-516, 12201 Sunrise Valley Drive
Reston, VA 20192

703-648-4215
dbeard@usgs.gov

On Thu, Aug 17, 2017 at 8:38 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks for the further detail and for clarification. Who officially concurred on any last submittals? Virginia or USGS director or was it Joel Clement?

Thanks.

Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-987-7220

On Thu, Aug 17, 2017 at 7:31 AM, Beard, Douglas <dbeard@usgs.gov> wrote:

All,

Virginia is the best places to answer, she's had the longest tenure with GCRP (but she's on leave this week, so may not hear from her). My best understanding is that the final submission of comments and concurrence comes from the GCRP principal. (I'm not 100% sure on the comments, those may come from the point of contact for each report). I do believe the concurrence (or non-concurrence) for the final approval rests with the GCRP principle. In early parts of the process, i.e. during the early scientific peer reviews, they comments have generally been submitted to GCRP by the DOI point of contact (because the reports are not at the approval point yet) for each report. For instance the first internal interagency peer review for the National Climate Assessment impact assessment coordination is ongoing now and coordinated by Virginia, the report(s) have been distributed widely across DOI and the comments will be collated and officially submitted through Virginia.

As for the Climate Science Special Report (due this Friday), the gist of the discussion yesterday revolved around timing and how the concurrence process might occur. In theory if we say nothing, then that is viewed as concurrence with the report. However other

Departments were still in various stages of clearance and some may ask for a deadline extension (we could do this also). I think our options are these (Dave please correct me if I'm off base here), 0) Say nothing, then we will be viewed as concurring, 1). Ask for more time, 2). Concur contingent on our comments being addressed, 3). Wait for concurrence after one more review to assure comments have been incorporated or 4). Don't Concur (but we'd need to outline a major scientific flaw, that had been overlooked in previous peer reviews. I suggest that is not the case from the comments I heard yesterday at the GCRP principles meetings and from our own internal review. There were some terminology concerns, some minor science issues, but nothing that appears to be a fatal flaw in the science).

Hope this helps and Virginia, Dave, please correct me if I'm off base on any of these comments.

Doug

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On Wed, Aug 16, 2017 at 5:26 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

Andrea,
I'm cc'ing Doug, as well as Virginia (who I think may be on leave this week), since they have a far longer tenure with DOI and can speak more accurately to how such matters have been handled by DOI in the past.

I can respond to the second part, though:
USGCRP (i.e., the National Coordination Office, where I sit / am detailed to) receives the comments made during the inter-agency review periods. Those comments are then given to the authors of the report under review, who - in turn - revise the report in light of those comments.

And, yes, for IPCC reports, USGCRP will receive them since we maintain the Review and Comment site, but the State Department does the final comment compilation, approval, and transmission to the IPCC Secretariat.

Dave

On Wed, Aug 16, 2017 at 5:06 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

Thanks David this is helpful

For previous report submittals...who officially from DOI submitted...thinking reports similar the SGCR Principal (or designee) described above for the Climate Science Special Report. And who officially does the submitted information go to? Who is the central receiver of all of the comments.

Sounds like the State Department takes all the comments for the IPCC reports.

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-987-7220

On Wed, Aug 16, 2017 at 3:36 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

Andrea,
Generally speaking, comments for all such reports are submitted through a password-protected Review and Comment site maintained by USGCRP (<https://review.globalchange.gov/>).

From there, however, there are two distinct elements:

(a) IPCC reports

This process is coordinated globally through the IPCC Secretariat (in Geneva). State Dept coordinates the USG's engagement in IPCC and USGCRP - in cooperation with State - works to submit a compiled USG collection of agency comments. IPCC reports undergo three rounds of review (each of which is 6-8 weeks long):

1. Expert Review (no formal govt role)
2. Expert & Govt Review (formal govt role)
3. Final Govt Review (formal govt role)

Historically, State and USGCRP have brought together federally-led (and staffed) chapter-specific review teams for steps (2) and (3). Ultimately, responsibility lies with the IPCC Focal Point for the U.S. (currently Trigg Talley at the State Dept) to submit the compilation of USG comments.

Generally speaking, the folks who would have access via the formal USG review would be those federal reviewers serving on the chapter review teams.

Alice Alpert (AlpertA@state.gov) and Farhan Akhtar (AkhtarFH@state.gov) are the staff-level folks at State who are charged with leading this work for the ongoing 6th Assessment Report cycle.

For more information about the IPCC schedule, you can check out: http://ipcc.ch/scripts/_calendar_template.php?wg_8

(b) USGCRP reports

There are 4 USGCRP products that are in various stages of development:

1. Climate Science Special Report (CSSR)
2. 2nd State of the Carbon Cycle Report (SOCCR-2)

3. 4th National Climate Assessment (NCA4)
4. Our Changing Planet (annual report to Congress on USGCRP highlights / budget cross-cut)

Items (1) through (3) undergo at least six rounds of review, including several rounds of inter-agency review, a public comment period, as well as an external, expert peer-review from the National Academies. Our Changing Planet is not a technical report and, as such, undergoes a round or two of inter-agency review and that's it.

The practice for inter-agency reviews can vary by agency, but generally speaking this is what happens:

- (a) USGCRP sends out an email to SGCR Principals announcing the commencement of an inter-agency review for a given product with a stated deadline. That email will direct them to the aforementioned Review and Comment (R&C) site, which can be accessed by each Principal (or his/her designee) through agency-specific credentials.
- (b) The SGCR Principal (or designee) will log-in to the R&C site, download the report and (in most instances) download an off-line comment form (which is a pre-formatted .xls file).
- (c) The SGCR Principal (or designee) shares the report and offline comment form with relevant subject matter experts within the agency.
- (d) The SGCR Principal (or designee) compiles comments from all subject matter experts into a single .xls file and uploads it to the R&C system before the deadline stated in (a).
- (e) Authors then revise the report in light of the comments.

Specifically, for the CSSR - which is in final federal review and closes this Fri, Aug 18 - I believe Virginia is working with Adam Terando (DOI/USGS) to ensure the relevant technical experts are reviewing.

For NCA4 - which is undergoing its initial inter-agency review and closes Sept 1 - again, I believe Virginia is working with Adam to ensure the relevant technical experts are reviewing.

I realize this is a lot of detail. And yet it may leave some questions unanswered, so please don't hesitate to ask for clarification/expansion, or call [\(202-419-3470\)](tel:202-419-3470) if it'd be easier.

David

On Wed, Aug 16, 2017 at 10:53 AM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

David-

Can you lay out the process for me again on how the submittals of the comments work for these reports, the climate science report and the upcoming one that looks like it is due the 1st? I am not looking at commenting personally

at this time but want to know the past process for DOI as comments are submitted from our people that have been involved.

Looking for information on who exactly comments and then how they are officially submitted.

Also looking for who they are submitted too and where the report goes from there. Who officially gets the report?

If I can get that information today that would be great. Just trying to get the process and procedures down on this since this is new to me.

And then in the near future, I talked to Virginia this week and was looking for some sort of diagram too that lays out all of the reports being worked on and the processes they go through and the timelines of review to finalization.

Thanks for your time on this.
Andrea

Andrea Travnicek, Ph.D.
Acting Assistant Secretary for Water and Science
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work: 202-208-0969
cell: 202-987-7220

On Mon, Aug 7, 2017 at 2:49 PM, David Reidmiller <dreidmiller@usgcrp.gov> wrote:

This message is being sent on behalf of the Department of State

Hello SGCR colleagues,

At the September 6 10 meeting of the Intergovernmental Panel on Climate Change (IPCC), government representatives will discuss and approve outlines for the contributions of Working Groups I (The Physical Science Basis), II (Impacts, Adaptation, and Vulnerability), and III (Mitigation of Climate Change).

Please take a look at the attached outlines and evaluate for red line issues, concerns on how topics are framed, and whether you would like to see any additional content included. Note, there will be limited ability to make edits, and if the content is acceptable no response is needed. The outlines are indicative; while authors will use the bulleted topics as a guide, they may decide to expand or limit the scope based upon available literature.

Please forward to any colleagues with relevant experience/equities and send comments via email to alperta@state.gov (cc'd) **by COB Thursday, August 17**. And let me know if there are any questions, concerns, etc. Thank you very much.

All the best,

Alice Alpert

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To post to this group, send email to sgcr-principals-plus-ones-group@usgcrp.gov.

To view this discussion on the web visit https://groups.google.com/a/usgcrp.gov/d/msgid/sgcr-principals-plus-ones-group/CAN7Vwj%2BicbzTxupUdCdv-OoG2qyEAX%3DGiTuEYny-Rs_p3YBgVQ%40mail.gmail.com.

--

David Reidmiller, PhD

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To: David Bernhardt [REDACTED]@ios.doi.gov]; Todd Willens[todd_willens@ios.doi.gov]; Aurelia Skipwith[aurelia_skipwith@ios.doi.gov]; Katharine Macgregor[kate_macgregor@ios.doi.gov]
From: Travnicsek, Andrea
Sent: 2017-08-22T15:04:33-04:00
Importance: Normal
Subject: Fwd: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-22T15:05:00-04:00

FYI, see below which agencies have been asked to review...this is in regards to the Global Change Research Program that I mentioned before. There will be a report coming out next year. We can discuss more as I find out more of the process.
<http://www.globalchange.gov/nca4>

Andrea Travnicsek, Ph.D.
Acting Assistant Secretary for Water and Science
Office of the Secretary
U.S. Department of the Interior
work: 202-208-0969
cell: 202-897-7220

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

From: **Burkett, Virginia** <virginia_burkett@usgs.gov>
Date: Tue, Aug 22, 2017 at 2:05 PM
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
To: "Travnicsek, Andrea" <andrea_travnicsek@ios.doi.gov>
Cc: "Beard, Douglas" <dbeard@usgs.gov>, David Reidmiller <dreidmiller@usgcrp.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

Hi Andrea, I sent a request to FWS, NPS, BoR, BLM and BIA and heard back (affirmatively) from each of them.

On Tue, Aug 22, 2017 at 1:23 PM, Travnicsek, Andrea <andrea_travnicsek@ios.doi.gov> wrote:

Thanks for the update Virginia. What five land management bureaus will be working on NCA4 draft?

Look forward to catching up and hope you had a great trip.

Andrea

Andrea Travnicsek, Ph.D.
Acting Assistant Secretary for Water and Science
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U.S. Department of the Interior

work: 202-208-0969
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On Mon, Aug 21, 2017 at 6:52 PM, Burkett, Virginia <virginia_burkett@usgs.gov> wrote:

Dear Andrea and all,

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Adam Terando has been very helpful the past few months in soliciting and compiling comments from experts on SOCCR-2 and CSSR, and he was given the "credentials" to upload comments on behalf of DOI for those two USGCRP reports. I don't want to distract Adam further from his job as we start organizing the first round of review of NCA4, so I asked Susan Aragon-Long to pick up that role for NCA4. Last week the credentials for uploading DOI comments on NCA4 were transferred to Susan. I imagine we will have hundreds of technical comments on this early draft of NCA4. Susan and I will work together to ensure that comments do not conflict with one another and that they meet the following guidance: *comments should be written in complete sentences; should avoid the first person; should suggest a solution to the identified problem, and, whenever possible, provide a literature basis for the proposed correction; and should generally be written in a constructive tone.*

Dave R. and I will work together to develop the table with the timeline of USGCRP reports that you requested. We'll be in touch with you and Doug later this week to set up a meeting to answer any questions that you might have.

Virginia

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David Reidmiller, PhD

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dreidmiller@usgcrp.gov

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dreidmiller@usgcrp.gov

To: Travnicek, Andrea[andrea_travnicek@ios.doi.gov]
Cc: David Bernhardt[(b)(6)@ios.doi.gov]; Aurelia Skipwith[aurelia_skipwith@ios.doi.gov]; Katharine Macgregor[kate_macgregor@ios.doi.gov]
From: Todd Willens
Sent: 2017-08-22T20:50:46-04:00
Importance: Normal
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
Received: 2017-08-22T20:50:53-04:00

Thank you. Keep us posted.

Todd Willens
Assistant Deputy Secretary
Acting Assistant Secretary for Fish and Wildlife and Parks
U.S. Department of the Interior
1849 C Street, NW - MIB Room 6116
Washington, DC 20240

On Aug 22, 2017, at 3:04 PM, Travnicek, Andrea <andrea_travnicek@ios.doi.gov> wrote:

FYI, see below which agencies have been asked to review...this is in regards to the Global Change Research Program that I mentioned before. There will be a report coming out next year. We can discuss more as I find out more of the process.

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Date: Tue, Aug 22, 2017 at 2:05 PM
Subject: Re: Request for comments on IPCC AR6 WG1,2+3 report outlines
To: "Travnicek, Andrea" <andrea_travnicek@ios.doi.gov>
Cc: "Beard, Douglas" <dbeard@usgs.gov>, David Reidmiller <dreidmiller@usgcrp.gov>, William Werkheiser <whwerkhe@usgs.gov>, Judy J Nowakowski <jnowakowski@usgs.gov>

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Virginia

--

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To: Tom Melius[tom_melius@fws.gov]
Cc: Sheehan, Gregory[greg_j_sheehan@fws.gov]; Todd Willens[todd_willens@ios.doi.gov]; David Bernhardt [REDACTED] (b)(6)
From: Pletcher, Mary
Sent: 2017-10-06T13:21:12-04:00
Importance: Normal
Subject: reassignment preference form
Received: 2017-10-06T13:21:20-04:00
[Melius Preference Form.docx](#)

Tom,

Following up on the conversation that you had with Greg earlier this week and with me earlier today, the Executive Resources Board is considering reassigning you from your current position to the Assistant Director - International Affairs with the U.S. Fish and Wildlife Service located in Washington, DC. The attached form provides an opportunity for you to express your preferences with respect to the reassignment under consideration.

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

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. Throughout your tenure at the U.S. Fish and Wildlife Service, you have served in a variety of leadership positions. You have served as Regional Director of both the Midwest and Alaska Regions. As Regional Director, you have served as a U.S. Commissioner on the Great Lakes Fishery Commission working with United States and Canadian counterparts. Prior to serving as Regional Director in Alaska, you served as Assistant Director External Affairs where you oversaw the national programs for Public Affairs, Congressional and Legislative Affairs and the Office of the Native American Liaison. You also served as the Assistant Director for Migratory Birds and State Programs where you oversaw policy development and led programs on conservation and management of migratory birds, implementation of the North American Waterfowl Management Plan and wetlands programs, Federal Duck Stamps, federal grant programs and conservation partnerships. The Assistant Director for International Affairs is responsible for coordinating domestic and international efforts to protect, restore and enhance the world's diverse wildlife and their habitats with a focus on species of international concern. Your extensive knowledge of Service programs and on-the-ground operations gained as Regional Director in two different regions and strong experience working with domestic and international partners to advance Service priorities would make you well qualified to serve as Assistant Director for International Affairs.

Please return the completed preference form electronically to me at mary_pletcher@ios.doi.gov by **close of business on October 13, 2017**.

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

Best,
Mary

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

To: Mary Pletcher

From: Thomas Melius

I prefer to:

_____ Accept this reassignment

_____ Stay in my position and not to accept this reassignment for the following reasons:

_____ Be reassigned to a different position. I would prefer to be assigned to the following position(s):

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

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

Please transmit this form via email to Mary Pletcher.

To: Rotimi Abimbola[rotimi_abimbola@ios.doi.gov]; Jonathan Mack[jonathan_mack@ios.doi.gov];
Pierre-Louis, Alesia[alesia_pierre-louis@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-10-24T11:13:42-04:00
Importance: Normal
Subject: Mike Black - onboarding/ off boarding
Received: 2017-10-24T11:13:49-04:00

Mike Black will be moving to Bureau of Reclamation effective October 29. Can you all work with the onboarding/offboarding team on his transfer?

Rotimi - Mike Black is going to need to do some end of year performance assessments for several members of the SES. Please keep that in mind from an IT perspective - he will likely need access to some files, may need access to emails, etc.

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

To: DOI_Career_SES[doi_career_ses@ios.doi.gov]; DOI NON-Career SES[doi_non-career_ses@ios.doi.gov]
From: Pletcher, Mary
Sent: 2017-12-04T15:01:51-05:00
Importance: Normal
Subject: memo on SES management
Received: 2017-12-04T15:03:07-05:00
[DS Memo SES.pdf](#)
[CSRA.pdf](#)

Dear Senior Executives,

Attached is a memorandum from the Deputy Secretary on Senior Executive Service management. The text of the Civil Service Reform Act (CSRA) is included as an enclosure to the memorandum.

Best,
Mary

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



THE DEPUTY SECRETARY OF THE INTERIOR
WASHINGTON

DEC 04 2017

Memorandum

To: All Senior Executives
From: Deputy Secretary 
Subject: Senior Executive Service Management

One of my responsibilities as Deputy Secretary is to serve as Chair of the Executive Resources Board (ERB). As I have examined our processes, consulted with the Office of Personnel Management (OPM), and requested that the Secretary reconstitute the membership of the ERB to adopt best practices, I thought it would be useful to share my understanding of the role the Senior Executive Service (SES) plays in leading the Department.

As many of you no doubt know, the SES was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). In CSRA, Congress stated that

a Senior Executive Service should be established to provide the flexibility needed by agencies to recruit and retain the highly competent and qualified executives needed to provide more effective management of agencies and their functions, and the more expeditious administration of the public business.

The purpose of the SES 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.”

Specifically, CSRA explained that the SES shall be administered so as to:

- “(1) provide for a compensation system, including salaries, benefits, and incentives, and for other conditions of employment, designed to attract and retain highly competent senior executives;
- “(2) ensure that compensation, retention, and tenure are contingent on executive success which is measured on the basis of individual and organizational performance (including such factors as improvements in efficiency, productivity, quality of work or service, cost efficiency, and timeliness of performance and success in meeting equal employment opportunity goals);
- “(3) assure that senior executives are accountable and responsible for the effectiveness and productivity of employees under them;
- “(4) recognize exceptional accomplishment;
- “(5) enable the head of an agency to reassign senior executives to best accomplish the agency's mission;

- “(6) provide for severance pay, early retirement, and placement assistance for senior executives who are removed from the Senior Executive Service for nondisciplinary reasons;
- “(7) protect senior executives from arbitrary or capricious actions;
- “(8) provide for program continuity and policy advocacy in the management of public programs;
- “(9) maintain a merit personnel system free of prohibited personnel practices;
- “(10) ensure accountability for honest, economical, and efficient Government;
- “(11) ensure compliance with all applicable civil service laws, rules, and regulations, including those related to equal employment opportunity, political activity, and conflicts of interest;
- “(12) provide for the initial and continuing systematic development of highly competent senior executives;
- “(13) provide for an executive system which is guided by the public interest and free from improper political interference; and
- “(14) appoint career executives to fill Senior Executive Service positions to the extent practicable, consistent with the effective and efficient implementation of agency policies and responsibilities.

(Civil Service Reform Act of 1978, Pub. L. No. 95-454, § 402, 92 Stat. 111 (1978)). I have attached the CSRA to this memo for your own review.

These are the principles Congress gave the Secretary to manage SES employees within the Department, and they are the factors that will serve as the basis for the decisions made by the ERB during my tenure as Chair.

As I have spent time visiting with experts within OPM, it is clear that talent management and succession planning are crucial to the development of an effective SES corps. Managing talent within the SES ranks ensures an agency has a qualified pool of executives who have the leadership and managerial expertise to occupy any number of different executive positions based on the needs of the organization. Developing the best leadership talent is essential, not just to support agency strategic planning, but to contribute to a thriving, sustained performance culture in the Federal workforce.

The rotation of the SES corps through a variety of leadership positions has been recognized as an effective method of strengthening leadership and executive skills. Indeed, the Obama Administration issued Executive Order (EO) 13714 on December 25, 2015, on “Strengthening the Senior Executive Service.” The EO required agencies to develop plans to increase the number of SES members who are rotated to different assignments “to improve talent development, mission delivery, and collaboration.” The EO acknowledged the Federal Government’s interest in “cultivating generalist executives with broad and diverse experiences who can lead a variety of organizations.” The EO established an annual Government-wide goal, beginning in Fiscal Year 2017, of rotating at least 15 percent of SES members to different departments, agencies, subcomponents, functional areas, sectors, and non-Federal partners. In its 2016 guidance to implementing the SES rotations requirement, OPM identified executive reassignment and transfers as two options for implementing SES rotations.

I have been informed that during the Obama Administration, there were 140 SES reassignments at the Department, albeit with very modest mobility of the SES across bureaus. From my perspective, the lack of mobility can contribute to a siloed, bureau-centric approach to management. Although a long length of service in one position can be a management strength as it allows for the development of technical expertise and continuity, it can also inhibit the transfer of fresh management concepts among bureaus and offices.

It is my view that potentially greater cross-bureau collaboration and innovation can be achieved by bringing new leadership perspectives to our operations by rotating SES members from bureaus to headquarters, from headquarters to the field, and across different functional areas and disciplines. Going forward, I will seek to strike a balance between leadership continuity and achieving fresh perspective by reassigning SES employees across bureaus and offices.

I also intend to focus on strengthening executive accountability to ensure the growth and health of our organization. I was recently informed that 98 percent of our SES members within the Department received either an outstanding (Level 5 rating) or exceeds fully successful (Level 4 rating) performance rating for the prior year's rating. Each of you should be proud of your membership in the SES and your accomplishments as executives.

I look forward to working with each of you. Thank you for your service.

Attachment

cc: Members, Executive Resources Board
Assistant Secretaries

Public Law 95-454
95th Congress

An Act

To reform the civil service laws.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

Oct. 13, 1978

[S. 2640]
Civil Service
Reform Act of
1978.
5 USC 1101 note.

SHORT TITLE

SECTION 1. This Act may be cited as the "Civil Service Reform Act of 1978".

TABLE OF CONTENTS

SEC. 2. The table of contents is as follows:

TABLE OF CONTENTS

- Sec. 1. Short title.
- Sec. 2. Table of contents.
- Sec. 3. Findings and statement of purpose.

TITLE I—MERIT SYSTEM PRINCIPLES

Sec. 101. Merit system principles ; prohibited personnel practices.

TITLE II—CIVIL SERVICE FUNCTIONS ; PERFORMANCE APPRAISAL ;
ADVERSE ACTIONS

- Sec. 201. Office of Personnel Management.
- Sec. 202. Merit Systems Protection Board and Special Counsel.
- Sec. 203. Performance appraisals.
- Sec. 204. Adverse actions.
- Sec. 205. Appeals.
- Sec. 206. Technical and conforming amendments.

TITLE III—STAFFING

- Sec. 301. Volunteer service.
- Sec. 302. Interpreting assistants for deaf employees.
- Sec. 303. Probationary period.
- Sec. 304. Training.
- Sec. 305. Travel, transportation, and subsistence.
- Sec. 306. Retirement.
- Sec. 307. Veterans and preference eligibles.
- Sec. 308. Dual pay for retired members of the uniformed services.
- Sec. 309. Civil service employment information.
- Sec. 310. Minority recruitment program.
- Sec. 311. Temporary employment limitation.

TITLE IV—SENIOR EXECUTIVE SERVICE

- Sec. 401. General provisions.
- Sec. 402. Authority for employment.
- Sec. 403. Examination, certification, and appointment.
- Sec. 404. Retention preference.
- Sec. 405. Performance rating.
- Sec. 406. Awarding of ranks.
- Sec. 407. Pay rates and systems.
- Sec. 408. Pay administration.
- Sec. 409. Travel, transportation, and subsistence.
- Sec. 410. Leave.
- Sec. 411. Disciplinary actions.
- Sec. 412. Retirement.
- Sec. 413. Conversion to the Senior Executive Service.
- Sec. 414. Limitations on executive positions.
- Sec. 415. Effective date ; congressional review.

TABLE OF CONTENTS—Continued

TITLE V—MERIT PAY

- Sec. 501. Pay for performance.
- Sec. 502. Incentive awards amendments.
- Sec. 503. Technical and conforming amendments.
- Sec. 504. Effective date.

TITLE VI—RESEARCH, DEMONSTRATION, AND OTHER PROGRAMS

- Sec. 601. Research programs and demonstration projects.
- Sec. 602. Intergovernmental Personnel Act amendments.
- Sec. 603. Amendments to the mobility program.

TITLE VII—FEDERAL SERVICE LABOR-MANAGEMENT RELATIONS

- Sec. 701. Federal service labor-management relations.
- Sec. 702. Backpay in case of unfair labor practices and grievances.
- Sec. 703. Technical and conforming amendments.
- Sec. 704. Miscellaneous provisions.

TITLE VIII—GRADE AND PAY RETENTION

- Sec. 801. Grade and pay retention.

TITLE IX—MISCELLANEOUS

- Sec. 901. Study on decentralization of governmental functions.
- Sec. 902. Savings provisions.
- Sec. 903. Authorization of appropriations.
- Sec. 904. Powers of President unaffected except by express provisions.
- Sec. 905. Reorganizations plans.
- Sec. 906. Technical and conforming amendments.
- Sec. 907. Effective date.

FINDINGS AND STATEMENT OF PURPOSE

5 USC 1101 note.

SEC. 3. It is the policy of the United States that—

(1) in order to provide the people of the United States with a competent, honest, and productive Federal work force reflective of the Nation's diversity, and to improve the quality of public service, Federal personnel management should be implemented consistent with merit system principles and free from prohibited personnel practices;

(2) the merit system principles which shall govern in the competitive service and in the executive branch of the Federal Government should be expressly stated to furnish guidance to Federal agencies in carrying out their responsibilities in administering the public business, and prohibited personnel practices should be statutorily defined to enable Federal employees to avoid conduct which undermines the merit system principles and the integrity of the merit system;

(3) Federal employees should receive appropriate protection through increasing the authority and powers of the Merit Systems Protection Board in processing hearings and appeals affecting Federal employees;

(4) the authority and power of the Special Counsel should be increased so that the Special Counsel may investigate allegations involving prohibited personnel practices and reprisals against Federal employees for the lawful disclosure of certain information and may file complaints against agency officials and employees who engage in such conduct;

(5) the function of filling positions and other personnel functions in the competitive service and in the executive branch should

be delegated in appropriate cases to the agencies to expedite processing appointments and other personnel actions, with the control and oversight of this delegation being maintained by the Office of Personnel Management to protect against prohibited personnel practices and the use of unsound management practices by the agencies;

(6) a Senior Executive Service should be established to provide the flexibility needed by agencies to recruit and retain the highly competent and qualified executives needed to provide more effective management of agencies and their functions, and the more expeditious administration of the public business;

(7) in appropriate instances, pay increases should be based on quality of performance rather than length of service;

(8) research programs and demonstration projects should be authorized to permit Federal agencies to experiment, subject to congressional oversight, with new and different personnel management concepts in controlled situations to achieve more efficient management of the Government's human resources and greater productivity in the delivery of service to the public;

(9) the training program of the Government should include retraining of employees for positions in other agencies to avoid separations during reductions in force and the loss to the Government of the knowledge and experience that these employees possess; and

(10) the right of Federal employees to organize, bargain collectively, and participate through labor organizations in decisions which affect them, with full regard for the public interest and the effective conduct of public business, should be specifically recognized in statute.

TITLE I—MERIT SYSTEM PRINCIPLES

MERIT SYSTEM PRINCIPLES; PROHIBITED PERSONNEL PRACTICES

SEC. 101. (a) Title 5, United States Code, is amended by inserting after chapter 21 the following new chapter:

“CHAPTER 23—MERIT SYSTEM PRINCIPLES

“Sec.

“2301. Merit system principles.

“2302. Prohibited personnel practices.

“2303. Prohibited personnel practices in the Federal Bureau of Investigation.

“2304. Responsibility of the General Accounting Office.

“2305. Coordination with certain other provisions of law.

“§ 2301. Merit system principles

5 USC 2301.

“(a) This section shall apply to—

“(1) an Executive agency;

“(2) the Administrative Office of the United States Courts;

and

“(3) the Government Printing Office.

“(b) Federal personnel management should be implemented consistent with the following merit system principles:

“(1) Recruitment should be from qualified individuals from appropriate sources in an endeavor to achieve a work force from all segments of society, and selection and advancement should be determined solely on the basis of relative ability, knowledge, and skills, after fair and open competition which assures that all receive equal opportunity.

“(2) All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition, and with proper regard for their privacy and constitutional rights.

“(3) Equal pay should be provided for work of equal value, with appropriate consideration of both national and local rates paid by employers in the private sector, and appropriate incentives and recognition should be provided for excellence in performance.

“(4) All employees should maintain high standards of integrity, conduct, and concern for the public interest.

“(5) The Federal work force should be used efficiently and effectively.

“(6) Employees should be retained on the basis of the adequacy of their performance, inadequate performance should be corrected, and employees should be separated who cannot or will not improve their performance to meet required standards.

“(7) Employees should be provided effective education and training in cases in which such education and training would result in better organizational and individual performance.

“(8) Employees should be—

“(A) protected against arbitrary action, personal favoritism, or coercion for partisan political purposes, and

“(B) prohibited from using their official authority or influence for the purpose of interfering with or affecting the result of an election or a nomination for election.

“(9) Employees should be protected against reprisal for the lawful disclosure of information which the employees reasonably believe evidences—

“(A) a violation of any law, rule, or regulation, or

“(B) mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety.

“(c) In administering the provisions of this chapter—

“(1) with respect to any agency (as defined in section 2302(a)(2)(C) of this title), the President shall, pursuant to the authority otherwise available under this title, take any action, including the issuance of rules, regulations, or directives; and

“(2) with respect to any entity in the executive branch which is not such an agency or part of such an agency, the head of such entity shall, pursuant to authority otherwise available, take any action, including the issuance of rules, regulations, or directives; which is consistent with the provisions of this title and which the President or the head, as the case may be, determines is necessary to ensure that personnel management is based on and embodies the merit system principles.

Infra.

5 USC 2302.
Definitions.

“§ 2302. Prohibited personnel practices

“(a) (1) For the purpose of this title, ‘prohibited personnel practice’ means any action described in subsection (b) of this section.

“(2) For the purpose of this section—

“(A) ‘personnel action’ means—

“(i) an appointment;

“(ii) a promotion;

“(iii) an action under chapter 75 of this title or other disciplinary or corrective action;

“(iv) a detail, transfer, or reassignment;

“(v) a reinstatement;

“(vi) a restoration;

“(vii) a reemployment;

“(viii) a performance evaluation under chapter 43 of this title;

“(ix) a decision concerning pay, benefits, or awards, or concerning education or training if the education or training may reasonably be expected to lead to an appointment, promotion, performance evaluation, or other action described in this subparagraph; and

“(x) any other significant change in duties or responsibilities which is inconsistent with the employee's salary or grade level;

with respect to an employee in, or applicant for, a covered position in an agency;

“(B) ‘covered position’ means any position in the competitive service, a career appointee position in the Senior Executive Service, or a position in the excepted service, but does not include—

“(i) a position which is excepted from the competitive service because of its confidential, policy-determining, policy-making, or policy-advocating character; or

“(ii) any position excluded from the coverage of this section by the President based on a determination by the President that it is necessary and warranted by conditions of good administration.

“(C) ‘agency’ means an Executive agency, the Administrative Office of the United States Courts, and the Government Printing Office, but does not include—

“(i) a Government corporation;

“(ii) the Federal Bureau of Investigation, the Central Intelligence Agency, the Defense Intelligence Agency, the National Security Agency, and, as determined by the President, any Executive agency or unit thereof the principal function of which is the conduct of foreign intelligence or counterintelligence activities; or

“(iii) the General Accounting Office.

“(b) Any employee who has authority to take, direct others to take, recommend, or approve any personnel action, shall not, with respect to such authority—

“(1) discriminate for or against any employee or applicant for employment—

“(A) on the basis of race, color, religion, sex, or national origin, as prohibited under section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16);

“(B) on the basis of age, as prohibited under sections 12 and 15 of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 631, 633a);

“(C) on the basis of sex, as prohibited under section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d));

“(D) on the basis of handicapping condition, as prohibited under section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791); or

“(E) on the basis of marital status or political affiliation, as prohibited under any law, rule, or regulation;

“(2) solicit or consider any recommendation or statement, oral or written, with respect to any individual who requests or is under consideration for any personnel action unless such recommendation or statement is based on the personal knowledge or records of the person furnishing it and consists of—

“(A) an evaluation of the work performance, ability, aptitude, or general qualifications of such individual; or

“(B) an evaluation of the character, loyalty, or suitability of such individual;

“(3) coerce the political activity of any person (including the providing of any political contribution or service), or take any action against any employee or applicant for employment as a reprisal for the refusal of any person to engage in such political activity;

“(4) deceive or willfully obstruct any person with respect to such person's right to compete for employment;

“(5) influence any person to withdraw from competition for any position for the purpose of improving or injuring the prospects of any other person for employment;

“(6) grant any preference or advantage not authorized by law, rule, or regulation to any employee or applicant for employment (including defining the scope or manner of competition or the requirements for any position) for the purpose of improving or injuring the prospects of any particular person for employment;

“(7) appoint, employ, promote, advance, or advocate for appointment, employment, promotion, or advancement, in or to a civilian position any individual who is a relative (as defined in section 3110(a)(3) of this title) of such employee if such position is in the agency in which such employee is serving as a public official (as defined in section 3110(a)(2) of this title) or over which such employee exercises jurisdiction or control as such an official;

“(8) take or fail to take a personnel action with respect to any employee or applicant for employment as a reprisal for—

“(A) a disclosure of information by an employee or applicant which the employee or applicant reasonably believes evidences—

“(i) a violation of any law, rule, or regulation, or

“(ii) mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety,

if such disclosure is not specifically prohibited by law and if such information is not specifically required by Executive order to be kept secret in the interest of national defense or the conduct of foreign affairs; or

“(B) a disclosure to the Special Counsel of the Merit Systems Protection Board, or to the Inspector General of an agency or another employee designated by the head of the agency to receive such disclosures, of information which the employee or applicant reasonably believes evidences—

“(i) a violation of any law, rule, or regulation, or

“(ii) mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety;

“(9) take or fail to take any personnel action against any employee or applicant for employment as a reprisal for the exercise of any appeal right granted by any law, rule, or regulation;

5 USC 3110.

“(10) discriminate for or against any employee or applicant for employment on the basis of conduct which does not adversely affect the performance of the employee or applicant or the performance of others; except that nothing in this paragraph shall prohibit an agency from taking into account in determining suitability or fitness any conviction of the employee or applicant for any crime under the laws of any State, of the District of Columbia, or of the United States; or

“(11) take or fail to take any other personnel action if the taking of or failure to take such action violates any law, rule, or regulation implementing, or directly concerning, the merit system principles contained in section 2301 of this title.

This subsection shall not be construed to authorize the withholding of information from the Congress or the taking of any personnel action against an employee who discloses information to the Congress.

“(c) The head of each agency shall be responsible for the prevention of prohibited personnel practices, for the compliance with and enforcement of applicable civil service laws, rules, and regulations, and other aspects of personnel management. Any individual to whom the head of an agency delegates authority for personnel management, or for any aspect thereof, shall be similarly responsible within the limits of the delegation.

“(d) This section shall not be construed to extinguish or lessen any effort to achieve equal employment opportunity through affirmative action or any right or remedy available to any employee or applicant for employment in the civil service under—

“(1) section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16), prohibiting discrimination on the basis of race, color, religion, sex, or national origin;

“(2) sections 12 and 15 of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 631, 633a), prohibiting discrimination on the basis of age;

“(3) under section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)), prohibiting discrimination on the basis of sex;

“(4) section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791), prohibiting discrimination on the basis of handicapping condition; or

“(5) the provisions of any law, rule, or regulation prohibiting discrimination on the basis of marital status or political affiliation.

“2303. Prohibited personnel practices in the Federal Bureau of Investigation 5 USC 2303.

“(a) Any employee of the Federal Bureau of Investigation who has authority to take, direct others to take, recommend, or approve any personnel action, shall not, with respect to such authority, take or fail to take a personnel action with respect to any employee of the Bureau as a reprisal for a disclosure of information by the employee to the Attorney General (or an employee designated by the Attorney General for such purpose) which the employee or applicant reasonably believes evidences—

“(1) a violation of any law, rule, or regulation, or

“(2) mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety. For the purpose of this subsection, ‘personnel action’ means any action described in clauses (i) through (x) of section 2302(a) (2) (A) of this

“Personnel action.”

title with respect to an employee in, or applicant for, a position in the Bureau (other than a position of a confidential, policy-determining, policymaking, or policy-advocating character).

Regulations.

“(b) The Attorney General shall prescribe regulations to ensure that such a personnel action shall not be taken against an employee of the Bureau as a reprisal for any disclosure of information described in subsection (a) of this section.

Presidential enforcement.
Post, p. 1125.
5 USC 2304.

“(c) The President shall provide for the enforcement of this section in a manner consistent with the provisions of section 1206 of this title.

“§ 2304. Responsibility of the General Accounting Office

“(a) If requested by either House of the Congress (or any committee thereof), or if considered necessary by the Comptroller General, the General Accounting Office shall conduct audits and reviews to assure compliance with the laws, rules, and regulations governing employment in the executive branch and in the competitive service and to assess the effectiveness and soundness of Federal personnel management.

Report to President and Congress.

“(b) the General Accounting Office shall prepare and submit an annual report to the President and the Congress on the activities of the Merit Systems Protection Board and the Office of Personnel Management. The report shall include a description of—

“(1) significant actions taken by the Board to carry out its functions under this title; and

“(2) significant actions of the Office of Personnel Management, including an analysis of whether or not the actions of the Office are in accord with merit system principles and free from prohibited personnel practices.

