From:	Alt, Nicole
To:	Norman, Kate
Subject:	Re: List of new capacity?
Date:	Thursday, March 20, 2014 3:07:33 PM
Attachments:	Sage-Grouse Staffing Summary only (2).xlsx GSG capacity tp.docx

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i think this reflects all the details. the second attachment is the talking points which may be helpful with roles, etc.

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On Thu, Mar 20, 2014 at 11:56 AM, Norman, Kate <kate_norman@fws.gov> wrote:

> Do you have a list of all the positions we're bringing on?
>
> Could you shoot it my way when you have a chance?
>
> Thanks!
> K
> --
> Kate Norman
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CONSERVING AMERICA'S SAGE-GROUSE:
FWS/DOI MUST LEVERAGE OUR EXISTING INVESTMENT
FOR SUSTAINED CONSERVATION SUCCESS

14-Mar-14

PHASED IMPLEMENTATION OF PRIORITY NEEDS

PRIORITY 1

Date needed by	Need	# FTEs	Potential funding sources	Location	Grade	Funding Amount*	2014 General Schedule Locality Pay Representative Rate + 35% for benefits.
Jan-14	BASIC SCIENTIFIC EXPERTISE: We currently have one "expert" on sage-grouse in the form of the National Sage-grouse Conservation Coordinator, who is housed in R6. In addition R1 and R8 are supported by a Western Regional Sage-grouse Coordinator, housed in R1. The two individuals are currently the hub of all the comments, technical meetings, consistency checks for biological comments, and technical support to the field. This scenario will likely prove unsustainable as the process intensifies on all fronts. An additional person will be located in Denver. This person will be transfered from the HAPET office and will be the central coordinator for the science activities surrounding geospatial and analytical needs.	3	1115, 1111, 1122, 14XX, 1231, 1261	One in Cheyenne, one in Portland one in Denver (Denver position in Science Applications)	2 GS-11/12 401, 1 GS 13 401	$ 343,710.00	Cheyenne GS-11: $86,103 GS-12: $103,202 Portland GS-11: $90,771 GS-12: $108,798 Denver GS-13: $131,710
Feb-Mar 14	LISTING PROCESS SUPPORT: expert elicitation, SDM, status review, analysis, writing, administrative. One administrative support FTE and 2 biologists are needed.	3	14XX, 16XX, 1111, 1117	One in Denver, One in Portland and one adminstration in Denver	2 GS-9/11 401, 1 GS-7 301	$ 259,556.00	Denver GS-7: GS-9: $76,376 GS-11: $92,409 Portland GS-9: $ 75,024 GS-11: $90,771
Apr-14	COLLABORATION/ON THE GROUND SUPPORT: Support would be targeted at reaching out to counties and/or agricultural (ranching) landowners. This work will include CCAAs in concert with or independent or SGI activities. This capacity is (at a minimum) 5 FTEs for Greater sage-grouse, as well as one additional FTE for Gunnison's sage-grouse and two for Bi-state sage-grouse, and one for Columbia Basin DPS.	7	1115, 1121, 1322, 1231, 1261	One in Washington FO, one in Grand Junction FO, one in Nevada, one in Oregon/Idaho, one in Utah, one in Montana/Dakotas, one in Wyoming	8 GS 9/11 401	$ 608,491.00	Washington GS-9: $75,933 GS-11: $91,873 Grand Junction/ Oregon/Idaho/Utah/M ontana/Dakotas/ Wyoming GS-9: $71,165 GS-11: $86,103
Apr-14	LISTING PROCESS SUPPORT: records management: with eleven field stations and three regions and over 30 staff already working on this issue, a single point of contact for records management will be critical moving forward. Ideally, this would be one staff person per region with one of those appointed as an overall records team lead.	3	1111, 1117, 16XX	One each in Portland, Denver, and Reno	3 GS-0306 7/9	$ 222,565.00	Portland GS-9: $ 75,024 Denver GS-9: $76,376 Reno GS-9: $71,165
Apr-14	COMMUNICATIONS: we are lacking formal communications activities surrounding our ongoing activities. Our role and our message are not getting heard among the other voices associated with this issue. We are not yet effectively communicating our role, our responsibilities, our actions, and our accomplishments. Three positions in the west to lead regional and national communications regarding the Service's efforts in sage-grouse conservation is needed.	2	16XX, 1231, 1322	One in Denver; one in Reno	2 GS 12 1035	$ 215,759.00	Denver GS-12: $110,759 Reno GS-12: $105,000

*** Funding Amount** = 2014 General Schedule Locality Pay Representative Rate + 35% for benefits x Number of positions.
Highest grade level was used to calculate full funding amount.