5 USC 2305.

“§ 2305. Coordination with certain other provisions of law

“No provision of this chapter, or action taken under this chapter, shall be construed to impair the authorities and responsibilities set forth in section 102 of the National Security Act of 1947 (61 Stat. 495; 50 U.S.C. 403), the Central Intelligence Agency Act of 1949 (63 Stat. 208; 50 U.S.C. 403a and following), the Act entitled ‘An Act to provide certain administrative authorities for the National Security Agency, and for other purposes’, approved May 29, 1959 (73 Stat. 63; 50 U.S.C. 402 note), and the Act entitled ‘An Act to amend the Internal Security Act of 1950’, approved March 26, 1964 (78 Stat. 168; 50 U.S.C. 831-835).”

(b) (1) The table of chapters for part III of title 5, United States Code, is amended by adding after the item relating to chapter 21 the following new item:

“23. Merit system principles..... 2301”.

(2) Section 7153 of title 5, United States Code, is amended—

(A) by striking out **“Physical handicap”** in the catchline and inserting in lieu thereof **“Handicapping condition”**; and

(B) by striking out “physical handicap” each place it appears in the text and inserting in lieu thereof “handicapping condition”.

TITLE II—CIVIL SERVICE FUNCTIONS; PERFORMANCE APPRAISAL; ADVERSE ACTIONS

OFFICE OF PERSONNEL MANAGEMENT

SEC. 201. (a) Chapter 11 of title 5, United States Code, is amended to read as follows:

“CHAPTER 11—OFFICE OF PERSONNEL MANAGEMENT

“Sec.

“1101. Office of Personnel Management.

“1102. Director; Deputy Director; Associate Directors.

“1103. Functions of the Director.

“1104. Delegation of authority for personnel management.

“1105. Administrative procedure.

“§ 1101. Office of Personnel Management

5 USC 1101.

“The Office of Personnel Management is an independent establishment in the executive branch. The Office shall have an official seal, which shall be judicially noticed, and shall have its principal office in the District of Columbia, and may have field offices in other appropriate locations.

“§ 1102. Director; Deputy Director; Associate Directors

5 USC 1102.

“(a) There is at the head of the Office of Personnel Management a Director of the Office of Personnel Management appointed by the President, by and with the advice and consent of the Senate. The term of office of any individual appointed as Director shall be 4 years.

“(b) There is in the Office a Deputy Director of the Office of Personnel Management appointed by the President, by and with the advice and consent of the Senate. The Deputy Director shall perform such functions as the Director may from time to time prescribe and shall act as Director during the absence or disability of the Director or when the office of Director is vacant.

“(c) No individual shall, while serving as Director or Deputy Director, serve in any other office or position in the Government of the United States except as otherwise provided by law or at the direction of the President. The Director and Deputy Director shall not recommend any individual for appointment to any position (other than Deputy Director of the Office) which requires the advice and consent of the Senate.

“(d) There may be within the Office of Personnel Management not more than 5 Associate Directors, as determined from time to time by the Director. Each Associate Director shall be appointed by the Director.

“§ 1103. Functions of the Director

5 USC 1103.

“(a) The following functions are vested in the Director of the Office of Personnel Management, and shall be performed by the Director, or subject to section 1104 of this title, by such employees of the Office as the Director designates:

“(1) securing accuracy, uniformity, and justice in the functions of the Office;

“(2) appointing individuals to be employed by the Office;

“(3) directing and supervising employees of the Office, distributing business among employees and organizational units of the Office, and directing the internal management of the Office;

“(4) directing the preparation of requests for appropriations for the Office and the use and expenditure of funds by the Office;

“(5) executing, administering, and enforcing—

“(A) the civil service rules and regulations of the President and the Office and the laws governing the civil service; and

“(B) the other activities of the Office including retirement and classification activities;

except with respect to functions for which the Merit Systems Protection Board or the Special Counsel is primarily responsible;

5 USC 8701
et seq.

“(6) reviewing the operations under chapter 87 of this title;

“(7) aiding the President, as the President may request, in preparing such civil service rules as the President prescribes, and otherwise advising the President on actions which may be taken to promote an efficient civil service and a systematic application of the merit system principles, including recommending policies relating to the selection, promotion, transfer, performance, pay, conditions of service, tenure, and separation of employees; and

“(8) conducting, or otherwise providing for the conduct of, studies and research under chapter 47 of this title into methods of assuring improvements in personnel management.

Post, p. 1185.

Notice of
proposed
rules or
regulations.
Publication in
Federal Register.
5 USC 553.

“(b) (1) The Director shall publish in the Federal Register general notice of any rule or regulation which is proposed by the Office and the application of which does not apply solely to the Office or its employees. Any such notice shall include the matter required under section 553(b) (1), (2), and (3) of this title.

“(2) The Director shall take steps to ensure that—

“(A) any proposed rule or regulation to which paragraph (1) of this subsection applies is posted in offices of Federal agencies maintaining copies of the Federal personnel regulations; and

“(B) to the extent the Director determines appropriate and practical, exclusive representatives of employees affected by such proposed rule or regulation and interested members of the public are notified of such proposed rule or regulation.

“(3) Paragraphs (1) and (2) of this subsection shall not apply to any proposed rule or regulation which is temporary in nature and which is necessary to be implemented expeditiously as a result of an emergency.

5 USC 1104.

“§ 1104. Delegation of authority for personnel management

“(a) Subject to subsection (b) (3) of this section—

“(1) the President may delegate, in whole or in part, authority for personnel management functions, including authority for competitive examinations, to the Director of the Office of Personnel Management; and

“(2) the Director may delegate, in whole or in part, any function vested in or delegated to the Director, including authority for competitive examinations (except competitive examinations for administrative law judges appointed under section 3105 of this title), to the heads of agencies in the executive branch and other agencies employing persons in the competitive service;

except that the Director may not delegate authority for competitive examinations with respect to positions that have requirements which are common to agencies in the Federal Government, other than in exceptional cases in which the interests of economy and efficiency require such delegation and in which such delegation will not weaken the application of the merit system principles.

Standards.

“(b) (1) The Office shall establish standards which shall apply to the activities of the Office or any other agency under authority delegated under subsection (a) of this section.

Oversight
program.

“(2) The Office shall establish and maintain an oversight program to ensure that activities under any authority delegated under subsection (a) of this section are in accordance with the merit system principles and the standards established under paragraph (1) of this subsection.

“(3) Nothing in subsection (a) of this section shall be construed as affecting the responsibility of the Director to prescribe regulations and to ensure compliance with the civil service laws, rules, and regulations.

“(c) If the Office makes a written finding, on the basis of information obtained under the program established under subsection (b) (2) of this section or otherwise, that any action taken by an agency pursuant to authority delegated under subsection (a) (2) of this section is contrary to any law, rule, or regulation, or is contrary to any standard established under subsection (b) (1) of this section, the agency involved shall take any corrective action the Office may require.

“§ 1105. Administrative procedure

5 USC 1105.

“Subject to section 1103(b) of this title, in the exercise of the functions assigned under this chapter, the Director shall be subject to subsections (b), (c), and (d) of section 553 of this title, notwithstanding subsection (a) of such section 553.”

5 USC 553.

(b) (1) Section 5313 of title 5, United States Code, is amended by inserting at the end thereof the following new paragraph:

“(24) Director of the Office of Personnel Management.”

(2) Section 5314 of such title is amended by inserting at the end thereof the following new paragraph:

5 USC 5314.

“(68) Deputy Director of the Office of Personnel Management.”

(3) Section 5316 of such title is amended by inserting after paragraph (121) the following:

5 USC 5316.

“(122) Associate Directors of the Office of Personnel Management (5).”

(c) (1) The heading of part II of title 5, United States Code is amended by striking out “**THE UNITED STATES CIVIL SERVICE COMMISSION**” and inserting in lieu thereof “**CIVIL SERVICE FUNCTIONS AND RESPONSIBILITIES**”.

(2) The item relating to chapter 11 in the table of chapters for part II of such title is amended by striking out “**Organization**” and inserting in lieu thereof “**Office of Personnel Management**”.

MERIT SYSTEMS PROTECTION BOARD AND SPECIAL COUNSEL

SEC. 202. (a) Title 5, United States Code, is amended by inserting after chapter 11 the following new chapter:

“CHAPTER 12—MERIT SYSTEMS PROTECTION BOARD AND SPECIAL COUNSEL

“Sec.

“1201. Appointment of members of the Merit Systems Protection Board.

“1202. Term of office; filling vacancies; removal.

“1203. Chairman; Vice Chairman.

“1204. Special Counsel; appointment and removal.

“1205. Powers and functions of the Merit Systems Protection Board and Special Counsel.

“1206. Authority and responsibilities of the Special Counsel.

“1207. Hearings and decisions on complaints filed by the Special Counsel.

“1208. Stays of certain personnel actions.

“1209. Information.

“§ 1201. Appointment of members of the Merit Systems Protection Board

5 USC 1201.

“The Merit Systems Protection Board is composed of 3 members appointed by the President, by and with the advice and consent of the Senate, not more than 2 of whom may be adherents of the same

political party. The Chairman and members of the Board shall be individuals who, by demonstrated ability, background, training, or experience are especially qualified to carry out the functions of the Board. No member of the Board may hold another office or position in the Government of the United States, except as otherwise provided by law or at the direction of the President. The Board shall have an official seal which shall be judicially noticed. The Board shall have its principal office in the District of Columbia and may have field offices in other appropriate locations.

5 USC 1202.

“§ 1202. Term of office, filling vacancies; removal

“(a) The term of office of each member of the Merit Systems Protection Board is 7 years.

“(b) A member appointed to fill a vacancy occurring before the end of a term of office of his predecessor serves for the remainder of that term. Any appointment to fill a vacancy is subject to the requirements of section 1201 of this title.

“(c) Any member appointed for a 7-year term may not be reappointed to any following term but may continue to serve beyond the expiration of the term until a successor is appointed and has qualified, except that such member may not continue to serve for more than one year after the date on which the term of the member would otherwise expire under this section.

“(d) Any member may be removed by the President only for inefficiency, neglect of duty, or malfeasance in office.

5 USC 1203.

“§ 1203. Chairman; Vice Chairman

“(a) The President shall from time to time, appoint, by and with the advice and consent of the Senate, one of the members of the Merit Systems Protection Board as the Chairman of the Board. The Chairman is the chief executive and administrative officer of the Board.

“(b) The President shall from time to time designate one of the members of the Board as Vice Chairman of the Board. During the absence or disability of the Chairman, or when the office of Chairman is vacant, the Vice Chairman shall perform the functions vested in the Chairman.

“(c) During the absence or disability of both the Chairman and Vice Chairman, or when the offices of Chairman and Vice Chairman are vacant, the remaining Board member shall perform the functions vested in the Chairman.

5 USC 1204.

“§ 1204. Special Counsel; appointment and removal

“The Special Counsel of the Merit Systems Protection Board shall be appointed by the President from attorneys, by and with the advice and consent of the Senate, for a term of 5 years. A Special Counsel appointed to fill a vacancy occurring before the end of a term of office of his predecessor serves for the remainder of the term. The Special Counsel may be removed by the President only for inefficiency, neglect of duty, or malfeasance in office.

5 USC 1205.

“§ 1205. Powers and functions of the Merit Systems Protection Board and Special Counsel

“(a) The Merit Systems Protection Board shall—

“(1) hear, adjudicate, or provide for the hearing or adjudication, of all matters within the jurisdiction of the Board under this title, section 2023 of title 38, or any other law, rule, or regulation, and, subject to otherwise applicable provisions of law, take final action on any such matter;

“(2) order any Federal agency or employee to comply with any order or decision issued by the Board under the authority granted under paragraph (1) of this subsection and enforce compliance with any such order;

“(3) conduct, from time to time, special studies relating to the civil service and to other merit systems in the executive branch, and report to the President and to the Congress as to whether the public interest in a civil service free of prohibited personnel practices is being adequately protected; and

“(4) review, as provided in subsection (e) of this section, rules and regulations of the Office of Personnel Management.

“(b) (1) Any member of the Merit Systems Protection Board, the Special Counsel, any administrative law judge appointed by the Board under section 3105 of this title, and any employee of the Board designated by the Board may administer oaths, examine witnesses, take depositions, and receive evidence.

5 USC 3105.

“(2) Any member of the Board, the Special Counsel, and any administrative law judge appointed by the Board under section 3105 of this title may—

“(A) issue subpoenas requiring the attendance and testimony of witnesses and the production of documentary or other evidence from any place in the United States or any territory or possession thereof, the Commonwealth of Puerto Rico, or the District of Columbia; and

Subpoenas.

“(B) order the taking of depositions and order responses to written interrogatories.

“(3) Witnesses (whether appearing voluntarily or under subpoena) shall be paid the same fee and mileage allowances which are paid subpoenaed witnesses in the courts of the United States.

Witnesses.

“(c) In the case of contumacy or failure to obey a subpoena issued under subsection (b) (2) of this section, the United States district court for the judicial district in which the person to whom the subpoena is addressed resides or is served may issue an order requiring such person to appear at any designated place to testify or to produce documentary or other evidence. Any failure to obey the order of the court may be punished by the court as a contempt thereof.

“(d) (1) In any proceeding under subsection (a) (1) of this section, any member of the Board may request from the Director of the Office of Personnel Management an advisory opinion concerning the interpretation of any rule, regulation, or other policy directive promulgated by the Office of Personnel Management.

“(2) In enforcing compliance with any order under subsection (a) (2) of this section, the Board may order that any employee charged with complying with such order, other than an employee appointed by the President by and with the advice and consent of the Senate, shall not be entitled to receive payment for service as an employee during any period that the order has not been complied with. The Board shall certify to the Comptroller General of the United States that such an order has been issued and no payment shall be made out of the Treasury of the United States for any service specified in such order.

“(3) In carrying out any study under subsection (a) (3) of this section, the Board shall make such inquiries as may be necessary and, unless otherwise prohibited by law, shall have access to personnel records or information collected by the Office and may require additional reports from other agencies as needed.

Ante, p. 1119.

“(e) (1) At any time after the effective date of any rule or regulation issued by the Director in carrying out functions under section 1103 of this title, the Board shall review any provision of such rule or regulation—

“(A) on its own motion;

“(B) on the granting by the Board, in its sole discretion, of any petition for such review filed with the Board by any interested person, after consideration of the petition by the Board; or

“(C) on the filing of a written complaint by the Special Counsel requesting such review.

“(2) In reviewing any provision of any rule or regulation pursuant to this subsection the Board shall declare such provision—

Ante, p. 1114.

“(A) invalid on its face, if the Board determines that such provision would, if implemented by any agency, on its face, require any employee to violate section 2302(b) of this title; or

“(B) invalidly implemented by any agency, if the Board determines that such provision, as it has been implemented by the agency through any personnel action taken by the agency or through any policy adopted by the agency in conformity with such provision, has required any employee to violate section 2302 (b) of this title.

“(3) (A) The Director of the Office of Personnel Management, and the head of any agency implementing any provision of any rule or regulation under review pursuant to this subsection, shall have the right to participate in such review.

“(B) Any review conducted by the Board pursuant to this subsection shall be limited to determining—

“(i) the validity on its face of the provision under review; and

“(ii) whether the provision under review has been validly implemented.

“(C) The Board shall require any agency—

“(i) to cease compliance with any provisions of any rule or regulation which the Board declares under this subsection to be invalid on its face; and

“(ii) to correct any invalid implementation by the agency of any provision of any rule or regulation which the Board declares under this subsection to have been invalidly implemented by the agency.

“(f) The Board may delegate the performance of any of its administrative functions under this title to any employee of the Board.

Regulations.

“(g) The Board shall have the authority to prescribe such regulations as may be necessary for the performance of its functions. The Board shall not issue advisory opinions. All regulations of the Board shall be published in the Federal Register.

Publication in
Federal Register.

“(h) Except as provided in section 518 of title 28, relating to litigation before the Supreme Court, attorneys designated by the Chairman of the Board may appear for the Board, and represent the Board, in any civil action brought in connection with any function carried out by the Board pursuant to this title or as otherwise authorized by law.

“(i) The Chairman of the Board may appoint such personnel as may be necessary to perform the functions of the Board. Any appointment made under this subsection shall comply with the provisions of this title, except that such appointment shall not be subject to the approval or supervision of the Office of Personnel Management or the Executive Office of the President (other than approval required under section 3324 or subchapter VIII of chapter 33 of this title).

5 USC 3324.
Post, p. 1161.

“(j) The Board shall prepare and submit to the President, and, at the same time, to the appropriate committees of Congress, an annual budget of the expenses and other items relating to the Board which shall, as revised, be included as a separate item in the budget required to be transmitted to the Congress under section 201 of the Budget and Accounting Act, 1921 (31 U.S.C. 11).

“(k) The Board shall submit to the President, and, at the same time, to each House of the Congress, any legislative recommendations of the Board relating to any of its functions under this title.

Recommendations, submittal to President and Congress.

“§ 1206. Authority and responsibilities of the Special Counsel

“(a) (1) The Special Counsel shall receive any allegation of a prohibited personnel practice and shall investigate the allegation to the extent necessary to determine whether there are reasonable grounds to believe that a prohibited personnel practice has occurred, exists, or is to be taken.

“(2) If the Special Counsel terminates any investigation under paragraph (1) of this subsection, the Special Counsel shall prepare and transmit to any person on whose allegation the investigation was initiated a written statement notifying the person of the termination of the investigation and the reasons therefor.

“(3) In addition to authority granted under paragraph (1) of this subsection, the Special Counsel may, in the absence of an allegation, conduct an investigation for the purpose of determining whether there are reasonable grounds to believe that a prohibited personnel practice has occurred, exists, or is to be taken.

“(b) (1) In any case involving—

“(A) any disclosure of information by an employee or applicant for employment which the employee or applicant reasonably believes evidences—

“(i) a violation of any law, rule, or regulation; or

“(ii) mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety;

if the disclosure is not specifically prohibited by law and if the information is not specifically required by Executive order to be kept secret in the interest of national defense or the conduct of foreign affairs; or

“(B) a disclosure by an employee or applicant for employment to the Special Counsel of the Merit Systems Protection Board, or to the Inspector General of an agency or another employee designated by the head of the agency to receive such disclosures of information which the employee or applicant reasonably believes evidences—

“(i) a violation of any law, rule, or regulation; or

“(ii) mismanagement, a gross waste of funds, an abuse of authority, or a substantial and specific danger to public health or safety;

the identity of the employee or applicant may not be disclosed without the consent of the employee or applicant during any investigation under subsection (a) of this section or under paragraph (3) of this subsection, unless the Special Counsel determines that the disclosure of the identity of the employee or applicant is necessary in order to carry out the functions of the Special Counsel.

“(2) Whenever the Special Counsel receives information of the type described in paragraph (1) of this subsection, the Special Counsel shall promptly transmit such information to the appropriate agency head.

“(3) (A) In the case of information received by the Special Counsel under paragraph (1) of this section, if, after such review as the Special Counsel determines practicable (but not later than 15 days after the receipt of the information), the Special Counsel determines that there is a substantial likelihood that the information discloses a violation of any law, rule, or regulation, or mismanagement, gross waste of funds, abuse of authority, or substantial and specific danger to the public health or safety, the Special Counsel may, to the extent provided in subparagraph (B) of this paragraph, require the head of the agency to—

Investigation.

“(i) conduct an investigation of the information and any related matters transmitted by the Special Counsel to the head of the agency; and

Written report.

“(ii) submit a written report setting forth the findings of the head of the agency within 60 days after the date on which the information is transmitted to the head of the agency or within any longer period of time agreed to in writing by the Special Counsel.

“(B) The Special Counsel may require an agency head to conduct an investigation and submit a written report under subparagraph (A) of this paragraph only if the information was transmitted to the Special Counsel by—

“(i) any employee or former employee or applicant for employment in the agency which the information concerns; or

“(ii) any employee who obtained the information in connection with the performance of the employee’s duties and responsibilities.

“(4) Any report required under paragraph (3) (A) of this subsection shall be reviewed and signed by the head of the agency and shall include—

“(A) a summary of the information with respect to which the investigation was initiated;

“(B) a description of the conduct of the investigation;

“(C) a summary of any evidence obtained from the investigation;

“(D) a listing of any violation or apparent violation of any law, rule, or regulation; and

“(E) a description of any corrective action taken or planned as a result of the investigation, such as—

“(i) changes in agency rules, regulations, or practices;

“(ii) the restoration of any aggrieved employee;

“(iii) disciplinary action against any employee; and

“(iv) referral to the Attorney General of any evidence of a criminal violation.

“(5) (A) Any such report shall be submitted to the Congress, to the President, and to the Special Counsel for transmittal to the complainant. Whenever the Special Counsel does not receive the report of the agency head within the time prescribed in paragraph (3) (A) (ii) of this subsection, the Special Counsel may transmit a copy of the information which was transmitted to the agency head to the President and to the Congress together with a statement noting the failure of the head of the agency to file the required report.

“(B) In any case in which evidence of a criminal violation obtained by an agency in an investigation under paragraph (3) of this subsection is referred to the Attorney General—

“(i) the report shall not be transmitted to the complainant; and

“(ii) the agency shall notify the Office of Personnel Management and the Office of Management and Budget of the referral.

“(6) Upon receipt of any report of the head of any agency required under paragraph (3) (A) (ii) of this subsection, the Special Counsel shall review the report and determine whether—

“(A) the findings of the head of the agency appear reasonable; and

“(B) the agency’s report under paragraph (3) (A) (ii) of this subsection contains the information required under paragraph (4) of this subsection.

“(7) Whenever the Special Counsel transmits any information to the head of the agency under paragraph (2) of this subsection but does not require an investigation under paragraph (3) of this subsection, the head of the agency shall, within a reasonable time after the information was transmitted, inform the Special Counsel, in writing, of what action has been or is to be taken and when such action will be completed. The Special Counsel shall inform the complainant of the report of the agency head.

“(8) Except as specifically authorized under this subsection, the provisions of this subsection shall not be considered to authorize disclosure of any information by any agency or any person which is—

“(A) specifically prohibited from disclosure by any other provision of law; or

“(B) specifically required by Executive order to be kept secret in the interest of national defense or the conduct of foreign affairs.

“(9) In any case under subsection (b) (1) (B) of this section involving foreign intelligence or counterintelligence information the disclosure of which is specifically prohibited by law or by Executive order, the Special Counsel shall transmit such information to the Permanent Select Committee on Intelligence of the House of Representatives and the Select Committee on Intelligence of the Senate.

“(c) (1) (A) If, in connection with any investigation under this section, the Special Counsel determines that there are reasonable grounds to believe that a prohibited personnel practice has occurred, exists, or is to be taken which requires corrective action, the Special Counsel shall report the determination together with any findings or recommendations to the Board, the agency involved, and to the Office, and may report the determination, findings, and recommendations to the President. The Special Counsel may include in the report recommendations as to what corrective action should be taken.

“(B) If, after a reasonable period, the agency has not taken the corrective action recommended, the Special Counsel may request the Board to consider the matter. The Board may order such corrective action as the Board considers appropriate, after opportunity for comment by the agency concerned and the Office of Personnel Management.

“(2) (A) If, in connection with any investigation under this section, the Special Counsel determines that there is reasonable cause to believe that a criminal violation by an employee has occurred, the Special Counsel shall report the determination to the Attorney General and to the head of the agency involved, and shall submit a copy of the report to the Director of the Office of Personnel Management and the Director of the Office of Management and Budget.

“(B) In any case in which the Special Counsel determines that there are reasonable grounds to believe that a prohibited personnel practice has occurred, exists, or is to be taken, the Special Counsel may proceed with any investigation or proceeding instituted under

Information,
transmittal to
congressional
committees.

this section notwithstanding that the alleged violation has been reported to the Attorney General.

“(3) If, in connection with any investigation under this section, the Special Counsel determines that there is reasonable cause to believe that any violation of any law, rule, or regulation has occurred which is not referred to in paragraph (1) or (2) of this subsection, the violation shall be reported to the head of the agency involved. The Special Counsel shall require, within 30 days of the receipt of the report by the agency, a certification by the head of the agency which states—

“(A) that the head of the agency has personally reviewed the report; and

“(B) what action has been, or is to be, taken, and when the action will be completed.

Public list.

“(d) The Special Counsel shall maintain and make available to the public a list of noncriminal matters referred to heads of agencies under subsections (b) (3) (A) and (c) (3) of this section, together with—

Reports.

“(1) reports by the heads of agencies under subsection (b) (3) (A) of this section, in the case of matters referred under subsection (b); and

Certifications.

“(2) certifications by heads of agencies under subsection (c) (3), in the case of matters referred under subsection (c).

The Special Counsel shall take steps to ensure that any such public list does not contain any information the disclosure of which is prohibited by law or by Executive order requiring that information be kept secret in the interest of national defense or the conduct of foreign affairs.

“(e) (1) In addition to the authority otherwise provided in this section, the Special Counsel shall, except as provided in paragraph (2) of this subsection, conduct an investigation of any allegation concerning—

5 USC 7321.

“(A) political activity prohibited under subchapter III of chapter 73 of this title, relating to political activities by Federal employees;

5 USC 1501
et seq.

“(B) political activity prohibited under chapter 15 of this title, relating to political activities by certain State and local officers and employees;

5 USC 552.

“(C) arbitrary or capricious withholding of information prohibited under section 552 of this title, except that the Special Counsel shall make no investigation under this subsection of any withholding of foreign intelligence or counterintelligence information the disclosure of which is specifically prohibited by law or by Executive order;

“(D) activities prohibited by any civil service law, rule, or regulation, including any activity relating to political intrusion in personnel decisionmaking; and

“(E) involvement by any employee in any prohibited discrimination found by any court or appropriate administrative authority to have occurred in the course of any personnel action.

“(2) The Special Counsel shall make no investigation of any allegation of any prohibited activity referred to in paragraph (1) (D) or (1) (E) of this subsection if the Special Counsel determines that the allegation may be resolved more appropriately under an administrative appeals procedure.

“(f) During any investigation initiated under this section, no disciplinary action shall be taken against any employee for any alleged

prohibited activity under investigation or for any related activity without the approval of the Special Counsel.

“(g) (1) Except as provided in paragraph (2) of this subsection, if the Special Counsel determines that disciplinary action should be taken against any employee—

“(A) after any investigation under this section, or

“(B) on the basis of any knowing and willful refusal or failure by an employee to comply with an order of the Merit Systems Protection Board,

the Special Counsel shall prepare a written complaint against the employee containing his determination, together with a statement of supporting facts, and present the complaint and statement to the employee and the Merit Systems Protection Board in accordance with section 1207 of this title.

“(2) In the case of an employee in a confidential, policy-making, policy-determining, or policy-advocating position appointed by the President, by and with the advice and consent of the Senate (other than an individual in the Foreign Service of the United States), the complaint and statement referred to in paragraph (1) of this subsection, together with any response by the employee, shall be presented to the President for appropriate action in lieu of being presented under section 1207 of this title.

“(h) If the Special Counsel believes there is a pattern of prohibited personnel practices and such practices involve matters which are not otherwise appealable to the Board under section 7701 of this title, the Special Counsel may seek corrective action by filing a written complaint with the Board against the agency or employee involved and the Board shall order such corrective action as the Board determines necessary.

Post, p. 1138.

“(i) The Special Counsel may as a matter of right intervene or otherwise participate in any proceeding before the Merit Systems Protection Board, except that the Special Counsel shall comply with the rules of the Board and the Special Counsel shall not have any right of judicial review in connection with such intervention.

“(j) (1) The Special Counsel may appoint the legal, administrative, and support personnel necessary to perform the functions of the Special Counsel.

“(2) Any appointment made under this subsection shall comply with the provisions of this title, except that such appointment shall not be subject to the approval or supervision of the Office of Personnel Management or the Executive Office of the President (other than approval required under section 3324 or subchapter VIII of chapter 33 of this title).

5 USC 3324.

Post, p. 1161.

Regulations.

Publication in

Federal Register.

“(k) The Special Counsel may prescribe regulations relating to the receipt and investigation of matters under the jurisdiction of the Special Counsel. Such regulations shall be published in the Federal Register.

“(l) The Special Counsel shall not issue any advisory opinion concerning any law, rule, or regulation (other than an advisory opinion concerning chapter 15 or subchapter III of chapter 73 of this title).

5 USC 1501 *et*

seq., 7321.

Report to

Congress.

“(m) The Special Counsel shall submit an annual report to the Congress on the activities of the Special Counsel, including the number, types, and disposition of allegations of prohibited personnel practices filed with it, investigations conducted by it, and actions initiated by it before the Board, as well as a description of the recommendations and reports made by it to other agencies pursuant to this section, and the actions taken by the agencies as a result of the reports or recom-

mendations. The report required by this subsection shall include whatever recommendations for legislation or other action by Congress the Special Counsel may deem appropriate.

5 USC 1207.

“§ 1207. Hearings and decisions on complaints filed by the Special Counsel

“(a) Any employee against whom a complaint has been presented to the Merit Systems Protection Board under section 1206(g) of this title is entitled to—

“(1) a reasonable time to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer;

“(2) be represented by an attorney or other representative;

5 USC 3105.

“(3) a hearing before the Board or an administrative law judge appointed under section 3105 of this title and designated by the Board;

“(4) have a transcript kept of any hearing under paragraph (3) of this subsection; and

“(5) a written decision and reasons therefor at the earliest practicable date, including a copy of any final order imposing disciplinary action.

Final order.

“(b) A final order of the Board may impose disciplinary action consisting of removal, reduction in grade, debarment from Federal employment for a period not to exceed 5 years, suspension, reprimand, or an assessment of a civil penalty not to exceed \$1,000.

“(c) There may be no administrative appeal from an order of the Board. An employee subject to a final order imposing disciplinary action under this section may obtain judicial review of the order in the United States court of appeals for the judicial circuit in which the employee resides or is employed at the time of the action.

5 USC 1501 et seq.

“(d) In the case of any State or local officer or employee under chapter 15 of this title, the Board shall consider the case in accordance with the provisions of such chapter.

5 USC 1208.

“§ 1208. Stays of certain personnel actions

“(a) (1) The Special Counsel may request any member of the Merit Systems Protection Board to order a stay of any personnel action for 15 calendar days if the Special Counsel determines that there are reasonable grounds to believe that the personnel action was taken, or is to be taken, as a result of a prohibited personnel practice.

“(2) Any member of the Board requested by the Special Counsel to order a stay under paragraph (1) of this subsection shall order such stay unless the member determines that, under the facts and circumstances involved, such a stay would not be appropriate.

“(3) Unless denied under paragraph (2) of this subsection, any stay under this subsection shall be granted within 3 calendar days (excluding Saturdays, Sundays, and legal holidays) after the date of the request for the stay by the Special Counsel.

“(b) Any member of the Board may, on the request of the Special Counsel, extend the period of any stay ordered under subsection (a) of this section for a period of not more than 30 calendar days.

“(c) The Board may extend the period of any stay granted under subsection (a) of this section for any period which the Board considers appropriate, but only if the Board concurs in the determination of the Special Counsel under such subsection, after an opportunity is provided for oral or written comment by the Special Counsel and the agency involved.

“§ 1209. Information

5 USC 1209.

“(a) Notwithstanding any other provision of law or any rule, regulation or policy directive, any member of the Board, or any employee of the Board designated by the Board, may transmit to the Congress on the request of any committee or subcommittee thereof, by report, testimony, or otherwise, information and views on functions, responsibilities, or other matters relating to the Board, without review, clearance, or approval by any other administrative authority.

“(b) The Board shall submit an annual report to the President and the Congress on its activities, which shall include a description of significant actions taken by the Board to carry out its functions under this title. The report shall also review the significant actions of the Office of Personnel Management, including an analysis of whether the actions of the Office of Personnel Management are in accord with merit system principles and free from prohibited personnel practices.”

Report to President and Congress.

(b) Any term of office of any member of the Merit Systems Protection Board serving on the effective date of this Act shall continue in effect until the term would expire under section 1102 of title 5, United States Code, as in effect immediately before the effective date of this Act, and upon expiration of the term, appointments to such office shall be made under sections 1201 and 1202 of title 5, United States Code (as added by this section).

5 USC 1201 note.

(c) (1) Section 5314(17) of title 5, United States Code, is amended by striking out “Chairman of the United States Civil Service Commission” and inserting in lieu thereof “Chairman of the Merit Systems Protection Board”.

(2) Section 5315(66) of such title is amended by striking out “Members, United States Civil Service Commission” and inserting in lieu thereof “Members, Merit Systems Protection Board”.

5 USC 5315.

(3) Section 5315 of such title is further amended by adding at the end thereof the following new paragraph:

“(123) Special Counsel of the Merit Systems Protection Board.”

(4) Paragraph (99) of section 5316 of such title is hereby repealed.

5 USC 5316.

(d) The table of chapters for part II of title 5, United States Code, is amended by inserting after the item relating to chapter 11 the following new item:

“12. Merit Systems Protection Board and Special Counsel..... 1201”.

PERFORMANCE APPRAISAL

SEC. 203. (a) Chapter 43 of title 5, United States Code, is amended to read as follows:

“CHAPTER 43—PERFORMANCE APPRAISAL

“SUBCHAPTER I—GENERAL PROVISIONS

“Sec.

“4301. Definitions.

“4302. Establishment of performance appraisal systems.

“4303. Actions based on unacceptable performance.

“4304. Responsibilities of Office of Personnel Management.

“4305. Regulations.

“§ 4301. Definitions

5 USC 4301.

“For the purpose of this subchapter—

“(1) ‘agency’ means—

“(A) an Executive agency;

“(B) the Administrative Office of the United States Courts;
and

“(C) the Government Printing Office;

but does not include—

“(i) a Government corporation;

“(ii) the Central Intelligence Agency, the Defense Intelligence Agency, the National Security Agency, or any Executive agency or unit thereof which is designated by the President and the principal function of which is the conduct of foreign intelligence or counterintelligence activities; or

“(iii) the General Accounting Office;

“(2) ‘employee’ means an individual employed in or under an agency, but does not include—

“(A) an employee outside the United States who is paid in accordance with local native prevailing wage rates for the area in which employed;

“(B) an individual in the Foreign Service of the United States;

“(C) a physician, dentist, nurse, or other employee in the Department of Medicine and Surgery, Veterans’ Administration whose pay is fixed under chapter 73 of title 38;

“(D) an administrative law judge appointed under section 3105 of this title;

“(E) an individual in the Senior Executive Service;

“(F) an individual appointed by the President; or

“(G) an individual occupying a position not in the competitive service excluded from coverage of this subchapter by regulations of the Office of Personnel Management; and

“(3) ‘unacceptable performance’ means performance of an employee which fails to meet established performance standards in one or more critical elements of such employee’s position.

38 USC 4101 *et seq.*

5 USC 4302.

“§ 4302. Establishment of performance appraisal systems

“(a) Each agency shall develop one or more performance appraisal systems which—

“(1) provide for periodic appraisals of job performance of employees;

“(2) encourage employee participation in establishing performance standards; and

“(3) use the results of performance appraisals as a basis for training, rewarding, reassigning, promoting, reducing in grade, retaining, and removing employees;

“(b) Under regulations which the Office of Personnel Management shall prescribe, each performance appraisal system shall provide for—

“(1) establishing performance standards which will, to the maximum extent feasible, permit the accurate evaluation of job performance on the basis of objective criteria (which may include the extent of courtesy demonstrated to the public) related to the job in question for each employee or position under the system;

“(2) as soon as practicable, but not later than October 1, 1981, with respect to initial appraisal periods, and thereafter at the beginning of each following appraisal period, communicating to each employee the performance standards and the critical elements of the employee’s position;

“(3) evaluating each employee during the appraisal period on such standards;

“(4) recognizing and rewarding employees whose performance so warrants;

“(5) assisting employees in improving unacceptable performance; and

“(6) reassigning, reducing in grade, or removing employees who continue to have unacceptable performance but only after an opportunity to demonstrate acceptable performance.

“§ 4303. Actions based on unacceptable performance

“(a) Subject to the provisions of this section, an agency may reduce in grade or remove an employee for unacceptable performance.

“(b) (1) An employee whose reduction in grade or removal is proposed under this section is entitled to—

“(A) 30 days’ advance written notice of the proposed action which identifies—

“(i) specific instances of unacceptable performance by the employee on which the proposed action is based; and

“(ii) the critical elements of the employee’s position involved in each instance of unacceptable performance;

“(B) be represented by an attorney or other representative;

“(C) a reasonable time to answer orally and in writing; and

“(D) a written decision which—

“(i) in the case of a reduction in grade or removal under this section, specifies the instances of unacceptable performance by the employee on which the reduction in grade or removal is based, and

“(ii) unless proposed by the head of the agency, has been concurred in by an employee who is in a higher position than the employee who proposed the action.

“(2) An agency may, under regulations prescribed by the head of such agency, extend the notice period under subsection (b) (1) (A) of this section for not more than 30 days. An agency may extend the notice period for more than 30 days only in accordance with regulations issued by the Office of Personnel Management.

“(c) The decision to retain, reduce in grade, or remove an employee—

“(1) shall be made within 30 days after the date of expiration of the notice period, and

“(2) in the case of a reduction in grade or removal, may be based only on those instances of unacceptable performance by the employee—

“(A) which occurred during the 1-year period ending on the date of the notice under subsection (b) (1) (A) of this section in connection with the decision; and

“(B) for which the notice and other requirements of this section are complied with.

“(d) If, because of performance improvement by the employee during the notice period, the employee is not reduced in grade or removed, and the employee’s performance continues to be acceptable for 1 year from the date of the advance written notice provided under subsection (b) (1) (A) of this section, any entry or other notation of the unacceptable performance for which the action was proposed under this section shall be removed from any agency record relating to the employee.

“(e) Any employee who is a preference eligible or is in the competitive service and who has been reduced in grade or removed under this section is entitled to appeal the action to the Merit Systems Protection Board under section 7701 of this title.

5 USC 4303.

Removal or reduction in grade.

Notice.

Representation.

Written decision.

Extension of notice.

Post, p. 1138.

- “(f) This section does not apply to—
- “(1) the reduction to the grade previously held of a supervisor or manager who has not completed the probationary period under section 3321(a)(2) of this title,
- “(2) the reduction in grade or removal of an employee in the competitive service who is serving a probationary or trial period under an initial appointment or who has not completed 1 year of current continuous employment under other than a temporary appointment limited to 1 year or less, or
- “(3) the reduction in grade or removal of an employee in the excepted service who has not completed 1 year of current continuous employment in the same or similar positions.
- 5 USC 3321. **“§ 4304. Responsibilities of the Office of Personnel Management**
- Technical assistance. “(a) The Office of Personnel Management shall make technical assistance available to agencies in the development of performance appraisal systems.
- Review of performance appraisal system. “(b) (1) The Office shall review each performance appraisal system developed by any agency under this section and determine whether the performance appraisal system meets the requirements of this subchapter.
- “(2) The Comptroller General shall from time to time review on a selected basis performance appraisal systems established under this subchapter to determine the extent to which any such system meets the requirements of this subchapter and shall periodically report its findings to the Office and to the Congress.
- “(3) If the Office determines that a system does not meet the requirements of this subchapter (including regulations prescribed under section 4305), the Office shall direct the agency to implement an appropriate system or to correct operations under the system, and any such agency shall take any action so required.
- 5 USC 4305. **“§ 4305. Regulations**
- “The Office of Personnel Management may prescribe regulations to carry out the purpose of this subchapter.”.
- “(b) The item relating to chapter 43 in the chapter analysis for part III of title 5, United States Code, is amended by striking out “Performance Rating” and inserting in lieu thereof “Performance Appraisal”.

ADVERSE ACTIONS

Sec. 204. (a) Chapter 75 of title 5, United States Code, is amended by striking out subchapters I, II, and III and inserting in lieu thereof the following:

“SUBCHAPTER I—SUSPENSION FOR 14 DAYS OR LESS

- 5 USC 7501. **“§ 7501. Definitions**
- “For the purpose of this subchapter—
- “(1) ‘employee’ means an individual in the competitive service who is not serving a probationary or trial period under an initial appointment or who has completed 1 year of current continuous employment in the same or similar positions under other than a temporary appointment limited to 1 year or less; and
- “(2) ‘suspension’ means the placing of an employee, for disciplinary reasons, in a temporary status without duties and pay.

“§ 7502. Actions covered

5 USC 7502.

“This subchapter applies to a suspension for 14 days or less, but does not apply to a suspension under section 7521 or 7532 of this title or any action initiated under section 1206 of this title.

Post, p. 1137.
5 USC 7532.
Ante, p. 1125.

“§ 7503. Cause and procedure

“(a) Under regulations prescribed by the Office of Personnel Management, an employee may be suspended for 14 days or less for such cause as will promote the efficiency of the service (including discourteous conduct to the public confirmed by an immediate supervisor's report of four such instances within any one-year period or any other pattern of discourteous conduct).

“(b) An employee against whom a suspension for 14 days or less is proposed is entitled to—

“(1) an advance written notice stating the specific reasons for the proposed action;

Notice.

“(2) a reasonable time to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer;

“(3) be represented by an attorney or other representative; and

Representation.

“(4) a written decision and the specific reasons therefor at the earliest practicable date.

“(c) Copies of the notice of proposed action, the answer of the employee if written, a summary thereof if made orally, the notice of decision and reasons therefor, and any order effecting the suspension, together with any supporting material, shall be maintained by the agency and shall be furnished to the Merit Systems Protection Board upon its request and to the employee affected upon the employee's request.

Availability of information.

“§ 7504. Regulations

5 USC 7504.

“The Office of Personnel Management may prescribe regulations to carry out the purpose of this subchapter.

“SUBCHAPTER II—REMOVAL, SUSPENSION FOR MORE THAN 14 DAYS, REDUCTION IN GRADE OR PAY, OR FURLOUGH FOR 30 DAYS OR LESS**“§ 7511. Definitions; application**

5 USC 7511.

“(a) For the purpose of this subchapter—

“(1) ‘employee’ means—

“(A) an individual in the competitive service who is not serving a probationary or trial period under an initial appointment or who has completed 1 year of current continuous employment under other than a temporary appointment limited to 1 year or less; and

“(B) a preference eligible in an Executive agency in the excepted service, and a preference eligible in the United States Postal Service or the Postal Rate Commission, who has completed 1 year of current continuous service in the same or similar positions;

“(2) ‘suspension’ has the meaning as set forth in section 7501 (2) of this title;

Ante, p. 1134.

“(3) ‘grade’ means a level of classification under a position classification system;

"(4) 'pay' means the rate of basic pay fixed by law or administrative action for the position held by an employee; and

"(5) 'furlough' means the placing of an employee in a temporary status without duties and pay because of lack of work or funds or other nondisciplinary reasons.

"(b) This subchapter does not apply to an employee—

"(1) whose appointment is made by and with the advice and consent of the Senate;

"(2) whose position has been determined to be of a confidential, policy-determining, policy-making or policy-advocating character by—

"(A) the Office of Personnel Management for a position that it has excepted from the competitive service; or

"(B) the President or the head of an agency for a position which is excepted from the competitive service by statute.

"(c) The Office may provide for the application of this subchapter to any position or group of positions excepted from the competitive service by regulation of the Office.

5 USC 7512.

"§ 7512. Actions covered

"This subchapter applies to—

"(1) a removal;

"(2) a suspension for more than 14 days;

"(3) a reduction in grade;

"(4) a reduction in pay; and

"(5) a furlough of 30 days or less;

but does not apply to—

5 USC 7532.

"(A) a suspension or removal under section 7532 of this title,

5 USC 3502.

"(B) a reduction-in-force action under section 3502 of this title,

"(C) the reduction in grade of a supervisor or manager who has not completed the probationary period under section 3321(a) (2) of this title if such reduction is to the grade held immediately before becoming such a supervisor or manager,

Post, p. 1146.

"(D) a reduction in grade or removal under section 4303 of this title, or

Ante, p. 1133.

"(E) an action initiated under section 1206 or 7521 of this title.

Ante, p. 1125,

Post, p. 1137.

5 USC 7513.

"§ 7513. Cause and procedure

"(a) Under regulations prescribed by the Office of Personnel Management, an agency may take an action covered by this subchapter against an employee only for such cause as will promote the efficiency of the service.

"(b) An employee against whom an action is proposed is entitled to—

Notice.

"(1) at least 30 days' advance written notice, unless there is reasonable cause to believe the employee has committed a crime for which a sentence of imprisonment may be imposed, stating the specific reasons for the proposed action;

"(2) a reasonable time, but not less than 7 days, to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer;

Representation.

"(3) be represented by an attorney or other representative; and

"(4) a written decision and the specific reasons therefor at the earliest practicable date.

Hearing.

"(c) An agency may provide, by regulation, for a hearing which may be in lieu of or in addition to the opportunity to answer provided under subsection (b) (2) of this section.

“(d) An employee against whom an action is taken under this section is entitled to appeal to the Merit Systems Protection Board under section 7701 of this title.

Post, p. 1138.
Availability of
information.

“(e) Copies of the notice of proposed action, the answer of the employee when written, a summary thereof when made orally, the notice of decision and reasons therefor, and any order effecting an action covered by this subchapter, together with any supporting material, shall be maintained by the agency and shall be furnished to the Board upon its request and to the employee affected upon the employee's request.

“§ 7514. Regulations

5 USC 7514.

“The Office of Personnel Management may prescribe regulations to carry out the purpose of this subchapter, except as it concerns any matter with respect to which the Merit Systems Protection Board may prescribe regulations.”.

“SUBCHAPTER III—ADMINISTRATIVE LAW JUDGES

“§ 7521. Actions against administrative law judges

5 USC 7521.

“(a) An action may be taken against an administrative law judge appointed under section 3105 of this title by the agency in which the administrative law judge is employed only for good cause established and determined by the Merit Systems Protection Board on the record after opportunity for hearing before the Board.

5 USC 3105.

“(b) The actions covered by this section are—

- “(1) a removal;
- “(2) a suspension;
- “(3) a reduction in grade;
- “(4) a reduction in pay; and
- “(5) a furlough of 30 days or less;

but do not include—

- “(A) a suspension or removal under section 7532 of this title;
- “(B) a reduction-in-force action under section 3502 of this title;

5 USC 7532.

5 USC 3502.

or

“(C) any action initiated under section 1206 of this title.”.

Ante, p. 1125.

(b) So much of the analysis for chapter 75 of title 5, United States Code, as precedes the items relating to subchapter IV is amended to read as follows:

“CHAPTER 75—ADVERSE ACTIONS

“SUBCHAPTER I—SUSPENSION OF 14 DAYS OR LESS

“Sec.

“7501. Definitions.

“7502. Actions covered.

“7503. Cause and procedure.

“7504. Regulations.

“SUBCHAPTER II—REMOVAL, SUSPENSION FOR MORE THAN 14 DAYS, REDUCTION IN GRADE OR PAY, OR FURLOUGH FOR 30 DAYS OR LESS

“7511. Definitions; application.

“7512. Actions covered.

“7513. Cause and procedure.

“7514. Regulations.

"SUBCHAPTER III—ADMINISTRATIVE LAW JUDGES

"7521. Actions against administrative law judges."

APPEALS

SEC. 205. Chapter 77 of title 5, United States Code, is amended to read as follows:

"CHAPTER 77—APPEALS

"Sec.

"7701. Appellate procedures.

"7702. Actions involving discrimination.

"7703. Judicial review of decisions of the Merit Systems Protection Board.

5 USC 7701.

"§ 7701. Appellate procedures

"(a) An employee, or applicant for employment, may submit an appeal to the Merit Systems Protection Board from any action which is appealable to the Board under any law, rule, or regulation. An appellant shall have the right—

Hearing.
Representation.

"(1) to a hearing for which a transcript will be kept; and

"(2) to be represented by an attorney or other representative.

Appeals shall be processed in accordance with regulations prescribed by the Board.

5 USC 3105.

"(b) The Board may hear any case appealed to it or may refer the case to an administrative law judge appointed under section 3105 of this title or other employee of the Board designated by the Board to hear such cases, except that in any case involving a removal from the service, the case shall be heard by the Board, an employee experienced in hearing appeals, or an administrative law judge. The Board, administrative law judge, or other employee (as the case may be) shall make a decision after receipt of the written representations of the parties to the appeal and after opportunity for a hearing under subsection (a) (1) of this section. A copy of the decision shall be furnished to each party to the appeal and to the Office of Personnel Management.

Copies of
decisions.

"(c) (1) Subject to paragraph (2) of this subsection, the decision of the agency shall be sustained under subsection (b) only if the agency's decision—

Ante, p. 1133.

"(A) in the case of an action based on unacceptable performance described in section 4303 of this title, is supported by substantial evidence, or

"(B) in any other case, is supported by a preponderance of the evidence.

"(2) Notwithstanding paragraph (1), the agency's decision may not be sustained under subsection (b) of this section if the employee or applicant for employment—

"(A) shows harmful error in the application of the agency's procedures in arriving at such decision;

"(B) shows that the decision was based on any prohibited personnel practice described in section 2302(b) of this title; or

"(C) shows that the decision was not in accordance with law.

Ante, p. 1114.

"(d) (1) In any case in which—

"(A) the interpretation or application of any civil service law, rule, or regulation, under the jurisdiction of the Office of Personnel Management is at issue in any proceeding under this section; and

"(B) the Director of the Office of Personnel Management is of the opinion that an erroneous decision would have a substantial impact on any civil service law, rule, or regulation under the jurisdiction of the Office;

the Director may as a matter of right intervene or otherwise participate in that proceeding before the Board. If the Director exercises his right to participate in a proceeding before the Board, he shall do so as early in the proceeding as practicable. Nothing in this title shall be construed to permit the Office to interfere with the independent decisionmaking of the Merit Systems Protection Board.

“(2) The Board shall promptly notify the Director whenever the interpretation of any civil service law, rule, or regulation under the jurisdiction of the Office is at issue in any proceeding under this section.

Notification.

“(e) (1) Except as provided in section 7702 of this title, any decision under subsection (b) of this section shall be final unless—

Decisions.

“(A) a party to the appeal or the Director petitions the Board for review within 30 days after the receipt of the decision; or

“(B) the Board reopens and reconsiders a case on its own motion.

The Board, for good cause shown, may extend the 30-day period referred to in subparagraph (A) of this paragraph. One member of the Board may grant a petition or otherwise direct that a decision be reviewed by the full Board. The preceding sentence shall not apply if, by law, a decision of an administration law judge is required to be acted upon by the Board.

“(2) The Director may petition the Board for a review under paragraph (1) of this subsection only if the Director is of the opinion that the decision is erroneous and will have a substantial impact on any civil service law, rule, or regulation under the jurisdiction of the Office.

Petition for review.

“(f) The Board, or an administrative law judge or other employee of the Board designated to hear a case, may—

“(1) consolidate appeals filed by two or more appellants, or

“(2) join two or more appeals filed by the same appellant and hear and decide them concurrently,

if the deciding official or officials hearing the cases are of the opinion that the action could result in the appeals' being processed more expeditiously and would not adversely affect any party.

“(g) (1) Except as provided in paragraph (2) of this subsection, the Board, or an administrative law judge or other employee of the Board designated to hear a case, may require payment by the agency involved of reasonable attorney fees incurred by an employee or applicant for employment if the employee or applicant is the prevailing party and the Board, administrative law judge, or other employee, as the case may be, determines that payment by the agency is warranted in the interest of justice, including any case in which a prohibited personnel practice was engaged in by the agency or any case in which the agency's action was clearly without merit.

“(2) If an employee or applicant for employment is the prevailing party and the decision is based on a finding of discrimination prohibited under section 2302(b) (1) of this title, the payment of attorney fees shall be in accordance with the standards prescribed under section 706(k) of the Civil Rights Act of 1964 (42 U.S.C. 2000e-5(k)).

Ante, p. 1114.

“(h) The Board may, by regulation, provide for one or more alternative methods for settling matters subject to the appellate jurisdiction of the Board which shall be applicable at the election of an applicant for employment or of an employee who is not in a unit for which a labor organization is accorded exclusive recognition, and shall be in lieu of other procedures provided for under this section. A decision under such a method shall be final, unless the Board reopens

and reconsiders a case at the request of the Office of Personnel Management under subsection (d) of this section.

“(i) (1) Upon the submission of any appeal to the Board under this section, the Board, through reference to such categories of cases, or other means, as it determines appropriate, shall establish and announce publicly the date by which it intends to complete action on the matter. Such date shall assure expeditious consideration of the appeal, consistent with the interests of fairness and other priorities of the Board. If the Board fails to complete action on the appeal by the announced date, and the expected delay will exceed 30 days, the Board shall publicly announce the new date by which it intends to complete action on the appeal.

Report to
Congress.

“(2) Not later than March 1 of each year, the Board shall submit to the Congress a report describing the number of appeals submitted to it during the preceding calendar year, the number of appeals on which it completed action during that year, and the number of instances during that year in which it failed to conclude a proceeding by the date originally announced, together with an explanation of the reasons therefor.

“(3) The Board shall by rule indicate any other category of significant Board action which the Board determines should be subject to the provisions of this subsection.

“(4) It shall be the duty of the Board, an administrative law judge, or employee designated by the Board to hear any proceeding under this section to expedite to the extent practicable that proceeding.

Regulations.

“(j) The Board may prescribe regulations to carry out the purpose of this section.

5 USC 7702.

“§ 7702. Actions involving discrimination

“(a) (1) Notwithstanding any other provision of law, and except as provided in paragraph (2) of this subsection, in the case of any employee or applicant for employment who—

“(A) has been effected by an action which the employee or applicant may appeal to the Merit Systems Protection Board, and

“(B) alleges that a basis for the action was discrimination prohibited by—

42 USC
2000e-16.

“(i) section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16c),

“(ii) section 6(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(d)),

“(iii) section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791),

“(iv) sections 12 and 15 of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 631, 633a), or

“(v) any rule, regulation, or policy directive prescribed under any provision of law described in clauses (i) through (iv) of this subparagraph,

the Board shall, within 120 days of the filing of the appeal, decide both the issue of discrimination and the appealable action in accordance with the Board's appellate procedures under section 7701 of this title and this section.

“(2) In any matter before an agency which involves—

“(A) any action described in paragraph (1) (A) of this subsection; and

“(B) any issue of discrimination prohibited under any provision of law described in paragraph (1) (B) of this subsection;

the agency shall resolve such matter within 120 days. The decision of the agency in any such matter shall be a judicially reviewable action unless the employee appeals the matter to the Board under paragraph (1) of this subsection.

“(3) Any decision of the Board under paragraph (1) of this subsection shall be a judicially reviewable action as of—

“(A) the date of issuance of the decision if the employee or applicant does not file a petition with the Equal Employment Opportunity Commission under subsection (b)(1) of this section, or

“(B) the date the Commission determines not to consider the decision under subsection (b)(2) of this section.

“(b)(1) An employee or applicant may, within 30 days after notice of the decision of the Board under subsection (a)(1) of this section, petition the Commission to consider the decision.

“(2) The Commission shall, within 30 days after the date of the petition, determine whether to consider the decision. A determination of the Commission not to consider the decision may not be used as evidence with respect to any issue of discrimination in any judicial proceeding concerning that issue.

“(3) If the Commission makes a determination to consider the decision, the Commission shall, within 60 days after the date of the determination, consider the entire record of the proceedings of the Board and, on the basis of the evidentiary record before the Board, as supplemented under paragraph (4) of this subsection, either—

“(A) concur in the decision of the Board; or

“(B) issue in writing another decision which differs from the decision of the Board to the extent that the Commission finds that, as a matter of law—

“(i) the decision of the Board constitutes an incorrect interpretation of any provision of any law, rule, regulation, or policy directive referred to in subsection (a)(1)(B) of this section, or

“(ii) the decision involving such provision is not supported by the evidence in the record as a whole.

“(4) In considering any decision of the Board under this subsection, the Commission may refer the case to the Board, or provide on its own, for the taking (within such period as permits the Commission to make a decision within the 60-day period prescribed under this subsection) of additional evidence to the extent it considers necessary to supplement the record.

“(5) (A) If the Commission concurs pursuant to paragraph (3) (A) of this subsection in the decision of the Board, the decision of the Board shall be a judicially reviewable action.

“(B) If the Commission issues any decision under paragraph (3) (B) of this subsection, the Commission shall immediately refer the matter to the Board.

“(c) Within 30 days after receipt by the Board of the decision of the Commission under subsection (b)(5) (B) of this section, the Board shall consider the decision and—

“(1) concur and adopt in whole the decision of the Commission; or

“(2) to the extent that the Board finds that, as a matter of law, (A) the Commission decision constitutes an incorrect interpretation of any provision of any civil service law, rule, regulation or policy directive, or (B) the Commission decision involving

such provision is not supported by the evidence in the record as a whole—

“(i) reaffirm the initial decision of the Board; or

“(ii) reaffirm the initial decision of the Board with such revisions as it determines appropriate.

If the Board takes the action provided under paragraph (1), the decision of the Board shall be a judicially reviewable action.

“(d) (1) If the Board takes any action under subsection (c) (2) of this section, the matter shall be immediately certified to a special panel described in paragraph (6) of this subsection. Upon certification, the Board shall, within 5 days (excluding Saturdays, Sundays, and holidays), transmit to the special panel the administrative record in the proceeding, including—

“(A) the factual record compiled under this section,

“(B) the decisions issued by the Board and the Commission under this section, and

“(C) any transcript of oral arguments made, or legal briefs filed, before the Board or the Commission.

“(2) (A) The special panel shall, within 45 days after a matter has been certified to it, review the administrative record transmitted to it and, on the basis of the record, decide the issues in dispute and issue a final decision which shall be a judicially reviewable action.

“(B) The special panel shall give due deference to the respective expertise of the Board and Commission in making its decision.

“(3) The special panel shall refer its decision under paragraph (2) of this subsection to the Board and the Board shall order any agency to take any action appropriate to carry out the decision.

“(4) The special panel shall permit the employee or applicant who brought the complaint and the employing agency to appear before the panel to present oral arguments and to present written arguments with respect to the matter.

“(5) Upon application by the employee or applicant, the Commission may issue such interim relief as it determines appropriate to mitigate any exceptional hardship the employee or applicant might otherwise incur as a result of the certification of any matter under this subsection, except that the Commission may not stay, or order any agency to review on an interim basis, the action referred to in subsection (a) (1) of this section.

Special panel.

“(6) (A) Each time the Board takes any action under subsection (c) (2) of this section, a special panel shall be convened which shall consist of—

“(i) an individual appointed by the President, by and with the advice and consent of the Senate, to serve for a term of 6 years as chairman of the special panel each time it is convened;

“(ii) one member of the Board designated by the Chairman of the Board each time a panel is convened; and

“(iii) one member of the Commission designated by the Chairman of the Commission each time a panel is convened.

The chairman of the special panel may be removed by the President only for inefficiency, neglect of duty, or malfeasance in office.

5 USC 5332 note.

“(B) The chairman is entitled to pay at a rate equal to the maximum annual rate of basic pay payable under the General Schedule for each day he is engaged in the performance of official business on the work of the special panel.

Administrative assistance.

“(C) The Board and the Commission shall provide such administrative assistance to the special panel as may be necessary and, to the extent practicable, shall equally divide the costs of providing the administrative assistance.

“(e) (1) Notwithstanding any other provision of law, if at any time after—

“(A) the 120th day following the filing of any matter described in subsection (a) (2) of this section with an agency, there is no judicially reviewable action under this section or an appeal under paragraph (2) of this subsection;

“(B) the 120th day following the filing of an appeal with the Board under subsection (a) (1) of this section, there is no judicially reviewable action (unless such action is not as the result of the filing of a petition by the employee under subsection (b) (1) of this section); or

“(C) the 180th day following the filing of a petition with the Equal Employment Opportunity Commission under subsection (b) (1) of this title, there is no final agency action under subsection (b), (c), or (d) of this section;

an employee shall be entitled to file a civil action to the same extent and in the same manner as provided in section 717(c) of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16(c)), section 15(c) of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 633a(c)), or section 16(b) of the Fair Labor Standards Act of 1938 (29 U.S.C. 216(d)).

“(2) If, at any time after the 120th day following the filing of any matter described in subsection (a) (2) of this section with an agency, there is no judicially reviewable action, the employee may appeal the matter to the Board under subsection (a) (1) of this section.

“(3) Nothing in this section shall be construed to affect the right to trial de novo under any provision of law described in subsection (a) (1) of this section after a judicially reviewable action, including the decision of an agency under subsection (a) (2) of this section.

“(f) In any case in which an employee is required to file any action, appeal, or petition under this section and the employee timely files the action, appeal, or petition with an agency other than the agency with which the action, appeal, or petition is to be filed, the employee shall be treated as having timely filed the action, appeal, or petition as of the date it is filed with the proper agency.

“§ 7703. Judicial review of decisions of the Merit Systems Protection Board 5 USC 7703.

“(a) (1) Any employee or applicant for employment adversely affected or aggrieved by a final order or decision of the Merit Systems Protection Board may obtain judicial review of the order or decision.

“(2) The Board shall be the named respondent in any proceeding brought pursuant to this subsection, unless the employee or applicant for employment seeks review of a final order or decision issued by the Board under section 7701. In review of a final order or decision issued under section 7701, the agency responsible for taking the action appealed to the Board shall be the named respondent.

“(b) (1) Except as provided in paragraph (2) of this subsection, a petition to review a final order or final decision of the Board shall be filed in the Court of Claims or a United States court of appeals as provided in chapters 91 and 158, respectively, of title 28. Notwithstanding any other provision of law, any petition for review must be filed within 30 days after the date the petitioner received notice of the final order or decision of the Board.

“(2) Cases of discrimination subject to the provisions of section 7702 of this title shall be filed under section 717(c) of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16(c)), section 15(c) of the Age Discrimination in Employment Act of 1967 (29 U.S.C. 633a(c)), and

28 USC 1491 *et seq.*, 2341 *et seq.*

section 16(b) of the Fair Labor Standards Act of 1938, as amended (29 U.S.C. 216(b)), as applicable. Notwithstanding any other provision of law, any such case filed under any such section must be filed within 30 days after the date the individual filing the case received notice of the judicially reviewable action under such section 7702.

“(c) In any case filed in the United States Court of Claims or a United States court of appeals, the court shall review the record and hold unlawful and set aside any agency action, findings, or conclusions found to be—

“(1) arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law;

“(2) obtained without procedures required by law, rule, or regulation having been followed; or

“(3) unsupported by substantial evidence;

except that in the case of discrimination brought under any section referred to in subsection (b) (2) of this section, the employee or applicant shall have the right to have the facts subject to trial de novo by the reviewing court.

Petition.

“(d) The Director of the Office of Personnel Management may obtain review of any final order or decision of the Board by filing a petition for judicial review in the United States Court of Appeals for the District of Columbia if the Director determines, in his discretion, that the Board erred in interpreting a civil service law, rule, or regulation affecting personnel management and that the Board's decision will have a substantial impact on a civil service law, rule, regulation, or policy directive. If the Director did not intervene in a matter before the Board, the Director may not petition for review of a Board decision under this section unless the Director first petitions the Board for a reconsideration of its decision, and such petition is denied. In addition to the named respondent, the Board and all other parties to the proceedings before the Board shall have the right to appear in the proceeding before the Court of Appeals. The granting of the petition for judicial review shall be at the discretion of the Court of Appeals.”

TECHNICAL AND CONFORMING AMENDMENTS

SEC. 206. Section 2342 of title 28, United States Code, is amended—

(1) by striking out “and” at the end of paragraph (4),
 (2) by striking out the period at the end of paragraph (5) and inserting in lieu thereof “; and”, and

(3) by adding at the end thereof the following new paragraph:

“(6) all final orders of the Merit Systems Protection Board except as provided for in section 7703 (b) of title 5.”

Ante, p. 1143.

TITLE III—STAFFING

VOLUNTEER SERVICE

SEC. 301. (a) Chapter 31 of title 5, United States Code, is amended by adding at the end thereof the following new section:

5 USC 3111.

“§ 3111. Acceptance of volunteer service

“Student.”

“(a) For the purpose of this section, ‘student’ means an individual who is enrolled, not less than half-time, in a high school, trade school, technical or vocational institute, junior college, college, university, or comparable recognized educational institution. An individual who is a student is deemed not to have ceased to be a student during an interim

between school years if the interim is not more than 5 months and if such individual shows to the satisfaction of the Office of Personnel Management that the individual has a bona fide intention of continuing to pursue a course of study or training in the same or different educational institution during the school semester (or other period into which the school year is divided) immediately after the interim.

“(b) Notwithstanding section 3679(b) of the Revised Statutes (31 U.S.C. 665(b)), the head of an agency may accept, subject to regulations issued by the Office, voluntary service for the United States if the service—

“(1) is performed by a student, with the permission of the institution at which the student is enrolled, as part of an agency program established for the purpose of providing educational experiences for the student;

“(2) is to be uncompensated; and

“(3) will not be used to displace any employee.

“(c) Any student who provides voluntary service under subsection (b) of this section shall not be considered a Federal employee for any purpose other than for purposes of chapter 81 of this title (relating to compensation for injury) and sections 2671 through 2680 of title 28 (relating to tort claims).”

5 USC 8101
et seq.

(b) The analysis of chapter 31 of title 5, United States Code, is amended by adding at the end thereof the following new item:

“3111. Acceptance of volunteer service.”

INTERPRETING ASSISTANTS FOR DEAF EMPLOYEES

SEC. 302. (a) Section 3102 of title 5, United States Code, is amended—

(1) by redesignating paragraph (4) of subsection (a) as paragraph (5), by striking out “and” at the end of paragraph (3), and inserting after paragraph (3) the following new paragraph (4):

“(4) ‘deaf employee’ means an individual employed by an agency who, in accordance with regulations prescribed by the head of the agency, establishes to the satisfaction of the appropriate authority of the agency concerned that the employee has a hearing impairment, either permanent or temporary, so severe or disabling that the employment of an interpreting assistant or assistants for the employee is necessary or desirable to enable such employee to perform the work of the employee; and”;

“Deaf
employee.”

(2) in subsection (b), by inserting “and interpreting assistant or assistants for a deaf employee” after “or assistants for a blind employee”, and amending the last sentence to read as follows: “A reading assistant or an interpreting assistant, other than the one employed or assigned under subsection (d) of this section, may receive pay for services performed by the assistant by and from the blind or deaf employee or a nonprofit organization, without regard to section 209 of title 18.”;

(3) in subsection (c), by inserting “or deaf” after “blind”; and

(4) by inserting at the end thereof the following new subsection:

“(d) The head of each agency may also employ or assign, subject to section 209 of title 18 and to the provisions of this title governing appointment and chapter 51 and subchapter III of chapter 53 of this title governing classification and pay, such reading assistants for blind employees and such interpreting assistants for deaf employees as may be necessary to enable such employees to perform their work.”

5 USC 5101 et
seq., 5331.

(b) (1) The analysis of chapter 31 of title 5, United States Code, is amended by striking out the item relating to section 3102 and inserting in lieu thereof the following:

"3102. Employment of reading assistants for blind employees and interpreting assistants for deaf employees."

(2) The heading for section 3102 of title 5, United States Code, is amended to read as follows:

"§ 3102. Employment of reading assistants for blind employees and interpreting assistants for deaf employees".

(c) Section 410(b) (1) of title 39, United States Code, is amended by inserting after "open meetings)" a comma and "3102 (employment of reading assistants for blind employees and interpreting assistants for deaf employees),".

PROBATIONARY PERIOD

SEC. 303. (a) Section 3321 of title 5, United States Code, is amended to read as follows:

"§ 3321. Competitive service; probationary period

"(a) The President may take such action, including the issuance of rules, regulations, and directives, as shall provide as nearly as conditions of good administration warrant for a period of probation—

"(1) before an appointment in the competitive service becomes final; and

"(2) before initial appointment as a supervisor or manager becomes final.

"(b) An individual—

"(1) who has been transferred, assigned, or promoted from a position to a supervisory or managerial position, and

"(2) who does not satisfactorily complete the probationary period under subsection (a) (2) of this section,

shall be returned to a position of no lower grade and pay than the position from which the individual was transferred, assigned, or promoted. Nothing in this section prohibits an agency from taking an action against an individual serving a probationary period under subsection (a) (2) of this section for cause unrelated to supervisory or managerial performance.

"(c) Subsections (a) and (b) of this section shall not apply with respect to appointments in the Senior Executive Service."

(b) The item in the analysis for chapter 33 of title 5, United States Code, is amended to read as follows:

"3321. Competitive service; probationary period."

TRAINING

SEC. 304. Section 4103 of title 5, United States Code, is amended by inserting "(a)" before "In order to increase" and by adding at the end thereof the following new subsection:

"(b) (1) Notwithstanding any other provision of this chapter, an agency may train any employee of the agency to prepare the employee for placement in another agency if the head of the agency determines that the employee will otherwise be separated under conditions which would entitle the employee to severance pay under section 5595 of this title.

"(2) Before undertaking any training under this subsection, the head of the agency shall obtain verification from the Office of Person-

nel Management that there exists a reasonable expectation of placement in another agency.

“(3) In selecting an employee for training under this subsection, the head of the agency shall consider—

“(A) the extent to which the current skills, knowledge, and abilities of the employee may be utilized in the new position;

“(B) the employee’s capability to learn skills and acquire knowledge and abilities needed in the new position; and

“(C) the benefits to the Government which would result from retaining the employee in the Federal service.”.

TRAVEL, TRANSPORTATION, AND SUBSISTENCE

SEC. 305. Section 5723(d) of title 5, United States Code, is amended by striking out “not”.

RETIREMENT

SEC. 306. Section 8336(d)(2) of title 5, United States Code, is amended to read as follows:

“(2) voluntarily, during a period when the agency in which the employee is serving is undergoing a major reorganization, a major reduction in force, or a major transfer of function, as determined by the Office of Personnel Management, and the employee is serving in a geographic area designated by the Office;”.

VETERANS AND PREFERENCE ELIGIBLES

SEC. 307. (a) Effective beginning October 1, 1980, section 2108 of title 5, United States Code, is amended—

(1) by striking out “and” at the end of paragraph (2);

(2) by inserting in paragraph (3) after “means” the following: “, except as provided in paragraph (4) of this section”;

(3) by striking out the period at the end of paragraph (3) and inserting in lieu thereof a semicolon; and

(4) by adding at the end thereof the following new paragraphs:

“(4) except for the purposes of chapters 43 and 75 of this title, ‘preference eligible’ does not include a retired member of the armed forces unless—

“(A) the individual is a disabled veteran; or

“(B) the individual retired below the rank of major or its equivalent; and

“(5) ‘retired member of the armed forces’ means a member or former member of the armed forces who is entitled, under statute, to retired, retirement, or retainer pay on account of service as a member.”.

Ante, p. 1131.

Post, p. 1167.

Ante, p. 1134.

“Retired member of the Armed Forces.”

(b) (1) Chapter 31 of title 5, United States Code, is amended by adding at the end thereof the following new section:

“§ 3112. Disabled veterans; noncompetitive appointment

5 USC 3112.

“Under such regulations as the Office of Personnel Management shall prescribe, an agency may make a noncompetitive appointment leading to conversion to career or career-conditional employment of a disabled veteran who has a compensable service-connected disability of 30 percent or more.”

(2) The Director of the Office of Personnel Management shall include in the reports required by section 2014(d) of title 38, United States Code, the same type of information regarding the use of the

38 USC 2014 note.

authority provided in section 3112 of title 5, United States Code (as added by paragraph (1) of this subsection), as is required by such section 2014 with respect to the use of the authority to make veterans readjustment appointments.

(3) The analysis of chapter 31 of title 5, United States Code, is amended by adding at the end thereof the following new item:

“3112. Disabled veterans; noncompetitive appointment.”.

(c) Section 3312 of title 5, United States Code, is amended—

(1) by inserting “(a)” before “In”; and

(2) by adding at the end thereof the following new subsection:

“(b) If an examining agency determines that, on the basis of evidence before it, a preference eligible under section 2108(3)(C) of this title who has a compensable service-connected disability of 30 percent or more is not able to fulfill the physical requirements of the position, the examining agency shall notify the Office of the determination and, at the same time, the examining agency shall notify the preference eligible of the reasons for the determination and of the right to respond, within 15 days of the date of the notification, to the Office. The Office shall require a demonstration by the appointing authority that the notification was timely sent to the preference eligible's last known address and shall, before the selection of any other person for the position, make a final determination on the physical ability of the preference eligible to perform the duties of the position, taking into account any additional information provided in any such response. When the Office has completed its review of the proposed disqualification on the basis of physical disability, it shall send its findings to the appointing authority and the preference eligible. The appointing authority shall comply with the findings of the Office. The functions of the Office under this subsection may not be delegated.”.

5 USC 2108.

(d) Section 3318(b) of title 5, United States Code, is amended to read as follows:

“(b) (1) If an appointing authority proposes to pass over a preference eligible on a certificate in order to select an individual who is not a preference eligible, such authority shall file written reasons with the Office for passing over the preference eligible. The Office shall make the reasons presented by the appointing authority part of the record of the preference eligible and may require the submission of more detailed information from the appointing authority in support of the passing over of the preference eligible. The Office shall determine the sufficiency or insufficiency of the reasons submitted by the appointing authority, taking into account any response received from the preference eligible under paragraph (2) of this subsection. When the Office has completed its review of the proposed passover, it shall send its findings to the appointing authority and to the preference eligible. The appointing authority shall comply with the findings of the Office.

“(2) In the case of a preference eligible described in section 2108(3)(C) of this title who has a compensable service-connected disability of 30 percent or more, the appointing authority shall at the same time it notifies the Office under paragraph (1) of this subsection, notify the preference eligible of the proposed passover, of the reasons therefor, and of his right to respond to such reasons to the Office within 15 days of the date of such notification. The Office shall, before completing its review under paragraph (1) of this subsection, require a demonstration by the appointing authority that the passover notification was timely sent to the preference eligible's last known address.

“(3) A preference eligible not described in paragraph (2) of this subsection, or his representative, shall be entitled, on request, to a copy of—

“(A) the reasons submitted by the appointing authority in support of the proposed passover, and

“(B) the findings of the Office.

“(4) In the case of a preference eligible described in paragraph (2) of this subsection, the functions of the Office under this subsection may not be delegated.”.

(e) Section 3502 of title 5, United States Code, is amended by striking out subsection (b) and inserting in lieu thereof the following new subsections:

“(b) A preference eligible described in section 2108(3)(C) of this title who has a compensable service-connected disability of 30 percent or more and whose performance has not been rated unacceptable under a performance appraisal system implemented under chapter 43 of this title is entitled to be retained in preference to other preference eligibles.

5 USC 2108.

“(c) An employee who is entitled to retention preference and whose performance has not been rated unacceptable under a performance appraisal system implemented under chapter 43 of this title is entitled to be retained in preference to other competing employees.”.

5 USC 4301 *et seq.*

Ante, p. 1131.
Post, p. 1167.

(f) Section 3503 of title 5, United States Code, is amended by striking out in subsection (a) and (b) “each preference eligible employee” and inserting in lieu thereof “each competing employee” both places it appears.