Subtotal		18				$ 1,650,081.00	

PRIORITY 2

Date needed by	Need	# FTEs	Potential funding sources	Location	Grade	Funding amount*	2014 General Schedule Locality Pay Representative Rate + 35% for benefits.
Jun-14	COMMUNICATIONS: we are lacking formal, communications activities surrounding our ongoing activities. FWS and the conservation we are advancing are getting lost in the swirl of controversy, misinformation and political rhetoric associated with this issue. Three positions in the west to lead regional and national communications regarding the Service's efforts in sage-grouse conservation is needed.	1	16XX, 1231, 1322	one in Portland	2 GS 12 1035	$ 108,798.00	Portland GS-12: $108,798
Jun-14	LISTING PROCESS SUPPORT: expert elicitation, SDM, status review, analysis, writing, administrative.	4	1111, 14XX	One in Cheyenne, one in Reno, One in Portland, One in Denver	4 GS 9/11 401	$ 355,386.00	Portland GS-9: $ 75,024 GS-11: $90,771 Denver GS-9: $76,376 GS-11: $92,409 Cheyenne/Reno GS-9: $71,165 GS-11: $86,103
Jun-14	COLLABORATION/ON THE GROUND SUPPORT: Support would be targeted at reaching out to counties and/or agricultural (ranching) landowners. This work will include CCAAs in concert with or independent or SGI activities. This capacity is (at a minimum) 5 FTEs for Greater sage-grouse, as well as one additional FTE for Gunnison's sage-grouse and two for Bi-state sage-grouse, and one for Columbia Basin DPS.	3	1115, 1121, 1322, 1231, 1261	one for Reno, NV, two for Boise, ID	3 GS 9/11 401	$ 264,079.00	Washington GS-9: $75,933 GS-11: $91,873 Grand Junction/ Oregon/Idaho/Utah/M ontana/Dakotas/ Wyoming GS-9: $71,165 GS-11: $86,103
Jul-14	GUNNISON - ESA administration, section 7 recovery etc	2	1112, 1113, 1115, 1122	Two in Grand Junction FO	2 GS 9/11 401	$ 172,206.00	Grand Junction GS-9: $71,165 GS-11: $86,103
Jul-14	BI-STATE - ESA administration, section 7 recovery etc	1.25	1112, 1113, 1115, 1122	One and a quarter in Reno	1.25 GS 9/11 401	$ 107,629.00	Reno GS-9: $71,165 GS-11: $86,103
Subtotal		11.25				$ 1,008,098.00	

these 3 positions will be advertised separately.

PRIORITY 3

Date needed by	Need	# FTEs	Potential funding sources	Location	Grade	Funding amount*	2014 General Schedule Locality Pay Representative Rate + 35% for benefits.
Jan-15	LISTING, LITIGATION AND RECORDS SUPPORT - The closer we get to a decision the need to support the increased need for document prepartion, records requests and anticipated litigation that may be evident will increase. Another one FTE per region.	3	1111, 1115, 16XX	One in Portland, one in Reno, one in Denver	3 GS 9 301	$ 222,565.00	Portland GS-9: $ 75,024 Denver GS-9: $76,376 Reno GS-9: $71,165

Jan-15	COLLABORATION/ON THE GROUND SUPPORT: Support would be targeted at working with BLM and the State agencies to implment their plans and work on oversight and implmentation of CCAAs	4	1115, 1121, 1122, 1231, 1261	One in Reno, one in Oregon/Idaho, one in Utah FO, one in Grand Junction FO	4 GS 9/11 401	$ 344,412.00	Grand Junction GS-9: $71,165 GS-11: $86,103 Oregon/Idaho/Utah/ Reno GS-9: $71,165 GS-11: $86,103
Jan-15	RULEMAKING SUPPORT	2.5	1111, 1117, 14XX	One in Portland, one and half in Denver	2.5 GS 12 401	$ 274,937.00	Portland GS-12: $ 108,798 Denver GS-12: $110,759
Subtotal		9.5				$ 841,914.00	

GRAND TOTAL	**38.75**	**$**	**3,500,093.00**

The Service is engaged in a West-wide effort to conserve Greater sage-grouse. Together with state, federal and other partners, we are working at an unprecedented scale, scope and pace and bringing all available resources to bear to conserve the species and its habitat in advance of our 2015 listing determination. As I, and the Director, have clearly stated, our goal as a Service is to work with our partners to conserve sage-grouse while avoiding an Endangered Species Act listing.

In pursuit of that goal, the Service has already dedicated significant staffing resources to working with BLM/FS through their plan revision processes, with our state partners on their strategies and plans, and with private entities on conservation agreements. At present approximately 30 Service staff are committed to these efforts. Since most of these people are currently dedicated to the BLM/FS and State planning efforts, we have identified some urgent staffing needs to deliver on-the-ground conservation; build scientific capacity; develop additional technical capability to analyze information; provide administrative support; and communicate with our partners and broader publics.

The following highlights the additional capacity essential to the success of this historic conservation initiative.

Modelling: We recently transferred Dr. Kevin Doherty from our Migratory Birds program to our Regional Office Science Applications program to identify, address and explore key technical questions in a spatial-analytical context.

Sage-grouse biological capacity: We have recently advertised two positions to add expertise to assist our field biologists with a wide variety of tasks associated with state and federal conservation planning efforts as well as the analytical work that will underpin our status review. If we are unable to develop this additional capacity, we risk entering into the next stages of the range-wide conservation effort with roster of personnel who are overworked and under-equipped from a technical standpoint. This scenario could affect our ability to fully and successfully deliver quality and timely work products, both internally and to our partners.

Deliver and coordinate on-the-ground conservation: Due to sequestration and decline budgets, the Service's field offices have seen an overall reduction in capacity over the last few years; this has affected our ability to work proactively and collaboratively to implement measures to conserve sage-grouse and its habitat including developing candidate agreements. We have recently announced multiple positions across the range of sage-grouse to increase our capacity to work with state, Federal and local entities, as well as private landowners, to develop and implement conservation plans to conserve sage-grouse. For example, we currently do not have capacity to develop and implement all the requested candidate agreements with States and

private entities that have approached the Service. This additional capacity will establish and advance much needed on-the-ground conservation efforts, provide assurances to private landowners, and continue to build partnerships across the range of the species. We anticipate hiring up to ten positions in eight states.

Biological staff support: We have a firm deadline in 2015 to complete a status review of sage-grouse. Much is being done across the range on private land, through state frameworks, and the Federal planning effort. There is a significant amount of information that will need to be reviewed, analyzed and compiled to complete the species status review and inform any status determination. In addition, the Service is exploring the potential for a number of science elicitation workshops to explore uncertainties, and given our commitment of staffing resources to the BLM/FS and State planning efforts, we need additional capacity to staff and run these processes. We recently announced hiring up to six positions across three regions.

In addition, we have proposed the Bi-State DPS of greater sage-grouse and the Gunnison sage-grouse for protection under the ESA. In the near future, we will be seeking additional capacity to work with our partners to work collaboratively on conservation efforts. (Up to 3 positions will be advertised in the next few months)

Communication expertise: We recently advertised 3 positions to lead the Service's efforts to communicate with the public and our partners regarding on-going sage-grouse conservation activities. One position will replace a recently vacant position in Reno, NV.

Administrative support: We anticipate hiring 4 positions in the three regions to add additional administrative support to manage files, respond to FOIA requests and generally provide support to those working on sage-grouse conservation activities. We expect the announcements for these positions in the next two weeks.

The President's FY15 budget request includes a $4 million increase for sage-grouse conservation activities. This increase will support this added capacity and will help ensure that the staffing resources in the Service do not impede conservation of sage-grouse.