(g) Section 3504 of title 5, United States Code, is amended—

(1) by inserting “(a)” before “In”; and

(2) by adding at the end thereof the following new subsection:

“(b) If an examining agency determines that, on the basis of evidence before it, a preference eligible described in section 2108(3)(C) of this title who has a compensable service-connected disability of 30 percent or more is not able to fulfill the physical requirements of the position, the examining agency shall notify the Office of the determination and, at the same time, the examining agency shall notify the preference eligible of the reasons for the determination and of the right to respond, within 15 days of the date of the notification, to the Office. The Office shall require a demonstration by the appointing authority that the notification was timely sent to the preference eligible’s last known address and shall, before the selection of any other person for the position, make a final determination on the physical ability of the preference eligible to perform the duties of the position, taking into account any additional information provided in the response. When the Office has completed its review of the proposed disqualification on the basis of physical disability, it shall send its findings to the appointing authority and the preference eligible. The appointing authority shall comply with the findings of the Office. The functions of the Office under this subsection may not be delegated.”.

(h) (1) Section 3319 of chapter 33 of title 5, United States Code, is repealed.

Repeal.

(2) The analysis for chapter 33 of title 5, United States Code, is amended by striking out the item relating to section 3319.

DUAL PAY FOR RETIRED MEMBERS OF THE UNIFORMED SERVICES

SEC. 308. (a) Section 5532 of title 5, United States Code, relating to retired officers of the uniformed services, is amended by redesignating subsections (c) and (d) as subsections (d) and (e) and by inserting after subsection (b) the following:

5 USC 5316 note.

“(c) (1) If any member or former member of a uniformed service is receiving retired or retainer pay and is employed in a position the annual rate of basic pay for which, when combined with the member’s annual rate of retired or retainer pay (reduced as provided under subsection (b) of this section), exceeds the rate of basic pay then currently paid for level V of the Executive Schedule, such member’s retired or retainer pay shall be reduced by an amount computed under paragraph (2) of this subsection. The amounts of the reductions shall be deposited to the general fund of the Treasury of the United States.

“(2) The amount of each reduction under paragraph (1) of this subsection allocable for any pay period in connection with employment in a position shall be equal to the retired or retainer pay allocable to the pay period (reduced as provided under subsection (b) of this section), except that the amount of the reduction may not result in—

“(A) the amount of retired or retainer pay allocable to the pay period after being reduced, when combined with the basic pay for the employment during the pay period, being at a rate less than the rate of basic pay then currently paid for level V of the Executive Schedule; or

“(B) the amount of retired pay or retainer pay being reduced to an amount less than the amount deducted from the retired or retainer pay as a result of participation in any survivor’s benefits in connection with the retired or retainer pay or veterans insurance programs.”

(b) Section 5531 of title 5, United States Code is amended—

(1) by striking out paragraph (1) and inserting in lieu thereof the following:

“(1) ‘member’ has the meaning given such term by section 101 (23) of title 37;”;

(2) by striking out the period at the end of paragraph (2) and inserting in lieu thereof “; and”; and

(3) by adding at the end thereof the following new paragraph:

“(3) ‘retired or retainer pay’ means retired pay, as defined in section 8311(3) of this title, determined without regard to subparagraphs (B) through (D) of such section 8311(3); except that such term does not include an annuity payable to an eligible beneficiary of a member or former member of a uniformed service under chapter 73 of title 10.”

(c) Section 5532(d) of title 5, United States Code, as amended by subsection (a), is amended—

(1) by striking out “subsection (b) of”;

(2) by striking out “or retirement” each place it appears and inserting in lieu thereof “or retainer”;

(3) by striking out “a retired officer of a regular component of a uniformed service” and inserting in lieu thereof “a member or former member of a uniformed service who is receiving retired or retainer pay”; and

(4) in paragraph (1), by striking out “whose retirement was” and inserting in lieu thereof “whose retired or retainer pay is computed, in whole or in part.”

(d) Section 5532(e) of title 5, United States Code, as amended by subsection (a), is amended to read as follows:

“(e) The Office of Personnel Management may, during the 5-year period after the effective date of the Civil Service Reform Act of 1978 authorize exceptions to the restrictions in subsections (a), (b), and (c) of this section only when necessary to meet special or emergency employment needs which result from a severe shortage of well quali-

“Retired or
retainer pay.”
5 USC 8311.

10 USC 1431 et
seq.

Ante, p. 1111.

fied candidates in positions of medical officers which otherwise cannot be readily met. An exception granted by the office with respect to any individual shall terminate upon a break in service of 3 days or more.”.

(e) Section 5532(b) of title 5, United States Code, is amended by striking out “or retirement” each place it appears and inserting in lieu thereof “or retainer”.

(f) (1) The heading for section 5532 of title 5, United States Code, is amended to read as follows:

“§ 5532. Employment of retired members of the uniformed services; reduction in retired or retainer pay”.

(2) The item relating to section 5532 in the table of sections for chapter 55 of title 5, United States Code, is amended to read as follows:

“5532. Employment of retired members of the uniformed services; reduction in retired or retainer pay.”.

(g) (1) Except as provided in paragraph (2) of this subsection, the amendments made by this section shall apply only with respect to pay periods beginning after the effective date of this Act and only with respect to members of the uniformed services who first receive retired or retainer pay (as defined in section 5531(3) of title 5, United States Code (as amended by this section)), after the effective date of this Act.

5 USC 5532 note.

(2) Such amendments shall not apply to any individual employed in a position on the date of the enactment of this Act so long as the individual continues to hold any such position (disregarding any break in service of 3 days or less) if the individual, on that date, would have been entitled to retired or retainer pay but for the fact the individual does not satisfy any applicable age requirement.

(3) The provisions of section 5532 of title 5, United States Code, as in effect immediately before the effective date of this Act, shall apply with respect to any retired officer of a regular component of the uniformed services who is receiving retired pay on or before such date, or any individual to whom paragraph (2) applies, in the same manner and to the same extent as if the preceding subsections of this section had not been enacted.

CIVIL SERVICE EMPLOYMENT INFORMATION

SEC. 309. (a) Chapter 33 of title 5, United States Code, is amended by adding at the end thereof the following new section:

“§ 3327. Civil service employment information

5 USC 3327.

“(a) The Office of Personnel Management shall provide that information concerning opportunities to participate in competitive examinations conducted by, or under authority delegated by, the Office of Personnel Management shall be made available to the employment offices of the United States Employment Service.

“(b) Subject to such regulations as the Office may issue, each agency shall promptly notify the Office and the employment offices of the United States Employment Service of—

“(1) each vacant position in the agency which is in the competitive service or the Senior Executive Service and for which the agency seeks applications from persons outside the Federal service, and

“(2) the period during which applications will be accepted.

As used in this subsection, ‘agency’ means an agency as defined in section 5102(a) (1) of this title other than an agency all the positions in which are excepted by statute from the competitive service.”.

“Agency.”
5 USC 5102.

(b) The table of sections for chapter 33 of title 5, United States Code, is amended by inserting after the item relating to section 3326 the following new item:

"3327. Civil service employment information."

MINORITY RECRUITMENT PROGRAM

SEC. 310. Section 7151 of title 5, United States Code, is amended—

(1) by striking out the section heading and inserting in lieu thereof the following:

"§ 7151. Antidiscrimination policy; minority recruitment program";

(2) by inserting after such section heading the following new subsection:

"(a) For the purpose of this section—

"Underrepresentation."

"(1) 'underrepresentation' means a situation in which the number of members of a minority group designation (determined by the Equal Employment Opportunity Commission in consultation with the Office of Personnel Management, on the basis of the policy set forth in subsection (b) of this section) within a category of civil service employment constitutes a lower percentage of the total number of employees within the employment category than the percentage that the minority constituted within the labor force of the United States, as determined under the most recent decennial or mid-decade census, or current population survey, under title 13, and

"Category of civil service employment."
5 USC 5104.
5 USC 5341.

"(2) 'category of civil service employment' means—

"(A) each grade of the General Schedule described in section 5104 of this title;

"(B) each position subject to subchapter IV of chapter 53 of this title;

"(C) such occupational, professional, or other groupings (including occupational series) within the categories established under subparagraphs (A) and (B) of this paragraph as the Office determines appropriate.";

(3) by inserting "(b)" before "It is the policy"; and

(4) by adding at the end thereof the following new subsection:

Ante, p. 1111.

"(c) Not later than 180 days after the date of the enactment of the Civil Service Reform Act of 1978, the Office of Personnel Management shall, by regulation, implement a minority recruitment program which shall provide, to the maximum extent practicable—

"(1) that each Executive agency conduct a continuing program for the recruitment of members of minorities for positions in the agency to carry out the policy set forth in subsection (b) in a manner designed to eliminate underrepresentation of minorities in the various categories of civil service employment within the Federal service, with special efforts directed at recruiting in minority communities, in educational institutions, and from other sources from which minorities can be recruited; and

"(2) that the Office conduct a continuing program of—

"(A) assistance to agencies in carrying out programs under paragraph (1) of this subsection, and

"(B) evaluation and oversight and such recruitment programs to determine their effectiveness in eliminating such minority underrepresentation.

“(d) Not later than 60 days after the date of the enactment of the Civil Service Reform Act of 1978, the Equal Employment Opportunity Commission shall—

Ante, p. 1111.

“(1) establish the guidelines proposed to be used in carrying out the program required under subsection (c) of this section; and

Proposed
guidelines.

“(2) make determinations of underrepresentation which are proposed to be used initially under such program; and

Determinations.

“(3) transmit to the Executive agencies involved, to the Office of Personnel Management, and to the Congress the determinations made under paragraph (2) of this subsection.

Transmittal to
Executive
agencies.

“(e) Not later than January 31 of each year, the Office shall prepare and transmit to each House of the Congress a report on the activities of the Office and of Executive agencies under subsection (c) of this section, including the affirmative action plans submitted under section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16), the personnel data file maintained by the Office of Personnel Management, and any other data necessary to evaluate the effectiveness of the program for each category of civil service employment and for each minority group designation, for the preceding fiscal year, together with recommendations for administrative or legislative action the Office considers appropriate.”

Report to
Congress.

TEMPORARY EMPLOYMENT LIMITATION

SEC. 311. (a) The total number of civilian employees in the executive branch, on September 30, 1979, on September 30, 1980, and on September 30, 1981, shall not exceed the number of such employees on September 30, 1977.

5 USC 3101 note.

(b) (1) For the purpose of this section, “civilian employees in the executive branch” means all civilian employees within the executive branch of the Government (other than in the United States Postal Service or the Postal Rate Commission), whether employed on a full-time, part-time, or intermittent basis and whether employed on a direct hire or indirect hire basis.

“Civilian
employees in the
executive
branch.”

(2) (A) Such term does not include individuals participating in special employment programs established for students and disadvantaged youth.

(B) The total number of individuals participating in such programs shall not at any time exceed 60,000.

(c) In applying the limitation of subsection (a)—

(1) part-time civilian employees in excess of the number of part-time civilian employees in the executive branch employed on September 30, 1977, may be counted as a fraction which is determined by dividing 40 hours into the average number of hours of such employees' regularly scheduled workweek; and

(2) the number of civilian employees in the executive branch on September 30, 1977, shall be determined on the basis of the number of such employees as set forth in the Monthly Report of Civilian Employment published by the Civil Service Commission.

(d) (1) The provisions of this section shall not apply during a time of war or during a period of national emergency declared by the Congress or the President.

(2) (A) Subject to the limitation of subparagraph (B) of this paragraph, the President may authorize employment of civilian employees in excess of the limitation of subsection (a) if he deems that such action is necessary in the public interest.

(B) The President may not, under this paragraph, increase the maximum number of civilian employees in the executive branch by more than the percentage increase of the population of the United States since September 30, 1978, as estimated by the Bureau of the Census.

(e) The President shall provide that no increase occurs in the procurement of personal services by contract by reason of the enactment of this section except in cases in which it is to the financial advantage of the Government to do so.

Regulations.

(f) The President shall prescribe regulations to carry out the purposes of this section.

Termination.

(g) The provisions of this section shall terminate on January 31, 1981.

TITLE IV—SENIOR EXECUTIVE SERVICE

GENERAL PROVISIONS

SEC. 401. (a) Chapter 21 of title 5, United States Code, is amended by inserting after section 2101 the following new section:

5 USC 2101a.

“§ 2101a. The Senior Executive Service

Post, p. 1155.

“The ‘Senior Executive Service’ consists of Senior Executive Service positions (as defined in section 3132(a)(2) of this title).”

(b) Section 2102(a)(1) of title 5, United States Code, is amended—

(1) by striking out “and” at the end of subparagraph (A);

(2) by adding “and” at the end of subparagraph (B); and

(3) by adding at the end thereof the following new subparagraph:

“(C) positions in the Senior Executive Service;”.

(c) Section 2103(a) of title 5, United States Code, is amended by inserting before the period at the end thereof the following: “or the Senior Executive Service”.

Ante, p. 1147.

(d) Section 2108(5) of title 5, United States Code (as amended in section 307 of this Act), is further amended—

(1) by striking out the period at the end thereof and inserting in lieu thereof a semicolon; and

(2) by adding at the end thereof the following:

“but does not include applicants for, or members of, the Senior Executive Service.”

(e) The analysis for chapter 21 of title 5, United States Code, is amended by inserting after the item relating to section 2101 the following new item:

“2101a. The Senior Executive Service.”

AUTHORITY FOR EMPLOYMENT

SEC. 402. (a) Chapter 31 of title 5, United States Code, is amended by inserting after section 3112 (as added by section 307(b) of this Act), the following new subchapter:

Ante, p. 1147.

“SUBCHAPTER II—THE SENIOR EXECUTIVE SERVICE

5 USC 3131.

“§ 3131. The Senior Executive Service

“It is the purpose of this subchapter to establish a Senior Executive Service 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. The Senior Executive Service shall be administered so as to—

“(1) provide for a compensation system, including salaries, benefits, and incentives, and for other conditions of employment, designed to attract and retain highly competent senior executives;

“(2) ensure that compensation, retention, and tenure are contingent on executive success which is measured on the basis of individual and organizational performance (including such factors as improvements in efficiency, productivity, quality of work or service, cost efficiency, and timeliness of performance and success in meeting equal employment opportunity goals);

“(3) assure that senior executives are accountable and responsible for the effectiveness and productivity of employees under them;

“(4) recognize exceptional accomplishment;

“(5) enable the head of an agency to reassign senior executives to best accomplish the agency's mission;

“(6) provide for severance pay, early retirement, and placement assistance for senior executives who are removed from the Senior Executive Service for nondisciplinary reasons;

“(7) protect senior executives from arbitrary or capricious actions;

“(8) provide for program continuity and policy advocacy in the management of public programs;

“(9) maintain a merit personnel system free of prohibited personnel practices;

“(10) ensure accountability for honest, economical, and efficient Government;

“(11) ensure compliance with all applicable civil service laws, rules, and regulations, including those related to equal employment opportunity, political activity, and conflicts of interest;

“(12) provide for the initial and continuing systematic development of highly competent senior executives;

“(13) provide for an executive system which is guided by the public interest and free from improper political interference; and

“(14) appoint career executives to fill Senior Executive Service positions to the extent practicable, consistent with the effective and efficient implementation of agency policies and responsibilities.

“§ 3132. Definitions and exclusions

5 USC 3132.

“(a) For the purpose of this subchapter—

“(1) ‘agency’ means an Executive agency, except a Government corporation and the General Accounting Office, but does not include—

“(A) any agency or unit thereof excluded from coverage by the President under subsection (c) of this section; or

“(B) the Federal Bureau of Investigation, the Central Intelligence Agency, the Defense Intelligence Agency, the National Security Agency, as determined by the President, an Executive agency, or unit thereof, whose principal function is the conduct of foreign intelligence or counterintelligence activities;

5 USC 5332 note.
5 USC 5315,
5316.

“(2) ‘Senior Executive Service position’ means any position in an agency which is in GS-16, 17, or 18 of the General Schedule or in level IV or V of the Executive Schedule, or an equivalent position, which is not required to be filled by an appointment by the President by and with the advice and consent of the Senate, and in which an employee—

“(A) directs the work of an organizational unit;

“(B) is held accountable for the success of one or more specific programs or projects;

“(C) monitors progress toward organizational goals and periodically evaluates and makes appropriate adjustments to such goals;

“(D) supervises the work of employees other than personal assistants; or

“(E) otherwise exercises important policy-making, policy-determining, or other executive functions;

but does not include—

“(i) any position in the Foreign Service of the United States;

“(ii) an administrative law judge position under section 3105 of this title; or

“(iii) any position in the Drug Enforcement Administration which is excluded from the competitive service under section 201 of the Crime Control Act of 1976 (5 U.S.C. 5108 note; 90 Stat. 2425);

28 USC 509 note.

“(3) ‘senior executive’ means a member of the Senior Executive Service;

“(4) ‘career appointee’ means an individual in a Senior Executive Service position whose appointment to the position or previous appointment to another Senior Executive Service position was based on approval by the Office of Personnel Management of the executive qualifications of such individual;

“(5) ‘limited term appointee’ means an individual appointed under a nonrenewable appointment for a term of 3 years or less to a Senior Executive Service position the duties of which will expire at the end of such term;

“(6) ‘limited emergency appointee’ means an individual appointed under a nonrenewable appointment, not to exceed 18 months, to a Senior Executive Service position established to meet a bona fide, unanticipated, urgent need;

“(7) ‘noncareer appointee’ means an individual in a Senior Executive Service position who is not a career appointee, a limited term appointee, or a limited emergency appointee;

“(8) ‘career reserved position’ means a position which is required to be filled by a career appointee and which is designated under subsection (b) of this section; and

“(9) ‘general position’ means any position, other than a career reserved position, which may be filled by either a career appointee, noncareer appointee, limited emergency appointee, or limited term appointee.

Criteria and
regulations.

“(b) (1) For the purpose of paragraph (8) of subsection (a) of this section, the Office shall prescribe the criteria and regulations governing the designation of career reserved positions. The criteria and regulations shall provide that a position shall be designated as a career

reserved position only if the filling of the position by a career appointee is necessary to ensure impartiality, or the public's confidence in the impartiality, of the Government. The head of each agency shall be responsible for designating career reserved positions in such agency in accordance with such criteria and regulations.

"(2) The Office shall periodically review general positions to determine whether the positions should be designated as career reserved. If the Office determines that any such position should be so designated, it shall order the agency to make the designation.

Review.

"(3) Notwithstanding the provisions of any other law, any position to be designated as a Senior Executive Service position (except a position in the Executive Office of the President) which—

"(A) is under the Executive Schedule, or for which the rate of basic pay is determined by reference to the Executive Schedule, and

5 USC 5311.

"(B) on the day before the date of the enactment of the Civil Service Reform Act of 1978 was specifically required under section 2102 of this title or otherwise required by law to be in the competitive service,

Ante, p. 1111.

shall be designated as a career reserved position if the position entails direct responsibility to the public for the management or operation of particular government programs or functions.

"(4) Not later than March 1 of each year, the head of each agency shall publish in the Federal Register a list of positions in the agency which were career reserved positions during the preceding calendar year.

Publication in Federal Register.

"(c) An agency may file an application with the Office setting forth reasons why it, or a unit thereof, should be excluded from the coverage of this subchapter. The Office shall—

Application for exclusion coverage.

"(1) review the application and stated reasons,

"(2) undertake a review to determine whether the agency or unit should be excluded from the coverage of this subchapter, and

"(3) upon completion of its review, recommend to the President whether the agency or unit should be excluded from the coverage of this subchapter.

If the Office recommends that an agency or unit thereof be excluded from the coverage of this subchapter, the President may, on written determination, make the exclusion for the period determined by the President to be appropriate.

"(d) Any agency or unit which is excluded from coverage under subsection (c) of this section shall make a sustained effort to bring its personnel system into conformity with the Senior Executive Service to the extent practicable.

"(e) The Office may at any time recommend to the President that any exclusion previously granted to an agency or unit thereof under subsection (c) of this section be revoked. Upon recommendation of the Office, the President may revoke, by written determination, any exclusion made under subsection (c) of this section.

Exclusion or revocation.

"(f) If—

"(1) any agency is excluded under subsection (c) of this section, or

"(2) any exclusion is revoked under subsection (e) of this section,

Written notice, transmittal to Congress.

the Office shall, within 30 days after the action, transmit to the Congress written notice of the exclusion or revocation.

5 USC 3133.

§ 3133. Authorization of positions; authority for appointment

“(a) During each even-numbered calendar year, each agency shall—

“(1) examine its needs for Senior Executive Service positions for each of the 2 fiscal years beginning after such calendar year; and

Written request
to OPM.

“(2) submit to the Office of Personnel Management a written request for a specific number of Senior Executive Service positions for each of such fiscal years.

“(b) Each agency request submitted under subsection (a) of this section shall—

“(1) be based on the anticipated type and extent of program activities and budget requests of the agency for each of the 2 fiscal years involved, and such other factors as may be prescribed from time to time by the Office; and

“(2) identify, by position title, positions which are proposed to be designated as or removed from designation as career reserved positions, and set forth justifications for such proposed actions.

“(c) The Office of Personnel Management, in consultation with the Office of Management and Budget, shall review the request of each agency and shall authorize, for each of the 2 fiscal years covered by requests required under subsection (a) of this section, a specific number of Senior Executive Service positions for each agency.

“(d) (1) The Office of Personnel Management may, on a written request of an agency or on its own initiative, make an adjustment in the number of positions authorized for any agency. Each agency request under this paragraph shall be submitted in such form, and shall be based on such factors, as the Office shall prescribe.

“(2) The total number of positions in the Senior Executive Service may not at any time during any fiscal year exceed 105 percent of the total number of positions authorized under subsection (c) of this section for such fiscal year.

Ante, p. 1119.

“(e) (1) Not later than July 1, 1979, and from time to time thereafter as the Director of the Office of Personnel Management finds appropriate, the Director shall establish, by rule issued in accordance with section 1103(b) of this title, the number of positions out of the total number of positions in the Senior Executive Service, as authorized by this section or section 413 of the Civil Service Reform Act of 1978, which are to be career reserved positions. Except as provided in paragraph (2) of this subsection, the number of positions required by this subsection to be career reserved positions shall not be less than the number of the positions then in the Senior Executive Service which, before the date of such Act, were authorized to be filled only through competitive civil service examination.

Post, p. 1175.

“(2) The Director may, by rule, designate a number of career reserved positions which is less than the number required by paragraph (1) of this subsection only if the Director determines such lesser number necessary in order to designate as general positions one or more positions (other than positions described in section 3132(b) (3) of this title) which—

“(A) involve policymaking responsibilities which require the advocacy or management of programs of the President and support of controversial aspects of such programs;

“(B) involve significant participation in the major political policies of the President; or

“(C) require the senior executives in the positions to serve as personal assistants of, or advisers to, Presidential appointees.

The Director shall provide a full explanation for his determination in each case.

“§ 3134. Limitations on noncareer and limited appointments

5 USC 3134.

“(a) During each calendar year, each agency shall—

“(1) examine its needs for employment of noncareer appointees for the fiscal year beginning in the following year; and

“(2) submit to the Office of Personnel Management, in accordance with regulations prescribed by the Office, a written request for authority to employ a specific number of noncareer appointees for such fiscal year.

“(b) The number of noncareer appointees in each agency shall be determined annually by the Office on the basis of demonstrated need of the agency. The total number of noncareer appointees in all agencies may not exceed 10 percent of the total number of Senior Executive Service positions in all agencies.

“(c) Subject to the 10 percent limitation of subsection (b) of this section, the Office may adjust the number of noncareer positions authorized for any agency under subsection (b) of this section if emergency needs arise that were not anticipated when the original authorizations were made.

“(d) The number of Senior Executive Service positions in any agency which are filled by noncareer appointees may not at any time exceed the greater of—

“(1) 25 percent of the total number of Senior Executive Service positions in the agency; or

“(2) the number of positions in the agency which were filled on the date of the enactment of the Civil Service Reform Act of 1978 by—

“(A) noncareer executive assignments under subpart F of part 305 of title 5, Code of Federal Regulations, as in effect on such date, or

“(B) appointments to level IV or V of the Executive Schedule which were not required on such date to be made by and with the advice and consent of the Senate.

5 CFR 305.101 *et seq.*

5 USC 5315, 5316.

This subsection shall not apply in the case of any agency having fewer than 4 Senior Executive Service positions.

“(e) The total number of limited emergency appointees and limited term appointees in all agencies may not exceed 5 percent of the total number of Senior Executive Service positions in all agencies.

“§ 3135. Biennial report

5 USC 3135.

“(a) The Office of Personnel Management shall submit to each House of the Congress, at the time the budget is submitted by the President to the Congress during each odd-numbered calendar year, a report on the Senior Executive Service. The report shall include—

Report to Congress.

“(1) the number of Senior Executive Service positions authorized for the then current fiscal year, in the aggregate and by agency, and the projected number of Senior Executive Service positions to be authorized for the next two fiscal years, in the aggregate and by agency;

“(2) the authorized number of career appointees and noncareer appointees, in the aggregate and by agency, for the then current fiscal year;

“(3) the position titles and descriptions of Senior Executive Service positions designated for the then current fiscal year;

“(4) a description of each exclusion in effect under section 3132(c) of this title during the preceding fiscal year;

“(5) the number of career appointees, limited term appointees, limited emergency appointees, and noncareer appointees, in the aggregate and by agency, employed during the preceding fiscal year;

“(6) the percentage of senior executives at each pay rate, in the aggregate and by agency, employed at the end of the preceding fiscal year;

“(7) the distribution and amount of performance awards, in the aggregate and by agency, paid during the preceding fiscal year;

“(8) the estimated number of career reserved positions which, during the two fiscal years following the then current fiscal year, will become general positions and the estimated number of general positions which during such two fiscal years, will become career reserved positions; and

“(9) such other information regarding the Senior Executive Service as the Office considers appropriate.

Report to
Congress.

“(b) The Office of Personnel Management shall submit to each House of the Congress, at the time the budget is submitted to the Congress during each even-numbered calendar year, an interim report showing changes in matters required to be reported under subsection (a) of this section.

5 USC 3136.

“§ 3136. Regulations

“The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter.”

(b) Section 3109 of title 5, United States Code, is amended by inserting at the end thereof the following new subsection:

“(c) Positions in the Senior Executive Service may not be filled under the authority of subsection (b) of this section.”

(c) The analysis for chapter 31 of title 5, United States Code, is amended—

(1) by striking out the heading for chapter 31 and inserting in lieu thereof the following:

“CHAPTER 31—AUTHORITY FOR EMPLOYMENT

“SUBCHAPTER I—EMPLOYMENT AUTHORITIES”;

and

(2) by inserting at the end thereof the following:

“SUBCHAPTER II—THE SENIOR EXECUTIVE SERVICE

“Sec.

“3131. The Senior Executive Service.

“3132. Definitions and exclusions.

“3133. Authorization of positions; authority for appointment.

“3134. Limitations on noncareer and limited appointments.

“3135. Biennial report.

“3136. Regulations.”

EXAMINATION, CERTIFICATION, AND APPOINTMENT

SEC. 403. (a) Chapter 33 of title 5, United States Code, is amended by adding at the end thereof the following new subchapter:

"SUBCHAPTER VIII—APPOINTMENT, REASSIGNMENT, TRANSFER, AND DEVELOPMENT IN THE SENIOR EXECUTIVE SERVICE

"§ 3391. Definitions

5 USC 3391.

"For the purpose of this subchapter, 'agency', 'Senior Executive Service position', 'senior executive', 'career appointee', 'limited term appointee', 'limited emergency appointee', 'noncareer appointee', and 'general position' have the meanings set forth in section 3132(a) of this title.

Ante, p. 1155.

"§ 3392. General appointment provisions

5 USC 3392.

"(a) Qualification standards shall be established by the head of each agency for each Senior Executive Service position in the agency—

Qualification standards, establishment.

"(1) in accordance with requirements established by the Office of Personnel Management, with respect to standards for career reserved positions, and

"(2) after consultation with the Office, with respect to standards for general positions.

"(b) Not more than 30 percent of the Senior Executive Service positions authorized under section 3133 of this title may at any time be filled by individuals who did not have 5 years of current continuous service in the civil service immediately preceding their initial appointment to the Senior Executive Service, unless the President certifies to the Congress that the limitation would hinder the efficiency of the Government. In applying the preceding sentence, any break in service of 3 days or less shall be disregarded.

Ante, p. 1158.

"(c) If a career appointee is appointed by the President, by and with the advice and consent of the Senate, to a civilian position in the executive branch which is not in the Senior Executive Service, and the rate of basic pay payable for which is equal to or greater than the rate payable for level V of the Executive Schedule, the career appointee may elect (at such time and in such manner as the Office may prescribe) to continue to have the provisions of this title relating to basic pay, performance awards, awarding of ranks, severance pay, leave, and retirement apply as if the career appointee remained in the Senior Executive Service position from which he was appointed. Such provisions shall apply in lieu of the provisions which would otherwise apply—

5 USC 5316.

"(1) to the extent provided under regulations prescribed by the Office, and

"(2) so long as the appointee continues to serve under such Presidential appointment.

"(d) Appointment or removal of a person to or from any Senior Executive Service position in an independent regulatory commission shall not be subject, directly or indirectly, to review or approval by any officer or entity within the Executive Office of the President.

"§ 3393. Career appointments

5 USC 3393.

"(a) Each agency shall establish a recruitment program, in accordance with guidelines which shall be issued by the Office of Personnel

Recruitment program.

Management, which provides for recruitment of career appointees from—

“(1) all groups of qualified individuals within the civil service; or

“(2) all groups of qualified individuals whether or not within the civil service.

Executive resources boards, establishment.

“(b) Each agency shall establish one or more executive resources boards, as appropriate, the members of which shall be appointed by the head of the agency from among employees of the agency. The boards shall, in accordance with merit staffing requirements established by the Office, conduct the merit staffing process for career appointees, including—

“(1) reviewing the executive qualifications of each candidate for a position to be filled by a career appointee; and

“(2) making written recommendations to the appropriate appointing authority concerning such candidates.

Review boards, establishment.

“(c) (1) The Office shall establish one or more qualifications review boards, as appropriate. It is the function of the boards to certify the executive qualifications of candidates for initial appointment as career appointees in accordance with regulations prescribed by the Office. Of the members of each board more than one-half shall be appointed from among career appointees. Appointments to such boards shall be made on a non-partisan basis, the sole selection criterion being the professional knowledge of public management and knowledge of the appropriate occupational fields of the intended appointee.

Career appointees, criteria.

“(2) The Office shall, in consultation with the various qualification review boards, prescribe criteria for establishing executive qualifications for appointment of career appointees. The criteria shall provide for—

“(A) consideration of demonstrated executive experience;

“(B) consideration of successful participation in a career executive development program which is approved by the Office; and

“(C) sufficient flexibility to allow for the appointment of individuals who have special or unique qualities which indicate a likelihood of executive success and who would not otherwise be eligible for appointment.

Probationary period requirement.

“(d) An individual's initial appointment as a career appointee shall become final only after the individual has served a 1-year probationary period as a career appointee.

“(e) Each career appointee shall meet the executive qualifications of the position to which appointed, as determined in writing by the appointing authority.

Publication in Federal Register.

“(f) The title of each career reserved position shall be published in the Federal Register.

5 USC 3394.

“§ 3394. Noncareer and limited appointments

“(a) Each noncareer appointee, limited term appointee, and limited emergency appointee shall meet the qualifications of the position to which appointed, as determined in writing by the appointing authority.

“(b) An individual may not be appointed as a limited term appointee or as a limited emergency appointee without the prior approval of the exercise of such appointing authority by the Office of Personnel Management.

“§ 3395. Reassignment and transfer within the Senior Executive Service 5 USC 3395.

“(a) (1) A career appointee in an agency—

“(A) may, subject to paragraph (2) of this subsection, be reassigned to any Senior Executive Service position in the same agency for which the appointee is qualified; and

“(B) may transfer to a Senior Executive Service position in another agency for which the appointee is qualified, with the approval of the agency to which the appointee transfers.

“(2) A career appointee may be reassigned to any Senior Executive Service position only if the career appointee receives a written notice of the reassignment at least 15 days in advance of such reassignment.

“(b) (1) Notwithstanding section 3394(b) of this title, a limited emergency appointee may be reassigned to another Senior Executive Service position in the same agency established to meet a bona fide, unanticipated, urgent need, except that the appointee may not serve in one or more positions in such agency under such appointment in excess of 18 months.

“(2) Notwithstanding section 3394(b) of this title, a limited term appointee may be reassigned to another Senior Executive Service position in the same agency the duties of which will expire at the end of a term of 3 years or less, except that the appointee may not serve in one or more positions in the agency under such appointment in excess of 3 years.

“(c) A limited term appointee or a limited emergency appointee may not be appointed to, or continue to hold, a position under such an appointment if, within the preceding 48 months, the individual has served more than 36 months, in the aggregate, under any combination of such types of appointment.

“(d) A noncareer appointee in an agency—

“(1) may be reassigned to any general position in the agency for which the appointee is qualified; and

“(2) may transfer to a general position in another agency with the approval of the agency to which the appointee transfers.

“(e) (1) Except as provided in paragraph (2) of this subsection, a career appointee in an agency may not be involuntarily reassigned—

“(A) within 120 days after an appointment of the head of the agency; or

“(B) within 120 days after the appointment in the agency of the career appointee’s most immediate supervisor who—

“(i) is a noncareer appointee; and

“(ii) has the authority to reassign the career appointee.

“(2) Paragraph (1) of this subsection does not apply with respect to—

“(A) any reassignment under section 4314(b) (3) of this title; *Post*, p. 1169.

or

“(B) any disciplinary action initiated before an appointment referred to in paragraph (1) of this subsection.

“§ 3396. Development for and within the Senior Executive Service 5 USC 3396.

“(a) The Office of Personnel Management shall establish programs for the systematic development of candidates for the Senior Executive Service and for the continuing development of senior executives, or require agencies to establish such programs which meet criteria prescribed by the Office.

- “(b) The Office shall assist agencies in the establishment of programs required under subsection (a) of this section and shall monitor the implementation of the programs. If the Office finds that any agency’s program under subsection (a) of this section is not in compliance with the criteria prescribed under such subsection, it shall require the agency to take such corrective action as may be necessary to bring the program into compliance with the criteria.
- Sabbatical grant.** “(c) (1) The head of an agency may grant a sabbatical to any career appointee for not to exceed 11 months in order to permit the appointee to engage in study or uncompensated work experience which will contribute to the appointee’s development and effectiveness. A sabbatical shall not result in loss of, or reduction in, pay, leave to which the career appointee is otherwise entitled, credit for time or service, or performance or efficiency rating. The head of the agency may authorize in accordance with chapter 57 of this title such travel expenses (including per diem allowances) as the head of the agency may determine to be essential for the study or experience.
- 5 USC 5701.**
- Exclusions.** “(2) A sabbatical under this subsection may not be granted to any career appointee—
- “(A) more than once in any 10-year period;
- “(B) unless the appointee has completed 7 years of service—
- “(i) in one or more positions in the Senior Executive Service;
- “(ii) in one or more other positions in the civil service the level of duties and responsibilities of which are equivalent to the level of duties and responsibilities of positions in the Senior Executive Service; or
- “(iii) in any combination of such positions, except that not less than 2 years of such 7 years of service must be in the Senior Executive Service; and
- “(C) if the appointee is eligible for voluntary retirement with a right to an immediate annuity under section 8336 of this title.
- Post, p. 1175.**
5 USC 3373. Any period of assignment under section 3373 of this title, relating to assignments of employees to State and local governments, shall not be considered a period of service for the purpose of subparagraph (B) of this paragraph.
- Condition for acceptance.** “(3) (A) Any career appointee in an agency may be granted a sabbatical under this subsection only if the appointee agrees, as a condition of accepting the sabbatical, to serve in the civil service upon the completion of the sabbatical for a period of 2 consecutive years.
- “(B) Each agreement required under subparagraph (A) of this paragraph shall provide that in the event the career appointee fails to carry out the agreement (except for good and sufficient reason as determined by the head of the agency who granted the sabbatical) the appointee shall be liable to the United States for payment of all expenses (including salary) of the sabbatical. The amount shall be treated as a debt due the United States.
- “(d) The Office shall encourage and assist individuals to improve their skills and increase their contribution by service in a variety of agencies as well as by accepting temporary placements in State or local governments or in the private sector.
- 5 USC 3397.** “§ 3397. **Regulations**
- “The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter.”

(b) The analysis for chapter 33 of title 5, United States Code, is amended by inserting after the item relating to section 3385 the following:

"SUBCHAPTER VIII—APPOINTMENT, REASSIGNMENT, TRANSFER, AND DEVELOPMENT IN THE SENIOR EXECUTIVE SERVICE

"Sec.

"3391. Definitions.

"3392. General appointment provisions.

"3393. Career appointments.

"3394. Noncareer and limited appointments.

"3395. Reassignment and transfer within the Senior Executive Service.

"3396. Development for and within the Senior Executive Service.

"3397. Regulations."

RETENTION PREFERENCE

SEC. 404. (a) Section 3501(b) of title 5, United States Code, is amended by striking out the period at the end thereof and inserting in lieu thereof: "or to a member of the Senior Executive Service."

(b) Chapter 35 of title 5, United States Code, is amended by adding at the end thereof the following new subchapter:

"SUBCHAPTER V—REMOVAL, REINSTATEMENT, AND GUARANTEED PLACEMENT IN THE SENIOR EXECUTIVE SERVICE

"§ 3591. Definitions

"For the purpose of this subchapter, 'agency', 'Senior Executive Service position', 'senior executive', 'career appointee', 'limited term appointee', 'limited emergency appointee', 'noncareer appointee', and 'general position' have the meanings set forth in section 3132(a) of this title.

5 USC 3591.

Ante, p. 1155.

"§ 3592. Removal from the Senior Executive Service

"(a) Except as provided in subsection (b) of this section, a career appointee may be removed from the Senior Executive Service to a civil service position outside of the Senior Executive Service—

5 USC 3592.

"(1) during the 1-year period of probation under section 3393 (d) of this title, or

Ante, p. 1161.

"(2) at any time for less than fully successful executive performance as determined under subchapter II of chapter 43 of this title,

Post, p. 1167.

except that in the case of a removal under paragraph (2) of this subsection the career appointee shall, at least 15 days before the removal, be entitled, upon request, to an informal hearing before an official designated by the Merit Systems Protection Board at which the career appointee may appear and present arguments, but such hearing shall not give the career appointee the right to initiate an action with the Board under section 7701 of this title, nor need the removal action be delayed as a result of the granting of such hearing.

Ante, p. 1138.

"(b) (1) Except as provided in paragraph (2) of this subsection, a career appointee in an agency may not be involuntarily removed—

"(A) within 120 days after an appointment of the head of the agency; or

“(B) within 120 days after the appointment in the agency of the career appointee’s most immediate supervisor who—

“(i) is a noncareer appointee; and

“(ii) has the authority to remove the career appointee.

“(2) Paragraph (1) of this subsection does not apply with respect to—

Post, p. 1169.

“(A) any removal under section 4314(b)(3) of this title; or

“(B) any disciplinary action initiated before an appointment referred to in paragraph (1) of this subsection.

“(c) A limited emergency appointee, limited term appointee, or noncareer appointee may be removed from the service at any time.

“§ 3593. Reinstatement in the Senior Executive Service

Ante, p. 1161.

“(a) A former career appointee may be reinstated, without regard to section 3393 (b) and (c) of this title, to any Senior Executive Service position for which the appointee is qualified if—

“(1) the appointee has successfully completed the probationary period established under section 3393(d) of this title; and

“(2) the appointee left the Senior Executive Service for reasons other than misconduct, neglect of duty, malfeasance, or less than fully successful executive performance as determined under subchapter II of chapter 43 of this title.

Post, p. 1167.

“(b) A career appointee who is appointed by the President to any civil service position outside the Senior Executive Service and who leaves the position for reasons other than misconduct, neglect of duty, or malfeasance shall be entitled to be placed in the Senior Executive Service if the appointee applies to the Office of Personnel Management within 90 days after separation from the Presidential appointment.

5 USC 3594.

“§ 3594. Guaranteed placement in other personnel systems

“(a) A career appointee who was appointed from a civil service position held under a career or career-conditional appointment (or an appointment of equivalent tenure, as determined by the Office of Personnel Management) and who, for reasons other than misconduct, neglect of duty, or malfeasance, is removed from the Senior Executive Service during the probationary period under section 3393(d) of this title, shall be entitled to be placed in a civil service position (other than a Senior Executive Service position) in any agency.

“(b) A career appointee—

“(1) who has completed the probationary period under section 3393(d) of this title; and

“(2) who is removed from the Senior Executive Service for less than fully successful executive performance as determined under subchapter II of chapter 43 of this title;

shall be entitled to be placed in a civil service position (other than a Senior Executive Service position) in any agency.

“(c) (1) For purposes of subsections (a) and (b) of this section—

5 USC 5332 note.

“(A) the position in which any career appointee is placed under such subsections shall be a continuing position at GS-15 or above of the General Schedule, or an equivalent position, and, in the case of a career appointee referred to in subsection (a) of this section, the career appointee shall be entitled to an appointment of a tenure equivalent to the tenure of the appointment held in the position from which the career appointee was appointed;

“(B) any career appointee placed under subsection (a) or (b) of this section shall be entitled to receive basic pay at the highest of—

“(i) the rate of basic pay in effect for the position in which placed;

“(ii) the rate of basic pay in effect at the time of the placement for the position the career appointee held in the civil service immediately before being appointed to the Senior Executive Service; or

“(iii) the rate of basic pay in effect for the career appointee immediately before being placed under subsection (a) or (b) of this section; and

“(C) the placement of any career appointee under subsection (a) or (b) of this section may not be made to a position which would cause the separation or reduction in grade of any other employee.

“(2) An employee who is receiving basic pay under paragraph (1) (B) (ii) or (iii) of this subsection is entitled to have the basic pay rate of the employee increased by 50 percent of the amount of each increase in the maximum rate of basic pay for the grade of the position in which the employee is placed under subsection (a) or (b) of this section until the rate is equal to the rate in effect under paragraph (1) (B) (i) of this subsection for the position in which the employee is placed.

“§ 3595. Regulations

5 USC 3595.

“The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter.”

(c) The chapter analysis for chapter 35 of title 5, United States Code, is amended by inserting the following new item:

“SUBCHAPTER V—REMOVAL, REINSTATEMENT, AND GUARANTEED PLACEMENT IN THE SENIOR EXECUTIVE SERVICE

“Sec.

“3591. Definitions.

“3592. Removal from the Senior Executive Service.

“3593. Reinstatement in the Senior Executive Service.

“3594. Guaranteed placement in other personnel systems.

“3595. Regulations.”

PERFORMANCE RATING

SEC. 405. (a) Chapter 43 of title 5, United States Code, is amended by adding at the end thereof the following:

“SUBCHAPTER II—PERFORMANCE APPRAISAL IN THE SENIOR EXECUTIVE SERVICE

“§ 4311. Definitions

5 USC 4311.

“For the purpose of this subchapter, ‘agency’, ‘senior executive’, and ‘career appointee’ have the meanings set forth in section 3132(a) of this title.

Ante, p. 1155.

“§ 4312. Senior Executive Service performance appraisal systems

5 USC 4312.

“(a) Each agency shall, in accordance with standards established by the Office of Personnel Management, develop one or more performance appraisal systems designed to—

“(1) permit the accurate evaluation of performance in any position on the basis of criteria which are related to the position and which specify the critical elements of the position;

“(2) provide for systematic appraisals of performance of senior executives;

“(3) encourage excellence in performance by senior executives; and

“(4) provide a basis for making eligibility determinations for retention in the Senior Executive Service and for Senior Executive Service performance awards.

“(b) Each performance appraisal system established by an agency under subsection (a) of this section shall provide—

“(1) that, on or before the beginning of each rating period, performance requirements for each senior executive in the agency are established in consultation with the senior executive and communicated to the senior executive;

“(2) that written appraisals of performance are based on the individual and organizational performance requirements established for the rating period involved; and

“(3) that each senior executive in the agency is provided a copy of the appraisal and rating under section 4314 of this title and is given an opportunity to respond in writing and have the rating reviewed by an employee in a higher executive level in the agency before the rating becomes final.

“(c) (1) The Office shall review each agency's performance appraisal system under this section, and determine whether the agency performance appraisal system meets the requirements of this subchapter.

“(2) The Comptroller General shall from time to time review performance appraisal systems under this section to determine the extent to which any such system meets the requirements under this subchapter and shall periodically report its findings to the Office and to each House of the Congress.

“(3) If the Office determines that an agency performance appraisal system does not meet the requirements under this subchapter (including regulations prescribed under section 4315), the agency shall take such corrective action as may be required by the Office.

“(d) A senior executive may not appeal any appraisal and rating under any performance appraisal system under this section.

Report to OPM
and Congress.

5 USC 4313.

“§ 4313. Criteria for performance appraisals

“Appraisals of performance in the Senior Executive Service shall be based on both individual and organizational performance, taking into account such factors as—

“(1) improvements in efficiency, productivity, and quality of work or service, including any significant reduction in paperwork;

“(2) cost efficiency;

“(3) timeliness of performance;

“(4) other indications of the effectiveness, productivity, and performance quality of the employees for whom the senior executive is responsible; and

“(5) meeting affirmative action goals and achievement of equal employment opportunity requirements.

“§ 4314. Ratings for performance appraisals

5 USC 4314.

“(a) Each performance appraisal system shall provide for annual summary ratings of levels of performance as follows:

- “(1) one or more fully successful levels,
- “(2) a minimally satisfactory level, and
- “(3) an unsatisfactory level.

“(b) Each performance appraisal system shall provide that—

“(1) any appraisal and any rating under such system—

“(A) are made only after review and evaluation by a performance review board established under subsection (c) of this section;

“(B) are conducted at least annually, subject to the limitation of subsection (c) (3) of this section;

“(C) in the case of a career appointee, may not be made within 120 days after the beginning of a new Presidential administration; and

“(D) are based on performance during a performance appraisal period the duration of which shall be determined under guidelines established by the Office of Personnel Management, but which may be terminated in any case in which the agency making an appraisal determines that an adequate basis exists on which to appraise and rate the senior executive's performance;

“(2) any career appointee receiving a rating at any of the fully successful levels under subsection (a) (1) of this section may be given a performance award under section 5384 of this title;

Post, p. 1172.

“(3) any senior executive receiving an unsatisfactory rating under subsection (a) (3) of this section shall be reassigned or transferred within the Senior Executive Service, or removed from the Senior Executive Service, but any senior executive who receives 2 unsatisfactory ratings in any period of 5 consecutive years shall be removed from the Senior Executive Service; and

“(4) any senior executive who twice in any period of 3 consecutive years receives less than fully successful ratings shall be removed from the Senior Executive Service.

“(c) (1) Each agency shall establish, in accordance with regulations prescribed by the Office, one or more performance review boards, as appropriate. It is the function of the boards to make recommendations to the appropriate appointing authority of the agency relating to the performance of senior executives in the agency.

Performance review boards. Establishment.

“(2) The supervising official of the senior executive shall provide to the performance review board, an initial appraisal of the senior executive's performance. Before making any recommendation with respect to the senior executive, the board shall review any response by the senior executive to the initial appraisal and conduct such further review as the board finds necessary.

“(3) Performance appraisals under this subchapter with respect to any senior executive shall be made by the appointing authority only after considering the recommendations by the performance review board with respect to such senior executive under paragraph (1) of this subsection.

“(4) Members of performance review boards shall be appointed in such a manner as to assure consistency, stability, and objectivity in performance appraisal. Notice of the appointment of an individual to serve as a member shall be published in the Federal Register.

Membership.

Publication in Federal Register.

"(5) In the case of an appraisal of a career appointee, more than one-half of the members of the performance review board shall consist of career appointees. The requirement of the preceding sentence shall not apply in any case in which the Office determines that there exists an insufficient number of career appointees available to comply with the requirement.

Report to
Congress.
Ante, p. 1159.

"(d) The Office shall include in each report submitted to each House of the Congress under section 3135 of this title a report of—

Ante, p. 1165.

"(1) the performance of any performance review board established under this section,

"(2) the number of individuals removed from the Senior Executive Service under subchapter V of chapter 35 of this title for less than fully successful executive performance, and

Post, p. 1172.

"(3) the number of performance awards under section 5384 of this title.

5 USC 4315.

"§ 4315. Regulations

"The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter."

(b) The analysis for chapter 43 of title 5, United States Code, is amended by inserting at the end thereof the following:

"SUBCHAPTER II—PERFORMANCE APPRAISAL IN THE SENIOR EXECUTIVE SERVICE

"Sec.

"4311. Definitions.

"4312. Senior Executive Service performance appraisal systems.

"4313. Criteria for performance appraisals.

"4314. Ratings for performance appraisals.

"4315. Regulations."

AWARDING OF RANKS

SEC. 406. (a) Chapter 45 of title 5, United States Code, is amended by adding at the end thereof the following new section:

5 USC 4507.

"§ 4507. Awarding of ranks in the Senior Executive Service

Definitions.

"(a) For the purpose of this section, 'agency', 'senior executive', and 'career appointee' have the meanings set forth in section 3132(a) of this title.

Ante, p. 1155.

Recommendations.

"(b) Each agency shall submit annually to the Office recommendations of career appointees in the agency to be awarded the rank of Meritorious Executive or Distinguished Executive. The recommendations may take into account the individual's performance over a period of years. The Office shall review such recommendations and provide to the President recommendations as to which of the agency recommended appointees should receive such rank.

"(c) During any fiscal year, the President may, subject to subsection (d) of this section, award to any career appointee recommended by the Office the rank of—

"(1) Meritorious Executive, for sustained accomplishment, or

"(2) Distinguished Executive, for sustained extraordinary accomplishment.

A career appointee awarded a rank under paragraph (1) or (2) of this subsection shall not be entitled to be awarded that rank during the following 4 fiscal years.

"(d) During any fiscal year—

"(1) the number of career appointees awarded the rank of Meritorious Executive may not exceed 5 percent of the Senior Executive Service; and

"(2) the number of career appointees awarded the rank of

Distinguished Executive may not exceed 1 percent of the Senior Executive Service.

“(e) (1) Receipt by a career appointee of the rank of Meritorious Executive entitles such individual to a lump-sum payment of \$10,000, which shall be in addition to the basic pay paid under section 5382 of this title or any award paid under section 5384 of this title.

“(2) Receipt by a career appointee of the rank of Distinguished Executive entitles the individual to a lump-sum payment of \$20,000, which shall be in addition to the basic pay paid under section 5382 of this title or any award paid under section 5384 of this title.”

(b) The analysis for chapter 45 of title 5, United States Code, is amended by adding at the end thereof the following new item:

“4507. Awarding of Ranks in the Senior Executive Service.”

Infra.
Post, p. 1172.

PAY RATES AND SYSTEMS

SEC. 407. (a) Chapter 53 of title 5, United States Code, is amended by adding at the end thereof the following new subchapter:

“SUBCHAPTER VIII—PAY FOR THE SENIOR EXECUTIVE SERVICE

“§ 5381. Definitions

“For the purpose of this subchapter, ‘agency’, ‘Senior Executive Service position’, and ‘senior executive’ have the meanings set forth in section 3132(a) of this title.

5 USC 5381.

Ante, p. 1155.

“§ 5382. Establishment and adjustment of rates of pay for the Senior Executive Service

5 USC 5382.

“(a) There shall be 5 or more rates of basic pay for the Senior Executive Service, and each senior executive shall be paid at one of the rates. The rates of basic pay shall be initially established and thereafter adjusted by the President subject to subsection (b) of this section.

“(b) In setting rates of basic pay, the lowest rate for the Senior Executive Service shall not be less than the minimum rate of basic pay payable for GS-16 of the General Schedule and the highest rate shall not exceed the rate for level IV of the Executive Schedule. The payment of the rates shall not be subject to the pay limitation of section 5308 or 5373 of this title.

5 USC 5315.

5 USC 5308.

Post, p. 1221.

“(c) Subject to subsection (b) of this section, effective at the beginning of the first applicable pay period commencing on or after the first day of the month in which an adjustment takes effect under section 5305 of this title in the rates of pay under the General Schedule, each rate of basic pay for the Senior Executive Service shall be adjusted by an amount determined by the President to be appropriate. The adjusted rates of basic pay for the Senior Executive Service shall be included in the report transmitted to the Congress by the President under section 5305 (a) (3) or (c) (1) of this title.

5 USC 5305.

“(d) The rates of basic pay that are established and adjusted under this section shall be printed in the Federal Register and shall supersede any prior rates of basic pay for the Senior Executive Service.

Publication in
Federal Register.

“§ 5383. Setting individual senior executive pay

5 USC 5383.

“(a) Each appointing authority shall determine, in accordance with criteria established by the Office of Personnel Management, which of the rates established under section 5382 of this title shall be paid to each senior executive under such appointing authority.

Ante, p. 1170. “(b) In no event may the aggregate amount paid to a senior executive during any fiscal year under sections 4507, 5382, and 5384 of this title exceed the annual rate payable for positions at level I of the Executive Schedule in effect at the end of such fiscal year.

“(c) Except for any pay adjustment under section 5382 of this title, the rate of basic pay for any senior executive may not be adjusted more than once during any 12-month period.

“(d) The rate of basic pay for any career appointee may be reduced from any rate of basic pay to any lower rate of basic pay only if the career appointee receives a written notice of the reduction at least 15 days in advance of the reduction.

5 USC 5384.

“§ 5384. Performance awards in the Senior Executive Service

“(a) (1) To encourage excellence in performance by career appointees, performance awards shall be paid to career appointees in accordance with the provisions of this section.

“(2) Such awards shall be paid in a lump sum and shall be in addition to the basic pay paid under section 5382 of this title or any award paid under section 4507 of this title.

Ante, p. 1170.

“(b) (1) No performance award under this section shall be paid to any career appointee whose performance was determined to be less than fully successful at the time of the appointee’s most recent performance appraisal and rating under subchapter II of chapter 43 of this title.

Ante, p. 1167.

“(2) The amount of a performance award under this section shall be determined by the agency head but may not exceed 20 percent of the career appointee’s rate of basic pay.

“(3) The number of career appointees in any agency paid performance awards under this section during any fiscal year may not exceed 50 percent of the number of Senior Executive Service positions in such agency. This paragraph shall not apply in the case of any agency which has less than 4 Senior Executive Service positions.

“(c) Performance awards paid by any agency under this section shall be based on recommendations by performance review boards established by such agency under section 4314 of this title.

Ante, p. 1169.

“(d) The Office of Personnel Management may issue guidance to agencies concerning the proportion of Senior Executive Service salary expenses that may be appropriately applied to payment of performance awards and the distribution of awards.

5 USC 5385.

“§ 5385. Regulations

“The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter.”

(b) The analysis of chapter 53 of title 5, United States Code, is amended by adding at the end thereof the following new items:

“SUBCHAPTER VIII—PAY FOR THE SENIOR EXECUTIVE SERVICE

“Sec.

“5381. Definitions.

“5382. Establishment and adjustment of rates of pay for the Senior Executive Service.

“5383. Setting individual senior executive pay.

“5384. Performance awards in the Senior Executive Service.

“5385. Regulations.”

PAY ADMINISTRATION

SEC. 408. (a) Chapter 55 of the title 5, United States Code, is amended—

(1) by inserting “other than an employee or individual excluded by section 5541(2)(xvi) of this section” immediately before the period at the end of section 5504(a)(B);

5 USC 5541.
5 USC 5504.

(2) by amending section 5541(2) by striking out “or” after clause (xiv), by striking out the period after clause (xv) and inserting “; or” in lieu thereof, and by adding the following clause at the end thereof:

“(xvi) member of the Senior Executive Service.”;

and

(3) by inserting “other than a member of the Senior Executive Service” after “employee” in section 5595(a)(2)(i).

5 USC 5595.

(b) (1) Section 5311 of title 5, United States Code, is amended by inserting “, other than Senior Executive Service positions,” after “positions”.

(2) Section 5331(b) of title 5, United States Code, is amended by inserting “, other than Senior Executive Service positions,” after “positions”.

TRAVEL, TRANSPORTATION, AND SUBSISTENCE

SEC. 409. (a) Section 5723(a)(1) of title 5, United States Code, is amended by striking out “; and” and inserting in lieu thereof “or of a new appointee to the Senior Executive Service; and”.

(b) Subchapter IV of chapter 57 of title 5, United States Code, is amended by adding at the end thereof the following new section:

“§ 5752. Travel expenses of Senior Executive Service candidates

5 USC 5752.

“Employing agencies may pay candidates for Senior Executive Service positions travel expenses incurred incident to preemployment interviews requested by the employing agency.”

(c) The analysis for chapter 57 of title 5, United States Code, is amended by inserting after the item relating to section 5751 the following new item:

“5752. Travel expenses of Senior Executive Service candidates.”.

LEAVE

SEC. 410. Section 6304 of title 5, United States Code, is amended—

(1) in subsection (a), by striking out “and (e)” and inserting in lieu thereof “(e), and (f)”; and

(2) by adding at the end thereof the following new subsection:
“(f) Annual leave accrued by an individual while serving in a position in the Senior Executive Service shall not be subject to the limitation on accumulation otherwise imposed by this section.”.

DISCIPLINARY ACTIONS

SEC. 411. Chapter 75 of title 5, United States Code, is amended—

(1) by inserting the following in the chapter analysis after subchapter IV:

"SUBCHAPTER V—SENIOR EXECUTIVE SERVICE

"Sec.
 "7541. Definitions.
 "7542. Actions covered.
 "7543. Cause and procedure.";

and

(2) by adding the following after subchapter IV:

"SUBCHAPTER V—SENIOR EXECUTIVE SERVICE

5 USC 7541.

"§ 7541. Definitions

"For the purpose of this subchapter—

"(1) 'employee' means a career appointee in the Senior Executive Service who—

Ante, p. 1161.

"(A) has completed the probationary period prescribed under section 3393 (d) of this title; or

"(B) was covered by the provisions of subchapter II of this chapter immediately before appointment to the Senior Executive Service; and

Ante, p. 1134.

"(2) 'suspension' has the meaning set forth in section 7501(2) of this title.

5 USC 7542.

"§ 7542. Actions covered

"This subchapter applies to a removal from the civil service or suspension for more than 14 days, but does not apply to an action initiated under section 1206 of this title, to a suspension or removal under section 7532 of this title, or to a removal under section 3592 of this title.

Ante, p. 1125.

5 USC 7532.

Ante, p. 1165.

5 USC 7543.

"§ 7543. Cause and procedure

"(a) Under regulations prescribed by the Office of Personnel Management, an agency may take an action covered by this subchapter against an employee only for such cause as will promote the efficiency of the service.

"(b) An employee against whom an action covered by this subchapter is proposed is entitled to—

"(1) at least 30 days' advance written notice, unless there is reasonable cause to believe that the employee has committed a crime for which a sentence of imprisonment can be imposed, stating specific reasons for the proposed action;

"(2) a reasonable time, but not less than 7 days, to answer orally and in writing and to furnish affidavits and other documentary evidence in support of the answer;

"(3) be represented by an attorney or other representative; and

"(4) a written decision and specific reasons therefor at the earliest practicable date.

Hearing.

"(c) An agency may provide, by regulation, for a hearing which may be in lieu of or in addition to the opportunity to answer provided under subsection (b) (2) of this section.

Appeals.

"(d) An employee against whom an action is taken under this section is entitled to appeal to the Merit Systems Protection Board under section 7701 of this title.

Ante, p. 1138.

Record
 maintenance.

"(e) Copies of the notice of proposed action, the answer of the employee when written, and a summary thereof when made orally, the notice of decision and reasons therefor, and any order effecting an

action covered by this subchapter, together with any supporting material, shall be maintained by the agency and shall be furnished to the Merit Systems Protection Board upon its request and to the employee affected upon the employee's request."

RETIREMENT

SEC. 412. (a) Section 8336 of title 5, United States Code, is amended by redesignating subsection (h) as subsection (i) and inserting immediately after subsection (g) the following new subsection:

"(h) A member of the Senior Executive Service who is removed from the Senior Executive Service for less than fully successful executive performance (as determined under subchapter II of chapter 43 of this title) after completing 25 years of service or after becoming 50 years of age and completing 20 years of service is entitled to an annuity."

Ante, p. 1167.

(b) Section 8339(h) of title 5, United States Code, is amended by striking out "section 8336(d)" and inserting in lieu thereof "section 8336 (d) or (h)".

CONVERSION TO THE SENIOR EXECUTIVE SERVICE

SEC. 413. (a) For the purpose of this section, "agency", "Senior Executive Service position", "career appointee", "career reserved position", "limited term appointee", "noncareer appointee", and "general position" have the meanings set forth in section 3132(a) of title 5, United States Code (as added by this title), and "Senior Executive Service" has the meaning set forth in section 2101a of such title 5 (as added by this title).

5 USC 3133 note.

Ante, p. 1155.
Ante, p. 1154.

(b) (1) Under the guidance of the Office of Personnel Management, each agency shall—

(A) designate those positions which it considers should be Senior Executive Service positions and designate which of those positions it considers should be career reserved positions; and

(B) submit to the Office a written request for—

(i) a specific number of Senior Executive Service positions; and

(ii) authority to employ a specific number of noncareer appointees.

(2) The Office of Personnel Management shall review the designations and requests of each agency under paragraph (1) of this subsection, and shall establish interim authorizations in accordance with sections 3133 and 3134 of title 5, United States Code (as added by this Act), and shall publish the titles of the authorized positions in the Federal Register.

Publication in
Federal Register.

Ante, pp. 1158,
1159.

(c) (1) Each employee serving in a position at the time it is designated as a Senior Executive Service position under subsection (b) of this section shall elect to—

(A) decline conversion and be appointed to a position under such employee's current type of appointment and pay system, retaining the grade, seniority, and other rights and benefits associated with such type of appointment and pay system; or

(B) accept conversion and be appointed to a Senior Executive Service position in accordance with the provisions of subsections (d), (e), (f), (g), and (h) of this section.

The appointment of an employee in an agency because of an election

Written
notification.

under subparagraph (A) of this paragraph shall not result in the separation or reduction in grade of any other employee in such agency.

(2) Any employee in a position which has been designated a Senior Executive Service position under this section shall be notified in writing of such designation, the election required under paragraph (1) of this subsection, and the provisions of subsections (d), (e), (f), (g), and (h) of this section. The employee shall be given 90 days from the date of such notification to make the election under paragraph (1) of this subsection.

(d) Each employee who has elected to accept conversion to a Senior Executive Service position under subsection (c) (1) (B) of this section and who is serving under—

(1) a career or career-conditional appointment; or

(2) a similar type of appointment in an excepted service position, as determined by the Office;

in a position which is designated as a Senior Executive Service position shall be appointed as a career appointee to such Senior Executive Service position without regard to section 3393(b)-(e) of title 5, United States Code (as added by this title).

Ante, p. 1161.

(e) Each employee who has elected conversion to a Senior Executive Service position under subsection (c) (1) (B) of this section and who is serving under an excepted appointment in a position which is not designated a career reserved position in the Senior Executive Service, but is—

(1) a position in Schedule C of subpart C of part 213 of title 5, Code of Federal Regulations;

(2) a position filled by noncareer executive assignment under subpart F of part 305 of title 5, Code of Federal Regulations; or

(3) a position in the Executive Schedule under subchapter II of chapter 53 of title 5, United States Code, other than a career Executive Schedule position;

5 USC 5311.

shall be appointed as a noncareer appointee to a Senior Executive Service position.

(f) Each employee who has elected conversion to a Senior Executive Service position under subsection (c) (1) (B) of this section, who is serving in a position described in paragraph (1), (2), or (3) of subsection (e) of this section, and whose position is designated as a career reserved position under subsection (b) of this section shall be appointed as a noncareer appointee to an appropriate general position in the Senior Executive Service or shall be separated.

(g) Each employee who has elected conversion to a Senior Executive Service position under subsection (c) (1) (B) of this section, who is serving in a position described in paragraph (1), (2), or (3) of subsection (e) of this section, and whose position is designated as a Senior Executive Service position and who has reinstatement eligibility to a position in the competitive service, may, on request to the Office, be appointed as a career appointee to a Senior Executive Service position. The name of, and basis for reinstatement eligibility for, each employee appointed as a career appointee under this subsection shall be published in the Federal Register.

Publication in
Federal Register.

(h) Each employee who has elected conversion to a Senior Executive Service position under subsection (c) (1) (B) of this section and who is serving under a limited executive assignment under subpart F of part 305 of title 5, Code of Federal Regulations, shall—

(1) be appointed as a limited term appointee to a Senior Execu-

tive Service position if the position then held by such employee will terminate within 3 years of the date of such appointment;

(2) be appointed as a noncareer appointee to a Senior Executive Service position if the position then held by such employee is designated as a general position; or

(3) be appointed as a noncareer appointee to a general position if the position then held by such employee is designated as a career reserved position.

(i) The rate of basic pay for any employee appointed to a Senior Executive Service position under this section shall be greater than or equal to the rate of basic pay payable for the position held by such employee at the time of such appointment.

(j) Any employee who is aggrieved by any action by any agency under this section is entitled to appeal to the Merit Systems Protection Board under section 7701 of title 5, United States Code (as added by this title). An agency shall take any corrective action which the Board orders in its decision on an appeal under this subsection.

(k) The Office shall prescribe regulations to carry out the purpose of this section.

Ante, p. 1138.

Regulations.

LIMITATIONS ON EXECUTIVE POSITIONS

SEC. 414. (a)(1)(A) The following provisions of section 5108 of title 5, United States Code, relating to special authority to place positions at GS-16, 17, and 18 of the General Schedule, are hereby repealed:

(i) paragraphs (2), (4) through (11), and (13) through (16) of subsection (c), and

(ii) subsections (d) through (g).

(B) Notwithstanding any other provision of law (other than section 5108 of such title 5), the authority granted to an agency (as defined in section 5102(a)(1) of such title 5) under any such provision to place one or more positions in GS-16, 17, or 18 of the General Schedule, is hereby terminated.

5 USC 5108 note.

(C) Subsection (a) of section 5108 of title 5, United States Code, is amended to read as follows:

“(a) The Director of the Office of Personnel Management may establish, and from time to time revise, the maximum numbers of positions (not to exceed an aggregate of 10,777) which may at any one time be placed in—

“(i) GS-16, 17, and 18; and

“(ii) the Senior Executive Service, in accordance with section 3133 of this title.

Ante, p. 1158.

A position may be placed in GS-16, 17, or 18, only by action of the Director of the Office of Personnel Management. The authority of the Director under this subsection shall be carried out by the President in the case of positions proposed to be placed in GS-16, 17, and 18 in the Federal Bureau of Investigation.”

(D) Subsection (c) of section 5108 of title 5, United States Code, is amended—

(i) by redesignating paragraph (3) as paragraph (2) and by inserting “and” at the end thereof; and

(ii) by redesignating paragraph (12) as paragraph (3) and by striking out the semicolon at the end and inserting in lieu thereof a period.

(2)(A) Notwithstanding any other provision of law (other than section 3104 of title 5, United States Code), the authority granted to

5 USC 3104 note.

an agency (as defined in section 5102(a)(1) of such title 5) to establish scientific or professional positions outside of the General Schedule is hereby terminated.

(B) Section 3104 of title 5, United States Code, is amended by striking out subsections (a) and (b) and inserting in lieu thereof the following:

“(a) (1) The Director of the Office of Personnel Management may establish, and from time to time revise, the maximum number of scientific or professional positions (not to exceed 517) for carrying out research and development functions which require the services of specially qualified personnel which may be established outside of the General Schedule. Any such position may be established only by action of the Director.

Ante, p. 1155.

“(2) The provisions of paragraph (1) of this subsection shall not apply to any Senior Executive Service position (as defined in section 3132(a) of this title).

“(3) In addition to the number of positions authorized by paragraph (1) of this subsection, the Librarian of Congress may establish, without regard to the second sentence of paragraph (1) of this subsection, not more than 8 scientific or professional positions to carry out the research and development functions of the Library of Congress which require the services of specially qualified personnel.”.

(C) Subsection (c) of such section 3104 is amended—

(i) by striking out “(c)” and inserting in lieu thereof “(b)”;

and

(ii) by striking out “to establish and fix the pay of positions under this section and section 5361 of this title” and inserting in lieu thereof “to fix under section 5361 of this title the pay for positions established under this section”.

5 USC 3104,
5108 notes.

(3) (A) The provisions of paragraphs (1) and (2) of this subsection shall not apply with respect to any position so long as the individual occupying such position on the day before the date of the enactment of this Act continues to occupy such position.

(B) The Director—

(i) in establishing under section 5108 of title 5, United States Code, the maximum number of positions which may be placed in GS-16, 17, and 18 of the General Schedule, and

(ii) in establishing under section 3104 of such title 5 the maximum number of scientific or professional positions which may be established,

shall take into account positions to which subparagraph (A) of this paragraph applies.

(b) (1) Section 5311 of title 5, United States Code, is amended by inserting “(a)” before “The Executive Schedule,” and by adding at the end thereof the following new subsection:

Publication in
Federal Register.

“(b) (1) Not later than 180 days after the date of the enactment of the Civil Service Reform Act of 1978, the Director shall determine the number and classification of executive level positions in existence in the executive branch on that date of enactment, and shall publish the determination in the Federal Register. Effective beginning on the date of the publication, the number of executive level positions within the executive branch may not exceed the number published under this subsection.

“Executive level
position.”

“(2) For the purpose of this subsection, ‘executive level position’ means—

“(A) any office or position in the civil service the rate of pay for which is equal to or greater than the rate of basic pay payable for positions under section 5316 of this title, or

5 USC 5316.

“(B) any such office or position the rate of pay for which may be fixed by administrative action at a rate equal to or greater than the rate of basic pay payable for positions under section 5316 of this title;

but does not include any Senior Executive Service position, as defined in section 3132(a) of this title.”

(2) The President shall transmit to the Congress by January 1, 1980, a plan for authorizing executive level positions in the executive branch which shall include the maximum number of executive level positions necessary by level and a justification for the positions.

Ante, p. 1155.Presidential
transmittal to
Congress.

5 USC 5311 note.

EFFECTIVE DATE; CONGRESSIONAL REVIEW

SEC. 415. (a) (1) The provisions of this title, other than sections 413 and 414(a), shall take effect 9 months after the date of the enactment of this Act.

5 USC 3131 note.

(2) The provisions of section 413 of this title shall take effect on the date of the enactment of this Act.

(3) The provisions of section 414(a) of this title shall take effect 180 days after the date of the enactment of this Act.

(b) (1) The amendments made by sections 401 through 412 of this title shall continue to have effect unless, during the first period of 60 calendar days of continuous session of the Congress beginning after 5 years after the effective date of such amendments, a concurrent resolution is introduced and adopted by the Congress disapproving the continuation of the Senior Executive Service. Such amendments shall cease to have effect on the first day of the first fiscal year beginning after the date of the adoption of such concurrent resolution.

(2) The continuity of a session is broken only by an adjournment of the Congress sine die, and the days on which either House is not in session because of an adjournment of more than 3 days to a day certain are excluded in the computation of the 60-day period.

(3) The provisions of subsections (d), (e), (f), (g), (h), (i), (j), and (k) of section 5305 of title 5, United States Code, shall apply with respect to any concurrent resolution referred to in paragraph (1) of this subsection, except that for the purpose of this paragraph the reference in such subsection (e) to 10 calendar days shall be considered a reference to 30 calendar days.

(4) During the 5-year period referred to in paragraph (1) of this subsection, the Director of the Office of Personnel Management shall include in each report required under section 3135 of title 5, United States Code (as added by this title) an evaluation of the effectiveness of the Senior Executive Service and the manner in which such Service is administered.

TITLE V—MERIT PAY

PAY FOR PERFORMANCE

SEC. 501. Part III of title 5, United States Code, is amended by inserting after chapter 53 the following new chapter:

“CHAPTER 54—MERIT PAY AND CASH AWARDS

“Sec.

“5401. Purpose.

“5402. Merit pay system.

“5403. Cash award program.

“5404. Report.

“5405. Regulations.

5 USC 5401.

“§ 5401. Purpose

“(a) It is the purpose of this chapter to provide for—

“(1) a merit pay system which shall—

“(A) within available funds, recognize and reward quality performance by varying merit pay adjustments;

“(B) use performance appraisals as the basis for determining merit pay adjustments;

“(C) within available funds, provide for training to improve objectivity and fairness in the evaluation of performance; and

“(D) regulate the costs of merit pay by establishing appropriate control techniques; and

“(2) a cash award program which shall provide cash awards for superior accomplishment and special service.

5 USC 7103.

“(b) (1) Except as provided in paragraph (2) of this subsection, this chapter shall apply to any supervisor or management official (as defined in paragraphs (10) and (11) of section 7103 of this title, respectively) who is in a position which is in GS-13, 14, or 15 of the General Schedule described in section 5104 of this title.

Exclusions.

“(2) (A) Upon application under subparagraph (C) of this paragraph, the President may, in writing, exclude an agency or any unit of an agency from the application of this chapter if the President considers such exclusion to be required as a result of conditions arising from—

“(i) the recent establishment of the agency or unit, or the implementation of a new program,

“(ii) an emergency situation, or

“(iii) any other situation or circumstance.

Presidential reports, transmittal to Congress.

“(B) Any exclusion under this paragraph shall not take effect earlier than 30 calendar days after the President transmits to each House of the Congress a report describing the agency or unit to be excluded and the reasons therefor.

Filing of applications.

“(C) An application for exclusion under this paragraph of an agency or any unit of an agency shall be filed by the head of the agency with the Office of Personnel Management, and shall set forth reasons why the agency or unit should be excluded from this chapter. The Office shall review the application and reasons, undertake such other review as it considers appropriate to determine whether the agency or unit should be excluded from the coverage of this chapter, and upon completion of its review, recommend to the President whether the agency or unit should be so excluded.

“(D) Any agency or unit which is excluded pursuant to this paragraph shall, insofar as practicable, make a sustained effort to eliminate the conditions on which the exclusion is based.

Review.

“(E) The Office shall periodically review any exclusion from coverage and may at any time recommend to the President that an exclusion under this paragraph be revoked. The President may at any time revoke, in writing, any exclusion under this paragraph.

“§ 5402. Merit pay system5 USC 5402.
Establishment.

“(a) In accordance with the purpose set forth in section 5401 (a) (1) of this title, the Office of Personnel Management shall establish a merit pay system which shall provide for a range of basic pay for each grade to which the system applies, which range shall be limited by the minimum and maximum rates of basic pay payable for each grade under chapter 53 of this title.

5 USC 5301 *et seq.*

“(b) (1) Under regulations prescribed by the Office, the head of each agency may provide for increases within the range of basic pay for any employee covered by the merit pay system.

“(2) Determinations to provide pay increases under this subsection—

“(A) may take into account individual performance and organizational accomplishment, and

“(B) shall be based on factors such as—

“(i) any improvement in efficiency, productivity, and quality of work or service, including any significant reduction in paperwork;

“(ii) cost efficiency;

“(iii) timeliness of performance; and

“(iv) other indications of the effectiveness, productivity, and quality of performance of the employees for whom the employee is responsible;

“(C) shall be subject to review only in accordance with and to the extent provided by procedures established by the head of the agency; and

“(D) shall be made in accordance with regulations issued by the Office which relate to the distribution of increases authorized under this subsection.

“(3) For any fiscal year, the head of any agency may exercise authority under paragraph (1) of this subsection only to the extent of the funds available for the purpose of this subsection.

“(4) The funds available for the purpose of this subsection to the head of any agency for any fiscal year shall be determined before the beginning of the fiscal year by the Office on the basis of the amount estimated by the Office to be necessary to reflect—

“(A) within-grade step increases and quality step increases which would have been paid under subchapter III of chapter 53 of this title during the fiscal year to the employees of the agency covered by the merit pay system if the employees were not so covered; and

5 USC 5331.

“(B) adjustments under section 5305 of this title which would have been paid under such subchapter during the fiscal year to such employees if the employees were not so covered, less an amount reflecting the adjustment under subsection (c) (1) of this section in rates of basic pay payable to the employees for the fiscal year.

5 USC 5305.

“(c) (1) Effective at the beginning of the first applicable pay period commencing on or after the first day of the month in which an adjustment takes effect under section 5305 of this title, the rate of basic pay for any position under this chapter shall be adjusted by an amount equal to the greater of—

Effective date.

“(A) one-half of the percentage of the adjustment in the annual rate of pay which corresponds to the percentage generally

applicable to positions not covered by the merit pay system in the same grade as the position ; or

“(B) such greater amount of such percentage of such adjustment in the annual rate of pay as may be determined by the Office.

“(2) Any employee whose position is brought under the merit pay system shall, so long as the employee continues to occupy the position, be entitled to receive basic pay at a rate of basic pay not less than the rate the employee was receiving when the position was brought under the merit pay system, plus any subsequent adjustment under paragraph (1) of this subsection.

“(3) No employee to whom this chapter applies may be paid less than the minimum rate of basic pay of the grade of the employee's position.

“(d) Under regulations prescribed by the Office, the benefit of advancement through the range of basic pay for a grade shall be preserved for any employee covered by the merit pay system whose continuous service is interrupted in the public interest by service with the armed forces, or by service in essential non-Government civilian employment during a period of war or national emergency.

5 USC 5941.

“(e) For the purpose of section 5941 of this title, rates of basic pay of employees covered by the merit pay system shall be considered rates of basic pay fixed by statute.

5 USC 5403.

“§ 5403. Cash award program

“(a) The head of any agency may pay a cash award to, and incur necessary expenses for the honorary recognition of, any employee covered by the merit pay system who—

“(1) by the employee's suggestion, invention, superior accomplishment, or other personal effort, contributes to the efficiency, economy, or other improvement of Government operations or achieves a significant reduction in paperwork ; or

“(2) performs a special act or service in the public interest in connection with or related to the employee's Federal employment.

Presidential cash awards.

“(b) The President may pay a cash award to, and incur necessary expenses for the honorary recognition of, any employee covered by the merit pay system who—

“(1) by the employee's suggestion, invention, superior accomplishment, or other personal effort, contributes to the efficiency, economy, or other improvement of Government operations or achieves a significant reduction in paperwork ; or

“(2) performs an exceptionally meritorious special act or service in the public interest in connection with or related to the employee's Federal employment.

A Presidential cash award may be in addition to an agency cash award under subsection (a) of this section.

“(c) A cash award to any employee under this section is in addition to the basic pay of the employee under section 5402 of this title. Acceptance of a cash award under this section constitutes an agreement that the use by the Government of any idea, method, or device for which the award is made does not form the basis of any claim of any nature against the Government by the employee accepting the award, or the employee's heirs or assigns.

Payment of awards.

“(d) A cash award to, and expenses for the honorary recognition of, any employee covered by the merit pay system may be paid from the fund or appropriation available to the activity primarily benefiting, or the various activities benefiting, from the suggestion, invention,

superior accomplishment, or other meritorious effort of the employee. The head of the agency concerned shall determine the amount to be contributed by each activity to any agency cash award under subsection (a) of this section. The President shall determine the amount to be contributed by each activity to a Presidential award under subsection (b) of this section.

“(e) (1) Except as provided in paragraph (2) of this subsection, a cash award under this section may not exceed \$10,000. Limitation.

“(2) If the head of an agency certifies to the Office of Personnel Management that the suggestion, invention, superior accomplishment, or other meritorious effort of an employee for which a cash award is proposed is highly exceptional and unusually outstanding, a cash award in excess of \$10,000 but not in excess of \$25,000 may be awarded to the employee on the approval of the Office.

“(f) The President or the head of an agency may pay a cash award under this section notwithstanding the death or separation from the service of an employee, if the suggestion, invention, superior accomplishment, or other meritorious effort of the employee for which the award is proposed was made or performed while the employee was covered by the merit pay system.

“§ 5404. Report

5 USC 5404.

“The Office of Personnel Management shall include in each annual report required by section 1308(a) of this title a report on the operation of the merit pay system and the cash award program established under this chapter. The report shall include—

5 USC 1308.

“(1) an analysis of the cost and effectiveness of the merit pay system and the cash award program; and

“(2) a statement of the agencies and units excluded from the coverage of this chapter under section 5401(b) (2) of this title, the reasons for which each exclusion was made, and whether the exclusion continues to be warranted.

“§ 5405. Regulations

5 USC 5405.

“The Office of Personnel Management shall prescribe regulations to carry out the purpose of this chapter.”

INCENTIVE AWARDS AMENDMENTS

SEC. 502. (a) Section 4503(1) of title 5, United States Code, is amended by inserting after “operations” the following: “or achieves a significant reduction in paperwork”.

(b) Section 4504(1) of title 5, United States Code, is amended by inserting after “operations” the following: “or achieves a significant reduction in paperwork”.

TECHNICAL AND CONFORMING AMENDMENTS

SEC. 503. (a) Section 4501(2)(A) of title 5, United States Code, is amended by striking out “; and” and inserting in lieu thereof “, but does not include an employee covered by the merit pay system established under section 5402 of this title; and”.

(b) Section 4502(a) of title 5, United States Code, is amended by striking out “\$5,000” and inserting in lieu thereof “\$10,000”.

(c) Section 4502(b) of title 5, United States Code, is amended—

(1) by striking out “Civil Service Commission” and inserting in lieu thereof “Office of Personnel Management”;

(2) by striking out "\$5,000" and inserting in lieu thereof "\$10,000"; and
 (3) by striking out "the Commission" and inserting in lieu thereof "the Office".

(d) Section 4506 of title 5, United States Code, is amended by striking out "Civil Service Commission may" and inserting in lieu thereof "Office of Personnel Management shall".

(e) The second sentence of section 5332(a) of title 5, United States Code, is amended by inserting after "applies" the following: ", except an employee covered by the merit pay system established under section 5402 of this title,".

(f) Section 5334 of title 5, United States Code (as amended in section 801(a)(3)(G) of this Act), is amended—

(1) in paragraph (2) of subsection (c), by inserting ", or for an employee appointed to a position covered by the merit pay system established under section 5402 of this title, any dollar amount," after "step"; and

(2) by adding at the end thereof the following new subsection:
 "(f) In the case of an employee covered by the merit pay system established under section 5402 of this title, all references in this section to 'two steps' or 'two step-increases' shall be deemed to mean 6 percent."

(g) Section 5335(e) of title 5, United States Code, is amended by inserting after "individual" the following: "covered by the merit pay system established under section 5402 of this title, or,".

(h) Section 5336(c) of title 5, United States Code, is amended by inserting after "individual" the following: "covered by the merit pay system established under section 5402 of this title, or,".

(i) The table of chapters for part III of title 5, United States Code, is amended by inserting after the item relating to chapter 53 the following new item:

"54. Merit Pay and Cash Awards..... 5401".

EFFECTIVE DATE

5 USC 5401 note. SEC. 504. (a) The provisions of this title shall take effect on the first day of the first applicable pay period which begins on or after October 1, 1981, except that such provisions may take effect with respect to any category or categories of positions before such day to the extent prescribed by the Director of the Office of Personnel Management.

5 USC 5404 note. (b) The Director of the Office of Personnel Management shall include in the first report required under section 5404 of title 5, United States Code (as added by this title), information with respect to the progress and cost of the implementation of the merit pay system and the cash award program established under chapter 54 of such title (as added by this title).

TITLE VI—RESEARCH, DEMONSTRATION, AND OTHER PROGRAMS

RESEARCH PROGRAMS AND DEMONSTRATION PROJECTS

SEC. 601. (a) Part III of title 5, United States Code, is amended by adding at the end of subpart C thereof the following new chapter:

**“CHAPTER 47—PERSONNEL RESEARCH PROGRAMS AND
DEMONSTRATION PROJECTS**

“Sec.

“4701. Definitions.

“4702. Research programs.

“4703. Demonstration projects.

“4704. Allocation of funds.

“4705. Reports.

“4706. Regulations.

“§ 4701. Definitions

5 USC 4701.

“(a) For the purpose of this chapter—

“(1) ‘agency’ means an Executive agency, the Administrative Office of the United States Courts, and the Government Printing Office, but does not include—

“(A) a Government corporation;

“(B) the Federal Bureau of Investigation, the Central Intelligence Agency, the Defense Intelligence Agency, the National Security Agency, and, as determined by the President, any Executive agency or unit thereof which is designated by the President and which has as its principal function the conduct of foreign intelligence or counterintelligence activities; or

“(C) the General Accounting Office;

“(2) ‘employee’ means an individual employed in or under an agency;

“(3) ‘eligible’ means an individual who has qualified for appointment in an agency and whose name has been entered on the appropriate register or list of eligibles;

“(4) ‘demonstration project’ means a project conducted by the Office of Personnel Management, or under its supervision, to determine whether a specified change in personnel management policies or procedures would result in improved Federal personnel management; and

“(5) ‘research program’ means a planned study of the manner in which public management policies and systems are operating, the effects of those policies and systems, the possibilities for change, and comparisons among policies and systems.

“(b) This subchapter shall not apply to any position in the Drug Enforcement Administration which is excluded from the competitive service under section 201 of the Crime Control Act of 1976 (5 U.S.C. 5108 note; 90 Stat. 2425).

“§ 4702. Research programs

5 USC 4702.

“The Office of Personnel Management shall—

“(1) establish and maintain (and assist in the establishment and maintenance of) research programs to study improved methods and technologies in Federal personnel management;

“(2) evaluate the research programs established under paragraph (1) of this section;

“(3) establish and maintain a program for the collection and public dissemination of information relating to personnel management research and for encouraging and facilitating the exchange of information among interested persons and entities; and

“(4) carry out the preceding functions directly or through agreement or contract.

5 USC 4703.

“§ 4703. Demonstration projects

“(a) Except as provided in this section, the Office of Personnel Management may, directly or through agreement or contract with one or more agencies and other public and private organizations, conduct and evaluate demonstration projects. Subject to the provisions of this section, the conducting of demonstration projects shall not be limited by any lack of specific authority under this title to take the action contemplated, or by any provision of this title or any rule or regulation prescribed under this title which is inconsistent with the action, including any law or regulation relating to—

“(1) the methods of establishing qualification requirements for, recruitment for, and appointment to positions;

“(2) the methods of classifying positions and compensating employees;

“(3) the methods of assigning, reassigning, or promoting employees;

“(4) the methods of disciplining employees;

“(5) the methods of providing incentives to employees, including the provision of group or individual incentive bonuses or pay;

“(6) the hours of work per day or per week;

“(7) the methods of involving employees, labor organizations, and employee organizations in personnel decisions; and

“(8) the methods of reducing overall agency staff and grade levels.

“(b) Before conducting or entering into any agreement or contract to conduct a demonstration project, the Office shall—

**Plan
development.**

“(1) develop a plan for such project which identifies—

“(A) the purposes of the project;

“(B) the types of employees or eligibles, categorized by occupational series, grade, or organizational unit;

“(C) the number of employees or eligibles to be included, in the aggregate and by category;

“(D) the methodology;

“(E) the duration;

“(F) the training to be provided;

“(G) the anticipated costs;

“(H) the methodology and criteria for evaluation;

“(I) a specific description of any aspect of the project for which there is a lack of specific authority; and

“(J) a specific citation to any provision of law, rule, or regulation which, if not waived under this section, would prohibit the conducting of the project, or any part of the project as proposed;

**Publication in
Federal Register.
Hearing.
Notification.**

“(2) publish the plan in the Federal Register;

“(3) submit the plan so published to public hearing;

“(4) provide notification of the proposed project, at least 180 days in advance of the date any project proposed under this section is to take effect—

“(A) to employees who are likely to be affected by the project; and

“(B) to each House of the Congress;

“(5) obtain approval from each agency involved of the final version of the plan; and

- “(6) provide each House of the Congress with a report at least 90 days in advance of the date the project is to take effect setting forth the final version of the plan as so approved. Report to Congress.
- “(c) No demonstration project under this section may provide for a waiver of—
- “(1) any provision of chapter 63 or subpart G of this title; 5 USC 6301 et seq., 8101. Ante, p. 1114.
- “(2) (A) any provision of law referred to in section 2302(b) (1) of this title; or
- “(B) any provision of law implementing any provision of law referred to in section 2302(b) (1) of this title by—
- “(i) providing for equal employment opportunity through affirmative action; or
- “(ii) providing any right or remedy available to any employee or applicant for employment in the civil service;
- “(3) any provision of chapter 15 or subchapter III of chapter 73 of this title; 5 USC 1501 et seq. 5 USC 7321.
- “(4) any rule or regulation prescribed under any provision of law referred to in paragraph (1), (2), or (3) of this subsection; or
- “(5) any provision of chapter 23 of this title, or any rule or regulation prescribed under this title, if such waiver is inconsistent with any merit system principle or any provision thereof relating to prohibited personnel practices. Ante, p. 1113.
- “(d) (1) Each demonstration project shall—
- “(A) involve not more than 5,000 individuals other than individuals in any control groups necessary to validate the results of the project; and
- “(B) terminate before the end of the 5-year period beginning on the date on which the project takes effect, except that the project may continue beyond the date to the extent necessary to validate the results of the project. Termination.
- “(2) Not more than 10 active demonstration projects may be in effect at any time.
- “(e) Subject to the terms of any written agreement or contract between the Office and an agency, a demonstration project involving the agency may be terminated by the Office, or the agency, if either determines that the project creates a substantial hardship on, or is not in the best interests of, the public, the Federal Government, employees, or eligibles.
- “(f) Employees within a unit with respect to which a labor organization is accorded exclusive recognition under chapter 71 of this title shall not be included within any project under subsection (a) of this section— Post, p. 1191.
- “(1) if the project would violate a collective bargaining agreement (as defined in section 7103(8) of this title) between the agency and the labor organization, unless there is another written agreement with respect to the project between the agency and the organization permitting the inclusion; or
- “(2) if the project is not covered by such a collective bargaining agreement, until there has been consultation or negotiation, as appropriate, by the agency with the labor organization. Post, p. 1192.
- “(g) Employees within any unit with respect to which a labor organization has not been accorded exclusive recognition under Chapter 71 of this title shall not be included within any project under subsection (a) of this section unless there has been agency consultation regarding the project with the employees in the unit.

Evaluations.

“(h) The Office shall provide for an evaluation of the results of each demonstration project and its impact on improving public management.

“(i) Upon request of the Director of the Office of Personnel Management, agencies shall cooperate with and assist the Office, to the extent practicable, in any evaluation undertaken under subsection (h) of this section and provide the Office with requested information and reports relating to the conducting of demonstration projects in their respective agencies.

5 USC 4704.

“§ 4704. Allocation of funds

“Funds appropriated to the Office of Personnel Management for the purpose of this chapter may be allocated by the Office to any agency conducting demonstration projects or assisting the Office in conducting such projects. Funds so allocated shall remain available for such period as may be specified in appropriation Acts. No contract shall be entered into under this chapter unless the contract has been provided for in advance in appropriation Acts.

5 USC 4705.

“§ 4705. Reports

“The Office of Personnel Management shall include in the annual report required by section 1308(a) of this title a summary of research programs and demonstration projects conducted during the year covered by the report, the effect of the programs and projects on improving public management and increasing Government efficiency, and recommendations of policies and procedures which will improve such management and efficiency.

5 USC 1308.

“§ 4706. Regulations

“The Office of Personnel Management shall prescribe regulations to carry out the purpose of this chapter.”.

(b) The table of chapters for part III of title 5, United States Code, is amended by inserting after the item relating to chapter 45 the following new item:

“47. Personnel Research Programs and Demonstration Projects..... 4701”.

INTERGOVERNMENTAL PERSONNEL ACT AMENDMENTS

SEC. 602. (a) Section 208 of the Intergovernmental Personnel Act of 1970 (42 U.S.C. 4728) is amended—

(1) by striking out the section heading and inserting in lieu thereof the following:

“TRANSFER OF FUNCTIONS AND ADMINISTRATION OF MERIT POLICIES”;

(2) by redesignating subsections (b), (c), (d), (e), and (f) as subsections (c), (d), (e), (f), and (g), respectively, and by inserting after subsection (a) the following new subsection:

“(b) In accordance with regulations of the Office of Personnel Management, Federal agencies may require as a condition of participation in assistance programs, systems of personnel administration consistent with personnel standards prescribed by the Office for positions engaged in carrying out such programs. The standards shall—

“(1) include the merit principles in section 2 of this Act;

“(2) be prescribed in such a manner as to minimize Federal intervention in State and local personnel administration.”; and

(3) by striking out the last subsection and inserting in lieu thereof the following new subsection.

“(h) Effective one year after the date of the enactment of the Civil Service Reform Act of 1978, all statutory personnel requirements established as a condition of the receipt of Federal grants-in-aid by State and local governments are hereby abolished, except—

Grants-in-aid,
abolition of
certain
requirements.

“(1) requirements prescribed under laws and regulations referred to in subsection (a) of this section;

“(2) requirements that generally prohibit discrimination in employment or require equal employment opportunity;

“(3) the Davis-Bacon Act (40 U.S.C. 276 et seq.); and

40 USC
276a-276a-5.

“(4) chapter 15 of title 5, United States Code, relating to political activities of certain State and local employees.”

(b) Section 401 of such Act (84 Stat. 1920) is amended by striking out “governments and institutions of higher education” and inserting in lieu thereof “governments, institutions of higher education, and other organizations”.

5 USC 3371 note.

(c) Section 403 of such Act (84 Stat. 1925) is amended by inserting “(a)” after “403.”, and by adding at the end thereof the following new subsection:

“(b) Effective beginning on the effective date of the Civil Service Reform Act of 1978, the provisions of section 314(f) of the Public Health Service Act (42 U.S.C. 246(f)) applicable to commissioned officers of the Public Health Service Act are hereby repealed.”

(d) Section 502 of such Act (42 U.S.C. 4762) is amended in paragraph (3) by inserting “the Trust Territory of the Pacific Islands,” before “and a territory or possession of the United States.”

(e) Section 506 of such Act (42 U.S.C. 4766) is amended—

(1) in subsection (b)(2), by striking out “District of Columbia” and inserting in lieu thereof “District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, and the Virgin Islands”; and

(2) in subsection (b)(5), by striking out “and the District of Columbia” and inserting in lieu thereof “, the District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, and the Virgin Islands”.

AMENDMENTS TO THE MOBILITY PROGRAM

SEC. 603. (a) Section 3371 of title 5, United States Code, is amended—

(1) by inserting “the Trust Territory of the Pacific Islands,” after “Puerto Rico,” in paragraph (1) (A); and

(2) by striking out “and” at the end of paragraph (1), by striking out the period at the end of paragraph (2) and inserting a semicolon in lieu thereof, and by adding at the end thereof the following:

“(3) ‘Federal agency’ means an Executive agency, military department, a court of the United States, the Administrative Office of the United States Courts, the Library of Congress, the Botanic Garden, the Government Printing Office, the Congressional Budget Office, the United States Postal Service, the Postal Rate Commission, the Office of the Architect of the Capitol, the Office of Technology Assessment, and such other similar agencies of the legislative and judicial branches as determined appropriate by the Office of Personnel Management; and

“Federal
agency.”

"Other organization."

"(4) 'other organization' means—

"(A) a national, regional, State-wide, area-wide, or metropolitan organization representing member State or local governments;

"(B) an association of State or local public officials; or

"(C) a nonprofit organization which has as one of its principal functions the offering of professional advisory, research, educational, or development services, or related services, to governments or universities concerned with public management."

(b) Sections 3372 through 3375 of title 5, United States Code, are amended by striking out "executive agency" and "an executive agency" each place they appear and inserting in lieu thereof "Federal agency" and "a Federal agency", respectively.

(c) Section 3372 of title 5, United States Code, is further amended—

(1) in subsection (a) (1), by inserting after "agency" the following: ", other than a noncareer appointee, limited term appointee, or limited emergency appointee (as such terms are defined in section 3132(a) of this title) in the Senior Executive Service and an employee in a position which has been excepted from the competitive service by reason of its confidential, policy-determining, policy-making, or policy-advocating character,";

(2) in subsection (b) (1), by striking out "and";

(3) in subsection (b) (2), by striking out the period after "agency" and inserting in lieu thereof a semicolon;

(4) by adding at the end of subsection (b) the following:

"(3) an employee of a Federal agency to any other organization; and

"(4) an employee of an other organization to a Federal agency."; and

(5) by adding at the end thereof (as amended in paragraph (4) of this subsection) the following new subsection:

"(c) (1) An employee of a Federal agency may be assigned under this subchapter only if the employee agrees, as a condition of accepting an assignment under this subchapter, to serve in the civil service upon the completion of the assignment for a period equal to the length of the assignment.

"(2) Each agreement required under paragraph (1) of this subsection shall provide that in the event the employee fails to carry out the agreement (except for good and sufficient reason, as determined by the head of the Federal agency from which assigned) the employee shall be liable to the United States for payment of all expenses (excluding salary) of the assignment. The amount shall be treated as a debt due the United States."

(d) Section 3374 of title 5, United States Code, is further amended—

(1) by adding at the end of subsection (b) the following new sentence:

"The above exceptions shall not apply to non-Federal employees who are covered by chapters 83, 87, and 89 of this title by virtue of their non-Federal employment immediately before assignment and appointment under this section.";

(2) in subsection (c) (1), by striking out the semicolon at the end thereof and by inserting in lieu thereof the following: ", except to the extent that the pay received from the State or local government is less than the appropriate rate of pay which the

5 USC 8301 et seq., 8701 et seq., 8901 et seq.

duties would warrant under the applicable pay provisions of this title or other applicable authority;"; and

(3) by striking out the period at the end of subsection (c) and inserting in lieu thereof the following: " , or for the contribution of the State or local government, or a part thereof, to employee benefit systems."

(e) Section 3375(a) of title 5, United States Code, is further amended by striking out "and" at the end of paragraph (4), by redesignating paragraph (5) as paragraph (6), and by inserting after paragraph (4) the following;

"(5) section 5724a(b) of this title, to be used by the employee for miscellaneous expenses related to change of station where movement or storage of household goods is involved; and".

TITLE VII—FEDERAL SERVICE LABOR-MANAGEMENT RELATIONS

FEDERAL SERVICE LABOR-MANAGEMENT RELATIONS

SEC. 701. So much of subpart F of part III of title 5, United States Code, as precedes subchapter II of chapter 71 thereof is amended to read as follows:

"Subpart F—Labor-Management and Employee Relations

"CHAPTER 71—LABOR-MANAGEMENT RELATIONS

"SUBCHAPTER I—GENERAL PROVISIONS

"Sec.

- "7101. Findings and purpose.
- "7102. Employees' rights.
- "7103. Definitions; application.
- "7104. Federal Labor Relations Authority.
- "7105. Powers and duties of the Authority.
- "7106. Management rights.

"SUBCHAPTER II—RIGHTS AND DUTIES OF AGENCIES AND LABOR ORGANIZATIONS

"Sec.

- "7111. Exclusive recognition of labor organizations.
- "7112. Determination of appropriate units for labor organization representation.
- "7113. National consultation rights.
- "7114. Representation rights and duties.
- "7115. Allotments to representatives.
- "7116. Unfair labor practices.
- "7117. Duty to bargain in good faith; compelling need; duty to consult.
- "7118. Prevention of unfair labor practices.
- "7119. Negotiation impasses; Federal Service Impasses Panel.
- "7120. Standards of conduct for labor organizations.

"SUBCHAPTER III—GRIEVANCES, APPEALS, AND REVIEW

"Sec.

- "7121. Grievance procedures.
- "7122. Exceptions to arbitral awards.
- "7123. Judicial review; enforcement.

“SUBCHAPTER IV—ADMINISTRATIVE AND OTHER PROVISIONS

“Sec.

“7131. Official time.

“7132. Subpenas.

“7133. Compilation and publication of data.

“7134. Regulations.

“7135. Continuation of existing laws, recognitions, agreements, and procedures.

“SUBCHAPTER I—GENERAL PROVISIONS

5 USC 7101.

“§ 7101. Findings and purpose

“(a) The Congress finds that—

“(1) experience in both private and public employment indicates that the statutory protection of the right of employees to organize, bargain collectively, and participate through labor organizations of their own choosing in decisions which affect them—

“(A) safeguards the public interest,

“(B) contributes to the effective conduct of public business, and

“(C) facilitates and encourages the amicable settlements of disputes between employees and their employers involving conditions of employment; and

“(2) the public interest demands the highest standards of employee performance and the continued development and implementation of modern and progressive work practices to facilitate and improve employee performance and the efficient accomplishment of the operations of the Government.

Therefore, labor organizations and collective bargaining in the civil service are in the public interest.

“(b) It is the purpose of this chapter to prescribe certain rights and obligations of the employees of the Federal Government and to establish procedures which are designed to meet the special requirements and needs of the Government. The provisions of this chapter should be interpreted in a manner consistent with the requirement of an effective and efficient Government.

5 USC 7102.

“§ 7102. Employees' rights

“Each employee shall have the right to form, join, or assist any labor organization, or to refrain from any such activity, freely and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such right. Except as otherwise provided under this chapter, such right includes the right—

“(1) to act for a labor organization in the capacity of a representative and the right, in that capacity, to present the views of the labor organization to heads of agencies and other officials of the executive branch of the Government, the Congress, or other appropriate authorities, and

“(2) to engage in collective bargaining with respect to conditions of employment through representatives chosen by employees under this chapter.

5 USC 7103.

“§ 7103. Definitions; application

“(a) For the purpose of this chapter—

“(1) ‘person’ means an individual, labor organization, or agency;

“(2) ‘employee’ means an individual—

“(A) employed in an agency; or

“(B) whose employment in an agency has ceased because of any unfair labor practice under section 7116 of this title and who has not obtained any other regular and substantially equivalent employment, as determined under regulations prescribed by the Federal Labor Relations Authority;

but does not include—

“(i) an alien or noncitizen of the United States who occupies a position outside the United States;

“(ii) a member of the uniformed services;

“(iii) a supervisor or a management official;

“(iv) an officer or employee in the Foreign Service of the United States employed in the Department of State, the Agency for International Development, or the International Communication Agency; or

“(v) any person who participates in a strike in violation of section 7311 of this title;

5 USC 7311.

“(3) ‘agency’ means an Executive agency (including a nonappropriated fund instrumentality described in section 2105(c) of this title and the Veterans’ Canteen Service, Veterans’ Administration), the Library of Congress, and the Government Printing Office, but does not include—

5 USC 2105.

“(A) the General Accounting Office;

“(B) the Federal Bureau of Investigation;

“(C) the Central Intelligence Agency;

“(D) the National Security Agency;

“(E) the Tennessee Valley Authority;

“(F) the Federal Labor Relations Authority;

or

“(G) the Federal Service Impasses Panel;

“(4) ‘labor organization’ means an organization composed in whole or in part of employees, in which employees participate and pay dues, and which has as a purpose the dealing with an agency concerning grievances and conditions of employment, but does not include—

“(A) an organization which, by its constitution, bylaws, tacit agreement among its members, or otherwise, denies membership because of race, color, creed, national origin, sex, age, preferential or nonpreferential civil service status, political affiliation, marital status, or handicapping condition;

“(B) an organization which advocates the overthrow of the constitutional form of government of the United States;

“(C) an organization sponsored by an agency; or

“(D) an organization which participates in the conduct of a strike against the Government or any agency thereof or imposes a duty or obligation to conduct, assist, or participate in such a strike;

“(5) ‘dues’ means dues, fees, and assessments;

“(6) ‘Authority’ means the Federal Labor Relations Authority described in section 7104(a) of this title;

“(7) ‘Panel’ means the Federal Service Impasses Panel described in section 7119(c) of this title;

“(8) ‘collective bargaining agreement’ means an agreement entered into as a result of collective bargaining pursuant to the provisions of this chapter;

“(9) ‘grievance’ means any complaint—

“(A) by any employee concerning any matter relating to the employment of the employee;

“(B) by any labor organization concerning any matter relating to the employment of any employee; or

“(C) by any employee, labor organization, or agency concerning—

“(i) the effect or interpretation, or a claim of breach, of a collective bargaining agreement; or

“(ii) any claimed violation, misinterpretation, or misapplication of any law, rule, or regulation affecting conditions of employment;

“(10) ‘supervisor’ means an individual employed by an agency having authority in the interest of the agency to hire, direct, assign, promote, reward, transfer, furlough, layoff, recall, suspend, discipline, or remove employees, to adjust their grievances, or to effectively recommend such action, if the exercise of the authority is not merely routine or clerical in nature but requires the consistent exercise of independent judgment, except that, with respect to any unit which includes firefighters or nurses, the term ‘supervisor’ includes only those individuals who devote a preponderance of their employment time to exercising such authority;

“(11) ‘management official’ means an individual employed by an agency in a position the duties and responsibilities of which require or authorize the individual to formulate, determine, or influence the policies of the agency;

“(12) ‘collective bargaining’ means the performance of the mutual obligation of the representative of an agency and the exclusive representative of employees in an appropriate unit in the agency to meet at reasonable times and to consult and bargain in a good-faith effort to reach agreement with respect to the conditions of employment affecting such employees and to execute, if requested by either party, a written document incorporating any collective bargaining agreement reached, but the obligation referred to in this paragraph does not compel either party to agree to a proposal or to make a concession;

“(13) ‘confidential employee’ means an employee who acts in a confidential capacity with respect to an individual who formulates or effectuates management policies in the field of labor-management relations;

“(14) ‘conditions of employment’ means personnel policies, practices, and matters, whether established by rule, regulation, or otherwise, affecting working conditions, except that such term does not include policies, practices, and matters—

“(A) relating to political activities prohibited under subchapter III of chapter 73 of this title;

“(B) relating to the classification of any position; or

“(C) to the extent such matters are specifically provided for by Federal statute;

“(15) ‘professional employee’ means—

“(A) an employee engaged in the performance of work—

“(i) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction

and study in an institution of higher learning or a hospital (as distinguished from knowledge acquired by a general academic education, or from an apprenticeship, or from training in the performance of routine mental, manual, mechanical, or physical activities);

“(ii) requiring the consistent exercise of discretion and judgment in its performance;

“(iii) which is predominantly intellectual and varied in character (as distinguished from routine mental, manual, mechanical, or physical work); and

“(iv) which is of such character that the output produced or the result accomplished by such work cannot be standardized in relation to a given period of time; or

“(B) an employee who has completed the courses of specialized intellectual instruction and study described in subparagraph (A) (i) of this paragraph and is performing related work under appropriate direction or guidance to qualify the employee as a professional employee described in subparagraph (A) of this paragraph;

“(16) ‘exclusive representative’ means any labor organization which—

“(A) is certified as the exclusive representative of employees in an appropriate unit pursuant to section 7111 of this title; or

“(B) was recognized by an agency immediately before the effective date of this chapter as the exclusive representative of employees in an appropriate unit—

“(i) on the basis of an election, or

“(ii) on any basis other than an election,

and continues to be so recognized in accordance with the provisions of this chapter;

“(17) ‘firefighter’ means any employee engaged in the performance of work directly connected with the control and extinguishment of fires or the maintenance and use of firefighting apparatus and equipment; and

“(18) ‘United States’ means the 50 States, the District of Columbia, the Commonwealth of Puerto Rico, Guam, the Virgin Islands, the Trust Territory of the Pacific Islands, and any territory or possession of the United States.

“(b) (1) The President may issue an order excluding any agency or subdivision thereof from coverage under this chapter if the President determines that—

Presidential
order.

“(A) the agency or subdivision has as a primary function intelligence, counterintelligence, investigative, or national security work, and

“(B) the provisions of this chapter cannot be applied to that agency or subdivision in a manner consistent with national security requirements and considerations.

“(2) The President may issue an order suspending any provision of this chapter with respect to any agency, installation, or activity located outside the 50 States and the District of Columbia, if the President determines that the suspension is necessary in the interest of national security.

Presidential
order.

5 USC 7104.

“§ 7104. Federal Labor Relations Authority

“(a) The Federal Labor Relations Authority is composed of three members, not more than 2 of whom may be adherents of the same political party. No member shall engage in any other business or employment or hold another office or position in the Government of the United States except as otherwise provided by law.

“(b) Members of the Authority shall be appointed by the President by and with the advice and consent of the Senate, and may be removed by the President only upon notice and hearing and only for inefficiency, neglect of duty, or malfeasance in office. The President shall designate one member to serve as Chairman of the Authority.

“(c) (1) One of the original members of the Authority shall be appointed for a term of 1 year, one for a term of 3 years, and the Chairman for a term of 5 years. Thereafter, each member shall be appointed for a term of 5 years.

“(2) Notwithstanding paragraph (1) of this subsection, the term of any member shall not expire before the earlier of—

“(A) the date on which the member’s successor takes office, or

“(B) the last day of the Congress beginning after the date on which the member’s term of office would (but for this subparagraph) expire.

An individual chosen to fill a vacancy shall be appointed for the unexpired term of the member replaced.

“(d) A vacancy in the Authority shall not impair the right of the remaining members to exercise all of the powers of the Authority.

Report to
President.

“(e) The Authority shall make an annual report to the President for transmittal to the Congress which shall include information as to the cases it has heard and the decisions it has rendered.

“(f) (1) The General Counsel of the Authority shall be appointed by the President, by and with the advice and consent of the Senate, for a term of 5 years. The General Counsel may be removed at any time by the President. The General Counsel shall hold no other office or position in the Government of the United States except as provided by law.

“(2) The General Counsel may—

“(A) investigate alleged unfair labor practices under this chapter,

“(B) file and prosecute complaints under this chapter, and

“(C) exercise such other powers of the Authority as the Authority may prescribe.

“(3) The General Counsel shall have direct authority over, and responsibility for, all employees in the office of General Counsel, including employees of the General Counsel in the regional offices of the Authority.

5 USC 7105.

“§ 7105. Powers and duties of the Authority

“(a) (1) The Authority shall provide leadership in establishing policies and guidance relating to matters under this chapter, and, except as otherwise provided, shall be responsible for carrying out the purpose of this chapter.

“(2) The Authority shall, to the extent provided in this chapter and in accordance with regulations prescribed by the Authority—

“(A) determine the appropriateness of units for labor organization representation under section 7112 of this title;

“(B) supervise or conduct elections to determine whether a labor organization has been selected as an exclusive representative

by a majority of the employees in an appropriate unit and otherwise administer the provisions of section 7111 of this title relating to the according of exclusive recognition to labor organizations;

“(C) prescribe criteria and resolve issues relating to the granting of national consultation rights under section 7113 of this title;

“(D) prescribe criteria and resolve issues relating to determining compelling need for agency rules or regulations under section 7117(b) of this title;

“(E) resolves issues relating to the duty to bargain in good faith under section 7117(c) of this title;

“(F) prescribe criteria relating to the granting of consultation rights with respect to conditions of employment under section 7117(d) of this title;

“(G) conduct hearings and resolve complaints of unfair labor practices under section 7118 of this title;

“(H) resolve exceptions to arbitrator's awards under section 7122 of this title; and

“(I) take such other actions as are necessary and appropriate to effectively administer the provisions of this chapter.

“(b) The Authority shall adopt an official seal which shall be judicially noticed.

“(c) The principal office of the Authority shall be in or about the District of Columbia, but the Authority may meet and exercise any or all of its powers at any time or place. Except as otherwise expressly provided by law, the Authority may, by one or more of its members or by such agents as it may designate, make any appropriate inquiry necessary to carry out its duties wherever persons subject to this chapter are located. Any member who participates in the inquiry shall not be disqualified from later participating in a decision of the Authority in any case relating to the inquiry.

“(d) The Authority shall appoint an Executive Director and such regional directors, administrative law judges under section 3105 of this title, and other individuals as it may from time to time find necessary for the proper performance of its functions. The Authority may delegate to officers and employees appointed under this subsection authority to perform such duties and make such expenditures as may be necessary.

“(e) (1) The Authority may delegate to any regional director its authority under this chapter—

“(A) to determine whether a group of employees is an appropriate unit;

“(B) to conduct investigations and to provide for hearings;

“(C) to determine whether a question of representation exists and to direct an election; and

“(D) to supervise or conduct secret ballot elections and certify the results thereof.

“(2) The Authority may delegate to any administrative law judge appointed under subsection (d) of this section its authority under section 7118 of this title to determine whether any person has engaged in or is engaging in an unfair labor practice.

“(f) If the Authority delegates any authority to any regional director or administrative law judge to take any action pursuant to subsection (e) of this section, the Authority may, upon application by any interested person filed within 60 days after the date of the action, review such action, but the review shall not, unless specifically ordered by the Authority, operate as a stay of action. The Authority may

Hearings.

5 USC 3105.

affirm, modify, or reverse any action reviewed under this subsection. If the Authority does not undertake to grant review of the action under this subsection within 60 days after the later of—

“(1) the date of the action; or

“(2) the date of the filing of any application under this subsection for review of the action;

the action shall become the action of the Authority at the end of such 60-day period.

“(g) In order to carry out its functions under this chapter, the Authority may—

Hearings.

“(1) hold hearings;

Administer oaths.

“(2) administer oaths, take the testimony or deposition of any person under oath, and issue subpoenas as provided in section 7132 of this title; and

“(3) may require an agency or a labor organization to cease and desist from violations of this chapter and require it to take any remedial action it considers appropriate to carry out the policies of this chapter.

“(h) Except as provided in section 518 of title 28, relating to litigation before the Supreme Court, attorneys designated by the Authority may appear for the Authority and represent the Authority in any civil action brought in connection with any function carried out by the Authority pursuant to this title or as otherwise authorized by law.

“(i) In the exercise of the functions of the Authority under this title, the Authority may request from the Director of the Office of Personnel Management an advisory opinion concerning the proper interpretation of rules, regulations, or policy directives issued by the Office of Personnel Management in connection with any matter before the Authority.

5 USC 7106.

“§ 7106. Management rights

“(a) Subject to subsection (b) of this section, nothing in this chapter shall affect the authority of any management official of any agency—

“(1) to determine the mission, budget, organization, number of employees, and internal security practices of the agency; and

“(2) in accordance with applicable laws—

“(A) to hire, assign, direct, layoff, and retain employees in the agency, or to suspend, remove, reduce in grade or pay, or take other disciplinary action against such employees;

“(B) to assign work, to make determinations with respect to contracting out, and to determine the personnel by which agency operations shall be conducted;

“(C) with respect to filling positions, to make selections for appointments from—

“(i) among properly ranked and certified candidates for promotion; or

“(ii) any other appropriate source; and

“(D) to take whatever actions may be necessary to carry out the agency mission during emergencies.

“(b) Nothing in this section shall preclude any agency and any labor organization from negotiating—

“(1) at the election of the agency, on the numbers, types, and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty, or on the technology, methods, and means of performing work;

“(2) procedures which management officials of the agency will observe in exercising any authority under this section; or

“(3) appropriate arrangements for employees adversely affected by the exercise of any authority under this section by such management officials.

“SUBCHAPTER II—RIGHTS AND DUTIES OF AGENCIES
AND LABOR ORGANIZATIONS

“§ 7111. Exclusive recognition of labor organizations

5 USC 7111.

“(a) An agency shall accord exclusive recognition to a labor organization if the organization has been selected as the representative, in a secret ballot election, by a majority of the employees in an appropriate unit who cast valid ballots in the election.

“(b) If a petition is filed with the Authority—

Petition.

“(1) by any person alleging—

“(A) in the case of an appropriate unit for which there is no exclusive representative, that 30 percent of the employees in the appropriate unit wish to be represented for the purpose of collective bargaining by an exclusive representative, or

“(B) in the case of an appropriate unit for which there is an exclusive representative, that 30 percent of the employees in the unit allege that the exclusive representative is no longer the representative of the majority of the employees in the unit; or

“(2) by any person seeking clarification of, or an amendment to, a certification then in effect or a matter relating to representation;

the Authority shall investigate the petition, and if it has reasonable cause to believe that a question of representation exists, it shall provide an opportunity for a hearing (for which a transcript shall be kept) after reasonable notice. If the Authority finds on the record of the hearing that a question of representation exists, the Authority shall supervise or conduct an election on the question by secret ballot and shall certify the results thereof. An election under this subsection shall not be conducted in any appropriate unit or in any subdivision thereof within which, in the preceding 12 calendar months, a valid election under this subsection has been held.

Hearing.

Election.

“(c) A labor organization which—

“(1) has been designated by at least 10 percent of the employees in the unit specified in any petition filed pursuant to subsection (b) of this section;

“(2) has submitted a valid copy of a current or recently expired collective bargaining agreement for the unit; or

“(3) has submitted other evidence that it is the exclusive representative of the employees involved;

may intervene with respect to a petition filed pursuant to subsection (b) of this section and shall be placed on the ballot of any election under such subsection (b) with respect to the petition.

“(d) The Authority shall determine who is eligible to vote in any election under this section and shall establish rules governing any such election, which shall include rules allowing employees eligible to vote the opportunity to choose—

“(1) from labor organizations on the ballot, that labor organization which the employees wish to have represent them; or

“(2) not to be represented by a labor organization.

In any election in which no choice on the ballot receives a majority of the votes cast, a runoff election shall be conducted between the two choices receiving the highest number of votes. A labor organization which receives the majority of the votes cast in an election shall be certified by the Authority as the exclusive representative.

“(e) A labor organization seeking exclusive recognition shall submit to the Authority and the agency involved a roster of its officers and representatives, a copy of its constitution and bylaws, and a statement of its objectives.

“(f) Exclusive recognition shall not be accorded to a labor organization—

“(1) if the Authority determines that the labor organization is subject to corrupt influences or influences opposed to democratic principles;

“(2) in the case of a petition filed pursuant to subsection (b) (1) (A) of this section, if there is not credible evidence that at least 30 percent of the employees in the unit specified in the petition wish to be represented for the purpose of collective bargaining by the labor organization seeking exclusive recognition;

“(3) if there is then in effect a lawful written collective bargaining agreement between the agency involved and an exclusive representative (other than the labor organization seeking exclusive recognition) covering any employees included in the unit specified in the petition, unless—

“(A) the collective bargaining agreement has been in effect for more than 3 years, or

“(B) the petition for exclusive recognition is filed not more than 105 days and not less than 60 days before the expiration date of the collective bargaining agreement; or

“(4) if the Authority has, within the previous 12 calendar months, conducted a secret ballot election for the unit described in any petition under this section and in such election a majority of the employees voting chose a labor organization for certification as the unit's exclusive representative.

“(g) Nothing in this section shall be construed to prohibit the waiving of hearings by stipulation for the purpose of a consent election in conformity with regulations and rules or decisions of the Authority.

5 USC 7112.

“§ 7112. Determination of appropriate units for labor organization representation

“(a) (1) The Authority shall determine the appropriateness of any unit. The Authority shall determine in each case whether, in order to ensure employees the fullest freedom in exercising the rights guaranteed under this chapter, the appropriate unit should be established on an agency, plant, installation, functional, or other basis and shall determine any unit to be an appropriate unit only if the determination will ensure a clear and identifiable community of interest among the employees in the unit and will promote effective dealings with, and efficiency of the operations of, the agency involved.

“(b) A unit shall not be determined to be appropriate under this section solely on the basis of the extent to which employees in the proposed unit have organized, nor shall a unit be determined to be appropriate if it includes—

“(1) except as provided under section 7135(a) (2) of this title, any management official or supervisor;

“(2) a confidential employee;

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“(3) an employee engaged in personnel work in other than a purely clerical capacity;

“(4) an employee engaged in administering the provisions of this chapter;

“(5) both professional employees and other employees, unless a majority of the professional employees vote for inclusion in the unit;

“(6) any employee engaged in intelligence, counterintelligence, investigative, or security work which directly affects national security; or

“(7) any employee primarily engaged in investigation or audit functions relating to the work of individuals employed by an agency whose duties directly affect the internal security of the agency, but only if the functions are undertaken to ensure that the duties are discharged honestly and with integrity.

“(c) Any employee who is engaged in administering any provision of law relating to labor-management relations may not be represented by a labor organization—

“(1) which represents other individuals to whom such provision applies; or

“(2) which is affiliated directly or indirectly with an organization which represents other individuals to whom such provision applies.

“(d) Two or more units which are in an agency and for which a labor organization is the exclusive representative may, upon petition by the agency or labor organization, be consolidated with or without an election into a single larger unit if the Authority considers the larger unit to be appropriate. The Authority shall certify the labor organization as the exclusive representative of the new larger unit.

“§ 7113. National consultation rights

5 USC 7113.

“(a) (1) If, in connection with any agency, no labor organization has been accorded exclusive recognition on an agency basis, a labor organization which is the exclusive representative of a substantial number of the employees of the agency, as determined in accordance with criteria prescribed by the Authority, shall be granted national consultation rights by the agency. National consultation rights shall terminate when the labor organization no longer meets the criteria prescribed by the Authority. Any issue relating to any labor organization's eligibility for, or continuation of, national consultation rights shall be subject to determination by the Authority.

“(b) (1) Any labor organization having national consultation rights in connection with any agency under subsection (a) of this section shall—

“(A) be informed of any substantive change in conditions of employment proposed by the agency, and

“(B) be permitted reasonable time to present its views and recommendations regarding the changes.

“(2) If any views or recommendations are presented under paragraph (1) of this subsection to an agency by any labor organization—

“(A) the agency shall consider the views or recommendations before taking final action on any matter with respect to which the views or recommendations are presented; and

“(B) the agency shall provide the labor organization a written statement of the reasons for taking the final action.

“(c) Nothing in this section shall be construed to limit the right of any agency or exclusive representative to engage in collective bargaining.

5 USC 7114.

“§ 7114. Representation rights and duties

“(a) (1) A labor organization which has been accorded exclusive recognition is the exclusive representative of the employees in the unit it represents and is entitled to act for, and negotiate collective bargaining agreements covering, all employees in the unit. An exclusive representative is responsible for representing the interests of all employees in the unit it represents without discrimination and without regard to labor organization membership.

“(2) An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at—

“(A) any formal discussion between one or more representatives of the agency and one or more employees in the unit or their representatives concerning any grievance or any personnel policy or practices or other general condition of employment; or

“(B) any examination of an employee in the unit by a representative of the agency in connection with an investigation if—

“(i) the employee reasonably believes that the examination may result in disciplinary action against the employee; and

“(ii) the employee requests representation.

“(3) Each agency shall annually inform its employees of their rights under paragraph (2) (B) of this subsection.

“(4) Any agency and any exclusive representative in any appropriate unit in the agency, through appropriate representatives, shall meet and negotiate in good faith for the purposes of arriving at a collective bargaining agreement. In addition, the agency and the exclusive representative may determine appropriate techniques, consistent with the provisions of section 7119 of this title, to assist in any negotiation.

“(5) The rights of an exclusive representative under the provisions of this subsection shall not be construed to preclude an employee from—

“(A) being represented by an attorney or other representative, other than the exclusive representative, of the employee's own choosing in any grievance or appeal action; or

“(B) exercising grievance or appellate rights established by law, rule, or regulation;

except in the case of grievance or appeal procedures negotiated under this chapter.

“(b) The duty of an agency and an exclusive representative to negotiate in good faith under subsection (a) of this section shall include the obligation—

“(1) to approach the negotiations with a sincere resolve to reach a collective bargaining agreement;

“(2) to be represented at the negotiations by duly authorized representatives prepared to discuss and negotiate on any condition of employment;

“(3) to meet at reasonable times and convenient places as frequently as may be necessary, and to avoid unnecessary delays;

“(4) in the case of an agency, to furnish to the exclusive representative involved, or its authorized representative, upon request and, to the extent not prohibited by law, data—

“(A) which is normally maintained by the agency in the regular course of business;

“(B) which is reasonably available and necessary for full and proper discussion, understanding, and negotiation of subjects within the scope of collective bargaining; and

“(C) which does not constitute guidance, advice, counsel, or training provided for management officials or supervisors, relating to collective bargaining; and

“(5) if agreement is reached, to execute on the request of any party to the negotiation a written document embodying the agreed terms, and to take such steps as are necessary to implement such agreement.

“(c) (1) An agreement between any agency and an exclusive representative shall be subject to approval by the head of the agency.

“(2) The head of the agency shall approve the agreement within 30 days from the date the agreement is executed if the agreement is in accordance with the provisions of this chapter and any other applicable law, rule, or regulation (unless the agency has granted an exception to the provision).

“(3) If the head of the agency does not approve or disapprove the agreement within the 30-day period, the agreement shall take effect and shall be binding on the agency and the exclusive representative subject to the provisions of this chapter and any other applicable law, rule, or regulation.

“(4) A local agreement subject to a national or other controlling agreement at a higher level shall be approved under the procedures of the controlling agreement or, if none, under regulations prescribed by the agency.

“§ 7115. Allotments to representatives

5 USC 7115.

“(a) If an agency has received from an employee in an appropriate unit a written assignment which authorizes the agency to deduct from the pay of the employee amounts for the payment of regular and periodic dues of the exclusive representative of the unit, the agency shall honor the assignment and make an appropriate allotment pursuant to the assignment. Any such allotment shall be made at no cost to the exclusive representative or the employee. Except as provided under subsection (b) of this section, any such assignment may not be revoked for a period of 1 year.

“(b) An allotment under subsection (a) of this section for the deduction of dues with respect to any employee shall terminate when—

“(1) the agreement between the agency and the exclusive representative involved ceases to be applicable to the employee; or

“(2) the employee is suspended or expelled from membership in the exclusive representative.

“(c) (1) Subject to paragraph (2) of this subsection, if a petition has been filed with the Authority by a labor organization alleging that 10 percent of the employees in an appropriate unit in an agency have membership in the labor organization, the Authority shall investigate the petition to determine its validity. Upon certification by the Authority of the validity of the petition, the agency shall have a duty to negotiate with the labor organization solely concerning the deduction of dues of the labor organization from the pay of the members of the labor organization who are employees in the unit and who make a voluntary allotment for such purpose.

“(2) (A) The provisions of paragraph (1) of this subsection shall not apply in the case of any appropriate unit for which there is an exclusive representative.

“(B) Any agreement under paragraph (1) of this subsection between a labor organization and an agency with respect to an appropriate unit shall be null and void upon the certification of an exclusive representative of the unit.

5 USC 7116.

“§ 7116. Unfair labor practices

“(a) For the purpose of this chapter, it shall be an unfair labor practice for an agency—

“(1) to interfere with, restrain, or coerce any employee in the exercise by the employee of any right under this chapter;

“(2) to encourage or discourage membership in any labor organization by discrimination in connection with hiring, tenure, promotion, or other conditions of employment;

“(3) to sponsor, control, or otherwise assist any labor organization, other than to furnish, upon request, customary and routine services and facilities if the services and facilities are also furnished on an impartial basis to other labor organizations having equivalent status;

“(4) to discipline or otherwise discriminate against an employee because the employee has filed a complaint, affidavit, or petition, or has given any information or testimony under this chapter;

“(5) to refuse to consult or negotiate in good faith with a labor organization as required by this chapter;

“(6) to fail or refuse to cooperate in impasse procedures and impasse decisions as required by this chapter;

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“(7) to enforce any rule or regulation (other than a rule or regulation implementing section 2302 of this title) which is in conflict with any applicable collective bargaining agreement if the agreement was in effect before the date the rule or regulation was prescribed; or

“(8) to otherwise fail or refuse to comply with any provision of this chapter.

“(b) For the purpose of this chapter, it shall be an unfair labor practice for a labor organization—

“(1) to interfere with, restrain, or coerce any employee in the exercise by the employee of any right under this chapter;

“(2) to cause or attempt to cause an agency to discriminate against any employee in the exercise by the employee of any right under this chapter;

“(3) to coerce, discipline, fine, or attempt to coerce a member of the labor organization as punishment, reprisal, or for the purpose of hindering or impeding the member's work performance or productivity as an employee or the discharge of the member's duties as an employee;

“(4) to discriminate against an employee with regard to the terms or conditions of membership in the labor organization on the basis of race, color, creed, national origin, sex, age, preferential or nonpreferential civil service status, political affiliation, marital status, or handicapping condition;

“(5) to refuse to consult or negotiate in good faith with an agency as required by this chapter;

“(6) to fail or refuse to cooperate in impasse procedures and impasse decisions as required by this chapter;

“(7) (A) to call, or participate in, a strike, work stoppage, or slowdown, or picketing of an agency in a labor-management dispute if such picketing interferes with an agency's operations, or

“(B) to condone any activity described in subparagraph (A) of this paragraph by failing to take action to prevent or stop such activity; or

“(8) to otherwise fail or refuse to comply with any provision of this chapter.

Nothing in paragraph (7) of this subsection shall result in any informational picketing which does not interfere with an agency's operations being considered as an unfair labor practice.

“(c) For the purpose of this chapter it shall be an unfair labor practice for an exclusive representative to deny membership to any employee in the appropriate unit represented by such exclusive representative except for failure—

“(1) to meet reasonable occupational standards uniformly required for admission, or

“(2) to tender dues uniformly required as a condition of acquiring and retaining membership.

This subsection does not preclude any labor organization from enforcing discipline in accordance with procedures under its constitution or bylaws to the extent consistent with the provisions of this chapter.

“(d) Issues which can properly be raised under an appeals procedure may not be raised as unfair labor practices prohibited under this section. Except for matters wherein, under section 7121 (e) and (f) of this title, an employee has an option of using the negotiated grievance procedure or an appeals procedure, issues which can be raised under a grievance procedure may, in the discretion of the aggrieved party, be raised under the grievance procedure or as an unfair labor practice under this section, but not under both procedures.

“(e) The expression of any personal view, argument, opinion or the making of any statement which—

“(1) publicizes the fact of a representational election and encourages employees to exercise their right to vote in such election,

“(2) corrects the record with respect to any false or misleading statement made by any person, or

“(3) informs employees of the Government's policy relating to labor-management relations and representation,

shall not, if the expression contains no threat of reprisal or force or promise of benefit or was not made under coercive conditions, (A) constitute an unfair labor practice under any provision of this chapter, or (B) constitute grounds for the setting aside of any election conducted under any provisions of this chapter.

“§ 7117. Duty to bargain in good faith; compelling need; duty to consult 5 USC 7117.

“(a) (1) Subject to paragraph (2) of this subsection, the duty to bargain in good faith shall, to the extent not inconsistent with any Federal law or any Government-wide rule or regulation, extend to matters which are the subject of any rule or regulation only if the rule or regulation is not a Government-wide rule or regulation.

“(2) The duty to bargain in good faith shall, to the extent not inconsistent with Federal law or any Government-wide rule or regulation, extend to matters which are the subject of any agency rule or regulation referred to in paragraph (3) of this subsection only if the Authority has determined under subsection (b) of this section that no compelling need (as determined under regulations prescribed by the Authority) exists for the rule or regulation.

“(3) Paragraph (2) of the subsection applies to any rule or regulation issued by any agency or issued by any primary national subdivision of such agency, unless an exclusive representative represents an appropriate unit including not less than a majority of the employees in the issuing agency or primary national subdivision, as the case may be, to whom the rule or regulation is applicable.

“(b) (1) In any case of collective bargaining in which an exclusive representative alleges that no compelling need exists for any rule or regulation referred to in subsection (a) (3) of this section which is then in effect and which governs any matter at issue in such collective bargaining, the Authority shall determine under paragraph (2) of this subsection, in accordance with regulations prescribed by the Authority, whether such a compelling need exists.

“(2) For the purpose of this section, a compelling need shall be determined not to exist for any rule or regulation only if—

“(A) the agency, or primary national subdivision, as the case may be, which issued the rule or regulation informs the Authority in writing that a compelling need for the rule or regulation does not exist; or

“(B) the Authority determines that a compelling need for a rule or regulation does not exist.

Hearing.

“(3) A hearing may be held, in the discretion of the Authority, before a determination is made under this subsection. If a hearing is held, it shall be expedited to the extent practicable and shall not include the General Counsel as a party.

“(4) The agency, or primary national subdivision, as the case may be, which issued the rule or regulation shall be a necessary party at any hearing under this subsection.

“(c) (1) Except in any case to which subsection (b) of this section applies, if an agency involved in collective bargaining with an exclusive representative alleges that the duty to bargain in good faith does not extend to any matter, the exclusive representative may appeal the allegation to the Authority in accordance with the provisions of this subsection.

Appeal.

“(2) The exclusive representative may, on or before the 15th day after the date on which the agency first makes the allegation referred to in paragraph (1) of this subsection, institute an appeal under this subsection by—

“(A) filing a petition with the Authority; and

“(B) furnishing a copy of the petition to the head of the agency.

Petition.

“(3) On or before the 30th day after the date of the receipt by the head of the agency of the copy of the petition under paragraph (2) (B) of this subsection, the agency shall—

“(A) file with the Authority a statement—

“(i) withdrawing the allegation; or

“(ii) setting forth in full its reasons supporting the allegation; and

“(B) furnish a copy of such statement to the exclusive representative.

“(4) On or before the 15th day after the date of the receipt by the exclusive representative of a copy of a statement under paragraph (3) (B) of this subsection, the exclusive representative shall file with the Authority its response to the statement.

“(5) A hearing may be held, in the discretion of the Authority, before a determination is made under this subsection. If a hearing is held, it shall not include the General Counsel as a party.

“(6) The Authority shall expedite proceedings under this subsection to the extent practicable and shall issue to the exclusive representative and to the agency a written decision on the allegation and specific reasons therefor at the earliest practicable date.

“(d) (1) A labor organization which is the exclusive representative of a substantial number of employees, determined in accordance with criteria prescribed by the Authority, shall be granted consultation

rights by any agency with respect to any Government-wide rule or regulation issued by the agency effecting any substantive change in any condition of employment. Such consultation rights shall terminate when the labor organization no longer meets the criteria prescribed by the Authority. Any issue relating to a labor organization's eligibility for, or continuation of, such consultation rights shall be subject to determination by the Authority.

“(2) A labor organization having consultation rights under paragraph (1) of this subsection shall—

“(A) be informed of any substantive change in conditions of employment proposed by the agency, and

“(B) shall be permitted reasonable time to present its views and recommendations regarding the changes.

“(3) If any views or recommendations are presented under paragraph (2) of this subsection to an agency by any labor organization—

“(A) the agency shall consider the views or recommendations before taking final action on any matter with respect to which the views or recommendations are presented; and

“(B) the agency shall provide the labor organization a written statement of the reasons for taking the final action.

“§ 7118. Prevention of unfair labor practices

5 USC 7118.

“(a) (1) If any agency or labor organization is charged by any person with having engaged in or engaging in an unfair labor practice, the General Counsel shall investigate the charge and may issue and cause to be served upon the agency or labor organization a complaint. In any case in which the General Counsel does not issue a complaint because the charge fails to state an unfair labor practice, the General Counsel shall provide the person making the charge a written statement of the reasons for not issuing a complaint.

“(2) Any complaint under paragraph (1) of this subsection shall contain a notice—

Complaint.

“(A) of the charge;

“(B) that a hearing will be held before the Authority (or any member thereof or before an individual employed by the authority and designated for such purpose); and

Hearing.

“(C) of the time and place fixed for the hearing.

“(3) The labor organization or agency involved shall have the right to file an answer to the original and any amended complaint and to appear in person or otherwise and give testimony at the time and place fixed in the complaint for the hearing.

“(4) (A) Except as provided in subparagraph (B) of this paragraph, no complaint shall be issued based on any alleged unfair labor practice which occurred more than 6 months before the filing of the charge with the Authority.

“(B) If the General Counsel determines that the person filing any charge was prevented from filing the charge during the 6-month period referred to in subparagraph (A) of this paragraph by reason of—

“(i) any failure of the agency or labor organization against which the charge is made to perform a duty owed to the person, or

“(ii) any concealment which prevented discovery of the alleged unfair labor practice during the 6-month period, the General Counsel may issue a complaint based on the charge if the charge was filed during the 6-month period beginning on the day of the discovery by the person of the alleged unfair labor practice.

“(5) The General Counsel may prescribe regulations providing for

Regulations.

informal methods by which the alleged unfair labor practice may be resolved prior to the issuance of a complaint.

Hearing.

“(6) The Authority (or any member thereof or any individual employed by the Authority and designated for such purpose) shall conduct a hearing on the complaint not earlier than 5 days after the date on which the complaint is served. In the discretion of the individual or individuals conducting the hearing, any person involved may be allowed to intervene in the hearing and to present testimony. Any such hearing shall, to the extent practicable, be conducted in accordance with the provisions of subchapter II of chapter 5 of this title, except that the parties shall not be bound by rules of evidence, whether statutory, common law, or adopted by a court. A transcript shall be kept of the hearing. After such a hearing the Authority, in its discretion, may upon notice receive further evidence or hear argument.

5 USC 551.

Transcript.

“(7) If the Authority (or any member thereof or any individual employed by the Authority and designated for such purpose) determines after any hearing on a complaint under paragraph (5) of this subsection that the preponderance of the evidence received demonstrates that the agency or labor organization named in the complaint has engaged in or is engaging in an unfair labor practice, then the individual or individuals conducting the hearing shall state in writing their findings of fact and shall issue and cause to be served on the agency or labor organization an order—

“(A) to cease and desist from any such unfair labor practice in which the agency or labor organization is engaged;

“(B) requiring the parties to renegotiate a collective bargaining agreement in accordance with the order of the Authority and requiring that the agreement, as amended, be given retroactive effect;

“(C) requiring reinstatement of an employee with backpay in accordance with section 5596 of this title; or

“(D) including any combination of the actions described in subparagraphs (A) through (C) of this paragraph or such other action as will carry out the purpose of this chapter.

If any such order requires reinstatement of an employee with backpay, backpay may be required of the agency (as provided in section 5596 of this title) or of the labor organization, as the case may be, which is found to have engaged in the unfair labor practice involved.

“(8) If the individual or individuals conducting the hearing determine that the preponderance of the evidence received fails to demonstrate that the agency or labor organization named in the complaint has engaged in or is engaging in an unfair labor practice, the individual or individuals shall state in writing their findings of fact and shall issue an order dismissing the complaint.

Rules and regulations, interpretation.

“(b) In connection with any matter before the Authority in any proceeding under this section, the Authority may request, in accordance with the provisions of section 7105(i) of this title, from the Director of the Office of Personnel Management an advisory opinion concerning the proper interpretation of rules, regulations, or other policy directives issued by the Office of Personnel Management.

5 USC 7119.

“§ 7119. Negotiation impasses; Federal Service Impasses Panel

“(a) The Federal Mediation and Conciliation Service shall provide services and assistance to agencies and exclusive representatives in the resolution of negotiation impasses. The Service shall determine under what circumstances and in what manner it shall provide services and assistance.

“(b) If voluntary arrangements, including the services of the Federal Mediation and Conciliation Service or any other third-party mediation, fail to resolve a negotiation impasse—

“(1) either party may request the Federal Service Impasses Panel to consider the matter, or

“(2) the parties may agree to adopt a procedure for binding arbitration of the negotiation impasse, but only if the procedure is approved by the Panel.

“(c) (1) The Federal Service Impasses Panel is an entity within the Authority, the function of which is to provide assistance in resolving negotiation impasses between agencies and exclusive representatives.

“(2) The Panel shall be composed of a Chairman and at least six other members, who shall be appointed by the President, solely on the basis of fitness to perform the duties and functions involved, from among individuals who are familiar with Government operations and knowledgeable in labor-management relations.

Membership.

“(3) Of the original members of the Panel, 2 members shall be appointed for a term of 1 year, 2 members shall be appointed for a term of 3 years, and the Chairman and the remaining members shall be appointed for a term of 5 years. Thereafter each member shall be appointed for a term of 5 years, except that an individual chosen to fill a vacancy shall be appointed for the unexpired term of the member replaced. Any member of the Panel may be removed by the President.

“(4) The Panel may appoint an Executive Director and any other individuals it may from time to time find necessary for the proper performance of its duties. Each member of the Panel who is not an employee (as defined in section 2105 of this title) is entitled to pay at a rate equal to the daily equivalent of the maximum annual rate of basic pay then currently paid under the General Schedule for each day he is engaged in the performance of official business of the Panel, including travel time, and is entitled to travel expenses as provided under section 5703 of this title.

“(5) (A) The Panel or its designee shall promptly investigate any impasse presented to it under subsection (b) of this section. The Panel shall consider the impasse and shall either—

Investigation.

“(i) recommend to the parties procedures for the resolution of the impasse; or

“(ii) assist the parties in resolving the impasse through whatever methods and procedures, including factfinding and recommendations, it may consider appropriate to accomplish the purpose of this section.

“(B) If the parties do not arrive at a settlement after assistance by the Panel under subparagraph (A) of this paragraph, the Panel may—

“(i) hold hearings;

“(ii) administer oaths, take the testimony or deposition of any person under oath, and issue subpoenas as provided in section 7132 of this title; and

“(iii) take whatever action is necessary and not inconsistent with this chapter to resolve the impasse.

“(C) Notice of any final action of the Panel under this section shall be promptly served upon the parties, and the action shall be binding on such parties during the term of the agreement, unless the parties agree otherwise.

5 USC 7120.

“§ 7120. Standards of conduct for labor organizations

“(a) An agency shall only accord recognition to a labor organization that is free from corrupt influences and influences opposed to basic democratic principles. Except as provided in subsection (b) of this section, an organization is not required to prove that it is free from such influences if it is subject to governing requirements adopted by the organization or by a national or international labor organization or federation of labor organizations with which it is affiliated, or in which it participates, containing explicit and detailed provisions to which it subscribes calling for—

“(1) the maintenance of democratic procedures and practices including provisions for periodic elections to be conducted subject to recognized safeguards and provisions defining and securing the right of individual members to participate in the affairs of the organization, to receive fair and equal treatment under the governing rules of the organization, and to receive fair process in disciplinary proceedings;

“(2) the exclusion from office in the organization of persons affiliated with communist or other totalitarian movements and persons identified with corrupt influences;

“(3) the prohibition of business or financial interests on the part of organization officers and agents which conflict with their duty to the organization and its members; and

“(4) the maintenance of fiscal integrity in the conduct of the affairs of the organization, including provisions for accounting and financial controls and regular financial reports or summaries to be made available to members.

“(b) Notwithstanding the fact that a labor organization has adopted or subscribed to standards of conduct as provided in subsection (a) of this section, the organization is required to furnish evidence of its freedom from corrupt influences or influences opposed to basic democratic principles if there is reasonable cause to believe that—

“(1) the organization has been suspended or expelled from, or is subject to other sanction, by a parent labor organization, or federation of organizations with which it had been affiliated, because it has demonstrated an unwillingness or inability to comply with governing requirements comparable in purpose to those required by subsection (a) of this section; or

“(2) the organization is in fact subject to influences that would preclude recognition under this chapter.

Filing of reports.

“(c) A labor organization which has or seeks recognition as a representative of employees under this chapter shall file financial and other reports with the Assistant Secretary of Labor for Labor Management Relations, provide for bonding of officials and employees of the organization, and comply with trusteeship and election standards.

Regulations.

“(d) The Assistant Secretary shall prescribe such regulations as are necessary to carry out the purposes of this section. Such regulations shall conform generally to the principles applied to labor organizations in the private sector. Complaints of violations of this section shall be filed with the Assistant Secretary. In any matter arising under this section, the Assistant Secretary may require a labor organization to cease and desist from violations of this section and require it to take such actions as he considers appropriate to carry out the policies of this section.

“(e) This chapter does not authorize participation in the management of a labor organization or acting as a representative of a labor organization by a management official, a supervisor, or a confidential

employee, except as specifically provided in this chapter, or by an employee if the participation or activity would result in a conflict or apparent conflict of interest or would otherwise be incompatible with law or with the official duties of the employee.

“(f) In the case of any labor organization which by omission or commission has willfully and intentionally, with regard to any strike, work stoppage, or slowdown, violated section 7116(b)(7) of this title, the Authority shall, upon an appropriate finding by the Authority of such violation—

“(1) revoke the exclusive recognition status of the labor organization, which shall then immediately cease to be legally entitled and obligated to represent employees in the unit; or

“(2) take any other appropriate disciplinary action.

“SUBCHAPTER III—GRIEVANCES

“§ 7121. Grievance procedures

5 USC 7121.

“(a)(1) Except as provided in paragraph (2) of this subsection, any collective bargaining agreement shall provide procedures for the settlement of grievances, including questions of arbitrability. Except as provided in subsections (d) and (e) of this section, the procedures shall be the exclusive procedures for resolving grievances which fall within its coverage.

“(2) Any collective bargaining agreement may exclude any matter from the application of the grievance procedures which are provided for in the agreement.

“(b) Any negotiated grievance procedure referred to in subsection (a) of this section shall—

“(1) be fair and simple,

“(2) provide for expeditious processing, and

“(3) include procedures that—

“(A) assure an exclusive representative the right, in its own behalf or on behalf of any employee in the unit represented by the exclusive representative, to present and process grievances;

“(B) assure such an employee the right to present a grievance on the employee's own behalf, and assure the exclusive representative the right to be present during the grievance proceeding; and

“(C) provide that any grievance not satisfactorily settled under the negotiated grievance procedure shall be subject to binding arbitration which may be invoked by either the exclusive representative or the agency.

“(c) The preceding subsections of this section shall not apply with respect to any grievance concerning—

“(1) any claimed violation of subchapter III of chapter 73 of this title (relating to prohibited political activities);

“(2) retirement, life insurance, or health insurance;

“(3) a suspension or removal under section 7532 of this title;

“(4) any examination, certification, or appointment; or

“(5) the classification of any position which does not result in the reduction in grade or pay of an employee.

5 USC 7321.

“(d) An aggrieved employee affected by a prohibited personnel practice under section 2302(b)(1) of this title which also falls under the coverage of the negotiated grievance procedure may raise the matter under a statutory procedure or the negotiated procedure, but not both. An employee shall be deemed to have exercised his option

Ante, p. 1114.

under this subsection to raise the matter under either a statutory procedure or the negotiated procedure at such time as the employee timely initiates an action under the applicable statutory procedure or timely files a grievance in writing, in accordance with the provisions of the parties' negotiated procedure, whichever event occurs first. Selection of the negotiated procedure in no manner prejudices the right of an aggrieved employee to request the Merit Systems Protection Board to review the final decision pursuant to section 7702 of this title in the case of any personnel action that could have been appealed to the Board, or, where applicable, to request the Equal Employment Opportunity Commission to review a final decision in any other matter involving a complaint of discrimination of the type prohibited by any law administered by the Equal Employment Opportunity Commission.

Ante, p. 1140.

Ante, p. 1133,
1136.

Ante, p. 1138.

“(e) (1) Matters covered under sections 4303 and 7512 of this title which also fall within the coverage of the negotiated grievance procedure may, in the discretion of the aggrieved employee, be raised either under the appellate procedures of section 7701 of this title or under the negotiated grievance procedure, but not both. Similar matters which arise under other personnel systems applicable to employees covered by this chapter may, in the discretion of the aggrieved employee, be raised either under the appellate procedures, if any, applicable to those matters, or under the negotiated grievance procedure, but not both. An employee shall be deemed to have exercised his option under this subsection to raise a matter either under the applicable appellate procedures or under the negotiated grievance procedure at such time as the employee timely files a notice of appeal under the applicable appellate procedures or timely files a grievance in writing in accordance with the provisions of the parties' negotiated grievance procedure, whichever event occurs first.

“(2) In matters covered under sections 4303 and 7512 of this title which have been raised under the negotiated grievance procedure in accordance with this section, an arbitrator shall be governed by section 7701 (c) (1) of this title, as applicable.

Ante, p. 1143.

“(f) In matters covered under sections 4303 and 7512 of this title which have been raised under the negotiated grievance procedure in accordance with this section, section 7703 of this title pertaining to judicial review shall apply to the award of an arbitrator in the same manner and under the same conditions as if the matter had been decided by the Board. In matters similar to those covered under sections 4303 and 7512 of this title which arise under other personnel systems and which an aggrieved employee has raised under the negotiated grievance procedure, judicial review of an arbitrator's award may be obtained in the same manner and on the same basis as could be obtained of a final decision in such matters raised under applicable appellate procedures.

5 USC 7122.

“§ 7122. Exceptions to arbitral awards

“(a) Either party to arbitration under this chapter may file with the Authority an exception to any arbitrator's award pursuant to the arbitration (other than an award relating to a matter described in section 7121 (f) of this title). If upon review the Authority finds that the award is deficient—

“(1) because it is contrary to any law, rule, or regulation; or

“(2) on other grounds similar to those applied by Federal courts in private sector labor-management relations;

the Authority may take such action and make such recommendations concerning the award as it considers necessary, consistent with applicable laws, rules, or regulations.

“(b) If no exception to an arbitrator’s award is filed under subsection (a) of this section during the 30-day period beginning on the date of such award, the award shall be final and binding. An agency shall take the actions required by an arbitrator’s final award. The award may include the payment of backpay (as provided in section 5596 of this title).

“§ 7123. Judicial review; enforcement

5 USC 7123.

“(a) Any person aggrieved by any final order of the Authority other than an order under—

“(1) section 7122 of this title (involving an award by an arbitrator), unless the order involves an unfair labor practice under section 7118 of this title, or

“(2) section 7112 of this title (involving an appropriate unit determination),

may, during the 60-day period beginning on the date on which the order was issued, institute an action for judicial review of the Authority’s order in the United States court of appeals in the circuit in which the person resides or transacts business or in the United States Court of Appeals for the District of Columbia.

“(b) The Authority may petition any appropriate United States court of appeals for the enforcement of any order of the Authority and for appropriate temporary relief or restraining order.

Petition.

“(c) Upon the filing of a petition under subsection (a) of this section for judicial review or under subsection (b) of this section for enforcement, the Authority shall file in the court the record in the proceedings, as provided in section 2112 of title 28. Upon the filing of the petition, the court shall cause notice thereof to be served to the parties involved, and thereupon shall have jurisdiction of the proceeding and of the question determined therein and may grant any temporary relief (including a temporary restraining order) it considers just and proper, and may make and enter a decree affirming and enforcing, modifying and enforcing as so modified, or setting aside in whole or in part the order of the Authority. The filing of a petition under subsection (a) or (b) of this section shall not operate as a stay of the Authority’s order unless the court specifically orders the stay. Review of the Authority’s order shall be on the record in accordance with section 706 of this title. No objection that has not been urged before the Authority, or its designee, shall be considered by the court, unless the failure or neglect to urge the objection is excused because of extraordinary circumstances. The findings of the Authority with respect to questions of fact, if supported by substantial evidence on the record considered as a whole, shall be conclusive. If any person applies to the court for leave to adduce additional evidence and shows to the satisfaction of the court that the additional evidence is material and that there were reasonable grounds for the failure to adduce the evidence in the hearing before the Authority, or its designee, the court may order the additional evidence to be taken before the Authority, or its designee, and to be made a part of the record. The Authority may modify its findings as to the facts, or make new findings by reason of additional evidence so taken and filed. The Authority shall file its modified or new findings, which, with respect to questions of fact, if supported by substantial evidence on the record considered as a whole,

5 USC 706.

shall be conclusive. The Authority shall file its recommendations, if any, for the modification or setting aside of its original order. Upon the filing of the record with the court, the jurisdiction of the court shall be exclusive and its judgment and decree shall be final, except that the judgment and decree shall be subject to review by the Supreme Court of the United States upon writ of certiorari or certification as provided in section 1254 of title 28.

“(d) The Authority may, upon issuance of a complaint as provided in section 7118 of this title charging that any person has engaged in or is engaging in an unfair labor practice, petition any United States district court within any district in which the unfair labor practice in question is alleged to have occurred or in which such person resides or transacts business for appropriate temporary relief (including a restraining order). Upon the filing of the petition, the court shall cause notice thereof to be served upon the person, and thereupon shall have jurisdiction to grant any temporary relief (including a temporary restraining order) it considers just and proper. A court shall not grant any temporary relief under this section if it would interfere with the ability of the agency to carry out its essential functions or if the Authority fails to establish probable cause that an unfair labor practice is being committed.

“SUBCHAPTER IV—ADMINISTRATIVE AND OTHER PROVISIONS

5 USC 7131.

“§ 7131. Official time

“(a) Any employee representing an exclusive representative in the negotiation of a collective bargaining agreement under this chapter shall be authorized official time for such purposes, including attendance at impasse proceeding, during the time the employee otherwise would be in a duty status. The number of employees for whom official time is authorized under this subsection shall not exceed the number of individuals designated as representing the agency for such purposes.

“(b) Any activities performed by any employee relating to the internal business of a labor organization (including the solicitation of membership, elections of labor organization officials, and collection of dues) shall be performed during the time the employee is in a non-duty status.

“(c) Except as provided in subsection (a) of this section, the Authority shall determine whether any employee participating for, or on behalf of, a labor organization in any phase of proceedings before the Authority shall be authorized official time for such purpose during the time the employee otherwise would be in a duty status.

“(d) Except as provided in the preceding subsections of this section—

“(1) any employee representing an exclusive representative, or

“(2) in connection with any other matter covered by this chapter, any employee in an appropriate unit represented by an exclusive representative,

shall be granted official time in any amount the agency and the exclusive representative involved agree to be reasonable, necessary, and in the public interest.

5 USC 7132.

“§ 7132. Subpenas

5 USC 3105.

“(a) Any member of the Authority, the General Counsel, or the Panel, any administrative law judge appointed by the Authority under section 3105 of this title, and any employee of the Authority designated by the Authority may—

“(1) issue subpoenas requiring the attendance and testimony of witnesses and the production of documentary or other evidence from any place in the United States; and

“(2) administer oaths, take or order the taking of depositions, order responses to written interrogatories, examine witnesses, and receive evidence.

No subpoena shall be issued under this section which requires the disclosure of intramanagement guidance, advice, counsel, or training within an agency or between an agency and the Office of Personnel Management.

“(b) In the case of contumacy or failure to obey a subpoena issued under subsection (a) (1) of this section, the United States district court for the judicial district in which the person to whom the subpoena is addressed resides or is served may issue an order requiring such person to appear at any designated place to testify or to produce documentary or other evidence. Any failure to obey the order of the court may be punished by the court as a contempt thereof.

“(c) Witnesses (whether appearing voluntarily or under subpoena) shall be paid the same fee and mileage allowances which are paid subpoenaed witnesses in the courts of the United States.

“§ 7133. Compilation and publication of data

5 USC 7133.

“(a) The Authority shall maintain a file of its proceedings and copies of all available agreements and arbitration decisions, and shall publish the texts of its decisions and the actions taken by the Panel under section 7119 of this title.

“(b) All files maintained under subsection (a) of this section shall be open to inspection and reproduction in accordance with the provisions of sections 552 and 552a of this title.

5 USC 552, 552a.

“§ 7134. Regulations

5 USC 7134.

“The Authority, the General Counsel, the Federal Mediation and Conciliation Service, the Assistant Secretary of Labor for Labor Management Relations, and the Panel shall each prescribe rules and regulations to carry out the provisions of this chapter applicable to each of them, respectively. Provisions of subchapter II of chapter 5 of this title shall be applicable to the issuance, revision, or repeal of any such rule or regulation.

5 USC 551.

“§ 7135. Continuation of existing laws, recognitions, agreements, and procedures

5 USC 7135.

“(a) Nothing contained in this chapter shall preclude—

“(1) the renewal or continuation of an exclusive recognition, certification of an exclusive representative, or a lawful agreement between an agency and an exclusive representative of its employees, which is entered into before the effective date of this chapter; or

“(2) the renewal, continuation, or initial according of recognition for units of management officials or supervisors represented by labor organizations which historically or traditionally represent management officials or supervisors in private industry and which hold exclusive recognition for units of such officials or supervisors in any agency on the effective date of this chapter.

“(b) Policies, regulations, and procedures established under and decisions issued under Executive Orders 11491, 11616, 11636, 11787, and 11838, or under any other Executive order, as in effect on the effective date of this chapter, shall remain in full force and effect until revised or revoked by the President, or unless superseded by specific provisions

5 USC 7301 note,
7701 note.

of this chapter or by regulations or decisions issued pursuant to this chapter.”.

BACKPAY IN CASE OF UNFAIR LABOR PRACTICES AND GRIEVANCES

SEC. 702. Section 5596(b) of title 5, United States Code is amended to read as follows:

“(b) (1) An employee of an agency who, on the basis of a timely appeal or an administrative determination (including a decision relating to an unfair labor practice or a grievance) is found by appropriate authority under applicable law, rule, regulation, or collective bargaining agreement, to have been affected by an unjustified or unwarranted personnel action which has resulted in the withdrawal or reduction of all or part of the pay, allowances, or differentials of the employee—

“(A) is entitled, on correction of the personnel action, to receive for the period for which the personnel action was in effect—

“(i) an amount equal to all or any part of the pay, allowances, or differentials, as applicable which the employee normally would have earned or received during the period if the personnel action had not occurred, less any amounts earned by the employee through other employment during that period; and

“(ii) reasonable attorney fees related to the personnel action which, with respect to any decision relating to an unfair labor practice or a grievance processed under a procedure negotiated in accordance with chapter 71 of this title, shall be awarded in accordance with standards established under section 7701 (g) of this title; and

“(B) for all purposes, is deemed to have performed service for the agency during that period, except that—

“(i) annual leave restored under this paragraph which is in excess of the maximum leave accumulation permitted by law shall be credited to a separate leave account for the employee and shall be available for use by the employee within the time limits prescribed by regulations of the Office of Personnel Management, and

“(ii) annual leave credited under clause (i) of this subparagraph but unused and still available to the employee under regulations prescribed by the Office shall be included in the lump-sum payment under section 5551 or 5552(1) of this title but may not be retained to the credit of the employee under section 5552(2) of this title.

“(2) This subsection does not apply to any reclassification action nor authorize the setting aside of an otherwise proper promotion by a selecting official from a group of properly ranked and certified candidates.

“(3) For the purpose of this subsection, ‘grievance’ and ‘collective bargaining agreement’ have the meanings set forth in section 7103 of this title, ‘unfair labor practice’ means an unfair labor practice described in section 7116 of this title, and ‘personnel action’ includes the omission or failure to take an action or confer a benefit.”.

TECHNICAL AND CONFORMING AMENDMENTS

SEC. 703. (a) Subchapter II of chapter 71 of title 5, United States Code, is amended—

(1) by redesignating sections 7151 (as amended by section 310 of this Act), 7152, 7153, and 7154 as sections 7201, 7202, 7203, and 7204, respectively;

Ante, p. 1191.

Ante, p. 1138.

5 USC 5551,
5552.

Ante, p. 1192.

5 USC 7151-
7154, 7201-
7204.

(2) by striking out the subchapter heading and inserting in lieu thereof the following:

“CHAPTER 72—ANTIDISCRIMINATION; RIGHT TO PETITION CONGRESS

“SUBCHAPTER I—ANTIDISCRIMINATION IN EMPLOYMENT

- “Sec.
- “7201. Antidiscrimination policy ; minority recruitment program.
- “7202. Marital status.
- “7203. Handicapping condition.
- “7204. Other prohibitions.

“SUBCHAPTER II—EMPLOYEES’ RIGHT TO PETITION CONGRESS

“7211. Employees’ right to petition Congress.”;

and

(3) by adding at the end thereof the following new subchapter:

“SUBCHAPTER II—EMPLOYEES’ RIGHT TO PETITION CONGRESS

“§ 7211. Employees’ right to petition Congress

5 USC 7211.

“The right of employees, individually or collectively, to petition Congress or a Member of Congress, or to furnish information to either House of Congress, or to a committee or Member thereof, may not be interfered with or denied.”.

(b) The analysis for part III of title 5, United States Code, is amended by striking out—

“Subpart F—Employee Relations

“71. Policies..... 7101”;

and inserting in lieu thereof—

“Subpart F—Labor-Management and Employee Relations

“71. Labor-Management Relations..... 7101
 “72. Antidiscrimination; Right to Petition Congress..... 7201”.

(c) (1) Section 2105 (c) (1) of title 5, United States Code, is amended by striking out “7152, 7153” and inserting in lieu thereof “7202, 7203”.

(2) Section 3302(2) of title 5, United States Code, is amended by striking out “and 7154” and inserting in lieu thereof “and 7204”.

(3) Sections 4540(c), 7212(a), and 9540(c) of title 10, United States Code, are each amended by striking out “7154 of title 5” and inserting in lieu thereof “7204 of title 5”.

(4) Section 410(b) (1) of title 39, United States Code, is amended by striking out “chapters 71 (employee policies)” and inserting in lieu thereof the following: “chapters 72 (antidiscrimination; right to petition Congress)”.

(5) Section 1002(g) of title 39, United States Code, is amended by striking out “section 7102 of title 5” and inserting in lieu thereof “section 7211 of title 5”.

(d) Section 5315 of title 5, United States Code, is amended by adding at the end thereof the following clause:

“(124) Chairman, Federal Labor Relations Authority.”.

(e) Section 5316 of such title is amended by adding at the end thereof the following clause: 5 USC 5316.

“(145) Members, Federal Labor Relations Authority (2) and its General Counsel.”.

MISCELLANEOUS PROVISIONS

- 5 USC 5343 note. SEC. 704. (a) Those terms and conditions of employment and other employment benefits with respect to Government prevailing rate employees to whom section 9(b) of Public Law 92-392 applies which were the subject of negotiation in accordance with prevailing rates and practices prior to August 19, 1972, shall be negotiated on and after the date of the enactment of this Act in accordance with the provisions of section 9(b) of Public Law 92-392 without regard to any provision of chapter 71 of title 5, United States Code (as amended by this title), to the extent that any such provision is inconsistent with this paragraph.
- 5 USC 5343 note. (b) The pay and pay practices relating to employees referred to in paragraph (1) of this subsection shall be negotiated in accordance with prevailing rates and pay practices without regard to any provision of—
- Ante*, p. 1191. (A) chapter 71 of title 5, United States Code (as amended by this title), to the extent that any such provision is inconsistent with this paragraph;
- 5 USC 5341, (B) subchapter IV of chapter 53 and subchapter V of chapter 55 of title 5, United States Code; or
5541. (C) any rule, regulation, decision, or order relating to rates of pay or pay practices under subchapter IV of chapter 53 or subchapter V of chapter 55 of title 5, United States Code.

TITLE VIII—GRADE AND PAY RETENTION

GRADE AND PAY RETENTION

- 5 USC 5301 SEC. 801. (a) (1) Chapter 53 of title 5, United States Code, relating
et seq. to pay rates and systems, is amended by inserting after subchapter V thereof the following new subchapter:

“SUBCHAPTER VI—GRADE AND PAY RETENTION

- 5 USC 5361. “§ 5361. Definitions
- “For the purpose of this subchapter—
- 5 USC 5342. “(1) ‘employee’ means an employee to whom chapter 51 of this title applies, and a prevailing rate employee, as defined by section 5342(a)(2) of this title, whose employment is other than on a temporary or term basis;
- 5 USC 5102. “(2) ‘agency’ has the meaning given it by section 5102 of this title;
- “(3) ‘retained grade’ means the grade used for determining benefits to which an employee to whom section 5362 of this title applies is entitled;
- 5 USC 5343. “(4) ‘rate of basic pay’ means, in the case of a prevailing rate employee, the scheduled rate of pay determined under section 5343 of this title;
- “(5) ‘covered pay schedule’ means the General Schedule, any prevailing rate schedule established under subchapter IV of this chapter, or the merit pay system under chapter 54 of this title;
- Ante*, p. 1180. “(6) ‘position subject to this subchapter’ means any position under a covered pay schedule; and
- “(7) ‘reduction-in-force procedures’ means procedures applied in carrying out any reduction in force due to a reorganization, due to lack of funds or curtailment of work, or due to any other factor.

“§ 5362. Grade retention following a change of positions or reclassification 5 USC 5362.**“(a) Any employee—**

“(1) who is placed as a result of reduction-in-force procedures from a position subject to this subchapter to another position which is subject to this subchapter and which is in a lower grade than the previous position, and

“(2) who has served for 52 consecutive weeks or more in one or more positions subject to this subchapter at a grade or grades higher than that of the new position,

is entitled, to the extent provided in subsection (c) of this section, to have the grade of the position held immediately before such placement be considered to be the retained grade of the employee in any position he holds for the 2-year period beginning on the date of such placement.

“(b) (1) Any employee who is in a position subject to this subchapter and whose position has been reduced in grade is entitled, to the extent provided in subsection (c) of this section, to have the grade of such position before reduction be treated as the retained grade of such employee for the 2-year period beginning on the date of the reduction in grade.

“(2) The provisions of paragraph (1) of this subsection shall not apply with respect to any reduction in the grade of a position which had not been classified at the higher grade for a continuous period of at least one year immediately before such reduction.

“(c) For the 2-year period referred to in subsections (a) and (b) of this section, the retained grade of an employee under such subsection (a) or (b) shall be treated as the grade of the employee's position for all purposes (including pay and pay administration under this chapter and chapters 54 and 55 of this title, retirement and life insurance under chapters 83 and 87 of this title, and eligibility for training and promotion under this title) except—

“(1) for purposes of subsection (a) of this section,

“(2) for purposes of applying any reduction-in-force procedures,

“(3) for purposes of determining whether the employee is covered by the merit pay system established under section 5402 of this title, or

“(4) for such other purposes as the Office of Personnel Management may provide by regulation.

“(d) The foregoing provisions of this section shall cease to apply to an employee who—

“(1) has a break in service of one workday or more;

“(2) is demoted (determined without regard to this section) for personal cause or at the employee's request;

“(3) is placed in, or declines a reasonable offer of, a position the grade of which is equal to or higher than the retained grade; or

“(4) elects in writing to have the benefits of this section terminate.

“§ 5363. Pay retention**“(a) Any employee—**

“(1) who ceases to be entitled to the benefits of section 5362 of this title by reason of the expiration of the 2-year period of coverage provided under such section;

“(2) who is in a position subject to this subchapter and who is subject to a reduction or termination of a special rate of pay established under section 5303 of this title; or

Ante, p. 1180.
5 USC 5501.
5 USC 8301,
8701.

Ante, p. 1181.

5 USC 5363.

5 USC 5303.

“(3) who is in a position subject to this subchapter and who (but for this section) would be subject to a reduction in pay under circumstances prescribed by the Office of Personnel Management by regulation to warrant the application of this section; is entitled to basic pay at a rate equal to (A) the employee’s allowable former rate of basic pay, plus (B) 50 percent of the amount of each increase in the maximum rate of basic pay payable for the grade of the employee’s position immediately after such reduction in pay if such allowable former rate exceeds such maximum rate for such grade.

“(b) For the purpose of subsection (a) of this section, ‘allowable former rate of basic pay’ means the lower of—

“(1) the rate of basic pay payable to the employee immediately before the reduction in pay; or

“(2) 150 percent of the maximum rate of basic pay payable for the grade of the employee’s position immediately after such reduction in pay.

“(c) The preceding provisions of this section shall cease to apply to an employee who—

“(1) has a break in service of one workday or more;

“(2) is entitled by operation of this subchapter or chapter 51, 53, or 54 of this title to a rate of basic pay which is equal to or higher than, or declines a reasonable offer of a position the rate of basic pay for which is equal to or higher than, the rate to which the employee is entitled under this section; or

“(3) is demoted for personal cause or at the employee’s request.

5 USC 5101,
5301.
Ante, p. 1180.

5 USC 5364.

“§ 5364. Remedial actions

“Under regulations prescribed by the Office of Personnel Management, the Office may require any agency—

“(1) to report to the Office information with respect to vacancies (including impending vacancies);

“(2) to take such steps as may be appropriate to assure employees receiving benefits under section 5362 or 5363 of this title have the opportunity to obtain necessary qualifications for the selection to positions which would minimize the need for the application of such sections;

“(3) to establish a program under which employees receiving benefits under section 5362 or 5363 of this title are given priority in the consideration for or placement in positions which are equal to their retained grade or pay; and

“(4) to place certain employees, notwithstanding the fact their previous position was in a different agency, but only in circumstances in which the Office determines the exercise of such authority is necessary to carry out the purpose of this section.

5 USC 5365.

“§ 5365. Regulations

“(a) The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter.

“(b) Under such regulations, the Office may provide for the application of all or portions of the provisions of this subchapter—

“(1) to any individual reduced to a grade of a covered pay schedule from a position not subject to this subchapter;

“(2) to individuals to whom such provisions do not otherwise apply; and

“(3) to situations the application to which is justified for purposes of carrying out the mission of the agency or agencies involved.

“§ 5366. Appeals

5 USC 5366.

“(a) (1) In the case of the termination of any benefits available to an employee under this subchapter on the grounds such employee declined a reasonable offer of a position the grade or pay of which was equal to or greater than his retained grade or pay, such termination may be appealed to the Office of Personnel Management under procedures prescribed by the Office.

“(2) Nothing in this subchapter shall be construed to affect the right of any employee to appeal—

“(A) under section 5112(b) or 5346(c) of this title, or otherwise, any reclassification of a position; or

“(B) under procedures prescribed by the Office of Personnel Management, any reduction-in-force action.

“(b) For purposes of any appeal procedures (other than those described in subsection (a) of this section) or any grievance procedure negotiated under the provisions of chapter 71 of this title—

Ante, p. 1192.

“(1) any action which is the basis of an individual's entitlement to benefits under this subchapter, and

“(2) any termination of any such benefits under this subchapter, shall not be treated as appealable under such appeals procedures or grievable under such grievance procedure.”

(2) Sections 5334(d), 5337, and 5345 of title 5, United States Code, are hereby repealed.

Repeal.

(3) (A) Chapter 53 of title 5, United States Code, is amended—

5 USC 5301

(i) by redesignating subchapter VI as subchapter VII, and

et seq.

(ii) by redesignating sections 5361 through 5365 as sections 5371 through 5375, respectively.

(B) (i) The analysis of chapter 53 of title 5, United States Code, is amended by striking out the items relating to subchapter VI thereof and inserting in lieu thereof the following:

“SUBCHAPTER VI—GRADE AND PAY RETENTION

“Sec.

“5361. Definitions.

“5362. Grade retention following a change of positions or reclassification.

“5363. Pay retention.

“5364. Remedial actions.

“5365. Regulations.

“5366. Appeals.

“SUBCHAPTER VII—MISCELLANEOUS PROVISIONS

“Sec.

“5371. Scientific and professional positions.

“5372. Administrative law judges.

“5373. Limitation on pay fixed by administrative action.

“5374. Miscellaneous positions in the executive branch.

“5375. Police force of National Zoological Park.”

(ii) The analysis of such chapter is further amended by striking out the items relating to sections 5337 and 5345, respectively.

(iii) Sections 559 and 1305 of title 5, United States Code, are each amended by striking out “5362,” each place it appears and inserting “5372,” in lieu thereof.

(C) Section 3104(b) of title 5, United States Code, as redesignated by this Act, is amended by striking out “section 5361” and inserting “section 5371” in lieu thereof.

Ante, p. 1178.

(D) Section 5102(c) (5) of title 5, United States Code, is amended by striking out “section 5365” and inserting “section 5375” in lieu thereof.

(E) Sections 5107 and 8704(d)(1) of title 5, United States Code, are each amended by striking out "section 5337" and inserting in lieu thereof "subchapter VI of chapter 53".

5 USC 5361.

(F) Section 5334(b) of title 5, United States Code, is amended by striking out "section 5337 of this title" each place it appears and inserting in lieu thereof "subchapter VI of this chapter".

(G) Section 5334 of title 5, United States Code, is amended by redesignating subsections (e) and (f) as subsections (d) and (e), respectively.

(H) Section 5349(a) of title 5, United States Code, is amended—

(i) by striking out "section 5345, relating to retention of pay," and inserting in lieu thereof "subchapter VI of this chapter, relating to grade and pay retention,";

(ii) by striking out "section 5345 of this title" and inserting in lieu thereof "subchapter VI of this chapter"; and

Ante, p. 1218.

(iii) by striking out "paragraph (2) of section 5345(a)" and inserting in lieu thereof "section 5361(1)".

(I) Sections 4540(c), 7212(a), and 9540(c) of title 10, United States Code, are each amended by inserting after "of title 5" the following: "and subchapter VI of chapter 53 of such title 5".

(J) Section 1416(a) of the Act of August 1, 1968 (Public Law 90-448; 15 U.S.C. 1715(a)), and section 808(c) of the Act of April 11, 1968 (Public Law 90-284; 42 U.S.C. 3608(b)), are each amended by striking out "5362," and inserting in lieu thereof "5372,".

5 USC 5361 note.

(4)(A) The amendments made by this subsection shall take effect on the first day of the first applicable pay period beginning on or after the 90th day after the date of the enactment of this Act.

(B) An employee who was receiving pay under the provisions of section 5334(d), 5337, or 5345 of title 5, United States Code, on the day before the effective date prescribed in subparagraph (A) of this paragraph shall not have such pay reduced or terminated by reason of the amendments made by this subsection and, unless section 5362 of such title 5 (as amended by subsection (a)(1) of this section) applies, such an employee is entitled to continue to receive pay as authorized by those provisions (as in effect on such date).

Ante, p. 1218.

5 USC 5362 note.

(b)(1) Under regulations prescribed by the Office of Personnel Management, any employee—

(A) whose grade was reduced on or after January 1, 1977, and before the effective date of the amendments made by subsection (a) of this section under circumstances which would have entitled the employee to coverage under the provisions of section 5362 of title 5, United States Code (as amended by subsection (a) of this section) if such amendments had been in effect at the time of the reduction; and

(B) who has remained employed by the Federal Government from the date of the reduction in grade to the effective date of the amendments made by subsection (a) of this section without a break in service of one workday or more; shall be entitled—

(i) to receive the additional pay and benefits which such employee would have been entitled to receive if the amendments made by subsection (a) of this section had been in effect during the period beginning on the effective date of such reduction in grade and ending on the day before the effective date of such amendments, and

(ii) to have the amendments made by subsection (a) of this section apply to such employee as if the reduction in grade had occurred on the effective date of such amendments.

(2) No employee covered by this subsection whose reduction in grade resulted in an increase in pay shall have such pay reduced by reason of the amendments made by subsection (a) of this section.

(3)(A) For purposes of this subsection, the requirements under paragraph (1)(B) of this subsection, relating to continuous employment following reduction in grade, shall be considered to be met in the case of any employee—

(i) who separated from service with a right to an immediate annuity under chapter 83 of title 5, United States Code, or under another retirement system for Federal employees; or

(ii) who died.

(B) Amounts payable by reason of subparagraph (A) of this paragraph in the case of the death of an employee shall be paid in accordance with the provisions of subchapter VIII of chapter 55 of title 5, United States Code, relating to settlement of accounts in the case of deceased employees.

(4) The Office of Personnel Management shall have the same authority to prescribe regulations under this subsection as it has under section 5365 of title 5, United States Code, with respect to subchapter VI of chapter 53 of such title, as added by subsection (a) of this section.

5 USC 8301 *et seq.*

TITLE IX—MISCELLANEOUS

STUDY ON DECENTRALIZATION OF GOVERNMENTAL FUNCTIONS

SEC. 901. (a) As soon as practicable after the effective date of this Act, the Director of the Office of Management and Budget shall conduct a detailed study concerning the decentralization of Federal governmental functions.

Study.
31 USC 18 note.

(b) The study to be conducted under subsection (a) of this section shall include—

(1) a review of the existing geographical distribution of Federal governmental functions throughout the United States, including the extent to which such functions are concentrated in the District of Columbia; and

(2) a review of the possibilities of distributing some of the functions of the various Federal agencies currently concentrated in the District of Columbia to field offices located at points throughout the United States.

Interested parties, including heads of agencies, other Federal employees, and Federal employee organizations, shall be allowed to submit views, arguments, and data in connection with such study.

(c) Upon completion of the study under subsection (a) of this section, and in any event not later than one year after the effective date of this Act, the Director of the Office of Management and Budget shall submit to the President and to the Congress a report on the results of such study together with his recommendations. Any recommendation which involves the amending of existing statutes shall include draft legislation.

Report to OMB,
President and
Congress.

SAVINGS PROVISIONS

SEC. 902. (a) Except as otherwise provided in this Act, all executive orders, rules, and regulations affecting the Federal service shall continue in effect, according to their terms, until modified, terminated, superseded, or repealed by the President, the Office of Personnel Management, the Merit Systems Protection Board, the Equal Employment Opportunity Commission, or the Federal Labor Relations Authority with respect to matters within their respective jurisdictions

5 USC 1101 note.

(b) No provision of this Act shall affect any administrative proceedings pending at the time such provision takes effect. Orders shall be issued in such proceedings and appeals shall be taken therefrom as if this Act had not been enacted.

(c) No suit, action, or other proceeding lawfully commenced by or against the Director of the Office of Personnel Management or the members of the Merit Systems Protection Board, or officers or employees thereof, in their official capacity or in relation to the discharge of their official duties, as in effect immediately before the effective date of this Act, shall abate by reason of the enactment of this Act. Determinations with respect to any such suit, action, or other proceeding shall be made as if this Act had not been enacted.

AUTHORIZATION OF APPROPRIATIONS

5 USC 5509 note. SEC. 903. There are authorized to be appropriated, out of any moneys in the Treasury not otherwise appropriated, such sums as may be necessary to carry out the provisions of this Act.

POWERS OF PRESIDENT UNAFFECTED EXCEPT BY EXPRESS PROVISIONS

5 USC 1101 note. SEC. 904. Except as otherwise expressly provided in this Act, no provision of this Act shall be construed to—

(1) limit, curtail, abolish, or terminate any function of, or authority available to, the President which the President had immediately before the effective date of this Act; or

(2) limit, curtail, or terminate the President's authority to delegate, redelegate, or terminate any delegation of functions.

REORGANIZATION PLANS

5 USC 1101 note. SEC. 905. Any provision in either Reorganization Plan Numbered 1 or 2 of 1978 inconsistent with any provision in this Act is hereby superseded.

TECHNICAL AND CONFORMING AMENDMENTS

SEC. 906. (a) Title 5, United States Code, is amended—

(1) in section 5347, 8713, and 8911, by striking out "Chairman of the Civil Service Commission" and inserting in lieu thereof "Director of the Office of Personnel Management";

(2) in sections 1301, 1302, 1304, 1308, 2105, 2951, 3110, 3304a, 3308, 3312, 3314, 3318, 3324, 3325, 3344, 3351, 3363, 3373, 3502, 3504, 4102, 4106, 4113-4118, 5102, 5103, 5105, 5107, 5110-5115, 5303, 5304, 5333, 5334, 5335(b), 5336, 5338, 5343, 5346, 5347, 5351, 5352, 5371 (as redesignated in section 801(a)(3)(A)(ii) of this Act), 5372 (as redesignated in such section 801(a)(3)(A)(ii)), 5374 (as redesignated in such section 801(a)(3)(A)(ii)), 5504, 5533, 5545, 5548, 5723, 6101, 6304-6306, 6308, 6311, 6322, 6326, 7203 (as redesignated in section 703(a)(1) of this Act), 7204 (as redesignated in such section 703(a)(1)), 7312, 8151, 8331, 8332, 8334, 8337, 8339-8343, 8345, 8346, 8347(a), 8348, 8501, 8701-8712, 8714, 8714a, 8716, 8901-8903, 8905, 8907-8910, and 8913, by striking out "Civil Service Commission" and inserting in lieu thereof "Office of Personnel Management";

(3) in sections 1302, 1304, 1308, 2951, 3304a, 3308, 3312, 3317b, 3318, 3324, 3351, 3363, 3504, 4106, 4113-4115, 4117, 4118, 5105, 5107, 5110-5112, 5114, 5333, 5343, 5346, 5545, 5548, 5723, 6304, 6405, 7312, 8331, 8332, 8337, 8339-8343, 8345, 8346, 8347(a)-(c)

Ante, p. 1218.

Ante, p. 1216.

and (e)-(h), 8348, 8702, 8704-8707, 8709-8712, 8714a, 8716, 8901-8903, 8905, 8907, 8909, 8910, and 8913 (as such sections are amended in paragraph (2) of this subsection), by striking out "Commission" each place it appears and inserting in lieu thereof "Office";

(4) in sections 1303, 8713 (as amended in paragraph (1) of this subsection), and 8911 (as amended in such paragraph), by striking out "Commission" and inserting in lieu thereof "Office";

(5) in section 3304(d), by striking out "a Civil Service Commission board of examiners" and inserting in lieu thereof "the Office of Personnel Management";

(6) in sections 1505-1508 and 3383, by striking out "Civil Service Commission" and "Commission" each place they appear and inserting in lieu thereof "Merit Systems Protection Board" and "Board", respectively;

(7) in section 1504, by striking out "Civil Service Commission. On receipt of the report, or on receipt of other information which seems to the Commission to warrant an investigation, the Commission shall" and inserting in lieu thereof the following: "Special Counsel. On receipt of the report or on receipt of other information which seems to the Special Counsel to warrant an investigation, the Special Counsel shall investigate the report and such other information and present his findings and any charges based on such findings to the Merit Systems Protection Board, which shall".

(8) in section 5335(c)—

(A) by striking out "Commission" the first place it appears and inserting in lieu thereof "Office of Personnel Management";

(B) by striking out "Commission" the second place it appears and inserting in lieu thereof "Merit Systems Protection Board";

(C) by striking out "Commission" the third place it appears and inserting in lieu thereof "Office"; and

(D) by striking out "Commission" the fourth place it appears and inserting in lieu thereof "Board";

(9) in section 8347(d), by striking out "Commission" the first place it appears and inserting in lieu thereof "Merit Systems Protection Board" and by striking out "Commission" the second time it appears and inserting in lieu thereof "Board";

(10) in section 552(a)(4)(F)—

(A) by striking out "Civil Service Commission" and "Commission" each place they appear and inserting in lieu thereof "Special Counsel"; and

(B) by striking out "its" and inserting in lieu thereof "his";

(11) in section 1303—

(A) by striking out "Civil Service Commission" and inserting in lieu thereof "Office of Personnel Management, Merit Systems Protection Board, and Special Counsel"; and

(B) in paragraph (1), by striking out "Commission" and inserting in lieu thereof "Office of Personnel Management";

(12) in section 1305, by striking out "For the purpose of sections 3105, 3344, 4301(2)(E), 5362, and 7521 of this title and the provisions of section 5335(a)(B) of this title that relate to administrative law judges the Civil Service Commission may" and inserting in lieu thereof "For the purpose of section 3105, 3344, 4301(2)(D), and 5372 of this title and the provisions of

Ante, p. 1131,
1219, 1137.

Ante, p. 1137. section 5335(a)(B) of this title that relate to administrative law judges, the Office of Personnel Management may, and for the purpose of section 7521 of this title, the Merit Systems Protection Board may”;

(13) in section 1306, to read as follows: “The Director of the Office of Personnel Management and authorized representatives of the Director may administer oaths to witnesses in matters pending before the Office.”;

(14) in section 8344(a), by striking out “Commission” and inserting in lieu thereof “Office of Personnel Management”;

(15) in section 8906, by striking out “Commission” each place it appears and inserting in lieu thereof “Office of Personnel Management” the first time it appears and “Office” the other times it appears;

(16) in the section heading for section 2951 and in the item relating to section 2951 in the analysis for chapter 29, by striking out “Civil Service Commission” and inserting in lieu thereof “Office of Personnel Management”; and

(17) in the section heading for section 5112 and in the item relating to section 5112 in the analysis for chapter 51, by striking out “Civil Service Commission” and inserting in lieu thereof “Office of Personnel Management”.

Repeal. (b)(1) Section 5109(b) of title 5, United States Code, is hereby repealed.

(2) Section 5109 of such title is further amended by redesignating subsection (c) as subsection (b).

Ante, p. 1161. (c)(1) Subchapter VIII of chapter 33 of title 5, United States Code (as in effect immediately before the date of the enactment of this Act) is amended—

(A) by striking out the subchapter heading and inserting in lieu thereof the following:

“CHAPTER 34—PART-TIME CAREER EMPLOYMENT OPPORTUNITIES

“Sec.

“3401. Definitions.

“3402. Establishment of part-time career employment programs.

“3403. Limitations.

“3404. Personnel ceilings.

“3405. Nonapplicability.

“3406. Regulations.

“3407. Reports.

“3408. Employee organization representation.”;

and

(B) by redesignating sections 3391 through 3398 as sections 3401 through 3408, respectively.

(2)(A) Section 3401 of such title 5 (as redesignated by this section) is amended by striking out “subchapter” and inserting in lieu thereof “chapter”.

(B) Section 3402 of such title 5 (as redesignated by this section) is amended—

(i) in subsection (a)(1)(B), by striking out “section 3393” and inserting in lieu thereof “section 3403”;

(ii) in subsection (b)(1)—

(I) by striking out “Civil Service Commission” and inserting in lieu thereof “Office of Personnel Management”; and

(II) by striking out “subchapter” and inserting in lieu thereof “chapter”; and

(iii) in subsection (b)(2), by striking out “Commission” and inserting in lieu thereof “Office”.

(C) Sections 3405 and 3406 of such title 5 (as redesignated by this section) are amended by striking out “subchapter” each place it occurs and inserting in lieu thereof “chapter”.

(D) Section 3407(a) of such title 5 (as redesignated by this section) is amended—

(i) by striking out “Civil Service Commission” and inserting in lieu thereof “Office of Personnel Management”;

(ii) in paragraph (1), by striking out “section 3392” and inserting in lieu thereof “section 3402”; and

(iii) in paragraph (2), by striking out “subchapter” and inserting in lieu thereof “chapter”.

(E) Section 3407(b) of such title 5 (as redesignated by this section) is amended—

(i) by striking out “Commission” and inserting in lieu thereof “Office”; and

(ii) by striking out “subchapter” each place it appears and inserting in lieu thereof “chapter”.

(F) Sections 8347(g), 8716(b)(3), 8913(b)(3), and 8906(b)(3) of such title 5 are each amended by striking out “section 3391(2)” and inserting in lieu thereof “section 3401(2)”.

(G) Section 8716(b)(3) of such title 5 is amended by striking out “section 3391(2)” and inserting in lieu thereof “section 3401(2)”.

(H) Section 8913(b)(3) of such title 5 is amended by striking out “section 3391(2)” and inserting in lieu thereof “section 3401(2)”.

(3) Section 5 of the Federal Employees Part-Time Career Employment Act of 1978 is amended by striking out “section 3397(a)” and inserting in lieu thereof “section 3407(a)”. 5 USC 3407 note.
Ante, p. 1059.

(4) The analysis for chapter 33 of title 5, United States Code, is amended by striking out the items (as in effect immediately before the date of the enactment of this Act) following the item relating to section 3385.

(5) The chapter analysis for part III of title 5, United States Code is amended by inserting after the item relating to chapter 33 the following new item:

“34. Part-time career employment opportunities..... 3401”.

EFFECTIVE DATE

SEC. 907. Except as otherwise expressly provided in this Act, the provisions of this Act shall take effect 90 days after the date of the enactment of this Act. 5 USC 1101 note.

Approved October 13, 1978.

LEGISLATIVE HISTORY:

HOUSE REPORTS: No. 95-1403 accompanying H.R. 11280 (Comm. on Post Office and Civil Service) and No. 95-1717 (Comm. of Conference).

SENATE REPORTS: No. 95-969 (Comm. on Governmental Affairs) and No. 95-1272 (Comm. of Conference).

CONGRESSIONAL RECORD, Vol. 124 (1978):

Aug. 11, H.R. 11280 considered in House.

Aug. 24, considered and passed Senate.

Sept. 7, 11, 13, H.R. 11280 considered and passed House; proceedings vacated and S. 2640, amended, passed in lieu.

Oct. 4, Senate agreed to conference report.

Oct. 5, 6, House agreed to conference report; receded from amendment.

WEEKLY COMPILATION OF PRESIDENTIAL DOCUMENTS, Vol. 14, No. 41:

Oct. 13, Presidential statement.